

**GOVERNMENT COLLEGE OF ENGINEERING AND RESEARCH,
AVASARI (KHURD), DIST: PUNE.**

INSTITUTIONAL DEVELOPMENT PLAN



(YEAR 2022-2032)

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1. Introduction

In today's competitive technical education world government of Maharashtra has established this institute in rural area to cater the demand from Automobile and IT industrial hub nearby Pune in 2009. Institute is growing with 6 UG programs and planning to start PG programs and research centre in near future. In view of this, the proposed institute development plan will serve as blue print for the enhancement of quality of the institute and implementation of New Education Policy 2020.

Name and Address of the Institute	Government College of Engineering and Research, Avasari (Khurd), Dist:Pune Pin-412405 Website: http://gcoeara.ac.in Email:- principal.gcoeara@dtmaharashtra.gov.in Phone: 02133-230568
Year of Establishment	2009
Type of Institute	Fully Government
AICTE Permanent ID	1-10063464
DTE Code	6004
University Code	cegp014980
AISHE Code	C-55912
Status of the Institution	Affiliated to Savitribai Phule Pune University, Pune
Name of the Head of the Institution	Dr. Dilip R. Pangavhane
Designation	I/c Principal and Professor in Automobile Engineering

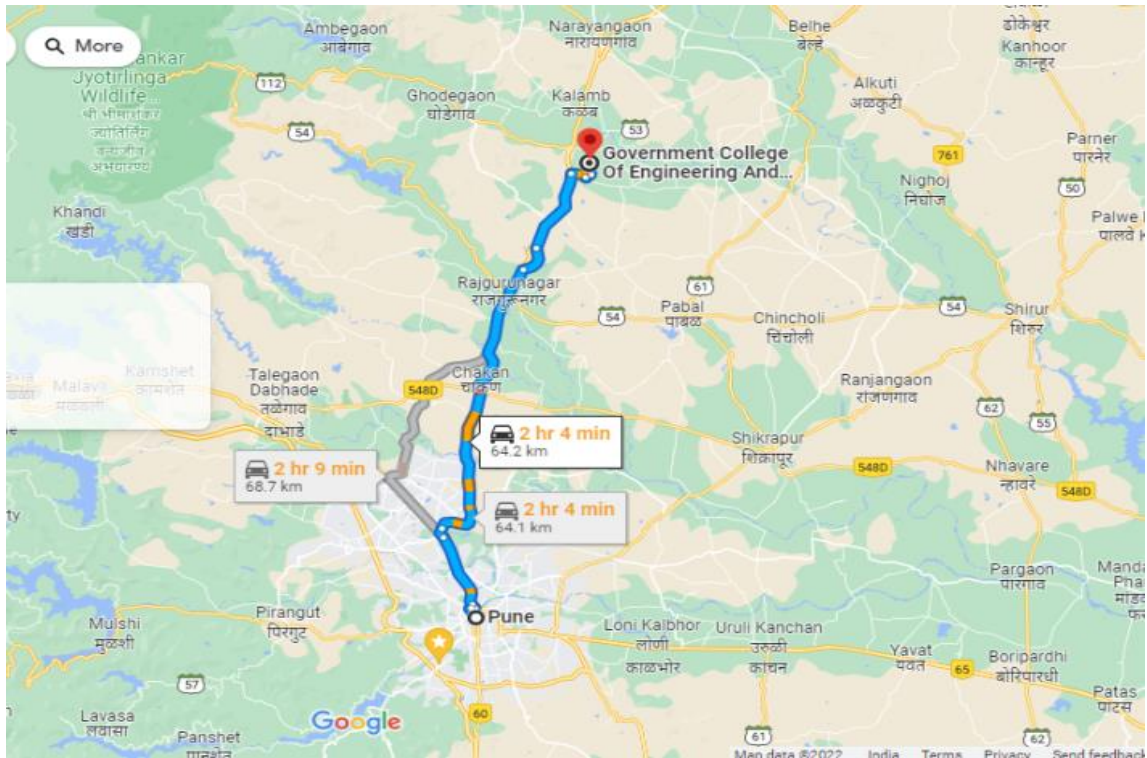
1.1 About the Institute

The institute is located in the midst of Sahyadri Valley's pollution free environment and conducive ambience. It is about 65 km North of Pune, on Pune-Nashik National Highway (NH-60) in the vicinity of holy "Shrine Bhimashankar" and "Shivneri Fort", the birth place of the Great Maratha warrior Chhatrapati Shivaji Maharaj. Campus is spread over 50.48 acres of land with lush green surrounding having academic built up area of 52407 Sq.mtr. and residential built up area of 30663 Sq.mtr.

The blend of rural and urban meritorious students from all over Maharashtra seeks admission in the institute through MHT-CET plus supernumerary admissions under TFWS, EWS, PMSSS, JK, and GoI quota. Recently our two programs Automobile Engineering and Mechanical Engineering are NBA accredited for the AY 2022-25. Institute is fortunate to have young, dynamic, aspiring faculty with 50% Ph.D. out of available faculty.

With continuous efforts by institute and participation by the students, they have bagged awards in prestigious national / international competitions like ABU Robocon-2022 with Asia Pacific 5th rank, Technoxian world robotics championship with 4th rank, Virtual BAJA with AIR 7th, ETWDC with AIR 3rd.

Location Map: - <https://g.page/GCOEARA?share>



Sr. No.	Program	Year of Establishment	Sanctioned Intake	NBA Status
1	Automobile Engineering	2009	60	Accredited for three years from academic year 2022-23 to 2024-25 i.e. up to 30/06/2025
2	Mechanical Engineering	2009	60	Accredited for three years from academic year 2022-23 to 2024-25 i.e. up to 30/06/2025
3	Computer Engineering	2009	60	Not Eligible - High SFR
4	Instrumentation & Control Engineering	2010	60	Not Eligible - High SFR
5	Electronics & Tele-Communication Engineering	2009	60	Not Eligible - High SFR
6	Civil Engineering	2010	60	Not Eligible - High SFR

1.2 Institute Vision Mission and Core Values

To achieve the technological excellence we dream the **Vision**,

“Educational institution for Empowerment through technological excellence towards sustainable development”

through the **Mission** :

- *Value based and demand driven education using best practices*
- *Promotion of research, innovation and entrepreneurship*
- *Commitment to sustainable solutions in service of society*
- *Capability to face local and global challenges*

We imbibe **Core Values**

- *Integrity*
- *Excellence*
- *Transparency*
- *Inclusivity*
- *Lifelong learning*

1.3 SWOC Analysis

After the Journey of last 12 years (“एक तप”), rigorous SWOC analysis has been done with the participation of all stakeholders.

Strengths

- Fully Government institute
 - Excellent civil infrastructure with ample land and built up area
 - Meritorious student’s admissions from all over Maharashtra
 - Well qualified (Almost 50% Doctorate) young and experienced faculty and staff
 - Lowest fee structure in Maharashtra state
 - In the vicinity of industrial (Automobile, IT) area
 - Well defined teaching learning process (OBE based)
 - Availability of all Government welfare schemes
 - Support for Co-curricular and extra- curricular activities
 - Environment friendly campus with express feeder electric supply and
 - Sewage Treatment Plant (3 lakh litres per day)
-

Weaknesses

- Shortage faculty positions (35 % Vacant of sanctioned)
 - Moderate campus placement (About 45%)
 - Cumbersome and delayed government procedures
 - Inadequate laboratory equipment’s and furniture
 - Poor campus wide networking and non-availability of MIS
 - Lack of High end computing facility, licensed software’s, smart classroom etc.
-

- Lack of good public transportation facility
 - No cafeteria, reprographic, CCTV, Sports Facility, Sports Ground
-

Opportunities

- Strengthen industry institute interaction
 - Collaborations with National / International Educational Institutions
 - Research Laboratories Establishments
 - Institute level examinations / tutorials / seminars / quizzes etc.
 - Increase access to library and laboratories
 - Better internet & Wi-Fi facility
 - Extra coaching for competitive examinations / management skills / communication skills
-

Challenges

- Procedural delay in equipment purchase, upkeep and maintenance
 - Faculty and staff transfers
 - Competition from other developed institutes
 - Procedural delay in implementation of CAS
 - Ever changing demands of industries
 - Fluctuating job opportunities
-

2 Academic Development Plan

2.1 Teaching Learning Process

The institute follows Outcome Based Education (OBE) based education pattern as per AICTE guidelines. The Course Outcomes (COs) are identified for every course and are mapped with Program Outcomes (POs). We are practicing conventional and ICT based teaching methodology. In addition to this, innovative practices such as flipped classroom, ice breakers, group activity, and project based learning etc. are included in the curriculum in each program by the University. However, to incorporate these innovative practices institute needs more funding / facilities to enhance the quality of the teaching learning process. In addition, university has already introduced the new pattern of ‘Honor and Minor Courses’. Institutional autonomy gives more freedom for effective implementation for the teaching learning process. Hence, institute is planning to go for autonomy in near future.

2.2 Curriculum Development, Implementation and Up-gradation

The curriculum development process is carried out systematically by the Savitribai Phule University, Pune. The present curriculum is 2019 pattern. After every 4 years the syllabi is revised and implemented by the University. Our faculty members take active part in the syllabus revision activity. Hence, the institute is planning for conducting various workshops, seminars, symposium and meetings with stakeholders in particularly industry personal at least once in year. To identify and bridge the curriculum gap as per industry demand and recent trends in the engineering field, faculty needs to visits institute of repute in order to study their curriculum model periodically.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Workshops/Seminars /Symposium/ Meetings	5	Per Annum
2.	Visit to institute of repute	3	Per Annum

2.3 Academic Quality Assessment Methodologies

In order to assure the academic quality, institute conducts ‘Internal Academic Audit’ every year as per university norms. Academic quality measurement is mainly focused on following parameters;

- Teaching Learning Processes
- Curricular Aspects
- Students Performance
- General Academic Activities
- Academic Facilitates / Resources
- Faculty Performance
- In-Semester Exam (30 Marks)
- End-Semester Exam (70 Marks)
- Practical / Oral / Term Work Exam
- Quizzes
- Projects / Seminars
- Stakeholders Feedback

The institute is planning to implement above academic quality assessment through external audits / expert visits / sessions.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	External Academic Audit for all program	1	Per Annum
2.	Expert sessions / visits as an when required	1	Per Annum

2.4 Modernization of library

All the books accession activity is performed through library automation software. The total number of titles and volumes available are 2387 and 22,434 respectively, along with 8898 e-Books, e-journals from DelNet and J-Gate database. Addition of books and journals as per the new syllabus and demand from the students and faculty is need to be fulfilled along with required furniture. In view of this, in today's modern engineering education more and more learning resources are exponentially growing in the digital multimedia form. So, institute plans to deploy full-fledged digital library concepts in near future.

Sr. No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Books, E-books, E-journals and magazines, plagiarism software, Digital Library platform.	50	Per Annum
2.	Library furniture with well furnishing (at least 100 seating capacity)	50	One Time
3.	Computers with all required peripheral devices. (100 Nos)	50	Every 05 Years

2.5. Accreditation

NBA Accreditation process of two departments i.e. Automobile Engineering and Mechanical Engineering have been successfully carried out the AY 2022-23 and awarded accreditation for THREE years (valid till 30 June 2025). However, the remaining FOUR departments are in the verge of fulfilling the eligibility criteria by expecting sufficient faculty members. Hence, FOUR programs are preparing for accreditation in near future and at the same time institute is also planning to apply for NAAC.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1	NBA Institute Application Fees	1	One Time
2	First NBA Accreditation application fees for 4 program.	8	(for 4 Program)
3	Second cycle NBA -Visit for 2 Program. related expenditure	3.5	(for 2 Program)
4	NBA Visit related expenditure.	6	One time

2. The total budget under Academic Development plan is Rs. 78.5 Lakhs per annum and Rs. 100 Lakhs one time.

3 Student Development Plan

3.1 Classroom and Laboratory Teaching methodology

Teachers are using traditional chalk, blackboard teaching method and supported LCD projectors. Institute is planning to have paradigm shift in the teaching modern tools by utilizing smart class rooms. Recording studio is to be developed for the creation of e-content.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Smart/Digital Classroom (8 setup)	50	One time
2.	Recording Studio Setup –(1 setup)	20	One time

3.2 Student Welfare

Being a Government institute, various scholarship and fee concession schemes are provided. Hostel facility is provided with minimum charges as per Government norms. AICTE Pragati scheme for girls, SAKSHAM for physically challenged students, PMSSS for J&K students is implemented. Along with Government Scholarship there are private industry / organizations who give scholarships to students such as Tata Samarth, Siemens, Ujjawal Deep, Dayanad Scholarship.

3.3 Student Extra-Curricular

Now a day's more need of social concern and institute mission also aims towards achieving sustainability through its goals. Institute has NSS unit of 50 Students sanctioned by SPPU. Through this NSS unit various activities planned and conducted throughout the year. Student Cultural Club is active and takes part in various programs at institute and university level. But, it is observed that, more number of students is willing to join noble social work. Hence, there is need of enhancement in the NSS and similar activity. In addition to this, recreational center will definitely add value to the social work.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	NSS Camp once in a year and other related activities (100 students)	2	Per Annum
2.	Recreational center	10	One time

3.4 Student Association / Chapters

Each department has their own student association, and different technical and non-technical activities are conducted at department level / institute level through these chapters. ISTE and SAE student chapter are active and works at institute level.

Institute is planning to establish at least one professional body chapter per department such as ISTE, IETE, IEEE, ISA, ACM, CSI and IE.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	ISTE, IETE, IEEE, ISA, ACM, CSI and IE.	5	Per Annum

3. The budget required for Student Development plan is Rs. 7 Lakhs per annum and Rs. 80 Lakhs one time.

4 Faculty Development Plan

Existing faculty in the institute is 56 out of 83 sanctioned posts with 27 vacant posts. As per university curriculum by considering electives, minor and honors courses the actual work load is quite higher. Hence the actual faculty required is more than the sanctioned posts. Considering above fact the additional 48 and 27 vacant post i.e. total 75 more faculty is required as shown below:

	Sanctioned Posts			Filled Posts			Vacant Posts			Additional Required as per Load		
	P	As.P	A.P.	P	As.P.	A.P.	P	As.P.	A.P.	P	As.P.	A.P.
Principal	1	-	-	0	-	-	1	-	-	-	-	-
Branches	P	As.P	A.P.	P	As.P.	A.P.	P	As.P.	A.P.	P	As.P.	A.P.
Automobile	1	3	7	1	1	8	0	2	1#	1	1	3
Mechanical	2	3	7	0	3	7	2	0	0	0	1	6
Electronics and Telecommunication	2	3	7	1	0	5	1	3	2	0	2	5
Computer	1	3	7	1	1	6	0	2	1	1	2	6
Civil and Applied Mechanics	1	3	8	0	1	2	1	2	6	1	2	6
Instrumentation and Control	1	3	7	1	1	7	0	2	0	1	3	6
Applied Science and Other	-	-	11	-	-	8	-	-	3	0	0	4
Training and Placement Officer	-	1	-	-	0	-	-	1	-	-	-	-
Librarian	-	-	1	-	-	0	-	-	1	-	-	-
TOTAL	9	19	55	4	8	43	5	12	12	4	11	34
Grand Total	83			54			29			48		

Excess Post

Current Faculty Position

Out of 56 faculty 22 faculty are PhD, one has submitted PhD thesis, and 11 are Pursuing PhD which includes 3 faculty on AICTE-QIP deputation.

***Required faculty as per university curriculum load and better student teacher ratio (15:1) Physical director required.**

Current Staff Position

Post	Sanctioned Posts	Available Posts	Vacant Posts	Additional Required
Registrar	1	0	1	0
Class 3 Staff	73	51	22	28
Class 4 Staff	44	13	31	20

4.1 Faculty Knowledge Up-gradation

Institute organizes FDP/STTP sponsored by DTE and ISTE. Teachers attend these FDP/STTP as per their specialization and interest. Institute also sponsors teachers for attending FDP/STTP organized by other reputed institutes for knowledge up-gradation. Some faculty works as resource persons in FDP/STTP organized by other reputed institutes. Teachers get benefited of QIP program of AICTE for up-gradation of qualification. Our faculty and staff members are deputed to undergo training at YASHADA and Maharashtra State Faculty Development Academy (MSFDA) at Pune.

Institute is planning to depute teachers for their knowledge up-gradation in industry and research organizations such as ARAI, NCL, CIRT, Vigyan Aashram Pabal, TCS, Amazon, Infosys, L& T InfoTech, TATA Motors, Mahindra and Mahindra, Forbes Marshal, Bharat Forge and many MNCs for substantial duration.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	FDP/Workshop to organize 1 per program per year.	12	Per Annum
2	Faculty participation in FDP/Workshop/Training as per requirement.	1.2	Per Annum

4.2 Faculty Welfare

All state government welfare schemes are applicable to faculty and staff members of the institute.

As per AICTE 7th pay commission GR, New entrants as well as existing faculty members of degree level institutions should be provided with a desktop computer / laptop / office furniture and a printer with internet connectivity in their office so as to make a faculty member computer savvy and to enable them to have access to the latest technology. All teachers may be given a grant up to Rs.75, 000/- per year on a reimbursement basis, which may be permitted to be accumulated up to 3 years towards acquiring the membership of Professional Societies and for participating in national / international conferences/workshops etc. As per 6th Pay commission grant of 2 lakh for purchase of books, computer, etc was recommended for all teachers.

In the teaching learning process, the faculty plays an important key role for the shaping of students career. So, it is deadly need to empower the teachers by providing all types of modern teaching aids. The institute thinks in convergence with the AICTE recommendations.

4.3 Faculty Happiness Index Improvement

It is observed and convinced that, the last pandemic situation taught us about the importance of everyone's health and happy minds helps to improve the efficiency and the quality of work. There is a need of motivational, stress management, yoga vipassana, exploring nature India etc.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Motivational, stress management, yoga vipassana, exploring nature India etc. Visits and tours once in a every two years.	10	One time

4. The budget required for Faculty Development plan is Rs. 13.2 Lakhs per annum and Rs. 10 Lakhs one time.

5 Industry Institute Interaction Development Plan

5.1 Memorandum of Understanding

Currently institute have 10+ MoUs with different industries and organizations. Institute is planning to sign more than one MoU with industry related with each department. Through MoUs institute is conducting different activities such as use of industry resources (experts, research laboratories), to arrange visits, internship trainings, assistance for placement, sponsored projects. By increasing the interaction with industry through MoUs the gap between Industry Academia will be reduced.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Expenditure towards arrangement of visits, internship trainings, assistance for placement, sponsored projects	3	Per Annum

5.2 Industrial Training for the Faculty

In order to get hands on experience to the faculty, institute is planning to depute faculty members in the industry during vacations. This will help to improve practical skills of the teacher for effective teaching learning.

5.3 Faculty Exchange Program

The institute is planning to share faculty resources with industry and other Government institutes and research laboratories.

5.4 Sabbatical Training of faculty

Institute is planning to depute few faculty members on sabbatical training for the purpose of professional and academic growth, learning and development of new skills, writing books, monograms etc. It helps to grow with the industry hand in hand.

5.5 Sponsored Research Laboratory

Institute is planning to establish industry sponsored at least one research laboratory in each department through active MoU implementation. Presently Automobile Engineering department have one industry sponsored laboratory sponsored by Terminal Technology and sponsored laboratory by Forbes Marshal in Instrumentation and Control department is in process.

5. The budget required for Industry Institute Interaction Development plan is Rs. 3 Lakhs per annum

6 Research Development Plan

6.1 PG courses and Research Center

As two programs (Automobile Engineering and Mechanical Engineering) have got accreditation from NBA, institute is planning to start PG courses in respective departments. After starting PG programs, the Institute will become eligible to apply SPPU for recognized research center in respective department.

1 st Phase	Faculty Required for PG Courses		
Branches	P	As.P	A.P.
Automobile Engineering	1	1	1
Mechanical Engineering	1	1	1

2 nd Phase	Faculty Required for PG Courses		
Branches	Prof	Asso Prof	Asst. Prof.
Electronics and Telecommunication Engineering	1	1	1
Computer Engineering	1	1	1
Civil Engineering	1	1	1
Instrumentation and Control Engineering	1	1	1

6.2 Innovation, IPR, Start-ups, Incubation

Institute has initiated activities related to Innovation and IPR. Institute is planning to establish separate cells for Start-ups and Incubation.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Innovation, IPR Registration fees etc	5	Per Annum
2.	Start-ups, Incubation	100	One Time

6.3 Publications

Faculties and students are publishing the research work in SCOPUS indexed / UGC approved / Other Index Journals and Conferences. More publications are expected after starting PG courses and after establishment of research centers. Institute encourages faculty to publish books, monographs, book chapters, articles, etc.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	Publication registration fee and travel grant.	5	Per Annum

6.4 Testing and Consultancy

Institute is providing testing and consultancy by effective utilization of available resources. Institute is planning to increase the Testing and Consultancy through each department. Institute is planning to procure equipment required for Testing and Consultancy purpose.

6. The budget required for Research Development is Rs. 10 Lakhs per annum and Rs. 100 Lakhs one time.

7. Infrastructure and Facility Development Plan

7.1 Digital Campus Development

Currently campus wide wired internet facility is available. Wi-Fi facility is available in two departments and planning to make it campus wide. CCTV available at selected places but planning to extend same campus wide. It is necessary to procure latest configuration Computers and peripherals, LCD projector and equipment's for smart class rooms. Available furniture is insufficient, hence need to purchase additional.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	College campus wide networking and CCTV surveillance system	100	One Time
2.	LCD Projector, Laptops -60 nos	60	One Time
3.	College MIS	100	One Time

7.2 Modernization of Existing Laboratories and Establishment of New Laboratories

Modernization of laboratories and removal of obsolesce is needed on priority basis. Also most of the equipment's need periodic maintenance. Most of the laboratories need to be upgraded in accordance with the 2019 revised university syllabus. Following new laboratories are needed to be developed:

Programs	Existing No of Labs	New Lab Name to be established	Approx. cost in Lakhs for new labs	Approx cost in Lakhs for existing labs
Automobile	8	Vehicle Testing Lab, Vehicle Research Lab	200	268
Mechanical	8	Noise Vibration and Harshness Lab, Electrical Vehicle Research Lab, Project Lab	180	165
Civil	5	Project Lab, Engineering Geology Lab, Fluid Mechanics, Survey Lab, Environment Lab	100	120
E&TC	8	Image and Video Processing Lab, Advance Communication	160	100
Computer	4	AIML Lab, Block Chain Lab and Project Lab	100	100
Instrumentation	4	Robotics & Automation, Embedded System, Control system, IoT Lab	160	125

First Year and Institution Level	3	Project Based Learning, Central Computing Lab	100	22
TOTAL			1000	900

7.3 Extension of Hostels

Currently institute is having boys hostel with capacity of 360 and girls hostel with capacity of 230 which is insufficient. The institute is located in remote place so, more meritorious students may take admissions in the institution if there is provision for good transportation and hostel facility. Hence, institute is planning to expand the capacity of both the hostels on priority basis.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1.	New Boys Hostel of capacity 900 including mess and laundry rooms	15646	One Time
2.	New Girls Hostel of capacity 310 including mess and laundry rooms	5390	One Time

7.4 Student centric infrastructure

Institute is planning to develop well-furnished Cafeteria, Student Multipurpose Activity Centre, Gymkhana Centre, Students Technical and Cultural Clubs, Reprographic facility centre and Covered Parking.

Sr.No.	Particulars	Approx. Cost. Rs. in lakhs	Remarks
1	Cafeteria (With 100 Seating Capacity)	35	One Time
2	Student Multipurpose Activity Centre / Gymkhana Centre (With 100 Seating Capacity)	35	One Time
3	Furniture for Students Technical and Cultural Clubs	20	One Time
4	Reprographic facility centre (20Sq.mtr)	7	One Time
5	Covered Parking for Four Wheeler	10	One Time
6	Covered Parking for Two Wheeler	20	One Time

7.5 Landscaping and Green Campus

Institute has developed Rainwater management System, Waste Water Management System and Sewage Disposal System. Institute has planted more than sufficient number of plants in campus and nearby campus. There is scope for landscape to improve the aesthetics of campus. Institute is Plastic free. Sanction of solar roof-top system through MEDA is in process.

Sr. No.	Description	Budget in Rs. Lakhs	Remarks
1	Landscaping	50	One time
2	Green Campus	10	One time
3	Yearly Maintenance	5	Per Annum
Total		65	

7.6 Other Institutional Estimation and Planning

Sr. No.	Description	Budget in Rs. Lakhs	Remarks
1	Automobile Garage	115.67	One time
2	Heavy Structure laboratory	250	One time
3	Purchase of Bus and Office Vehicle	75	One time
4	Yearly Maintenance of Bus and Office Vehicle	1	Per Annum
Total		441.67	

7. The budget required for Infrastructure and Facility Development plan is Rs. 8 Lakh per annum and Rs. 23763.67 lacks one time.

8. Overall Budget Estimation and Planning

Sr. No.	Expenditure	Amount in Rs. Lakhs Per Annum for next 10 years	Amount in Rs. Lakhs. One Time
1	Academic Development	78.5/ Yr	100
2	Student Development	7/Yr	80
3	Faculty Development	13.2/Yr	10
4	Industry Institute Interaction Development	3/Yr	0
5	Research Development	10/Yr	50
6	Infrastructure and Facility Development	2/Yr	23763.67
TOTAL		113.7 X10	24003.67

Dr. D. R. Pangavhane

In-charge Principal