

MINUTES OF COLLEGE DEVELOPMENT COMMITTEE MEETING
FRIDAY, 30 JUN 2023 (03:00 PM)

1. College Development Committee (CDC) Meeting was held on Friday, 30 Jun 2023 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	No
(k)	Dr. Nitant Mate	-	Member Nominated by Management	Yes
(l)	Dr. SE Talole	-	Member Nominated by Management	Yes
(m)	Mr. Vijender Yadav	-	Member Nominated by Management and Aluminous	No
(n)	Prof (Dr) BP Patil	-	Secretary CDC, Principal, AIT	Yes
(o)	Priyanshu Priyam	-	President, Student's Council	Yes
(p)	Bhaumik Maan	-	Secretary Student's Council	Yes
(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)	Khushi	-	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. He specially welcomed newly appointed Student Council members including Mr. Priyanshu Priyam (President), Mr. Bhaumik Maan (Secretary), Ms. Khushi (Ladies Representative). The Principal also introduced Dr. SE Talole, Sci. G. DRDO, who joined the CDC physically for the first time.



Progress on Previous Agenda Points

Agenda Point I : Staff Requirement for AY 2023-24.

4. Two peons are already recruited and hostel attendant recruitment is in progress.

Agenda Point II : Internal Audit – Academics.

5. AQAR for AY 2021 – 22 was approved.

Agenda Point III : Infrastructure Development For Next Year.

6. Briefing was conducted by Jt Director during CDC meet and approved.

7. **Points from the Teaching.**

(a) Harassment of CDC Member. Point was closed in the last meeting. Chairman intimated that disciplinary case against one member is under progress hence it will not be proper to discuss this point in this forum.

(b) 6th CPC DA Curtailment. Prof. Anup Kadam mentioned that their intention is to sortout the issue in-house, instead of taking to higher management. Chairman explained that being a Pvt. un-aided institute, there are limitations on availability of funds. As and when more funds are generated we will try to propose some relaxation, if approved by higher management.

(c) Implementation of 7th CPC as per SPPU and DTE/ AICTE/ State Govt. Chairman again reiterated that management has implemented it as per directions received from AWES. As members had raised this point in AIT GRC, Director mentioned that the minutes included petition of members has been forwarded to AWES. We will review AIT financial position in next few years as increase in intake as per academic growth is implemented. Proposal for enhancement of allowances based on this review to be forwarded to BoA. The members agreed to this suggestion.

(d) TA/ CLA implementation. Chairman directed that we may request HQ AWES to review the policy, subject to financial viability. Details of the same be forwarded to HQ SC.

(e) All Leaves as per SPPU Statutes. Principal intimated that all leaves and vacations authorize are as per UGC and SPPU notifications. Prof. Girish Kapse remarked that UGC rules and regulations are not directly applicable to us but only SPPU orders are applicable, since we are under the umbrella of SPPU. However Principal again reiterated that all the leaves are as per SPPU notification which follows UGC rules. Chairman directed that details of regulation/ GR be explained by Principal/ Director to the members separately.

(f) CAS Policy. Principal informed that new CAS policy is under review and it has been finalized after deliberation with HOD, and the committee members. It is now being put up to the Chairman for his approval. Every Institute has rights to modify the policy as per its' special requirement and desire to maintain standards. Chairman remarked that if any faculty has any concern/ suggestions about the policy he/ she may raise the same through proper channels.

(g) Motivation Letter. Chairman emphasized that motivation letters are required to remind faculty about expectations from the organization. However, care will be taken that sensitivity of the faculty concerned will be addressed. Necessary re-wording of such letter will be done.



(h) QIP Policy. Principal explained that AIT cannot spare a teacher for three years with full pay. Additional faculty will have to be recruited in lieu. AIT does not have such financial resources.

(j) HOD Post to be on Rotation. Principal intimated that this point will be discussed later during discussion of agenda points.

(k) Addl Point. The point about bed-bug free mattress was addressed by admin and closed.

8. Points from the Non-Teaching.

(a) Harassment of CDC Member. This point has already been discussed.

(b) Class IV employee Appointment Principal informed that process of recruitment has already started and two peons were recruited. Recruitment of Hostel Attendants is in progress.

(c) Implementation of 7th CPC as per SPPU and DTE/ AICTE/ State Govt. This point already has been discussed in Teaching Points (c).

(d) Provide Uniform. Uniforms are provided, as per requirement. Point to be treated as closed.

(e) Hostel Attendants are Overloaded. The Principal intimated the process to recruit attendants and warden has been initiated. Mr. BD Sonawane remarked that for smooth functioning of hostel all warden and hostel attendant should stay in Campus. On this Jt Director mentioned that this is ideal situation which management also wants. However as there is a shortage of accommodation inside the campus, currently it is not possible. We are trying to find solutions by increasing accommodation inside and prioritizing allocation to wardens. Jt Director mentioned that for any occurrence/ happening, security personal call Jt. Director at any time and problems are immediately addressed. Director suggested that AIT may look at appointing separate rector to ease the of Jt Director, as such provisioin exists in PE of AIT.

Approval Confirmation

9. Confirmation of Minutes of previous CDC (06 Dec 2022) Meeting was proposed by Dr. Sangeeta Jadhav and seconded by Dr. Seema Tiwari.

Activity Report

10. NBA Status. Principal presented report on NBA performance of all four UG programs. Chairman complimented all departments for substantial improvement in NBA scores.

11. R&D Activity. Principal presented details of R&D activity and explained that from AY 2021 - 22, AIT is taking into account quality publications only.

12. Internship 2022 – 23. Details of Internship for TE Students in AY 2022 – 23 were discussed. Chairman remarked that internship stipend in r/o Mechanical branch students is less. Dr. Mate also mentioned for core branches stipend paid is less. However for students “Experiential Learning” is very important outcome of internship, which should not be diluted.

13. Seminar S2A2I2. Principal presented the highlights of report on conduct of seminar. Chairman mentioned that there is need to take forward the learning and gains, accrued



during the seminar. To reach out to industry or defence establishments AIT is welcome to approach the Chairman for any assistance.

14. Visit of COAS to AIT. The Chairman mentioned that apart from the visibility gained, the proposal for Autonomy has been revived.

15. Achievements of Staff and Students. Principal briefed about staff and student achievements. Chairman appreciated all staff and students for the same.

16. Placement 2022 – 23. President, Student Council commented on the placement statistics. He mentioned that many high salary placements were off-Campus. TPO commented that some of the off-Campus placement, are due to internship opportunities availed by students which they got due to institute efforts, especially due to special training conducted by TPO. Director mentioned that whether the placement is on-campus or off-campus, due credit should be given to Institute also. Chairman remarked that these aspects may be explained to the students by the TPO.

17. Participation in Hackathon. The Student President raised concern about reduced participation of students in Hackathon. AIT must motivate and devise mechanisms to improve participation. Director commented that more publicity will be done through various means. If any financial support is required for developing prototypes then same can be provided from AIT Innovation Seed Fund. Of late students prefer to do internships rather than participating in Hackathons. Dr. SE Talole, DRDO briefed everyone about the yearly "Dare to Dream" competition conducted by DRDO which is open for students as well as faculty. Funding support for winners of Hackathon upto Rs. 1 Cr, is available.

Discussion on Agenda Pts

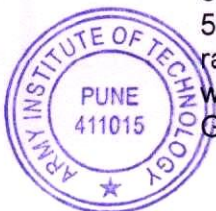
Agenda Point 1 : New Course UG – Automation and Robotics (A&R) from AY 2024 - 25.

18. Principal gave details of the new UG program (Automation and Robotics) to be launched from AY 2024 – 25. He presented its' financial viability also. Dr. SE Talole appreciated the initiative of AIT but remarked that the curriculum should be "start of art" and futuristic. The HOD (Mech) mentioned that curriculum has right blend of Mechanical and Electronics streams and if required, to fillup the gaps, Value Added Courses (VAC) can be conducted with guidance of Dr. Talole and R&D Dighi. Further Dr. Talole also mentioned that internship related to this field will be offered to AIT students by R&D Dighi but without stipend.

Decision. Chairman directed that in Principle the proposal is accepted and he directed that Statement of Case (SoC) to be forwarded at the earliest for further processing.

Discussion on Ranking of AIT

19. Principal presented the status of rankings by different agencies. On this student President raised concern of much lower NIRF Ranking in comparison to AIT ranking in 2019 & 20. Principal explained that NIRF Rankings, have a very high weightage on Research and Professional practices parameter which deals with publications, PhD students, consultancy and other R&D activities. AIT being a purely UG Institute our score in this parameter is much lower. On other hand our score in the parameter of "Graduation outcome" (Placements and University Results) is very high and can be compared with top 50 institutes in country. Dr. SE Talole commented that the comparison by using NIRF ranking is very unfair as Institutes like AIT cannot be compared with IITs, NITs and DIAT which run majority PG and PhD programs and which are well supported/ funded by the Government.



Various Project Going On

20. Jt Director briefed about all completed, ongoing and planned infrastructure projects. Chairman expressed that he would like to visit the new Capt Gurbir Singh hostel.

Points for Discussion from Students

21. New Hostel to Accommodate More Students. Point has been accepted and Principal mentioned that additional three stories to accommodate 78 more students are being constructed over existing Homi Bhaba Hostel. Requirement of new hostel for over 500 students has been included in Academic Growth Plan.

22. Chairman queried to the Student President whether majority students are willing to stay in Hostel or outside in Civil area. The President confirmed that almost all students want to stay in Campus, the Jt Director confirmed that as per recent survey carried out 10-12% students want to stay outside. Chairman further added that there is lot of demand for taking admission in AIT and hence we have increased seats. We cannot wait for such increase in intake till hostel accommodation is built. But we will strive to provide 100% hostel accommodation and this can be done only after land issue is resolved.

23. New Academic Block. Principal mentioned that it is included in Academic Growth Plan and proposal is under preparation.

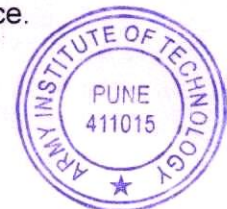
Points for Discussion from Staff

24. Harassment of Elected CDC Member. Point not discussed as it was addressed during old agenda points.

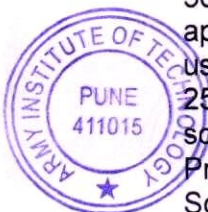
25. Objection on Disciplinary Committee. AIT disciplinary committee is formed as per Blue Book AWES 2009 and approved by BoA. There is no reference to the composition of such committee mentioned in SPPU Statutes/ University act. Prof. Girish Kapse suggested that Principal to be a part of this committee. Prof. Anup Kadam also remarked there is no need for such committee in AIT as any issue should be resolved mutually and internally. Chairman explained that disciplinary policies and procedure are beyond the preview of the CDC.

26. Implementation of 7th Pay Commission w.e.f 1st Jan 2016. Chairman mentioned that we will take this matter to BoA, after considering the long term financial viability after increase in intake. Director mentioned that while he and Chairman are taking lot of efforts to take up genuine cases with higher management, some of members of staff have been projecting this issue in front of external agencies (NAAC/ NBA etc) who are not concerned with pay and allowances. Chairman also mentioned that review visit of SPPU committee for Permanent Affiliation is based on direct representation made by some members to the SPPU, and is not in good order as also best interest of the organization. Such attempts show AIT and its employees in poor light.

27. Term Plan of 10 Lakh for Staff Welfare. Mr. Sonawane, Non-Teaching Representative mentioned that Director had announced during a function that AWES is planning to provide this Term Plan centrally. Hence were not keen to do it at AIT level. Director told him that the announcement was related to a proposal for which willingness from AIT employees was asked. While AIT employees gave willingness, most employees of other institutions were not willing and hence AWES proposal did not materialize. Considering this we had to go for it ourselves and a committee in AIT has been formed for our own Group Term Insurance. Process of selection of vendor is going on. The committee can explore all the options as per employees requirement. AIT management is only a facilitator. If required we can assist the committee and extend our advice.



28. All Leaves as per the SPPU Statutes should be given/ Credited. This issue was already discussed and closed.
29. TA/ CLA should be given as per DTE/Govt. Norms along with Arrears. As discussed earlier, the matter will again be taken up with AWES through BoA.
30. 6th CPC DA Curtailment. Matter has been discussed earlier.
31. Abnormal Deduction of Earned Leave. Director reiterated that there is no abnormal deduction and Sick Leave cannot be utilized to cover-up other leaves, as it is meant only for medical emergencies.
32. HoD Post should be on Rotation Basis and Eligibility for only Approved and Regular staff. The Principal mentioned that review will be taken. Based on the review some rotation may take place. Dr. Mate told that some parameters can be laid down to choose/ appoint HOD. The Director confirmed that such parameters will be laid down. In many Institutes no one wants to be HOD, because of responsibilities and accountability. Director mentioned that some of the posts like Dean (R&D), Dean (PP) is also need to be filled as earlier, Dean (PP) has resigned and present Dean (R&D) will be retiring in Nov 2023.
33. QIP Policy as per AICTE Norms. Chairman expressed that Policy intention is good but due to financial constraints we will not be able to implement this in AIT. Jt Director added that in CME also does not permit QIP for its' faculty. In Govt Institutions it is possible because all salaries are funded by the Govt.
34. Wastage of Resources and Money (New Point). Prof. Girish Kapse expressed that toilet constructed in front of Registrar Office, has been used for some other purpose without taking into cognizance the views of members. Principal told that this toilet was constructed considering the requirement of students during central functions which are conducted in Raman Theater. However it was observed that students were not using this. A committee was constituted, headed by HOD (ASGE) to give recommendations on reutilization. This Committee had recommended to demolishing the toilet which would have been a major wastage. AIT management then took decision to remove sanitary fittings and convert the building into document archival and storage place. In effect the constructed place was properly utilized. Chairman cautioned the CDC members that they should study all details before giving a specific point, so that management can come prepared and give more appropriate answer. It is not correct to partially answer, without proper background and study. The point may be considered as closed.
35. Dignity and Decorum should be Maintained while Dealing with Teaching Faculty. Regarding this point, case of Dr. AK Singh was raised, where he was called to Director Office and was questioned about directly writing letter to Raksha Mantri, regarding copying case in AIT. Chairman remarked that as major penalty proceedings of Dr. AK Singh are under way, it will not be appropriate to comment on the same.
36. Regularization of Teaching & Non-Teaching Staff. Dr. Mate said that Govt also started employing less staff on regular basis and more on contractual basis. Many industries are also kept only 25% permanent staff and remaining on contractual one. Director informed that as of now for permanent affiliation institute need to maintain at least 50% faculty on a regular basis. Jt Director told that we need to recruit few faculty at appropriate time frame to maintain this ratio. Director explained AWES policy is not allowing us to fill post on regular basis. As per directive of AWES regular employees are restricted to 25% only. Mr. BD Sonawane told that for teaching promotion scheme is available, similar scheme for Non-Teaching staff can be implemented. Director told that we have Time Bound Promotion (TBP) scheme in AIT for Non-Teaching Staff. Chairman asked Mr. BD Sonawane to give examples from other colleges where any such scheme is implemented



so as to understand promotion scheme and on what basis it is done (For example is it on performance bases, acquiring additional qualification or skills). Based on this discussion Director commented that this means "Internal Promotion", is also agreed to by CDC members. Chairman directed that the management analyze it and if required, as policy be issued on approval by relevant authority. CDC is not the authority for the same

37. Falling Attendance in Classrooms. Principal explained that after COVID the attendance has reduced, and many students are not attending classes regularly. Final year students attendance is low because of placements, internships and project. Many other students are busy with extra and co-curricular events and are not able to attend classes. Due weightage must be given while awarding Term Work marks for attendance. Prof. Girish Kapse told that morning slots to be used for theory classes and afternoon for practical. Director told that such arrangement has to be done at department level. This is not feasible due to constraints of capacity of labs.

Decision – Committee consisting of faculty and students to be appointed to address this issue.

38. Platform lengths to be Extended in Classroom. Principal agreed on this point and based on inputs and requirement of HODs, it will be implemented. Director expresses that we have already kept budget for renovation of classroom.

Decision – Point was approved in Principle.

39. Stoppage of All Construction/ Fabrication Work During Academic hours. Jt Director expressed that we need to stop the work when certain important events like examination are being conducted. Director mentioned that to implement this we need to allow construction work in night or on holiday or after academic hours but the cost of construction will be more almost 1.5 times. Dr. SE Talole mentioned that construction work is unavoidable and it is part of Institute life. Director expressed that in present condition longer breaks/ vacation are not available to students allowing time for interrupted construction activity.

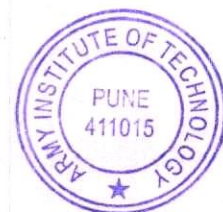
Decision – Director suggested that as academics cannot be disturbed, for any future work near academic block, additional labour charges must be built in the cost.

40. Welfare of Single Parent Needy students. Dr. Mate told that few alumni can come together to support for such needy students. Director remarked few category of students wards of war widows are supported by Army, however students those who lost bread earning after retirement face major financial crises.

Decision – Proposal be analyzed and recommendation to be put up on file.

41. Any other Point/ Issue Can be Discussed in the Interest of College. Prof. Girish Kapse complained that canteen facility (OAC), food is not of good quality, even though the rates are higher. Jt Director told that review of contract is going on and we will constitute a committee and their recommendations will be implemented. Jt Director expressed that feedback need to be given on regular basis so that appropriate action can be taken. One of the member mentioned that complaint register is not available. Jt Director told that complaint register will be made is available in canteen.

Decision – Feasible action to be taken to improve food quality.



Closing Remarks by Chairman


42. Chairman thanked all members especially external members. Main aim of this committee is to improve the functionality of college. CDC should be held regularly every three months. Chairman expressed his satisfaction that students are also giving points and including those which are critical to the administration of college. Minutes of Meetings are concise record of agenda point, critical analysis and decision accorded. They are not supposed to the verbatim record of all the discussions. Minutes be prepared accordingly. Chairman again expressed hope that he is looking forward to constructive engagement by everyone to benefits students and staff.

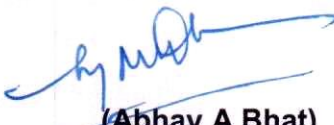
Vote of Thanks

43. Director thanked Chairman and all members for their valuable contributions.

44. These Minutes has been approved by the Chairman.

File No : AIT/0318/LMC/Prin


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Principal, AIT
Secretary CDC


(Abhay A Bhat)
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20 Aug 2023

Distribution: -

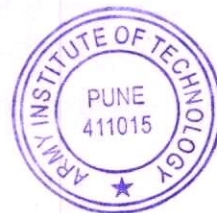
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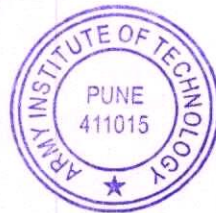
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