

# TERNA ENGINEERING COLLEGE

(Approved by AICTE & Affiliated to University of Mumbai)

Plot No. 12, Sector 22, Opposite Railway Station, Nerul(W), Navi Mumbai- 400706. Ph. +91 22 61115444, Fax No.+91 22 61115400  
Web :www.ternaengg.ac.in. e- mail : principal@ternaengg.ac.in

TEC/GB/2025

Date:7/8/2025

## Minutes of the Meeting of the Governing Body

**Presented By: Dr. Deven Shah**

**Principal & Member Secretary**

**Terna Engineering College, Navi-Mumbai.**

**Dated: 8th August 2025 at 10.00 pm, preponed on 7th August 2025 at 2.00 pm on account of a Holiday**

The minutes of the meeting of the Governing Body were held on 7<sup>th</sup> August 2025 at 2.00 pm in TEC Room no 205. It was originally scheduled on 8<sup>th</sup> August 2025. But due to a holiday declared on account of "Narali Purnima" by the Collector. It has agreed to prepone on 7<sup>th</sup> August with due consent from all members.

### **The Following Members attended the meeting.**

1. Shri. Malhar Patil- Trustee (Nominee of Management)
2. Shri. P.T. Deshmukh- Chief Executive Officer (Nominee of Management)
3. Shri. Subodh Shinkar- Ex. CEO & MD JM Financial Services Ltd (Nominee of Management)
4. Shri. Manoj Kokate- Management Co-ordinator (Nominee of Management)
5. Dr. R. R. Deshmukh- Nominee of University of Mumbai (Academician Nominated by University of Mumbai)
6. Dr. Vaishali Khairnar- Associate Professor (Nominated by Principal)
7. Dr. Shilpa Kharche- Associate Professor (Nominated by Principal)
8. Shri. Ganesh Deshmukh -Administrative staff (Nominated by Principal)
9. Dr. Deven Shah- Principal (Member Secretary)

The leave of absence is registered to

Sh. John Hongray (WR) - Regional Officer and Assistant Director , AICTE , Mumbai

Dr. Vinod Mohitkar- Director of Technical Education, Maharashtra.

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## Agenda of the Governing Body meeting discussed as follows

1. Introduction of GB Members
2. Guidance to achieve the Vision and mission of the institute
3. Roadmap
4. Strengthening the research culture and moving towards multi-disciplinary research and PhD admission.
5. Infrastructure maintenance requires immediate attention
6. Faculty Retention strategy.
7. Faculty recruitment strategy and policy.
8. Budget: Forecast of revenue and proposed expenditure.
9. Any other point with the permission of chair

## Minutes of Meeting:

Dr. Deven Shah, Principal (Member Secretary) welcomed all the Governing Body members.

### Agenda-1: Introduction of GB Members

#### Point of Discussion: PoD

The Member Secretary introduced all GB members and welcomed them to the first GB meeting for AY-2025-26.

### Agenda -2 Guidance to achieve the Vision and mission of the institute

#### PoD

Vision and Mission are disseminated to all Members of GB, & Highlight keywords on which TEC needs to work.

**Vision:** To deliver value-added quality education to aspiring students, meeting the stringent requirements of the changing technology, industry, business, and society as a whole.  
**Mission:** To provide an environment of academic excellence and adopt appropriate teaching – learning processes to produce competent and skilled engineers to meet global challenges.

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**Keywords:-** quality education, changing technology, industry, business and society, academic excellence, teaching – learning process

## DoD

**Based on the Process of Inquiry (PoI):-**

The Member Secretary conducted a comprehensive Process of Inquiry across all departments and sections, culminating in a SWOT analysis of TEC that incorporated key themes and perspectives

## Strength:-

Total number of Experienced Senior Staff – 60+

Total number of PhDs in TEC – 35

Total number of PhD Research Centers – 04

Total number of Centers of Excellence - 03

## Weakness

- Integration of PhD work with the UG students, i.e., hardly any PhD work is discussed with UG students.
- Currently, the Senior Staff are in the Comfort Zone and not updating their skills as per the latest technologies.
- In Circuit branches, which accounts for approximately. 80% of the total seats, a total of 18 senior USSC staff, left TEC over the past 3 years. Overall, approximately 50% staff members left TEC in the last three years
- Current Scenario at TEC, the typical, conventional and traditional teaching and learning process.
- The Emerging Area of Honours & Minor, which is an Industry requirement, has not been started in TEC over the last 3 years.
- R&D research policy has not been utilized or implemented, and hence, there is a loss of interest among the faculty members. Similarly, for the NPTEL policy, which is IIT the professor's lecture is not yet been implemented.

## Opportunity

Terna has a legacy of senior faculty in the college and department; however, it has not yet translated into elevating the overall quality of the teaching-learning process.

- Break departmental silos at the ground level.
- Implement mandatory FDP programs conducted by internal faculty for in-house staff development.
- Leverage opportunities to develop training-based consultancy by faculty, which indirectly helps them update skills as per industry needs.
- Subject allocation should be based on the competency matrix of faculty rather than

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personal preference.

e. Identify and strengthen technical domain expertise across the department.

## Threats:-

a. Accreditation Grade : . May decline. Need to go for Higher Grade as the College will get many tangible benefits from the regulating Bodies.

b. Brand Value: Declining Brand Value

## DoD

Trustee Shri Malhar Patil has directed TEC to confirm the criteria that help in getting the NIRF ranking along with accreditation. TEC has to plan all activities as per NIRF and Accreditation requirements and avoid reverse engineering. The Member Secretary suggested working on all points mentioned as part of the opportunity towards the accomplishment of the vision and mission of the Institute.

## Agenda-3: Roadmap – Progressing Towards Academic Autonomy

### PoD

Presented by the Member Secretary, and which is also supported by the CEO Shri. P.T. Deshmukh

As a part of PoI, the following are the observations:

- TEC has a total of six branches with one division only, i.e., intake – 60. Various competitors have increased the intake up to three divisions for each branch, with the same lab infrastructure.
- As per the new UGC guidelines, a PG course is mandatory; hence, we need to start.
- The maintenance and procurement of new infrastructure are completely uncertain and delayed with no professional accountability.

### DoD- Discussion to increase intake

- Shri. P.T. Deshmukh and Shri Manoj Kokate suggested to increase UG 180 seats and Shri. Malhar Patil has given clear direction to increase intake of Bachelor of Engineering - Information Technology to 120, Bachelor of Computer Engineering to 240 and Bachelor of Engineering - Artificial Intelligence (AI) & Data Science to 120 and also rename Bachelor of Civil Engineering as BE - Civil and Computer Application, Bachelor of Electronics Engineering as Bachelor of Electronics and Computer Engineering as per AICTE Norms.
- A PG course – Master's of Engineering Artificial Intelligence & Data Science – may be introduced under the AIDS department, which will enable us to retain the Ph.D. program in the Computer and Information Technology department, similar to the model followed by K.

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J. Somaiya, Sion – Mumbai.

Infrastructure realignment: As a departmental library is no longer required, the space can be repurposed. The Member Secretary also pointed out along with three faculty rooms can be merged into one, creating two additional large rooms.

2. Dr. R. R. Deshmukh suggested that instead of removing the department library, shift it to the HoD Cabin.

## DoD - Permanent Affiliation

As TEC started in 1991, it is high time to get permanent affiliation from Mumbai University. TEC should progress towards obtaining permanent affiliation. The institute has four NBA-accredited undergraduate programs and holds a NAAC accreditation of B++. Currently, we are paying continuous affiliation fees of Rs. 10Lacs. In contrast, under permanent affiliation, a one-time fee is paid, eliminating the need for annual affiliation fees. Additionally, there will be no LIC committee visit from the University of Mumbai (UoM). The last date for submission of the permanent affiliation application is 31<sup>st</sup> August 2025. Two major things are required for Permanent Affiliation of TEC:-As pointed out by the Member Secretary.

- a. Principal Approval as per the USSC - in process.
- b. Regular salary of all teaching and non-teaching staff members.

## DoD:

COO Shri. Subodh Shinkar and Trustee Shri Malhar Patil assured about regular salary for all staff members in the month time and directed to go for permanent affiliation.

## PoD - Registration under UGC-2F

- TEC registration under UGC 2F.
- This refers to recognition by UGC.
- A college/university is recognized under 2F once it fulfills UGC norms regarding infrastructure, academic programs, and governance.
- It means the institution is officially recognized by the UGC as a “college” or “university.”
- However, this does not make it eligible for UGC financial assistance.
- It is the first step toward UGC and for autonomous.

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## DoD:

Trustee Shri. Malhar Patil directed to immediately start process for UGC 2F.

## PoD - Academic Autonomy

The Member Secretary presented the importance of Academic Autonomy and also discussed the advantages and disadvantages of academic Autonomy.

Academic autonomy empowers an institution to design its own curriculum, as well as conduct independent evaluation and assessment processes.

The final degree continues to be awarded by the University of Mumbai (UoM). Upon successful completion of two autonomy cycles, the institution becomes eligible to attain the status of an Empowered Autonomous Institution, enabling it to award joint degrees with UoM and initiate its own Ph.D. programs.

## Advantage of Academic Autonomy:-

Complete industry integration in designing and imparting training with a direct credit transfer.

Complete internship and apprenticeship embedded degree program, which will enhance the placement opportunities for students.

Aligning true spirit of OBE, where we judge students' outcomes based on the marks

To project-based and experience-based industry-relevant learning.

## Disadvantages of Academic Autonomy

The complete responsibility for academic planning, curriculum design, and evaluation rests with the faculty. As a result, ensuring consistent quality standards becomes a significant challenge.

We can maintain the fairness in the examination system by including 100% faculties for the paper setting and checking outside the college, at least for the first 2 years, if the system is mature.

We can go for autonomy immediately, for that we have to apply for UGC-2F.

## DoD:

Dr.R.R. Deshmukh supported for academic Autonomy. Shri. P.T. Deshmukh suggested going for Academic Autonomy and not for full Autonomy like University Status.

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## PoD:

The Member Secretary has given two options for why to go for academic autonomy

1. As NAAC is achieved 2 Years back, so we may get autonomy for 3 years
2. If we immediately go for re-accreditation and get higher grades A+ then we may get autonomy for 10 years.

## DoD

CEO - Shri P. T. Deshmukh and Trustee - Shri Malhar Patil suggested to go for 3 Years autonomy.

## Agenda-4: Strengthening the research culture and moving towards Multi-disciplinary research and PhD admission.

### PoD

PhD Admissions & Fee Restructuring Proposal

- Vacant PhD Seats: 28
- Current Fee Structure: ₹1,43,000
- Proposed Revised Fee: ₹50,000 (In alignment with fee structures of other institutions)

### DoD

1. Dr. R. R. Deshmukh recommended to accept proposal of Rs.50,000/ as PhD fees and also supported that this will help to integrate PhD scholar work to UG students.
2. To make PhD programs more accessible and affordable, thereby attracting quality research scholars. This will help build a strong research culture within the institution and ensure research outcomes positively impact undergraduate education through integration and dissemination.
3. Dr. R. R. Deshmukh said as per New UGC guidelines new UG students can pursue PhD in three years to such students give 10% fees concession.
4. In order to develop research culture, he said to collaborate UG students with PhD students.
5. Shri P. T. Deshmukh supported this change by saying it is crucial time for change either we have to "Run the show" or "Shut the door"
6. Also, Dr. Deven Shah briefed that we have signed an MOU with the Indian Army (ANVESHNA, 96 Artillery Brigade) to collaborate on cutting-edge research and product development in Defence and Strategic Technologies. It will involve our UG students in the development phase of Defence Projects, which will definitely lead to a Research Culture among Terna Staff and Students.

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7.Dr. Deven Shah highlight that from Academic 2025-26. They started offering Honours/Minors in Emerging Technology Areas to students & total enrolled students in AIML is 154, Cyber Security is 65 and IoT is 18.

8.Trustee-Shri Malhar Patil agreed for the proposal of PG in AIDS which will revive PhD in Computer and IT.

9. COO-Shri Subodh Shinkar suggested Training and Placement Officer to collaborate with more and more industries and set a target of 500+ students out of 690 to get placement. To streamline this placement activities dedicated one hour need to be included in time table itself.

**Agenda 5:** Infrastructure Maintenance requires immediate attention

**PoD**

## **Process of Escalation**

Member Secretary highlight Issues of Delay ( Process and escalation to resolve delay in Maintenance of Infra/ Procurement of Equipment after official sanction of budget from higher authorities.

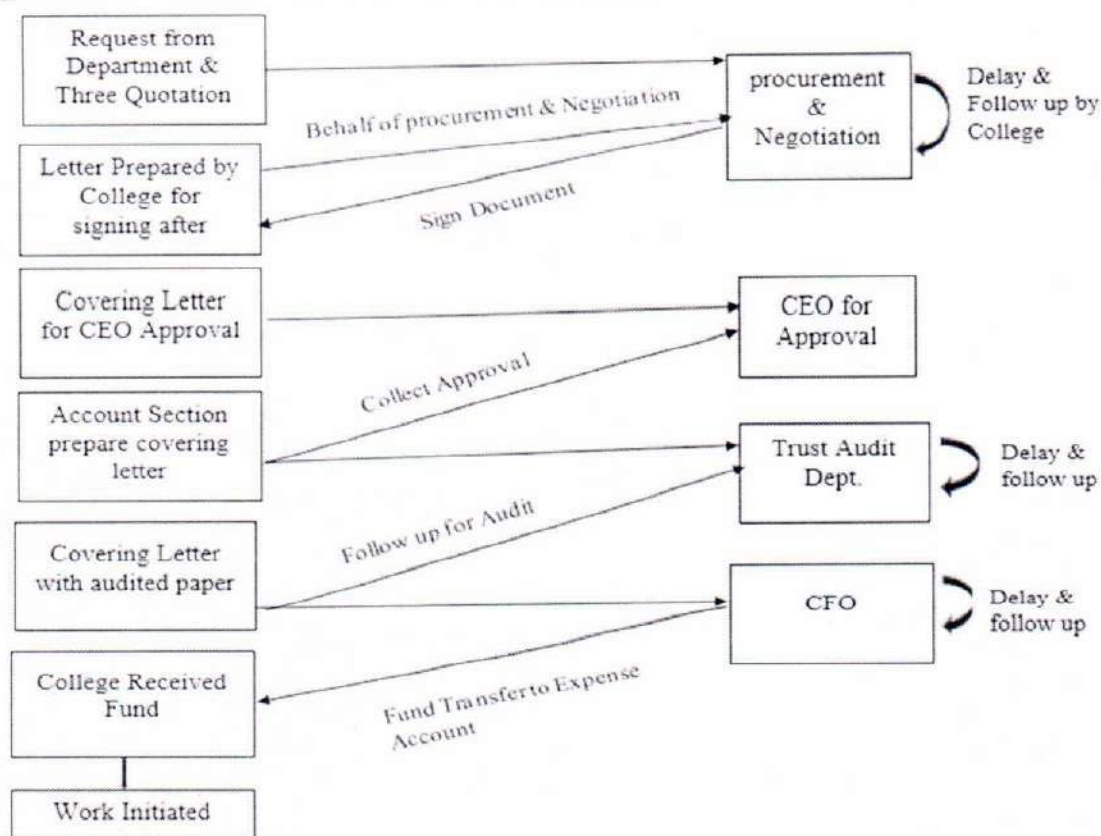
1. Lack of timely maintenance of equipment leads to increased costs and performance of the equipment deteriorates. Thus more funds are required to maintain the same equipment later due to delayed servicing.
2. Poor word of mouth among students about not maintaining required equipment and infrastructure.
3. Loss of interest of reporting by the concerned staff members even raising the issue.

Shri Manoj Kokate explained the whole process of funds disbursement required for maintenance, academic and administrative activities and emphasis on how delay is caused.(Annexure 1. Escalation Policy document)

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## DoD

Trustee-Shri. Malhar Patil commented on escalation policy on delay of disbursement of funds which need immediate attention. And direct to study Medical Hospital policy and follow that method to avoid multiple round trip between college and trust.

## Reimbursement Policy:

For amount less then Rs. 5000/- per activity which is over and above petty cash ,college will spend the amount for immediate action and submit the bills for reimbursement.

Reimbursement include maintenance, academic and administrative activities which has been approved by Management co-ordinator.

## Agenda-6: Faculty retention strategy

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## PoD:

Ad hoc staff salary proposal. (As per Annexure 2. Adhoc Salary revision circular)  
Member Secretary proposed to increase adhoc staff salary from Rs. 40000/ to Rs. 50000-53000/ based on their experience. This proposal is based on competitive analysis and also increase existing staff salary as well to be at par with the new ad-hoc joining.

## DoD:

Trustee-Shri Malhar Patil agreed for Rs. 50000-53000/ salary for adhoc staff and also increase existing adhoc staff salary to that level as per Annexure 2.

## Agenda-7: Faculty recruitment strategy and policy.

### PoD

1. We are in the process of the USSC interview. Now, what should be the salary as per the 7th pay to new joining staff members? As they may not join due to our pay fixation. Also, if we give a salary above our norms then do we need to reflect it to our old staff members.
2. Also current calculation of TEC for pay fixation is not as per the University UGC norms but as per the Government of Maharashtra Norms for other cadre. This leads to reducing Grade pay of our staff members.

### Case Study.

Overall 7th pay fixation: So, as per UGC and University of Mumbai, there are only three grades for levels 10,11,12,13, 13A, 14,15. For Entry entry-level Assistant Professor in 6th Pay with AGP 6000/. As per our 7th pay fixation entry level -S11 for the TPCT circular, as per the Government of Maharashtra Circular, where AGP is 5000/. Technically, AGP can't be reduced.

### DoD

1. Dr. R. R.Deshmukh suggested immediately solve using UGC/ University of Mumbai Norms as Government of Maharashtra Norms is not applicable.

Shri Malhar Patil directed to do this immediately.

2. For New Staff members enter through USSC interview, Case to case basis we will handle it but it will not affect salary of existing staff members.

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## Agenda-8: Budget: Forecasting of revenue and proposed expenditure.

### PoD

To streamline the actual Budget, we propose 10 lacs/ div/department. Case study: So, if we consider IT with an intake of 60 Budget allocated will be Rs. 10 lacs.

The funds will be exclusively used for the Laboratory infrastructure, R&D work, FDP, STTP, NPTEL reimbursements, and the teaching learning process.

### DoD

Shri. Malhar Patil rejected and ask all the departments to give their requirement. Funds will be release to the department which would be exclusively used for the Laboratory infrastructure, R&D work, FDP, STTP, NPTEL reimbursements, and the teaching learning process.

For disbursement priority will be given to AI&DS, COMP, IT and EXTC in a gradual manner and then as per priority basis. For other departments as per die need requirements will be fulfilled.

Member Secretary proposed to line with working of Medical Hospital to immediate 1Cr funds for the college-level infrastructure maintenance, which involves AMC contract for lift, water purifier, digi-set, and procurement of new furniture.

This does not involve recurring budget, e.g, electricity bill, internet bill, telephone bill, water bill, and the salary of staff etc.

Trustee-Shri Malhar Patil asked Shri Manoj Kokate to give infrastructure list of procurement items against 1Cr which will be cleared immediately and direct Shri. Manoj to study Hospital System.

Trustee-Shri. Malhar Patil agreed for 1 Cr funds/ year for college level procurement and infrastructure maintenance which will be handle by Management co-ordinator Shri. Manoj Kokate.

Shri. Subodh Shinkar , COO, TPCT, raised the question of Revenue generation. He suggested to have a proper and full proof plan for CSR involving 3-4 people from trust working delicately towards it which will definitely enhanced the opportunities of getting large funds from CSR. He talked to have Incubation centers.

Member Secretary-Dr. Deven Shah, elaborated on Revenue generation

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For Academic Year 2025-26

Total Actual Revenue Collection through fees is 38 Cr

Increase in Intake is  $180 = 180 * 1.57L = 2.84 \text{ Cr}$

Second Year  $= 198 * 1.57 = 3.10 \text{ L}$

Third Year  $= 198 * 1.57 = 3.10 \text{ L}$

Final Year  $= 198 * 1.57 = 3.10 \text{ L}$

Total  $= 3.10 * 3 + 2.84 = 12.14 \text{ Cr}$

Final Total including Existing and increased intake  $= 38 \text{ Cr} + 12.14 \text{ Cr} = 50.14 \text{ Cr}$

After autonomy can go for new course Bachelor of Vocational with intake 120 in two domains

B.Voc  $= 120 * 1.57 = 1.88 \text{ Cr} * 3 = 5.64 \text{ Cr}$

Total Revenue in next four year  $= 50.14 + 5.64 \text{ Cr} = 55.78 \text{ Cr}$

Meeting is concluded with Vote of Thanks Member Secretary Dr. Deven Shah and CEO- Shri P.T.Deshmukh.

Dr. Deven Shah

(Member Secretary)

Shri. P.T. Deshmukh

Chief Executive Officer

- sd -

Shri Malhar Patil

Trustee

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Terna Public Charitable Trust

