

MINUTES OF COLLEGE DEVELOPMENT COMMITTEE MEETING
TUESDAY, 06 DEC 2022 (03:00 PM)

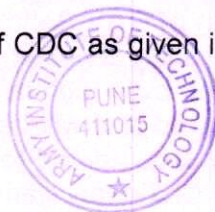
1. College Development Committee (CDC) Meeting was held on Tuesday, 06 Dec 2022 at 03.00 pm under the Chairmanship of Maj Gen TS Bains, Chairman AIT. Following Members were attended meeting: -

Ser No	Name of Member		Status	Attendance
(a)	Maj Gen TS Bains	-	Chairman, AIT	Yes
(b)	Brig Abhay A Bhat (Retd)	-	Director, AIT, Pune	Yes
(c)	Dr. SR Dhore	-	Head of Department (Comp), Nominated by Management	Yes
(d)	Dr. Sangeeta Jadhav	-	Representative of Teaching staff AIT (LR)	Yes
(e)	Asst. Prof. Anup Kadam	-	Representative of Teaching staff AIT	Yes
(f)	Asst. Prof. Girish Kapse	-	Representative of Teaching staff AIT	Yes
(g)	Mr BD Sonawane	-	Representative of Non- Teaching staff AIT	Yes
(h)	Prof (Dr) Seema Tiwari	-	Co-ordinator IQAC	Yes
(j)	Mrs. Jyotsna H Garge	-	Member Nominated by Management	Yes (Online)
(k)	Dr. Nitant Mate	-	Member Nominated by Management	Yes
(l)	Dr. SE Talole	-	Member Nominated by Management	No
(m)	Mr. Vijender Yadav	-	Member Nominated by Management and Aluminous	No
(n)	Prof (Dr) BP Patil	-	Secretary CDC, Principal, AIT	Yes
(o)	Mr. Abhishek Kumar Meel	-	President, Student's Council	Yes
(p)	Mr. Atul Singh	-	Secretary Student's Council	No
(q)	Col Anupam Mathur	-	Dir AWES HQ SC, Invited Member	Yes
(s)	Col MK Prasad (Retd)	-	Jt Director, Invited Member	Yes
(t)	Prof (Dr) Swati Kulkarni	-	HOD ASGE, Invited Member	Yes
(u)	Dr. GR Patil	-	HOD E&TC, Invited Member	Yes
(v)	Dr. UV Awsarmol	-	HOD Mech, Invited Member	Yes
(w)	Prof Manoj Khaladkar	-	TPO, Invited Member	Yes
(x)	Ms. Isha Tyagi	-	Ladies Representative Student's Council, Invited Member	Yes

Welcome Address

2. The meeting started with welcome address by Dr BP Patil, Principal and Secretary CDC. Principal welcome all the CDC Members who are newly appointed and also Welcome the New Chairman Maj Gen TS Bains and introduced new Chairman of CDC.

3. Principal briefed about the role of CDC as given in the Maharashtra Public University Act, 2016.



Progress on Previous Agenda Points

4. **Draft Outline of Budget for FY 2022-23.** The Principal mentioned Budget approved in last CDC was implemented for AY 2022-23.
5. **Internal Audit Academic.** As discussed in last CDC meeting training for Audit was conducted. One internal audit was carried out and second audit is going on.
6. **Pts from Students.** No points were given by students in last CDC Meeting.
7. **Points from the Teaching and Non-Teaching staff.** The progress and closure on the pts is as follows :-
 - (a) **As Per State Govt Circular DA required to be Increased by 25%.** The issue raised with COAS and HQ AWES. Suitable reply has been given to members after due deliberation at highest level. Decision regarding DA is based on directions of HQ AWES and BOA HQ SC.
 - (b) **As Per DTE/ State Govt /AICTE/ UGC 7th CPC Should be Implemented.** Executive orders for implementation have been received from HQ AWES. Implementation details have been conveyed to the employees. Matter discussed in open house on 26 Aug 2022. Option certificate sought from employees by 20 Dec 2022. Elected representatives pointed out that today itself notice is issued about this. The Director informed that notice has been issued with option certificate after clearance by HQ SC (BoA).
 - (c) **Implementation of 360 Degree Feedback Only After 7th CPC Implementation as Per AICTE.** This feedback system has been implemented to benefit the faculty. Most faculty have conveyed acceptance and appreciation of the same. It is also in sync with the AICTE Gazette Notfn. AWES has also approved the same. Elected teacher's representatives questioned whether the AICTE 7th CPC implementation order includes the 360-degree feedback. If so it should be implemented only after implementation of 7th CPC. The Principal explained that the 360 degree feedback is to be included along with the ACR and has been done in AIT wef AY 2020-21. Actually the 360-degree feedback concept is in force from the date of AICTE gazette notification (i.e. 01 Mar 2019). He further mentioned that SPPU too is insisting on providing 360-degree feedback when the teachers are appearing for CAS committee interview. There was however disagreement from the elected members (Prof Anup Kadam and Prof Girish Kapse) on this issue. CDC faculty members said that we are not against this implementation but we want both parts i.e. 360 degree feedback and 7th CPC be implemented simultaneously. Chairman explained that as per management view the 360-degree feedback is not linked with 7th CPC implementation. Members can have different view and can approach AICTE or any other suitable authority for clarification. Prof Girish Kapse also suggested that 1st preference should be given to regular and fulltime SPPU approved staff while appointing committee I/C or head, as this faculty are only eligible for CAS.
 - (d) **Implementation of CAS Policy as Per AICTE. Policy Not to be Modified at Institute Level.** CAS policy is based on AICTE guidelines only. Details of evaluation have been worked out by a committee headed by one of the members. Fresh revision has been ordered and will be put up for approval. Prof Girish Kapse raised the issue of certain clauses related to "Discipline" which had been added by AIT for CAS promotion. The Chairman clarified that AICTE has given guidelines for CAS and can be considered as minimum requirements. AIT has raised the bar to maintain

quality and ensuring proper adherence to rules and regulations as well as discipline. Members may have objection to these clauses, which they may raise with appropriate authorities. Any such points may also be given to committee which is revising the CAS policy. Prof Kapse and Prof Anup Kadam again reiterated that CAS policy should be exactly as per AICTE notification.

(e) **CDC Members Must be Informed about Formation and the Outcomes of Various Committees Formed in AIT.** All relevant decisions are shared with affected members and with HOD's. All notices are also available on AIT website/ ERP. There is no requirement to share all administrative decisions with the CDC members. There is no mention of such requirement in Maharashtra Public University Act, 2016. CDC faculty member Prof Anup Kadam mentioned that there is role for CDC to give recommendations regarding recruitment of Administrative staff. He also said that we need to know certain information which are required to be communicated for smooth functioning of students and staff. We don't expect any confidential matters to be shared with us. CDC members suggested that notices related to sport, academics etc, should be separately addressed to the CDC members. The Chairman asked if such inclusion in the addressees is obligatory. To this, Prof Anup Kadam replied in the negative. The Chairman stated that the current mechanism is appropriate.

(f) **GRC, Why a Full Time UGC Approved Professor is Not the Member of GRC from Institute.** Nowhere it is mentioned that we have to appoint UGC approved Professor. Appointed faculty is SPPU approved full time Senior Faculty.

(g) **Faculty Promotion Must be as Per SPPU/ AICTE/ DTE Norms.** Committee and higher management have ensured that all norms are followed. There is no deviation.

(h) **HoD Post Should be On Rotation Basis and That is For Only Approved Staff.** The issue was discussed and the majority opinions was current system is functioning fine. Prof Girish Kapse suggested that, this will help more eligible faculty with PhD qualification to get administrative experience. Due to majority opinions, there is presently no need to have HoD post on rotational basis.

8. Passing of previous CDC meeting agenda points were proposed by Dr Sunil Dhore and seconded by Dr Nitant Mate.

Activity Report (Mar 2022 to Nov 2022)

9. **First Year Admissions.** First Year admissions for all branches was carried out for AY 2022-23. Chairman enquired as to why the no. of applicants have reduced compared to previous year? The Principal mentioned that while the figures displayed were of the valid application forms only and there were many more invalid applications. The Director added that there are many other reasons. He clarified that few possible reasons include; delay in admissions at AIT due to delay in JEE (Mains) results, traditionally high cutoffs of Comp and IT dissuading many parents to apply for AIT; many Engg colleges opening up in all parts of country etc. He hoped that with increase in intake of IT there will be more applications next year as IT is a popular course. He further submitted that AIT will analyze this trend in more details. Status of the admission was given in Table 1 :-

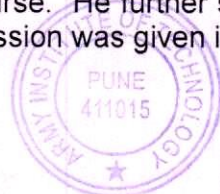


TABLE 1

Sr No	PARAMETERS	ADMISSION YEARS				
		2018	2019	2020	2021	2022
(a)	Total Applications	3,229	4,055	2,619	2,691	2,283
(b)	Vacancies	300	300	360	360	360
(c)	First (JEE) Merit admitted	7,764	11,913	17,739	16,304	16,459
(d)	Last (JEE) Merit admitted	1,11,326	1,13,952	1,78,406	2,34,962	2,34,455

10. **FDP/ Workshop/ Seminar Attended by Faculty.** During mentioned period, faculty attended FDP/ Workshop/ Seminar which was organized by various colleges for up-gradation of skills and knowledge of faculty. Chairman enquired if any targets are set for FDP/ Wksp/ Seminar. What is the achievement level? The Principal explained that the targets are part of Annual Quality Assurance document which will be presented later as per Table 2 given below. The Chairman further directed to work out the plan for next year.

TABLE 2

Ser No	Activity	Comp	E&TC	Mech	IT	ASGE	Total
(a)	One Week	05	26	02	04	0	37
(b)	Two Week or more	10	05	01	02	4	22
(c)	01/ 02/ 03 Days	07	16	00	61	2	86

- (d) FDP/ Workshop / Seminar conducted by AIT : 19
 (e) Faculty As Resource Person : 09
 (f) Faculty Completed PhD : 02
 (g) Dr (Mrs) Seema Tiwari, Faculty (Chemistry) has been awarded an International Excellence Award 2022 for outstanding contribution in Teaching and Research.
 (h) AIT awarded Best Academic Institution by World Education Congress on 30 Sep 2022.

11. **R&D Activity.** To improve the R&D activities in the Institute, management has taken various steps such as spreading awareness regarding important R&D activities, more PhD registered faculty, Research incentive policy, motivation letters (for those who were not contributing adequately) as well as complimentary letters for those contributing effectively, IPR policy, Quality publications etc. It is evident from the table that the activities have substantially increased over last two years. The Principal also submitted that AIT would be focusing on encouraging more quality publications, patents and consultancy in current AY. R&D activity listed in Table 3.

TABLE 3

Ser No	Details	2019-20	2020-21	2021-22	2022-23 (Till Date)
(a)	Journal	46	61	19	22
(b)	Conference	28	23	39	14

Ser No	Details	2019-20	2020-21	2021-22	2022-23 (Till Date)
(c)	Book/ Book Article	10	16	15	10
(d)	Patent Published/ Filed/ Granted	06	10	08	06
(e)	Copyright	04	02	02	00
(f)	Funded Project	02	00	01*	01
(g)	Consultancy	01	01	01	01

12. **Student Achievements.**

- (a) Team of Akash Bhati, Arun participated in the event Smart Bazaar 11th CSI INAPP International Project Competition and stood on First Position both are from BE IT.
- (b) Nalin Mahala from BE IT participated in three events and stood First position in all three events i.e. Introduction to Basic Game Development using scratch, Create a Resume and Cover letter with Google Docs and GFG Event.
- (c) Dipankar Singh, Akash Singh and Sambhav Kumar from TE IT accrued first position in the event ICPC Amritapuri Regional Zone.
- (d) Manish Ambati from SE IT is amongst 20 winning team in the event organized by Vodafone Foundation, Tech Innovation Marathon 2022.
- (e) Shekhar from BE IT is winner of UNESCO India Africa Hackathon 2022.
- (f) BE E&TC student Ravindra Singh qualified for the grand finale of SIH 2022 and winner for the same.
- (g) Shekhar Ku Singh BE (IT) Receiving Award from Hon'ble Vice President and Union Education Minister, on 25 Nov being part of Winning Multi-national team of the UNESCO India Africa Hackathon. Problem Statement - "App to Monitor Soil Moisture using a Standard Digital Image and Machine Learning Technology"
- (h) Munukoti Likhit of BE Comp and Maneesha Ambati, SE IT are amongst 20 winning teams out of 500 in Vodafone foundation, Tech Innovation Marathon 2022. They won Rs 2 Lakh.
- (i) AIT girls got 1st position in SPPU District Table Tennis (Women) Intercollegiate Matches held on 15 Oct 2022.
- (j) AIT Mens' Basketball Team got 3rd Position in District Zone Competition held in Nov 2022
- (k) AIT Boxing Team Participated in SPPU Competition in Nov 2022, Janvi Rathi & Ganga won Gold and Silver medal respectively, Varshit Goud and Avinandan Kumar won Silver Medal, All are selected for Zonal.
- (l) AIT Badminton Girls' Team stood Third in the SPPU Districts Zone 2022-23.
- (m) AIT Team "Dr White Lemon" won the 1st prize in "CAPTURE THE FLAG" (CTF) event in Symbiosis Centre of IT on 01 Oct 2022.
- (n) Mr Piyush Sunil Sharma, ME(Design) 2nd yr awarded Best Pn Cert in RDME-2022 Conf for "Frequency Response Driven Design and Development of the Battery Package Module for Retrofitted Electric Car".



(o) Mr Nitish Rai, Alumnus 2009 Mech, founder FreightFox, which is an integral part of National Logistics Policy Launch 2022 demonstrated the data and platform capabilities to Hon'able Prime Minister of India on 17 Sep 2022. They were among the 4 companies to whom PM interacted 1-on-1.

(p) AIT team comprising 06 students won 1st prize and cash award of Rs 1,00,000/- in Smart India Hackathon on 26 Aug 2022.

(q) Participation of students in various events is as listed in Table 4

TABLE 4

Ser No	Technical Event	Organizer	Participated Students	Class	Position	Month-Year
(a)	Other Technical	Uber	Roshan Rai	BE IT	finalist	March-2022
(b)	Coding Competition	Coding Ninja	Saurav Chauhan	BE IT	10th	March-2022
(c)	Competition	Dare2compete powered by Microsoft	Ashish Singh	BE IT	2nd last round	June-2022
(d)	Hackathon	Juspay	Ashish Singh	BE IT	Out in last round	March-2022
(e)	Introduction to Basic Game Development using Scratch	Project network freedom learning group Coursera	Nalin Mahala	BE IT	1st	Nov-2022
(f)	Create a Resume and Cover Letter with Google Docs	Google	Nalin Mahala	BE IT	1st	Aug-2022
(g)	Smart India Hackathon 2022	Ministry of Education, India	Ravindra Singh	BE ENTC	Winner	Aug 2022
(h)	Smart India Hackathon	Ministry of Education Govt. of India	Aman Thakur Ankit Kumar Tanvy Bhola	BE Comp	First	Aug 2022
(j)	Tech Tatva Hackathon'22	Manipal Institute of Technology, Udupi	Nikhil Singh Aman Thakur Akash Yadav	BE Comp	First	Oct 2022
(k)	VOIS Innovation Marathon	Vodafone Intelligent Solutions	Munukoti Likhit	BE Comp	8th from the top 20 teams	Oct 2022
(l)	De'Verse	Army Institute of Technology (OSS Club)	Sahil Kamate Hritik Singh Mayank Upadhyay	SE Comp	First	Sep to Oct 2022
(m)	HackSVIT	Sardar Vallabhbai Patel Institute of Technology,	Sahil Kamate Harshal Patil Aakash Sharma	SE Comp	Top 10	May 2022

Ser No	Technical Event	Organizer	Participated Students	Class	Position	Month-Year
		Vasad				
(n)	Code Like Ada Hackathon 2022	LG Ads Solutions	Puja	TE Comp	Second	Apr 2022
(o)	Hide and Seek CTF	Army Institute of Technology, Pune	Sahil Kamate	SE Comp	First	Apr 2022
(p)	Zuno Fellowship Program	Monster India	Mahipal Singh	TE	Platinum Winner	Aug 2022
(q)	Zuno Fellowship Program	Monster India	Manish Kalyan	Comp	Silver Winner	Aug 2022

13. **Purchase of Amb Veh.** AIT Purchased Ambulance Vehicle for Student with following details:-

- (a) Make/Type : TATA Winger AMB PT BS6-7+P AC SI
 (b) Vendor : Sehgal Wheels Pvt Ltd, Pune
 (c) Cost : Rs 17.95 Lakh

14. **Placement Details.** Principal briefed about the Placement activity and excellent results achieved despite pandemic situation this year. High placement percentage, avg salary and placements of large No of students in high value companies are the highlights. Refer Table 5 below:-

TABLE 5

Ser No	Details	2022 – 23 (as on 30 Nov)	2021 - 22	2020-21	2019-20	2018-19
(a)	No of Industries Visited	61	93	87	69	70
(b)	No. of students selected	251	305	260	313	245
(c)	Placement Percentage	86	97	91	92	90
(d)	Maximum Salary (LPA)	52.00	112.14	39.00	39.00	39.00
(e)	Overall Average salary (LPA)	14.70	14.70	9.45	7.30	7.15

15. Branch wise placements are given below :-

Ser No	Percentage Placement AY 2022-23 (Till Date)				
(a)	Branch →	Comp	E&TC	IT	Mech

(b)	Placement Percentage	85	94	83	84
(c)	Overall Placement	86.50%			

16. Chairman expressed happiness that the placements are very encouraging and appreciated the role of faculty members, TPO and all concerned. On being asked by the Chairman if students are happy with this state, the Student President expressed satisfaction that despite effects of COVID in the job market, the placements in AIT are good. He attributed the success to the ecosystem of AIT, guidance received in clubs, mentoring by senior students, alumni and also the efforts of faculty. TPO expressed that the faculty role is vital in ensuring development of fundamentals as well as the role of TPO office which conducts special training, strategizes the sequencing of industries for placements, and connecting industries through social media. The Student President also mentioned that the good work by alumni in respective industries, lead to them wanting to recruit from AIT repeatedly.

Discussion on Agenda Pts

17. **Agenda Point 1 : Staff Requirement for AY 2023-24.** The Principal stated that AIT needs to recruit more staff and faculty next year due to increase in student strength, of E&TC, ME (Data Science), new division of IT as well as to cater for some retirements. The requirements are tabulated below:-

TABLE 6

FACULTY (Ideal FSR 1:15; Min 1:20.), Current Str = 83				
Ser No	Particular	Branch	No. of Students	Faculty Required
(a)	Natural Growth	BE (E&TC)	60 (60/15)	04
(b)	Natural Growth	ME (Data Sc), Comp Dept	24 + 24 (48/15)	03
(c)	Increase Intake in	IT Dept (FE IT)	60 (60/15)	04

TABLE 7

TECHNICAL STAFF						
Ser No	Particular	E&TC	IT	Comp	Mech	ASGE
(a)	Current Str.	10	06 LA + 01 Prog	09	03 (Instr)	04
(b)	Required	01	01 LA + 01 Prog	01	02 (Instr)	00

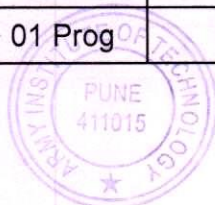


TABLE 8

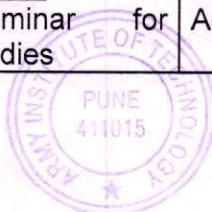
ADMINISTRATIVE STAFF				
Ser No	Category	Holding	Addl Staff Reqd	Remarks
(a)	LDC	08	03	Inescapable functional Requirement
(b)	Peon	17	04	-do-
(c)	I/C Maint (B&R)	01*	01	*JE(EM) held
(d)	Driver	05	01	For Amb Veh
(e)	Nursing Asst	01	01	1@1000 students
(f)	Asst Warden (Hostel Attd)	06	06	For Boys Hostel
(g)	Lib. Asst.	02	01	for Evening Shift/ Holidays (Imdt reqmt)
(h)	Project Offr (03 Years)	01	01	for Infra Devp - Hostel constr & Acad Devp

18. Requirements of various staff was discussed in detail during the meeting. Prof Girish Kapse raised an issue as to why Principal is included by AIT as part of E&TC Dept, inspite of the fact that NBA and NAAC committees do not count him in their student to faculty ratio calculations? Principal told that him that he is taking project load, PBL load contributing in Dept. Being an approved Prof in E&TC he is associated with the Dept. The Chairman ruled that recruitment can take place as per justified requirement in AY 2023-24 and proposal for recruiting nonteaching staff can be put up on file to Chairman separately. For urgent recruitment, AIT can go ahead with the procedure as per extant policy. Please refer Table 7 (Technical Staff requirements): As there is a requirement of programmer in IT and other department, Prof. Kapse also mentioned that there is an underutilization of highly technical and skilled person who is working as PA to Principal. The person who is working as PA to Principal, earlier he was a programmer in IT Department, can be utilized again as programmer in IT/Mech department and any person (with computer skills) can be appointed as PA/clerk at Principal office. The same point was also strongly supported by Mr. B D Sonawane and Prof. Anup Kadam. Honourable Chairman has taken a note of that.

19. **Agenda Point 2 : Internal Audit – Academics.** The Principal requested Dr Seema Tiwari, Coordinator IQAC to present Annual Quality Assurance Report (AQAR) for AY 2021-22. Dr Seema Tiwari presented the Quantified Target list and explained all the details as per given in Table 9.

TABLE 9

Ser No	Plan of Action	Achievements/ Outcomes
(a)	<u>Consistently Good Results</u> A. 97% All clear and >98% First Class to Final year B. FE to TE, ATKTK per Dept. to be <5%	A. Achieved for SE to BE only FEs 82% B. Achieved for all years
(b)	<u>Placements Benchmark</u> Placements > 95% with 60% in high end companies	Achieved - 97% Placement
(c)	<u>Motivate Students for Higher Studies</u> Conduct one workshop/seminar for motivating students for higher studies	Achieved



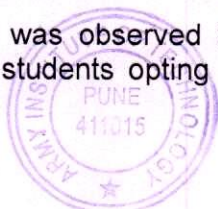
Ser No	Plan of Action	Achievements/ Outcomes
(d)	<u>Value Added Courses, MOOC</u> One MOOC per student by third year students	Achieved - 98% achieved for TE & 100% for SE students
(e)	<u>Promote extra & co-curricular activities and entrepreneurship</u> 8-10 Prize winners in National Level Technical competitions Start-up by students – 04	Achieved 33 06 Startups in college
(f)	<u>Infrastructure up gradation</u> Continuous infrastructure up gradation	Achieved Waiting room, Dormitory, Additional Dining Hall, Renovation of toilets, American Lawn in Cricket ground
(g)	<u>E-learning facilities</u> ICT about 50% of instruction	Achieved - MS Teams, Moodle, Google Classroom, and YouTube
(h)	<u>Green Environment Initiatives</u> One green environment initiative per year	Achieved - 300 trees were planted
(j)	<u>Promotion of Research and consultancy culture</u> A. Faculty with PhD - 30% B. PhD Guide - 10% C. Research papers - One/Faculty/Year D. Patents/Copyright - One/Dept/Year E. Consultancy - Rs. 1 Lakh/Dept/Year	A. Achieved with 33% B. Achieved with 12 % C. Not achieved - Journals : 20 Conference : 46 D. Achieved - Patents : 14 Copyright : 02 E. Achieved by Computer Engg. Mechanical Engg.

20. Discussion took place related to following parameters:-

(a) **Academic Results.** On the query of the Chairman, the difference between "All Clear" passing and passes with ATKT was explained. It was also intimated that generally ATKTs are more in First Year (FE), and Second Year(SE).

(b) **Placement Benchmarks.** While appreciating the excellent placements and surpassing the targets, the Chairman queried about classification of companies as "High End". The TPO clarified that "High End" companies are those which not only provide excellent salaries, but also those which provide excellent long term career boost for students in their respective fields. These include MNCs, product companies and Consultancy based companies apart from enterprising startups. On the other hand, bulk recruiters which are essentially service based companies are not classified as high end companies.

(c) **Higher Studies.** It was observed by Dr Mate that Higher studies target need to be set in terms of students opting for higher studies and not in terms of



workshop/seminar conducted in Dept. This was agreed to by the management and Chairman directed to put up data wrt the same.

(d) **MOOC Courses.** There were various viewpoints regarding setting targets for MOOC. Prof Kapse and Prof Kadam suggested that we could set a target at one per semester. Views were expressed by the Director and Dr Dhore. Director suggested that as it is students are undergoing such courses for self-improvement/skill acquisition and registration fees are compensated from Value Added Course fees. Setting too ambitious target for such parameter may not achieve desired result. Dr Dhore suggested that requirement in MOOC courses should be linked with gap Analysis of the Syllabus being carried out. Some courses are very short duration, only to acquire some skills and some relatively longer duration courses of 3 months or more duration are more useful from career development point of view. Student members also expressed similar views about the courses. The Chairman ruled that based on internal recommendations of the Depts, the targets may be appropriately revised.

(e) **Extra/ Curricular Activities and Entrepreneurship.** The Chairman complimented all concerned incl students and faculty for far exceeding the targets and winning many hackathons and tech competitions. He was informed that faculty is putting a lot of effort towards these activities and also documenting them appropriately using ERP and MOODLE platform.

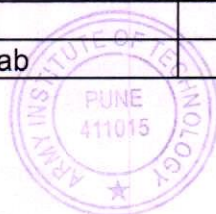
(f) **Targets Related to Research and Consultancy.** There was a consensus that the targets related to PhD need to be increased, now that earlier targets have been achieved. Similarly major boost is required in Patents and Consultancy also. Principal mentioned that with release of the comprehensive IPR policy and incentives included, we hope to see major boost in the same.

21. Dr Nitant Mate observed that the targets set each year by IQAC are very easily achievable. He felt that it is necessary for the institute to set targets which are nearly impossible/ difficult to achieve and ensure that every one strives very hard to achieve them. He added that capabilities and potential of the faculty should not be underestimated. He also expressed that Consultancy target of 1.0 Lakh/ Dept is too small and it should be raised to at-least Rs 20.0 Lakh. Also target for faculty with PhD qualification can be raised to 50%. He further suggested that some arrangement can be made where faculty can work in industry for 2-3 months and gain valuable on ground experience and they can gain confidence for carrying out consultancy. Agreeing on the observation and suggestion of Dr Mate, the Director also pointed out that NCSC R&D project of Comp Dept has boosted the confidence level and few companies are approaching the Dept for consultancy. The Chairman directed that all these recommendations and suggestions should be taken into account while setting the next year targets and approval be obtained on file.

22. **Agenda Point 3: Infrastructure Development For Next Year.** Proposed plan for infrastructure development for next year keeping in mind the future growth plan and increase in intake has been prepared as at Table 10 :-

TABLE 10

Ser No	Details	Amount (in Lakh)	Remarks
(a)	Setting up Exam Cell	25	Carry fwd for autonomy
(b)	Incubation Centre & Robotics lab	30	Robotics Lab



Ser No	Details	Amount (in Lakh)	Remarks
			Renovation
(c)	CCTV Installation (except ASGE Block)	30	For Security
(d)	Construction of Classroom, Labs, equipment and furniture for IT Dept (Ph 1) (Reqmt in AY 2023-24)	50	IT Dept increase in intake for UG
(e)	Construction of Classroom, Labs, equipment and furniture for IT Dept (Ph 2) (Reqmt in AY 2024-25)	30	IT Dept increase in intake for UG
(f)	Construction of Classroom and Labs for Comp Dept	20	Comp Dept increase in intake for PG
(g)	Construction of NCC Training Unit	15	NCC
(h)	Central Store Furniture	15	Central Store
(j)	New Furniture in Aryabhata Centre	40	TPO/Library
(k)	Network security Enhancement (IT Infra)/ Switches/Equipment	140	IT Infra
(l)	Resurfacing of Roads	30	-
(m)	Renovation/Repair of Toilets	30	-
(n)	Roof treatment of Academic Block	40	-
(o)	Painting in Academic Block	40	-
(p)	Fire Fighting Eqpt	20	-
(q)	Renovation of Classrooms/ Labs	50	All Dept
(r)	Procurement of equipment for Gymnasium/ Children Playground etc	10	Sports
(s)	Procurement of Audio & Video Eqpmt	15	-
(t)	EV lab Procurements & upgradation	10	EV Lab
(u)	Main Gate Renovation	15	-
(v)	Renovation of Labs in ENTC Dept	30	-
(w)	Furniture in Classroom and Labs	40	All Dept
(x)	Misc Civil Works in Academic Block	35	All Dept
(y)	Upgradation of E-Resources in Library	20	Library
(z)	Construction of Multipurpose Hall	50	All Dept
(aa)	Procurements in Central Store	20	Central Store
(ab)	MS Pathway for IT Dept	10	IT Dept
(ac)	FE Lab Renovation - FPL and EM	40	ASGE
(ad)	Construction/upgradation of Lab in Mechanical Lab	20	Mech
TOTAL		920	

23. Dr Sangeeta Jadhav flagged the requirement of a multipurpose lab, which can be used for seminars, workshops and such activities. The Director agreed to the suggestion and proposed that new IT Dept labs, included in the proposal, can be created in such way that they can be used for conducting workshop/ seminar. On the query raised by Prof Kapse, the Director clarified that the infrastructure projects are funded from the Development fees charged from students. College can charge up to 15 % of tuition fees as development fees as per Justice Srikrishna committee norms (approved by AICTE). These accumulated funds are required to be used for future development and growth. The Chairman enquired whether AIT gets some funds from Govt agencies/ University. The

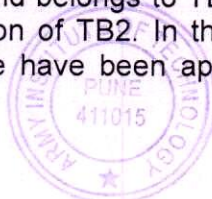
Principal clarified that Modernization and Removal of Obsolescence grant (MODROB) is usually received from AICTE for development of labs for the Dept of IT, E&TC and Mech. Depts. When enquired as to which Dept got latest funds Dr Jadhav confirmed that they had received Rs 18.5 Lakh in FY 2020-21 for Ubiquitous Computer Lab. Normally a Dept gets such funds after three years only. Dr Nitant Mate suggested to tap industry or Govt funds for getting research funds/ funds for labs etc. The Director assured him that AIT has received some such funds in past, at a meagre scale compared to other more reputed colleges. The NCSC project being undertaken in the Comp Dept has also substantial component of hardware which will be a good addition. It was also suggested that Alumni can be asked to contribute if possible. Fund like FIST (Fund for Improvement of Sci &Tech) can be useful, but these are provided if college has PG and PhD program. Dr Mate mentioned that EV lab, which has been created using donated funds, can be used for generating revenue by providing facility of such as battery testing. Labs and equipment infrastructure can be used for consultancy and revenue generation.

24. Prof Girish Kapse and Prof Anup Kadam enquired as to why the Main Gate requires renovation as it was constructed only 7-8 years back. Jt Dir explained that some faults have developed, but added that this requirement is not urgent and will have a low priority. Prof Kapse suggested that curtailing development fees will reduce overall the fees of student. However Director AWES mentioned that no further reduction is feasible; more so as there is a cap on increase of fees beyond 5 percent per year. Final proposal for infra development for AY 2023-24 will be incl in the proposed budget, after due evaluation and inputs from all concerned. Based on queries and concerns expressed by Prof Anup Kadam and Girish Kapse, the Director clarified that the draft budget is under preparation and will be placed before the CDC, prior to being sent for approval to HQ Southern Comd. Prof Kapse and Prof Kadam suggested that, infrastructure development comes under CDC according to Maharashtra Public University ACT 2016 and therefore need to take approval in CDC for each and every project in AIT. The Chairman mentioned that while CDC has a role in proposing the budget and suggesting better ways of utilizing funds, they cannot be carrying out every task in the procurement/ development/ audit cycle. Different committees have to do these tasks. Dr Sangeeta Jadhav agreed and mentioned that it is not possible and desirable for CDC to monitor each and every thing. With reference to the PPT shown in the meeting on "Infrastructure development for next Year". In this ppt it's specifically mentioned that the main gate of AIT was constructed "25 years back" which is not true therefore Prof Kapse and Prof Kadam specifically highlighted that around 8 to 10 years back the main gate of AIT was constructed under the supervision of Col Karodpati (Retd) and therefore no need to spend Rs. 15 lakh on the renovation. This point was well noted by Chairman. But Jt Dir told that we are not constructing new gate but some rework/broadening at the entrance is required so that it is projected, however less priority can be given to this work. Prof Girish Kapse expressed that college should highlight amount spend on Rain water harvesting project which was done over 3-4 years time period.

Points from Students

25. Students raised points/ requirements through President of Student Council as given in succeeding paras.

26. **Athletics Track.** Students projected a requirement of a proper athletics track for the students. It should consist of a Kho-Kho, hurdles, long jump etc. It was explained that prior to lockdown a 400m track just outside AIT fence was created. The same has not been maintained for last two years. As the land belongs to TB2/ BEG, AIT will have to resurrect the track with assistance and permission of TB2. In the meanwhile for specialist athletic sports such as hurdles and throws, we have been approaching TB2 for permitting their



facilities as they have an Olympic grade track. The Director also informed that it is planned to prepare a comprehensive five-year sport development plan, on the lines of academic growth plan.

27. **Room for Student Council/Clubs Heads.** Requirement of a separate Room for Student Council Heads/ all clubs with necessary equipment's like printer, sitting arrangement, UPS etc was projected. The Principal mentioned that the room Near to IQAC Office Cell can be used; however requirement of providing Printer, UPS will be examined based on justified usage. As of now, any requirement of clubs for printing and copying is met by the Xerox center in the academic block. Expenditure is reimbursed on production of bills from club budget. It is felt that such mechanism is appropriate and adequate.

28. **Badminton Court.** Students wanted another Badminton Court as the strength of the college has increased. Point Noted. The requirement has been included in next yr infrastructure development plan. Open space in Academic Block with partial covering will be used. Adhoc badminton court made in workshop can also be used for practicing inspite of low ceiling. The Chairman clarified that, it must be understood that creating permanent structures will take considerable time due to the status of land.

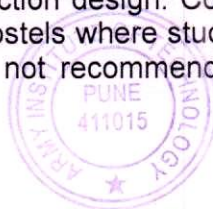
29. **24x7 Open Labs.** The students wanted at least one lab to be open 24X7 for the students preparing to participate in various external events like hackathons etc. The Principal clarified that while such generalized free approval cannot be granted, AIT has been according permission to keep labs and other facilities (e.g Robotics lab and Supra/Baja labs) open till late in the night, as per requirement based on recommendations of HODs/ club in charges. The same system will continue. At present IT Dept project lab is used by students 24x7. A responsible faculty/ lab assistant has to be present. Proper log book is maintained to monitor usage. R&D lab which is created behind workshop can also be used by students provided that they take responsibility.

30. **Flood Light Facilities** Students wanted night illumination / floodlight facilities in sports grounds including Cricket Nets, Football, Volleyball, Kabbadi etc. The Principal intimated that the requirement will be incl in Sports devp plan. Whatever is within reasonable budget will be done.

31. **Tracking of In-Out** Proper automated system for recording students in-out movement should be there in all the hostels. The student representatives were asked to create an app for the same, which could be integrated with the new ERP under implementation. Abhishek Meel, the student president accepted this challenge.

32. **Construction work in Academic Hours** Construction work/ Infrastructure development in academic block should be done post academic hours. The Point is noted. However, minor and urgent works have to be done in academic hours only. Also, it is very difficult to get work done in the night / holidays as labour cost doubles up. However care will be taken that there would be minimum disturbance during classes and lab session.

33. **Wi-Fi.** There has been an increase in demand post COVID, therefore dedicated Wi-Fi zones should be setup inside the campus including hostels and Open Air Café. Dr Dhore explained that, the problems of inadequate coverage of WiFi in some rooms has been studied and identified it is because of the construction design. Comp Dept has conducted detailed survey and identified common zones in hostels where students can sit and use the facilities any time. Due to security reasons it is not recommended to have such zones outside hostels/ academic block.



34. **SOP for Club Activity.** A Proper SOP should be strictly followed by all the clubs and the club in charges. Club-staff-in charges should guide the newly appointed secretaries. The Principal asked the Student Council to take initiative and frame SOPs which will be approved by the Director. This is very good point and student perspectives/difficulty can be sorted out by participation of student reps in framing such SoPs.
35. **Addl Phy Dir/ Coach.** Requirement of one more Physical Director/ sports coach – (if not full time), is there and such requirement is more acute before district and zonal. The Principal intimated that management will examine the requirement of some part time coaches. Even few alumni had expressed that they are ready to train our students if approached. Some coaching will be conducted in due course.
36. **Dustbins in Campus.** Students raised demand for more dustbins in the campus. Principal intimated that NSS club will be asked to carry out survey for additional Dustbins. However unfortunately we find students littering in areas where there are adequate dustbins. Student council must take efforts to educate the students.
37. **Alumni Cell.** An additional Point was raised by the students regarding maintaining and updating data in respect of Alumni. A separate cell, may be established for the same. The TPO informed that there are adequate mechanisms in the alumni council and TPO office for the same. Alumni should take responsibility to run alumni activities and should not depend on students/ AIT office staff. Model of Alumni cell of IITs and NITs can be studied to so alumni connect can be further enhancing.

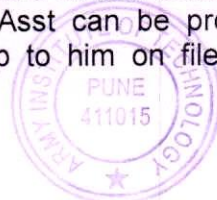
Points for Discussion from Teaching Staff.

38. Teaching staff raised points through elected reps as given in succeeding paras.
39. **Harassment of CDC Members by Issuing Memos, Advisory Note, or Other Individual Level Notices.** Chairman directed that this issue will not be discussed during CDC the meet as separate application on the same subject has been submitted by the three elected members. CDC members requested the Chairman that they want a separate meeting with him. Chairman said that he will allow such meeting and interact with them during such meeting.
40. **6th CPC DA Curtailment.** The CDC elected reps appealed that 6th Pay DA should be implemented as per government norms till the implementation of 7th Pay CPC. The Chairman informed all concerned that decisions regarding 6th CPC DA/ 7th CPC have been taken at management level. The CDC members have approached the COAS Sectt, and their petition has been reviewed at the highest level and decision conveyed to them. The process of arriving at appropriate calculations for fixing the salaries and DA was discussed in detail by the Chairman. While appreciating that the employees desire for full DA and allowances is well understood, the present arrangement has been worked out after due consideration by management.
41. **7th CPC Should be Implemented as Per SPPU/ DTE/ State Govt/ AICTE.** CDC members requested to implement 7th CPC as per Govt norms. Mr. Sonavane referred to Supreme court judgement of 1994 which contained a statement "AIT is to function at par with government college" and therefore AIT administrative must give us a salary and facilities as per the government college. Mr. BD Sonawane further expressed that when all parents are to getting benefits of 7 CPC pay scale, so AIT staff should also get benefits accordingly. The Chairman ruled that decision has been taken by AWES and BoA keeping in view all aspects of efficiently managing the institution; as AIT is a private un-aided institution.

42. **TA/ CLA Should be Implemented as Early as Possible and Previous TA/ CLA Should be Given with Interest.** This issue had also been taken up at the highest level and decision conveyed that status quo to be maintained.
43. **All Leaves as per the SPPU Statutes Should be Given.** It was intimated that AIT is following the correct norms as per UGC notifications.
44. **CAS Policy.** Implementation of CAS Policy as per AICTE norms. Issue already discussed earlier.
45. **Motivation Letter Should Not be Issued to Demotivate the Staff.** The Chairman reiterated that the aim of this letter is not to demotivate or target anyone but remind about the R&D targets in a polite manner. Review can be undertaken to reword the title and contents of the letter to avoid any misunderstanding.
46. **QIP Policy.** QIP policy should be implemented as per AICTE to promote research culture in the institute along with proper pay scales. The Principal intimated that due to financial constraints it is not feasible to implement this policy. This will entail sending a faculty on paid Study Leave for 2 years and spending additional amount on employing another faculty in lieu for the duration.
47. **HOD post should be on rotation basis and that is for only approved staff.** The Principal mentioned that the current policy is appropriate for AIT. Most experienced and qualified teachers are HoDs. While such method is possible in IITs where there are many qualified, senior teachers. The Chairman directed that status quo be maintained.
48. **Additional Point.** Prof Kapse raised the issue of improper mattress issued to FE students which may have led to bed bug menace. It was clarified that the issue was discussed in Extended Student Council Meet (ESCM) and resolved. Mr Abhishek Meel, President confirmed the same.

Points for Discussion from Non-Teaching Staff.

49. Non-Teaching staff raised points through elected reps as given in succeeding paras.
50. **Harassment of CDC Members by Issuing Memos, Advisory Notes, or other individual level notices.** Matter discussed earlier.
51. **Class IV Employee Posts are Vacant and Not Filled Till Date. Applications have Already Been Submitted to the Principal Office with All Signatures of Class IV Employees.** Approval of CDC obtained as agenda point to fill up vacancies.
52. **7th CPC Should be Implemented as Per SPPU/ DTE/ State Govt/ AICTE.** As discussed earlier.
53. **Provide Uniforms for all Peons and Attendants should be given.** The Principal confirmed that uniforms are provided every 2-3 yrs for Peons and attendants. Measurements have already been taken and preparation of uniforms is in process. Mr Sonawane said that two peons who are working as a clerk should also be given uniform. CDC members said that K Prakash who is Lab Asst can be promoted to Tech Asst. Chairman directed that all these details be put up to him on file and he will examine thereafter.



54. **Hostel is Having Fewer Attendants, Because of Having Fewer Attendants Available and Due to that Current Attendants are Overloaded.** The Joint Director explained that as discussed in Agenda Point I, we have already projected the requirements. We need to increase No of Attendants. We have deployed one Security Guard in each hostel. We will look into it and if required adequate no. of attendant will be employed. We also need wardens who need to stay inside in campus.

Closing Remarks by Chairman

55. The Chairman complimented all the staff, placement cell for excellent team work. He mentioned that he was getting very good feedback from the environment due to employees and students hard work. He added few more points in his address as follows:-

- (a) We need to strive hard to take this institution at a much higher level. At the end team work will win.
- (b) Our approach should be student centric.
- (c) I am open to constructive suggestion/ criticism. Let us work towards the academic growth and excellence.
- (d) Along with increase in seats, we need to improve the quality.
- (e) We are working on autonomy which will help in growth and improvement, however it may take time.
- (f) Management want to work in positive manner so as to meet the aspirations of students, staff and faculty. Wherever we are unable to meet their requirements we will try to find out appropriate solution.
- (g) Wishing all the best to all and thanking everybody for your contribution in this discussion.

Vote of Thanks


56. Dr Sangeta Jadhav and Director thanked Chairman and all members for their valuable contributions.

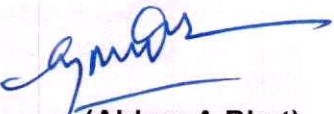
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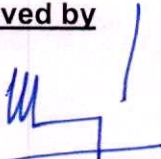
16 Feb 2023




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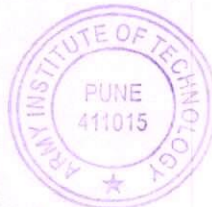
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