

## Proposal for new Administration Structure

The present administrative setup of the college needs to be modified on priority if the challenges in 'College Administration' are to be tackled. As mentioned earlier, an Expert Committee including the Govt representatives – Faculty – Educationists – Eminent Alumni should be formed and should be asked to submit a feasible proposal within a fixed time frame.

After referring various structures of different institutions, we would suggest that:

The Academics and Administration responsibilities need to be clearly defined. Administrative Responsibilities need to have separate officers. Considering the responsibilities:

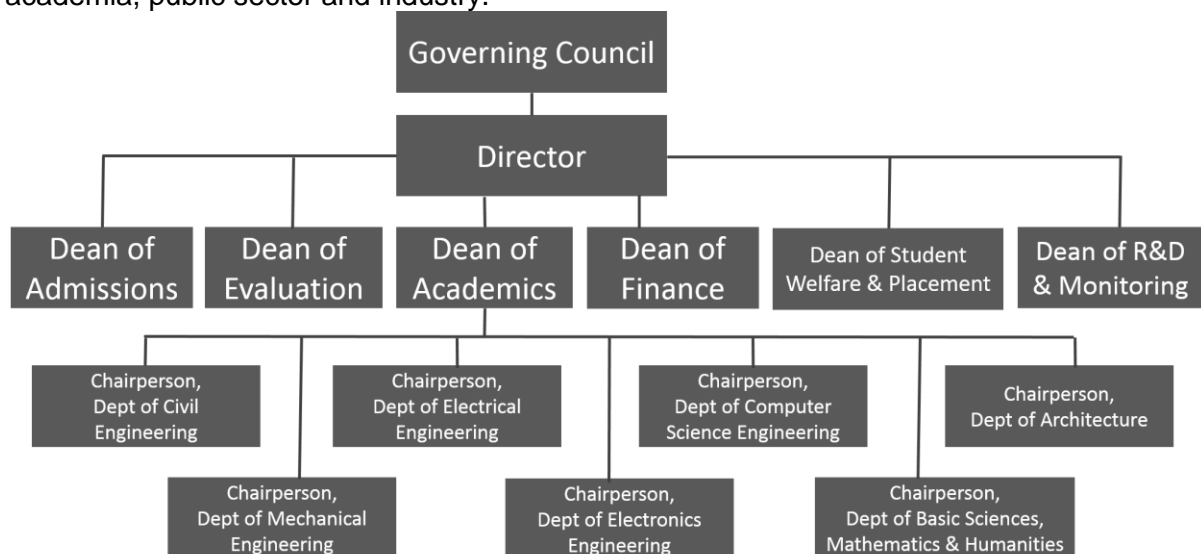
- Admissions
- Evaluation
- Finance
- Student Welfare & Development
- R&D

Academic structure also need to be defined as per the current Departments and common fields:

- Department of Civil
- Department of Mechanical Engineering
- Department of Electrical Engineering
- Department of Electronics Engineering
- Department of Computer Science Engineering
- Department of Architecture
- Department of Basic Sciences, Mathematics & Humanities

All of them will need to work with the Director of the institution. Their collaboration work along with the Director, who will be a leading and experienced expert in Engineering academia will result in developing UVCE as a Centre of Excellence. The selection criteria and the structure can be finalized by the Committee formed for the purpose.

The governance needs to be independently and autonomously monitored by a Governing Council constituted for the same purpose. The members of the Council can be chosen as per the regulations prepared for this purpose and shall consist of experts from academia, public sector and industry.



Under Each Department, there can be multiple UG, PG and PhD Courses. The responsibilities of each Dean need to be clearly defined. And as mentioned earlier, there needs to be a self-evaluation model for each of the sections and department which will help in improving it further.

The main goal of the restructuring needs to be focused on creating a sense of ownership among the people in charge and give a single purpose of making UVCE a better place.

New departments – emerging technologies – with R&D lab facilities need to be planned and started as per the recommendations of the Governing Council. The required infrastructure – be it buildings, lab equipment, additional faculty need to be planned accordingly.

Apart from the regular Examination style – which is more focused on Theoretical knowledge (and memory) – a more practical oriented assessment needs to be introduced.

An Action Plan for Technology Upgradation, Commercialization of Research or other ways of using the R&D results for Economic and Social benefits need to be prepared. The Governing Council can suggest a model which will help in not only the best talent across the country to UVCE but also in self-sustaining the infrastructural facilities to carry out advanced research, training and guidance to students.

### Constitution and Functions

We also suggest that the Chairperson of the Governing Council (which will be the incharge for the governance of the Autonomous institution) shall be reputed Educationist/Scientist/Professional. He/She can be appointed by the State Government based on the recommendation of the Expert Committee. The other members of the board of Council can be nominated by Government, University, UGC/AICTE: well-known Educationists, Scientists, Industrialists, Professionals who are interested in making UVCE a premier institution. The Director of the Institution can be the Ex-Officio, Member Secretary of the Governing Council.

The tenure of the Members of the Governing Council can be decided by the Expert Committee (for example, 2 years for the members except for the UGC Nominee whose term can be 4 years). While granting complete autonomy, the managerial and administrative changes are to be made as per the guidelines given by the Government of Karnataka and Ministry of Human Resource Development, Government of India.

### Finance:

First and foremost, the financial concerns will need to be addressed. Once, the institution gains financial autonomy, the major challenge will be to sustain itself financially.

Few of the suggestions to be considered for planning the finance are:

- 5 year financial support from the Govt, apart from Infrastructure development funds
- Identify the various schemes under which UVCE can obtain grants. Some of them are mentioned in the reference section
- Research & Consultation Projects with Public Sector Companies, Govt Organizations etc
- Have MoUs signed up with Private companies and MNCs to receive the support.
- Identify Govt schemes and initiatives to encourage students and faculty development/innovation programmes and nominate them accordingly.
- Jobs/Internships offered to students need to be improved and hence the revenue for each offer made.
- Utilize the resources available- Electron Microscope, historical machinery available, old books and references available in some form for generating revenue.
- Self-sustaining initiatives like Solar power, Rainwater harvesting, waste management etc.
- Organize events, workshops, seminars for other college faculty members and students.
- With a Capital Fund, various investments to be made following the footsteps of other institutions (some references provided at the end)

## Real Estate

Apart from the existing campus, a separate additional real-estate will be required to expand and grow. It needs to be planned and requested from the Govt during the initial stages only. The autonomy status will mean in true sense, when there is opportunity to grow and develop. For an institution, this means that the need for space – land. This should be considered as well (in JnanaBharathi Campus) when planning to start new departments or branches of study or even increasing the number of intake.

## Estimate Budget Forecast

Taking into consideration, the current scenario and some additional expenses, we have put a rough estimate as below:

EXPENDITURE (1 Year)			
Sl.no	Details	Approx Cost	Description
<b>Administration Expenditures</b>			
1	Salary for Teaching	21,60,00,000	120 Teaching faculty* 1.5lakh/month
2	Salary for Guest Faculty	2,88,00,000	30 Guest Faculty* 80k/month
3	Salary for Non-Teaching Staff	7,68,00,000	80 Non-teaching faculty* 80K/month
4	Salary for supporting staff	96,00,000	20 Support Staff* 40K/month
5	Water bill	3,00,000	Assuming consumption of 75kL/m @76/kL (with rain-water harvesting, some reduction is expected)
6	Electricity bill	10,00,000	Assuming less than 1lakh kWh/m @665ps/unit (with solar energy harness, some reduction is expected)
7	Security Cameras and agency charges	9,00,000	
8	Internet & Phone charges	10,00,000	
9	Building maintenance	12,00,000	
10	Guest professor/ visitors cost	20,00,000	(Travel, Stay, Honorary souvenir) (50k per person; 2 people/month)
11	Library maintenance	10,00,000	( 50% will be one time investment)
12	Cultural and Extracurricular activities(student clubs etc)	20,00,000	
13	Promotion and advertising	20,00,000	Branding efforts
	<b>Total</b>	<b>34,26,00,000</b>	
<b>Departmental expenditures</b>			
1	Lab maintenance	15,00,000	An average of 60,000/- is required per lab in a year, once in 3 years equipment are calibrated. Assuming there are 25 exclusive labs
2	Internal and stationary expenses	30,00,000	5,00,000/-per dept 6Depts+ Admission Office+ Exam Dept+ TPO + 5 Student Clubs
3	R&D	75,00,000	
4	Examination expenses	40,00,000	(2 exams per year) Print expenses - 10,00,000/- Evaluation charges (100

			people+ digitization efforts) - 30,00,000/-
5	Degree and marks card charges	5,00,000	
	Total	1,65,00,000	
<b>Placement office expenditure</b>			
1	Campus Drive expenses	12,00,000	An approximate of 10,000 Rs per drive and 120 drives in an academic year
2	Graduation day	15,00,000	
3	Training	20,00,000	
	Total	47,00,000	
<b>Miscellaneous Expense</b>			
1	Vehicle Expenses	10,00,000	For Principal
2	Teacher Skill Improvement	50,00,000	
3	Additional Expenses	1,00,00,000	
	Total	1,60,00,000	
	<b>Grand Total of Expenses</b>	<b>37,98,00,000</b>	<b>Approx 40,00,00,000 (40 Crores)</b>
<b>INCOME</b>			
Sl.no	Details	Initial cost	Description
1	Fees	12,00,00,000	Including UG, PG, PhD students (as per 2 yr old data)
2	TPO Training fees	5,00,000	
3	TPO Fee	15,00,000	
4	Event Sponsors	8,00,000	
5	Event Registration	2,00,000	
6	Alumni Scholarship	30,00,000	
	<b>Grand Total of Income</b>	<b>12,60,00,000</b>	<b>Approx 12,50,00,000 (12.5 Crores)</b>

- We have not considered the cost for new buildings and infrastructure work that is required.
- We have also not considered the Hostel maintenance Charges/ Canteen budget
- The labs maintenance for few of the departments may be very high due to the equipment involved. It is not considered and average is calculated