

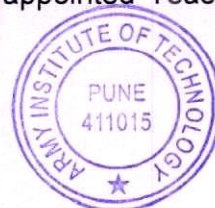
MINUTES OF COLLEGE DEVELOPMENT COMMITTEE MEETING
FRIDAY, 08 DEC 2023 (10:30 AM)

1. College Development Committee (CDC) Meeting was held on Friday, 08 Dec 2023 at 10.30 AM under the Chairmanship of Maj Gen TS Bains, Chairman AIT. Following Members attended the 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)	Dr GM Walunjkar	-	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	No
(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	No
(p)	Bhaumik Maan	-	Secretary Student's Council	No
(q)	Col Anupam Mathur	-	Dir AWES HQ SC, Invited Member	No
(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 a welcome address by Dr BP Patil, Principal and Secretary CDC. The principal welcomed and introduced newly appointed Teaching Representative, Dr GM Walunjkar. All members welcomed him.



Progress on Previous Agenda Points

3. **Agenda Point I : New Course UG – Automation and Robotics (A&R) from AY 2024-25.** The Principal informed that that the SoC duly recommended by the HQ SC, has been forwarded to AWES. We have also applied with SPPU for the same. The Director intimated that the MD AWES had been briefed about it during his visit in 07 Dec 2023. The MD gave directions that AIT should conduct a confirmatory survey about popularity of this course amongst students of APSs and Kendriya Vidyalaya and also from industry. While concurrently, AIT may apply for the same with AICTE. The Chairman gave a go ahead for AIT to do the same.

4. **Points from the Students.**

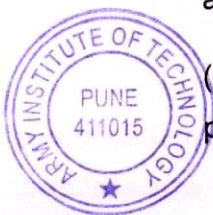
(a) **New Hostel to Accommodate More Students and New Academic Block.**

In Principle approval was endorsed in GBM. There is a need to conduct tech and fin feasibility through a design consultant, which will cost about 8 -10 Lakh or so. The JD intimated that this matter was discussed with Dir Projects along with the MD. They gave an assurance that the land conversion in name of AIT will happen and assuming the same AIT should go ahead with the process. The Director further added that the MD wanted AIT to prepare a long-term growth plan leading to multidisciplinary hub/ private university/ cluster university and even take into a/c availability of 14.5 Acres of land at Kanhe as also the land parcel next to TCS if we are able to procure the same. The Chairman enquired if the tech/ fin feasibility for new hostel/ academic block will be agnostic to the land parcel or not? Both Director and JD confirmed that it would be dependent on land, soil etc. The Chairman directed that assuming the availability of land in AIT the Tech feasibility, financial implications and design to be prepared. JD mentioned that we can get it done from the School of Planning and Architecture, who will be carrying out Project consultancy for the Homi Bhabha extension project. The Chairman further directed that case for resolution of land issue to be expedited.

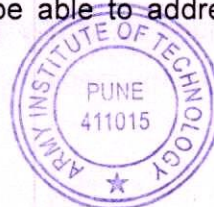
5. **Points from the Teaching.**

(a) **Harassment of Elected CDC Member.** Point was not discussed as it was addressed during old agenda points.

(b) **Objection on Disciplinary Committee.** Chairman explained that disciplinary policies and procedure are beyond the preview of the CDC.



- (c) **Implementation of 7th Pay Commission w.e.f 1st Jan 2016.** No change at present, decision will be reviewed based on financial viability. Some employees have gone to court, hence detailed discussion cannot be done in CDC.
- (d) **Term Plan of 10 Lakh for Staff Welfare.** Term Policy now upgraded w.e.f. 11 Aug 2023, valid upto 17 Oct 2024 for Rs. 10 Lakh
- (e) **All Leaves as per the SPPU Statutes should be given/ Credited.** All norms of leaves as per latest UGC/latest SPPU order are followed by AIT.
- (f) **TA/ CLA should be given as per DTE/Govt. Norms along with Arrears.** Proposal forwarded to HQ SC and decision is awaited.
- (g) **6th CPC DA Curtailment.** No Change in current position.
- (h) **Abnormal Deduction of Earned Leave.** The deduction was done as per existing rules.
- (j) **HoD Post should be on Rotation Basis and Eligibility for only Approved and Regular Staff.** A survey was carried out. Based on the survey, ground inputs and future requirements, it was decided to continue with the same team.
- (k) **QIP Policy as per AICTE Norms.** A dedicated budget for this is not available in AIT. It is financially ~~it is~~ not viable.
- (l) **Wastage of Resources and Money (New Point).** Explained in detail and no wastage of resources done.
- (m) **Dignity and Decorum should be Maintained while Dealing with Teaching Faculty.** It is maintained.
- (n) **Regularization of Teaching & Non-Teaching Staff.** It is based on AWES policy. No change as of now.
- (o) **Falling Attendance in Classrooms.** Report has been submitted by the committee headed by Prof Anup Kadam. Chairman directed to share report with all HOD and discuss it in HOD meeting. The Chairman also enquired about the key findings from Prof Anup Kadam. Prof Anup Kadam intimated that it is because of the low standards of examinations and evaluations. The Chairman agreed to the same and directed that some solution should be found. The Director reiterated that transition to autonomous status would be able to address the same. Prof Kadam



mentioned that many colleges with Autonomy also have low quality. Director mentioned with autonomy, AIT will have the controls that can ensure high quality. Dr Nitant Mate expressed his opinion that while the standards of education have gone down, the onus is on the teachers to make the delivery engaging and ensure that students attend. The Director mentioned that the report contains some suggestions in this direction and we need to study the same and see if it is feasible to implement the recommendations.

(p) **Platform Lengths to be Extended in Classroom.** Work has been initiated/ in progress.

(q) **Stoppage of All Construction/ Fabrication Work During Academic Hours.** As and when required it will be ensured, particularly during examinations.

(r) **Welfare of Single Parent Needy Students.** The Principal mentioned that this aspect has been addressed through various schemes as follows:-

(i) AICTE – Swanath Scholarship Scheme' for Orphan whose either one or both parents died due to Covid-19

(ii) AG's branch scholarship for Wards of Armed Forces, died while in service.

(iii) Hashmap Scholarship' for wards of martyrs and wards of widows/ divorcees

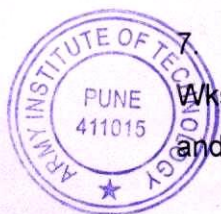
(iv) Ekam Foundation Scholarship w.e.f. 2023–24 awarded to 21 needy students Rs. 50,000/- per year. This scholarship was offered to AWES instts. by Ekam foundation and has started this year only.

Approval Confirmation

6. Confirmation of Minutes of previous CDC (30 Jun 2023), meeting was proposed by Dr Seema Tiwari, IC IQAC and seconded by Dr SR Dhore, HOD Comp.

Activity Report

7. **FDP/ Wksp/ Seminar Attended by Faculty.** Principal presented data of FDP/ Wksp/ Seminar attended by faculty and includes 01/ 02/ 03 days or one week or two week and more, Chairman complimented all departments.



8. **R&D Activity.** Principal presented details of R&D activity and explained that from AY 2023 - 24, AIT is taking into account quality publications only. Chairman observed that publications are less compared to the last year. Dr Seema Tiwari informed that this count is from July to Nov and till end of AY is there will be increase in the count and will cross 40.

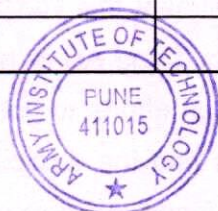
9. **Internship 2023-24.** Details of Internship for BE/ TE Students in AY 2023 – 24 were discussed. Chairman remarked that internship stipend in r/o Mechanical branch students is less. Details of the Internship are given in Table 1 & 2.

TABLE 1

Ser No.	Name of the Company	No. of Students Selected	Stipend per Month (in Rs)
1.	Amazon, London	01	4,00,000/-
2.	Alphonso	01	2,50,000/-
3.	Trilogy Innovations	01	1,50,000/-
4.	Microsoft	16	1,25,000/-
5.	Web Box	01	1,12,000/-
6.	Google	02	1,10,000/-
7.	Dreamplug Technologies	02	1,00,000/-
8.	Deutsche India	06	75,000/-
9.	Solytics Partners	03	60,000/-
10.	Snipe	01	60,000/-
11.	Blue Bricks	07	45,000/-
12.	Zomato	01	40,000/-
13.	Webble	01	40,000/-
14.	Other companies	232	Avg 5,000/-

TABLE 2

Ser No.	Branch	No. of Students Selected	Highest Stipend (in Rs PM)
1.	Computer	80	2,50,000/-
2.	E&TC	115	1,25,000/-
3.	IT	59	4,00,000/-
4.	Mechanical	21	25,000/-
	Total	275	



10. The TPO informed that manufacturing companies which employ Mech branch students, are giving more emphasis to the physical presence of student, where, as IT Computer companies allow to do work from home. In current dispensation (affiliated mode), during the Academic session it is not possible. This affects the No of internship in Mechanical branch. Dr Nitant Mate emphasized that students should focus more on learning and not on the amount paid towards stipend. Ms Kushi, LR, student council, confirmed that students are aware of this, and max students are focusing on the learning not on stipend. She also added that learning environment is far better in start-ups than multinational companies. Dr Sanjeeta Jadhav also added that when she took feedback from an IT student Abhishek who did internship in Amazon, he also confirmed that such big companies provide low learning experience. Chairman directed that AIT should ensure good learning experience for the students.

11. **Placement 2023-24.** Placement for AY 2023 – 24 with 2022 – 23 is given in Table 3 and Table 4.

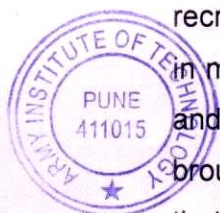
TABLE 3

Details	2023 – 24 (till Date)	2022 – 23	2021 - 22	2020-21	2019-20
Placement Percentage	70	96	97	91	92
No. of students selected	242	271	305	260	313
No. of Industries Visited	52	89	93	87	69
Maximum Salary (LPA)	51.00	52.00	112.14	39.00	39.00
Overall Average salary (LPA)	12.75	14.20	14.70	9.45	7.30

TABLE 4

Percentage Placement AY 2023-24 (Till Date)				
Branch →	Comp	E&TC	IT	Mech
Placement Percentage	79	71	70	50
Overall Placement	70%			

12. Chairman asked about the timeframe for balance 30% student placements and what is the effective strategy to ensure this. The TPO explained that recruitment of companies is dependent on the International situation. Due to the slowdown in USA and Europe, bulk recruiters haven't planned any recruitment this year. However, core companies, especially in mech field do visit in the second half and AIT is hopeful to make the most of it. Training and Placement cell is taking maximum efforts to get more companies. Prof. Anup Kadam brought out an aspect of upbringing and the disciplinary attitude of the students. He said that based on a discussion with his friend at Barclays, it is learnt that the companies carry



out detailed background checks before hiring, and they prefer students with a clean background rather than just bright academic profile. He further added that we must also concentrate on this also. Dr Nitant Mate informed that there are faculty Development Programs conducted by a Govt agency called Maharashtra State Faculty Development Academy, (MFSDA) to orient college teachers in modern pedagogy and understand students problems. These programs will guide them in assisting students in ethical aspects as well as mental health issues. The Director informed them that AIT has started a new initiative in which a Mental Health Committee has been formed. This committee has organized a two days FDP conducted by experts in this field on the topic of Student Counseling by faculty. Dr Jadhav added that AICTE is conducting FDP on Universal Human Values. The Director mentioned that this AICTE approved program has been included as part of induction program for FE students. The Chairman appreciated the initiatives and directed that comprehensive efforts should be taken to boost placements.

13. **Staff Achievements.** Dr Sangeeta Jadhav, HOD IT, was awarded the "Most Influential Professor" awarded by Business School Affaire & Dewang Mehta National Education foundation. Following faculty members ^{have} completed their PhD :-

- (a) Dr SM Gaikwad, Mech Dept.
- (b) Dr Nikita Singhal, Comp Dept.
- (c) Dr Rupali Bagate, IT Dept.

14. **Student Achievements.** The Principal updated about the students' achievements. Ms. Shristy Thakur from TE E&TC is undergoing Internship with Barclays Technology Services Ltd UK. Rajveer Singh Gohil from BE IT scored 697 marks and achieved All India Ranking 460 in GATE examination. Shantanu Dipak Rajmane from TE IT secured 2nd Rank in EventSync Hackathon, and Shantanu also secured 2nd rank in Hack Odisha 3.0. Prince Kumar from TE IT secured 2nd Rank in Capture the Flag event at Symbiosis, Pune. K Srikumar Ayyanar from TE Mech attended and qualified for National Level, Basic Leadership Camp (BLC) organized by NCC 3MNU. Four students from SE Comp participated in Nexus Hackathon organized by IIIT, Pune. Principal also mentioned that Divyam Sharma, Gourav, Tanishk Soam, Darshan Garad from SE IT got First Position in Capture The Flag (CTF) organized by Symbiosis Centre for Information Technology, Pune., Lokendra Kushwaha, Kaushal Vyas, Gourav, Prabhat Singh from SE (Comp) Stood First in the event "Tech Elevate" organized by AIT, Pune, Lokendra Kushwaha, SE (Comp) bagged First Position in the event "Hacktoberfest 2023" organized by Digital Ocean, Pune.



15. **Student Achievements (Sports)**. Principal informed about the sports achievements of students in various sports event conducted by Savitribai Phule Pune University (SPPU).

16. Chairman appreciated the outstanding performance by AIT College students during the academic year 2023-24, which reflects not only their dedication and hard work but also the support and encouragement they receive from faculty and the institution.

Discussion on Agenda Pts

Agenda Point 1 : House System For Students Competitions

17. Principal explained that at present students' competitions (called Aakriti Competition) for Cultural, Sports and Technical are held branch- wise. There are four branches, Computer, E&TC, IT and Mechanical, who compete as branches. A trophy is awarded to the branch getting highest no of points. SOP exists for each of the Aakriti to calculate the total score. In the current system there are few problems i.e. each branch student strength is not same and due to this, few branches face the problem of participation in some events. Similarly in some branches girls' strength is very less and they suffer in girls' events. Some technical events are based to certain branches and other branches struggle to collect points for such events. Also in future, with introduction of new programs, we may need to have more branches participating.

18. Mr. Khushi explained the existing structure of conducting events and proposal for having a "House System" with equal and random selection of students across branches. She also explained the logic behind this proposal. However, the drawback of this new proposal is that students will have less motivation as branch loyalties are strong. She further submitted that there is very little support for this idea amongst students. Hence they had withdrawn the suggestion at the last moment. The Chairman expressed his support for this idea due to the inherent advantages. Dr Mate mentioned that the idea provides for better value system, due to entire cross section of skills available to compete and maximum students will get a chance. The Director mentioned that every student will be allotted a house and the student will remain in the same house throughout his/ her stay in AIT.

19. **Decision**. Chairman accepted this point and gave approval for House System. This system will be executed on trial basis from next AY, meanwhile Director and Student Council will present detailed study report on this.



Agenda Point 2 : Progress on Undergoing Projects

20. Jt Director briefed the CDC on the progress on undergoing Projects which covers the period completed from last CDC meeting till date. The projects include Lift for Divyang Person, renovation of Toilets in Academic and Hostel Block, recreation Hall for SE & TE Students, T-55 Tank War Trophy and main gate landscaping, FE Engg Mechanics Lab and FE Computer Centre, Medical Inspection Room & Xerox Center, Compactor for Library, Capt Gurbir Singh Hostel, Robotics Lab (Constr complete, furniture in progress), Cricket Ground Seating Stadium etc. The Chairman appreciated the projects especially the Toilets and new MI room and insisted that same standard and quality should be maintained for the future projects.

21. Jt Director informed that some of the projects are under progress, which are listed in Table 5.

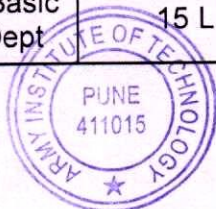
TABLE 5

Sr No	Description	Budgeted Amt	PDC	Remarks
01	Procurement of Audio Eqpmt for Raman Theatre	25 L	Feb 2024	TEC/PNC appointed
02	Procurement of Eqpmt for Open Gym	10 L	Feb 2024	TEC/PNC appointed
03	Procurement of WiFi Controller and Access Points	30 L	Mar 2024	SO issued
04	Furniture work in Robotics Lab	30 L	Feb 2024	
05	Renovation work in CSL Lab in Comp Dept	30 L	Mar 2024	
06	Renovation work in New Computer lab in IT Dept	80 L	May 2024	
07	Renovation work in Faculty Cabins for Comp Dept	50 L	20 Dec 2024	

22. Jt Director informed that some of the projects are in planning, which are as in Table 6.

TABLE 6

Sr No	Description	Budgeted Amt	PDC	Remarks
01	Renovation of Basic Electronics Lab in ENTCT Dept	15 L	Feb 2024	TEC/PNC appointed



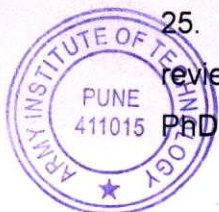
Sr No	Description	Budgeted Amt	PDC	Remarks
02	Renovation of Advance Communication Lab in ENTC Dept	15 L	Feb 2024	TEG/PNG appointed
03	Renovation of Toilet in Academic Block	10 L	Jan 2024	Only 01 remaining
04	Construction of Lab in Mechanical Dept	20 L	Mar 2024	Above CAE Lab
05	Extn of Raman Theatre area	50 L	May 2024	To increase capacity
06	Procurement of Generators	30 L	Mar 2024	Increase in demand load

23. Regarding ongoing and proposed projects, Chairman asked for inputs from students and also from other CDC Members, Chairman informed we have to focus on both Academic as well as on living infrastructure also. Mr BD Sonawane, Non-Teaching Rep suggested that space which covers the Rainwater Harvesting can be utilized. The director informed all that suitable utilization of the space will be thought of Dr Sangeeta Jadhav suggested that there should be more space for student activities, like student corner. JD mentioned that based on demands from students such spaces are being created, e.g additional floor space being created above the New Conf hall. The Director further added that in the future expansion project, for the new academic block, such areas have been earmarked. The Chairman directed that inputs from all stake holders be obtained before planning future infrastructure. Prof Anup Kadam brought out the problem faced about the Gen BC Joshi auditorium some time back. The Jt Director explained the problem of seepage, which happened due to flaws in initial construction only. The same have been fixed. Prof Anup Kadam further raised the issue about the broken lock. The Jt Director responded that the broken lock was due to misuse by students and has been replaced.

24. **Decision.** Chairman directed to take inputs from all HOD, Staff and Student for requirement of infrastructure, he also directed to take inputs from other CDC Members and forward proposal for next FY.

Agenda Point 3 : AQAR 2022 - 23

25. Dr Seema Tiwari, IC IQAC presented Report on AQAR 2022 – 23. She presented review about academic quality targets set and achieved in AY 2022-23. On the issue of PhD guides, the principal informed the Chairman that as per latest circular from SPPU,

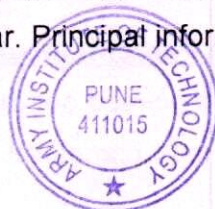


unless there is a research center in the college in relevant field, PhD scholars cannot take any guides. Existing PhD students will be allowed to continue but no new students will be permitted. This is a major setback and AIT will have to think about starting research centers in streams that guides are available and PG programs are planned. On this aspect, the Chairman suggested that AIT may take up the issue with the SPPU. JD suggested that as we already have adequate guides in E&TC, can we start an integrated ME program in dept of E&TC, so that the requirement of PG is also met. However, it emerged that even if we start such a course, the eligibility condition for research program can be met only after 5 years. The Chairman directed that the issue be raised with the SPPU as also the AQAR targets be modified accordingly. Discussion also took place about the Comp Engg eligible faculty not able to get approvals. Chairman directed that this issue also be flagged with the VC, during the proposed meeting. During the discussion, Dr Mate observed that while targets of parameters have been set high, which should be so, the achievements are quite good. There is no point in setting easy targets. Only if we set difficult targets it will lead to improvement of the quality of the Institute. Members raised the issue about less incentives in R&D policy. The Director explained that there are 2-3 policies including one from AWES. He suggested that input be taken from other reputed colleges and comprehensive policy be prepared to ensure max incentive for research. Chairman directed this proposal be minuted and a target date be set for coming out with this revised policy. On the point of Research Project and Consultancy, the Director mentioned that in absence of PG and PhD students the consultancy footprint will be low. Chairman directed that we should target a few industries and approach them as an outreach program. The Chairman intimated that there are adequate funds for defence related projects with South Comd. AIT faculty must pitch for the same. The Chairman informed that Reliance Jio interaction is planned in HQ Southern Command. Their full product and services are being displayed/ discussed. He will ensure that AIT team too can attend. He also mentioned that for the Comd R&D funds the proposals are to be put up by Dec end. He directed that at least two proposals per Dept be put up.

26. **Decision:** Chairman approved the AQAR Report 2022 – 23 and directed to Review the R&D and Publication Policy.

Points for Discussion from Students

27. Ms Khushi raised the issue related to TE & BE Students Leave. Due to academic calendar declared by Savitribai Phule Pune University (SPPU), students are not able to take leave for last one and half year. Principal informed due to COVID academic calendar is



disturbed, and SPPU trying to match it adjust/ compensate it. The Director informed that there is an HoD meeting planned immediately after the CDC and issue will be addressed with due empathy and some leave will be given without causing major impact on their academics.

28. **Decision.** Chairman directed that action be taken accordingly.

Points for Discussion from Teaching Staff

29. **Proper 7th Pay Implementation as per Central Government.** Principal mentioned that representation already taken up right upto COAS. Some members have filed cases in High Court hence we cannot comment in CDC. Dr Walunjkar mentioned that only few faculty have filed the case and majority have not approached the Court hence calling it Sub-judice should be avoided. This point was agreed by the Chairman. He mentioned that management should find ways of improving the remunerations for these faculty in a graduated manner, even if not to full extent. He confirmed that basic fixation has been done as per norms and there is scope of improvement on DA and HRA. He mentioned that management is working on it based on the future financial position of AIT and policies of AWES.

30. **TA, DA, CLA, HRA should be Given as per Central Govt with Arrears.** Principal mentioned that representation has been taken up right up to COAS. Some members have filed cases in High Court hence cannot discuss much in CDC. The Chairman mentioned that efforts are being made to provide some relief. Case of releasing TA and CLA has been taken up with HQ AWES and we are hoping early closure from HQ AWES.

31. **Simple Research Motivation Policy.** Discussion has already taken place about this point during AQAR Report 2022 – 23. Chairman directed to collect inputs and forward proposal for review of Policy.

32. **Process of Promotion of Eligible Teaching Faculty Members should be Speed up as CAS Policy is Already in Force.** Principal briefed about the procedure and directions of SPPU regarding CAS promotion. The process will be speeded up. Based on the query by the Chairman, after explanation from the Principal, JD added that we are implementing CAS from date of eligibility only.

33. **Measures to Increase the Percentage of AIT Students in Defense Services and Higher Studies.** CDC Members pointed out that percentage of AIT students in defense services and higher studies are less compared to other colleges. Dr Sangeeta Jadhav

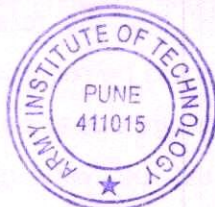


added that students not going for Higher studies are affecting our marks in NBA and NAAC or ranking agencies. Mr. Khushi added that most of the students take placement and after a few years they decide to go for higher studies which is culture of AIT students. Dr Nitant Mate brought out that today's students think differently. We must learn to understand their way of thinking. They may hence not be much interested in higher studies. Director suggested that motivational visits of students to all types of army units be organized. Dr Sunil Dhore, HOD Comp added that in other colleges placements are lower hence students prefer to opt higher studies. Another aspect is that for MS in foreign universities, there is additional weightage for few years of industrial experience, which is what students try to do.

34. **Decision.** Departments will plan for awareness sessions about opportunities in respective fields for higher studies. Similarly, more motivational visits to army units etc be planned, to have more students opting for career option.

35. **Regularization of Adhoc Faculty.** Discussion took place on this. Chairman mentioned that AIT is not the only one institute who run on mix mode (Contractual/Regular). Most colleges are on this mode. Dr Walunjkar suggested that even if contractual are not made regular, their pay scales should be brought up at near par with regular faculty, subject to financial capability of the institute also. Considerable discussion took place on the feasibility of converting contractual to regulars, based on a point raised by Prof Anup Kadam. Jt Director pointed out that in University itself many faculty members are contractual. The Chairman ruled that we cannot have 100% regular/ permanent faculty. What percentage of contractuels should be maintained will be based on extant policies. Prof. Anup Kadam informed that most of Regular staff will be retiring in next 05 years, which will affect the percentage requirement of regular staff as per norms. He suggested that faculty/ staff having more than five years of experience should be taken on scale with contractual appointment. Chairman commented that there must be some incentive for contractuels that some percent out of them should aspire to become permanent. This can be taken up as an agenda point with AWES. Jt Director informed that as per AWES policy there is a cap of 25% for regular faculty, while SPPU mandates 50%. There is already an anomaly here. Chairman mentioned that this matter will be studied further, and he will discuss with MD AWES also.

36. **Thanks from Faculty Members for Creation of Mental Health Centre Facility to the Students and Arrears of 5th Pay Paid to Concern Faculty Members.** Chairman acknowledged the same.



Points for Discussion from Non-Teaching Staff

37. Proper 7th Pay Implementation as per Central Govt. Matter discussed earlier.

Closing Remarks by Chairman

38. Chairman thanked all members' especially the external members. Main aim of this committee is to improve the functionality of college. Chairman gave a few points as guidance for near future, as follows:-

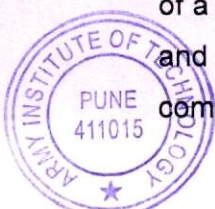
(a) **Autonomy.** Chairman informed that Autonomy for AIT is likely to be approved soon and it will benefit the college. The Study Group Presiding Officer had met the Secy UGC alongwith the Director, which was a fruitful meeting. The management proposes to take it up in the forthcoming AWES BoG meeting. However, Autonomy means additional responsibility on the college and faculty, which must be kept in mind.

(b) **Implementation of NEP 2020.** Implementation of NEP 2020 will also bring in new challenges. The Chairman mentioned that the multidisciplinary approach of NEP and focus on flexible learning is unique and praiseworthy. He mentioned that the faculty should be oriented for the same. He directed that he would like to be called when such orientation is being planned next.

(c) **NAAC Grading.** The Chairman referred to the blip in NAAC grading in r/o AIT. He mentioned that though the faculty had put in lot of hardwork and on ground the institute deserves much better grading, outsiders get influenced by low grade and make an impression. Efforts must be made to improve this at the earliest atleast upto A+.

(d) **Infrastructure Projects.** The Chairman expressed satisfaction on the various projects carried out in this FY. He mentioned that for the next yr, the budget compilation would have started and it should first take int a/c the aspirations and requirements of students who are the main stake holders.

(e) **Mental Health Committee.** The Chairman appreciated the formation of this committee. He mentioned that the feedback on students being counselled and positive effect on them should be recorded. The Chairman referred to the incidence of a student leaving the college due to perceived harassment. He mentioned that AIT and senior students must be very careful, and fresher feel must be made comfortable. Senior student as a mentors must be able to make a fresher



comfortable and secure. Mental Health Committee may be able to expand the scope to handle such issues also.

(f) The Chairman also assured that the management will try to address the anomalies in pay and allowances in consultation with employees as much as feasible within the system.

39. The Chairman wished everyone and their families a very Happy New Year.

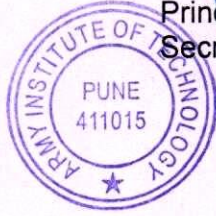
Vote of Thanks

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

File No : AIT/0318/LMC/Prin

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09 Jan 2024



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