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No : AIMT/150/02/Aca

22 Apr 13

**HQ Delhi Area
AWES Cell
Delhi Cantt -10**

**FWD OF MINUTES OF ACADEMIC COUNCIL MEETING HELD AT
ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY GREATER NOIDA
ON 16 APRIL 2013**

Minutes of Academic Council Meeting held at AIMT Greater Noida on 16 Apr 2012 are fwd herewith for perusal of the Chairman please.

(Dr Ashok Pathak)
Director

Encls : As above

Copy to :-

HQ Western Command
Chandimandir

Army Welfare Education Society (AWES)
Adjutant General's Branch
Integrated Headquarters MoD (Army)
Bldg No 202, Shankar Vihar
Delhi Cantt-110010

} A copy of Minutes of Academic Council Meeting
held on 16 Apr 2012 at AIMT Greater Noida
Is fwd herewith.

**MINUTES OF ACADEMIC COUNCIL MEETING HELD AT ARMY INSTITUTE OF
MANAGEMENT & TECHNOLOGY GREATER NOIDA ON 16 APRIL 2013**

General

1. The Director- on behalf of the Chairman, extended warm welcome and expressed his gratitude to the members of Academic Council.
2. Reflecting on the importance of Academic Council Meeting the Director observed that a professional institute such as the AIMT needs to derive optimum advantage from the collective knowledge base, wisdom and guidance of such eminent professionals in their respective fields. This kind of oversight is not only mandatory as per the guidelines of the regulatory authorities, but it is most critical for the Institute for remaining relevant in contributing towards the overall goal of higher education in the country.

Presentation and Discussions

3. Following members attended the Meeting on 16th April 2013 (Tuesday) in Conference Room from 10 AM to 1330 PM:-
 - (a) Shri R P Agrawal, IAS (Retd) Chairman Board of Governors Delhi Technical University
 - (b) Prof C V Baxi, Ex Director Management Development Institute Gurgaon
 - (c) Mr. Ashok Arora, Former Secretary, Bar Council, Supreme Court of India.
 - (d) Dr. H Chaturvedi, Director, BIMTECH Greater Noida
 - (e) Brig (Dr.) A K Pathak, Director, AIMT Greater Noida
 - (f) Mr. Vishwadeep Khatri, CEO, Benchmark Six Sigma
 - (g) Harsh Mehrotra, Reliance Leap
 - (h) Lt. Col. Ajay Bhattacharya, NIESBUD
 - (i) Col RK Borker, Col Trg & Colleges, HQ, Delhi Area
 - (j) Lt. Col PK Bali, Director Colleges, AWES
 - (k) Dr.Sanjeev Tandon, Associate Professor, Marketing, AIMT
 - (k) Dr. Shruti Gupta, Assistant Professor, HR, AIMT
 - (l) Dr. AK Rai, Assistant Professor, Finance, AIMT
 - (m) Prof. S. Mohanty, Offg. Registrar

4. The conference was conducted as an interactive session in the form of presentation by the director AIMT with interjections, discussions and recommendations by the members of academic council during the presentation. The director covered the following aspects in his presentation.

- (a) Progress Report on the Decisions taken during the first AAC Meeting held on 13 Jan 12.
- (b) Brief Annual Report on the performance of students, faculty members, placements, projects completed and planned for the ensuing academic session, road map for the future
- (c) Details of formal tie ups with the Industry and related agencies for enhancing the students, employability and capabilities.

Discussions and Decisions

5. HR Policy. During the discussions it emerged that the HR policy of the Institute is grossly sub optimal. Adverse comments on the same have been endorsed by the University Audit Team for the last two years. **Shri RP Agrawal and Prof C V Baxi expressed serious concerns on the HR policies of the Institute (Consolidated/contractual salary of teaching and non teaching staff, Service break of seven days, exceptionally low salaries of non teaching staff).** Since the Institute has registered surplus earnings (income over expenditure) for the last three years there is urgent need to address the issue at the earliest. They suggested that a draft HR policy be prepared for discussion and approval in next AAC meeting. The meeting for the purpose be convened within next three months.

6. Conduct of Faculty Development Programs. It was resolved that the Institute should organize Faculty Development Program (FDP) and Workshop/Seminar on Case writing, Research Methodology, CSR , Sustainable Development areas and other related areas.

7. Formation of Finance Committee. Shri R P Agrawal and Dr CV Baxi stressed upon the need to form a finance committee. The committee should include of Chairman(Presiding Officer), Director, External Financial Experts and some of the members of academic council. The Finance Committee meeting in AIMT Campus should be conducted at least twice in a year to review the financial status of the Institute and progress on various projects approved during the budget formulation. Once the finance committee approves the projects the Director should be given full autonomy to execute the projects with minimal delays. Suitable norms and best practices bench marks can be formulated to ensure transparency, economy of efforts and resources.

8. Maintenance of Cadre Ratio and faculty Students ratio. The Director updated the current profile of the faculty members. It was resolved that faculty deficiencies must be made up at the earliest. It is very essential to recruit a suitable professor and an associate professor at the earliest. There should not be excessive teaching load on the Director. The deficiency of Corporate Relation Officer should also be made up at the earliest. Ideally the CRO should also be involved in training and development of students during the first three semesters.

9. Accreditation. It was resolved that the institute should proceed for an accreditation either from NAAC or NBA. Shri RP Agrawal also suggested going for 12 B from UGC to be eligible for any government funding in future.

10. Industry tie-up ,Preparing the Students for Good Placement The AAC appreciated the initiative taken by the Institute in establishing **long term formal industry tie ups with the industry to improve the employability skills of the students, realistic summer internship and final placements.** This will enhance brand image of the institute. The Council stressed that such efforts (long term association with the corporate world) must continue. In this connection, **Mr. Harsh Mehrotra of Reliance Leap shared his plan regarding the benefits extended to the students in their final placement. The members appreciated the plan and decided to rope in Reliance Leap for MBA-09 batch and onwards.** Similarly, Mr. Khatri, CEO of Benchmark Six Sigma shared his plans regarding six sigma program which is going to benefit students and faculty members in the long run. **Col. Ajay Bhattacharya of NIESBUD explained the benefits of Project Management certification courses. He also recommended that structure and quality of assignments should be based on live projects to be undertaken by the students in Corporate Social Responsibility. Shri RP Agrawal also suggested that the Institute should have tie up with logistic companies and students should visit export houses and airport to see how bill of loading is done.** There is huge demand of professionals in this field.. It was resolved that students must be made to undertake value added courses in project management, Six Sigma, IT, sales , logistics and supply chain, retail etc. Mr. Harsh Mehrotra stressed upon the need to learn the practical aspects like visiting any logistic company before giving the presentation on logistic and supply chain mgt in the class. As regards bringing the students to same level Shri RP Agrawal suggested starting a foundation course for the weak students before the start of the academic session or during the academic session in addition to normal university curriculum. This will enhance the learning aptitude of the weak students and will be placing them at par with the average students during class room lectures. Weak students can be called to the Institute ahead of the main batch so that by the time other students arrive these students are able to build up their abilities.

12. Governance and Institutional Autonomy. Dr. H Chaturvedi Director Birla Institute of Management and Technology observed that the management institutions in the country, at present, are in a critical phase. A large number of Institutes have closed down during the last two years. More such mediocre institutes will close down during the next two to three years. Mediocrity has no place in higher education. He observed that the knowledge is changing very fast. Twenty five percent of the knowledge becomes obsolete every year. Therefore, incremental improvements or growth will not be sufficient for any Institution to grow or survive in

such a competitive environment. He observed that he has been watching the functioning at the AIMT since 2004. The oversight mechanism for AIMT is too cumbersome and sluggish. A number of agencies exercise control over the Institute. Such remote control method is inimical to functioning of institutes of higher learning. Even after nine years of its establishment less than half the (infrastructure) capacity is being utilized. If suitable candidates from the wards of Army personnel are not joining the Institute candidates from the general category should be given admission. This will broad-base the entry pool and add competitiveness among the students. Diversity does ensure excellence. Besides this will help utilize the full capacity of the infrastructure. He stressed upon the need to give more autonomy to the Director to run the institute. He also observed that the vision, mission and goal need to be refined and the goal should be set for the next ten years. He, further, stressed upon to work on the plan of action and activity to achieve that goal. Shri RP Agrawal also suggested that the Institute should introduce short term courses for Army officers, who are on the verge of retirement, for their future employability. This will improve the image of the institute and utilize the existing capacity. Shri RP Agrawal agreed to the suggestion made by Dr Chaturvedi for opening up the admission for general category candidates. This will create competition, create better learning for the wards of army personnel and improve the image of the Institute.

13. Awards and Incentives to Students, Faculty for Excellence in Various Fields. The members of the AAC appreciated the practice of giving various awards and incentives to the students (COAS Trophy, First, second, and third positions in academics, Tata Memorial Award, AGIF Scholarships). Shri RP Agrawal recommended awards for the students from each major specialisation so that they are motivated to study hard. He also suggested an online feedback mechanism to ensure the secrecy of the students and effectiveness of the feedback. Dr. CV Baxi suggested introducing awards/recognition for faculty members for their research work.

18. Sports Facilities. Shri RP Agrawal stressed upon the need to build tennis court and indoor badminton court for the students. The wards of Army personnel are expected to enjoy quality sports facilities. This will also help them in building team spirit and character. Lt Col Bali (HQ AWES) observed that in some of the AWES run colleges good sporting facilities were created but were not used. Shri R P Agarwal emphasised that good sports facilities should be hall marks of Army Institutes.

22. Character Building and Making Good Human Beings. Mr. Ashok Arora Former Secretary Bar Council Supreme Court of India observed that our education system as a whole and higher education in particular have neglected real issues facing the country. We have farmers committing suicide in the country at an alarming rate, our river systems are being polluted and marginalized, the forest cover is depleting and there is alarming increase in crime. The youth of the nation needs to be sensitized to understand the real issues facing the nation. We must devote time and attention on building character, values. The tendency to accord lip service to these issues needs to be curbed at all costs. Education for life is much more important than education for a living.

23. Vote of Thanks. Dr. Sanjeev Tandon - on behalf of AIMT , thanked all the guests and members for sparing their valuable time for the meeting. He expressed gratitude for the precious input by the participants..

(Dr Ashok Pathak)
Director