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BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
(Autonomous Institution Under VTU)

Yelahanka, Bengaluru - 560119.



STRATEGIC PLAN 2024-2029

 **BMS** INSTITUTE OF TECHNOLOGY & MANAGEMENT

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BMS Educational Trust



Rajakaryaprasaktha Dharmaprakasha
Sri B.M. Sreenivasaiah
Founder, BMSCE



Sri B.S. Narayan
Founder, BMSET

The history of BMS institutions rewinds back to the year 1946 with the establishment of the first private engineering college in the country, BMS College of Engineering (BMSCE), by late Sri B.M Sreenivasaiah. He was a philanthropist and a great visionary who realized the necessity of technical education even before the country got independence. He was honored by the Maharaja of Mysore with the title “Dharma Prakasha Raja Karya Prasaktha” for his extraordinary service in the field of education. The legacy he once began is being upheld with the same zeal by his inheritors and they continue to cherish his vision and ideals.

After the sad demise of Sri B.M Sreenivasaiah, his renowned son, Sri B.S Narayan, a vibrant and ingenious personality, molded BMS College of Engineering into one of the finest engineering colleges. Apart from BMS College of Engineering, he had also established other institutions that promoted higher education which includes BMS College of Law, BMS College of Women and BMS Evening College of Engineering. He was extremely supportive in the initiation of several collaborative programs such as training foreign students under International Co-operative Division, cross cultural program with Melton Foundation U.S.A etc.

About BMSIT&M

BMS Institute of Technology & Management (BMSIT&M), established in the year 2002 under BMS Educational Trust, being managed by a council of trustees appointed by Dr. B.S. Ragini Narayan, the successor of Late Sri B.S. Narayan and the Donor Trustee and Member Secretary of BMS Educational Trust and it is one of the best engineering college in Bangalore.

BMSIT&M offers AICTE approved 7 UG programs and 4 PG programs. There are 11 VTU recognized research centres with research supervisors and research scholars working in diverse research areas. BMSIT&M has been accredited by NAAC with 'A' grade. All the eligible UG and PG programs have been accredited by NBA. University Grants Commission (UGC) and Visvesvaraya Technological University (VTU) have conferred Autonomous status to BMSIT&M for both UG and PG programs since 2021.

As an autonomous institution, our curriculum design is as per professional body guidelines and industry requirements with special emphasis on GCC expectations. The institute engages in contemporary and competitive teaching/learning methods. The outcomes-based education (OBE) coupled with promoting experiential learning has

ensured our students gaining skills for success in their chosen domains. The institute follows learner centric methods in academics for effective learning by students. The institute has state-of-art laboratories for course work, teaching, and student projects. BMSIT&M is helping the students in getting exposure to cutting edge technologies through industry driven projects, industrial visits and hands-on training from domain experts of reputed industry/research organizations. The students are encouraged to involve themselves in creative, technical and research activities.

Many of our students have won accolades at various national and international events and competitions. A good number of students have successfully pursued entrepreneurship, while many others have pursued higher education in top ranked institutions across the globe. Education at BMSIT&M is a dream of every student who aspires to be a leader par excellence in engineering since the institution has all functional systems in place with high performing academic, personality development and administrative sub systems which are perfectly synchronized and continuously engaged. We at BMSIT&M are committed in making the journey of students, memorable and enriching.

Vision and Mission



Vision

To emerge as one of the finest technical institutions of higher learning, to develop engineering professionals who are technically competent, ethical and environment friendly for betterment of the society.



Mission

Accomplish stimulating learning environment through high quality academic instruction, innovation and industry-institute interface.

Strengths, Weaknesses, Opportunities, and Challenges (SWOC)

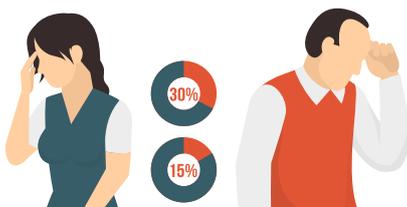
Strengths:

- Reputation and Brand Name
- Accreditation
- Infrastructure
- Placement Opportunities
- Quality Faculty
- Location Advantage
- Green Campus with Academic ambience



Weaknesses:

- Quality Research Publications
- Limited global collaborations
- Patents are limited
- Limited consultancy
- Limited in-house hostel facility
- Limited students opting for Higher Education



Opportunities:

- Industry Collaboration
- Globalization
- Entrepreneurial Ecosystem
- Government Initiatives
- Connect with Alumni



Challenges:

- Intense Competition
- Attracting Talented faculty
- Attracting Core Companies for Placement
- Online Education
- Attracting Full Time Ph.D. Scholars
- Fulfilling NIRF parameters
- Sponsored research



Undergraduate & Postgraduate Programs offered:

Undergraduate Programs in Engineering

SL	Name of the Program	Year of Establishment	Current Intake
1.	Civil Engineering	2013	60
2.	Computer Science and Engineering	2002	900
3.	Electronics and Communication Engineering	2002	180
4.	Electrical and Electronics Engineering	2003	60
5.	Electronics and Telecommunication Engineering	2003	---
6.	Mechanical Engineering	2002	60
7.	Information Science and Engineering	2010	---
8.	Artificial Intelligence & Machine Learning	2019	360
9.	Computer Science and Business Systems	2023	60

Post-Graduate Programs

SL	Name of the Program	Year of Establishment	Current Intake
1.	Master of Computer Applications (MCA)	2003	120
2.	M.Tech in Computer Science & Engineering	2013	18
3.	M.Tech in Cyber Security	2022	18
4.	Master of Business Administration (MBA)	2022	120

Strategic Development Process:

The strategic development process in BMSIT&M is a structured approach through which the institution defines its long-term goals, aligns its resources, and plans actions to achieve academic excellence, industry relevance, and holistic student development. This process ensures that the college remains competitive, adapts to evolving technological trends, and meets the expectations of students, employers, accreditation bodies, and society.

The first step in the strategic development process is **contextual analysis**, where the institute analyzes internal strengths and weaknesses along with external opportunities and challenges (SWOC analysis). Internal factors include faculty expertise, infrastructure, Teaching Learning Process, industry interaction, research output, and student performance. External factors include advancements in engineering fields, industry requirements, government policies, and competition from peer institutions.

Vision & Mission of the institution and **SWOC analysis** will guide the Institute's identity and future direction. They are followed by **setting strategic goals**, such as improving teaching quality, enhancing employability, increasing research and innovation, strengthening industry partnerships and alumni network, promoting entrepreneurship etc leading to

inclusive and quality education. Next, the college develops **action plans** to achieve these goals. This includes curriculum modernization, faculty development programs, laboratory upgrades, adoption of digital learning tools, establishment of research centers/ incubation hubs, enhancing industry engagement etc.

The strategic development process emphasizes **participatory governance** involving stakeholders such as promoters, faculty, students, alumni, and industry partners. Their feedback helps refine priorities and ensures that the strategy is practical and comprehensive.

Once implementation begins, continuous **monitoring and evaluation** are essential for measuring growth of the institution through Key performance indicators (KPIs), academic audits and stakeholder's feedback. Based on these evaluations, strategies may be revised to address challenges or emerging trends.

Ultimately, the strategic development process enables an Institution to create a dynamic learning environment, foster innovation and prepare students to meet the demands of modern engineering careers while contributing to national and global development.

Executive Summary:

Strategic Development Plan - 2024-2029

BMS Institute of Technology & Management (BMSIT&M), Bengaluru, aims to emerge as a nationally and internationally recognized institution of higher learning in engineering and technology. The strategic development plan for 2024-2029 outlines a comprehensive roadmap to strengthen academics, research, innovation, infrastructure, human resources, industry engagement, and entrepreneurship, aligning with the institute's vision of producing technically competent, ethical, and environmentally conscious engineers.

The plan is structured around seven strategic pillars:

- **Academic Excellence:** Emphasis on outcome-based education (OBE), interdisciplinary electives, and integration of emerging technologies into the curriculum. Student-centered pedagogy, experiential learning and flexible learning pathways will ensure successful career.
- **Research & Development:** The plan emphasizes the creation of a robust research culture, interdisciplinary projects, industry collaborations, and innovation-driven initiatives. Faculty and students will be supported through grants, seed funding, patent facilitation, Hackathon and participation in national and international research forums.
- **Industry Collaboration and Placement:** The institution aims to strengthen industry collaboration through strategic partnerships, internships, live projects, and co-designed curricula aligned with emerging industry needs. A structured placement ecosystem with skill development, certification programs, and industry mentoring will enhance employability and ensure consistent improvement in placement quality and package outcomes.
- **Globalization and Collaboration:** The institution will expand global engagement through academic partnerships, student and faculty exchange programs, joint research initiatives, and international internships. Emphasis will be placed on cross-border collaborations, virtual global classrooms, and MoUs with reputed foreign universities to enhance global exposure and academic excellence.
- **Infrastructure and Facilities:** Modernization of laboratories, classrooms, and digital learning platforms will provide a safe, sustainable, and technologically advanced campus. Investments in skill enhancement initiatives, network upgrades, virtual labs, and eco-friendly initiatives will ensure an environment conducive to learning, research and innovation.
- **Entrepreneurship & Innovation:** By fostering an entrepreneurial ecosystem, promoting startups, and leveraging industry linkages, BMSIT&M will enhance innovation and create real-world opportunities for students and faculty. Incubation programs, accelerator initiatives and mentorship will transform innovative ideas into scalable solutions.
- **Student Progression:** A structured framework will be implemented to support higher education aspirations, competitive exam preparation, entrepreneurship, and career advancement. Mentoring systems, alumni engagement, and industry guidance will be strengthened to ensure

holistic student development and improved progression metrics.

- **NBA, NIRF and Rankings:** The institution will focus on outcome-based education, quality research output, faculty development, and stakeholder engagement to enhance accreditation and ranking performance. Systematic data management, internal audits, and continuous quality improvement practices will drive higher NBA accreditation status and improved NIRF rankings.
- **Sustainability and Green Campus:** The institution will promote environmental sustainability through energy-efficient

infrastructure, renewable energy adoption, waste management systems, and water conservation practices. Green campus initiatives will be integrated with student-led environmental activities to foster a culture of sustainability and social responsibility.

This strategic development plan provides a phased, year-wise roadmap for 2024-2029, with measurable objectives, clear accountability, and key performance indicators (KPIs). It positions BMSIT&M to achieve academic excellence, research prominence, sustainable growth, and societal impact, fulfilling its mission to develop competent, ethical, and industry-ready engineering professionals.

1. Academic Excellence

Long-Term Goals (2024–2029)

- Strengthening multidisciplinary education system in line with SEP/NEP, enabling flexible credit policies and interdisciplinary learning.
- To develop and deliver hybrid learning courses to expand reach and address online learning needs.

Short-Term Goals (2024-2026)

- Revision of the curriculum based on industry requirements.
- Deputation of faculty to industry / R&D organizations for upskilling on emerging technologies and innovative teaching methods.
- Creation of digital content to enhance learning experience of students.

1.1 Curriculum Enhancement

Action Plan:

- Update syllabi regularly with inputs from industry experts, alumni, and academic boards.
- Integrate emerging courses relevant to industry needs.
- Introduce experiential learning and skill-based courses.
- Organize curriculum review workshops and benchmark with top engineering institutions.
- Strengthen the Outcome-Based Education (OBE) process.

Performance Metrics:

- Number of new courses/electives introduced annually.
- Percentage of syllabus updated in alignment with industry trends.

- Feedback scores from industry, alumni and academic reviewers.
- Increase in student participation in experiential learning.

1.2 Faculty Development

Action Plan:

- Conduct regular faculty development programs (FDPs), workshops, and training on modern teaching techniques and technologies.
- Encourage faculty to pursue higher qualifications, certifications and NPTEL/SWAYAM courses.
- Implement mentorship programs to guide young faculty.
- Facilitate participation in conferences, seminars, and industrial training
- Encourage the faculty to be part of global professional body.

Performance Metrics:

- Number of FDPs/NPTEL/training sessions attended per faculty per year.
- Percentage of faculty with advanced certifications or Ph.D qualifications.
- Improvement in teaching evaluation scores from students.
- Number of activities with Industry/global professional bodies.

1.3 Teaching–Learning Process

Action Plan:

- Implement learning through LMS platforms and digital content.
- Conduct bridge courses, remedial classes, and academic support programs for slow learners.

- Encourage the faculty to introduce effective learning activities.
- Promote active learning strategies like flipped classrooms, peer learning, and problem-solving sessions.
- Organize knowledge-sharing sessions with industry professionals across diverse domains through Partial Delivery.
- Monitor academic progress through departmental academic reviews and IQAC processes.

Performance Metrics:

- Student success rate without backlogs.
- Number of courses delivered using blended learning or LMS tools.
- Student success in national-level tests like GATE, GRE, and competitive exams.
- Feedback scores on teaching quality and learning support.
- Partial delivery by Industry Experts atleast one course for semester

2. Research and Development

Long-Term Goals (2024–2029)

- 50% of research publications in 25% top ranked journals.
- Aiming for significant externally funded research projects.
- Aiming for commercialization of patents.

Short-Term Goals (2024-2026)

- Providing financial incentives for faculty and students publishing SCI/WoS/Scopus indexed journals falling under Q1-Q4 quartiles.
- Enhancing patent filing through IPR Cell by increasing awareness about intellectual property.
- To create an eco-system to collaborate with institutions with national importance to secure external research funding from national funding agencies.

2.1: Enhancing Funding Value

Action Plan:

- Train faculty on preparing high-value proposals targeting major national and international funding agencies.
- Identify thrust research areas aligned with emerging technologies and high-funding potential sectors.
- Establish dedicated proposal development support through Institutional R&D for budgeting, documentation, and compliance.
- Promote interdisciplinary teams to pursue large-scale, multi-institutional grant opportunities.
- Provide competitive seed grants to support preliminary studies that strengthen external funding proposals.
- Implement a structured review and mentoring mechanism to increase proposal success rates.

2.2: Support Collaborative Research

Action Plan:

- Strengthen partnerships with institutes of national importance, research organizations, industry and international institutions.
- Organize networking events, consortium meets, and research conclaves to connect faculty with potential collaborators
- Promote joint research projects, shared patents, and co-authored publications with partner institutions/industries.
- Facilitate resource sharing such as laboratories, datasets, and specialized equipment to support multi-disciplinary research.

2.3: Improving Quality Publications

Action Plan:

- Develop institutional guidelines to promote faculty publications in top-tier journals (WoS, Scopus, Q1/Q2).
- Introduce revised attractive incentive policy to motivate faculty for enriching research publications.
- Provide access to high-quality open access publication support through institutional subscriptions and APC funding.
- Conduct training on research writing, data presentation, and publication ethics.
- Encourage joint publications with collaborating institutions and international experts.
- Implement a publication review and mentoring system to improve manuscript quality before submission.

2.4: Enrichment of Academic Research

Action Plan:

- Constitution of Research Advisory Board
- Increase full-time Ph.D. scholar intake through Research Assistantships and funded positions.
- Strengthen institutional R&D to centrally manage Ph.D., M.Tech and research activities.
- Integrate research components into UG and PG curricula through project-based learning and industry-research problem statements.
- Provide financial and infrastructural support for student innovation projects and prototype development.
- Educate students about national and international research fellowships and support them in application processes.
- Encourage student participation in research competitions, hackathons, innovation events, and conferences.
- Facilitate proposal submissions to agencies such as KCTA, DST, AICTE, MSME, KSCST etc.
- Institute awards for best Ph.D. thesis, best UG/PG research project, and student innovation awards.

Performance Metrics

- Total value of external research funding secured annually (target: **minimum 10% increase**)
- Number of collaborative research projects initiated (target: **10% annual growth**)
- Number of revised incentive scheme beneficiaries (target: **increasing participation annually**)
- Number of quality publications (WoS/Scopus/Q1/Q2) (target: **significant year-on-year improvement**)

- Number of full-time Ph.D. scholars enrolled (target: **steady annual increase**)
- Number of UG/PG research projects and student innovations funded (target: **minimum 20 projects annually**)
- Number of national/international research events attended or hosted (target: regular yearly participation)
- Number of awards instituted for Best Ph.D. Thesis and academic research contributions
- Number of proposals submitted to external funding agencies (target: **25% increase**)

3. Industry Collaboration and Placement

Long-Term Goals (2024–2029)

- To establish a dedicated placement council for core engineering domains to attract more core companies for recruitment.
- To partner with industries and involve industry mentors for student activities.
- To build a robust alumni network portal to leverage alumni for mentorship, placements and funding opportunities.

Short-Term Goals (2024–2026)

- To form an Industry Advisory Board to align academic offerings with industry needs.
- To develop an eco-system to provide student community with industry driven problem statements through mentorship program.
- To integrate the placement and skill training with the academic timetable starting from 1st semester.
- Decentralizing the placement activities which creates a platform for establishing a link with domain specific / product-based companies.

Action Plan:

- To bring experienced industry professionals (professor of Practice) to enhance practical learning, industry relevance, and applied research.
- Establish an advisory board with industry leaders to guide curriculum development and strategic initiatives
- Attend industry networking sessions, CSR initiatives and conduct expert guest lectures.
- Identify potential industry partners, research organizations, start-up

ecosystems, and skill development bodies for MoU collaborations.

- Promote faculty and departmental consultancy services to industries
- Facilitate industry-supported labs to co-create practical learning environments.
- Encourage partial course delivery by industry experts for hands-on and contemporary skill development.
- Expand internship opportunities across core IT, and emerging technology sectors.
- Invite industry mentors to guide start-ups, innovation teams, and final-year projects.
- Arrange specialized training programs to enhance core placement readiness (technical, aptitude, communication, domain skills).
- Promote shared patent initiatives between faculty, students, and industry collaborators.
- Facilitate joint research, design, and prototype development projects.
- Encourage the creation of industry-driven problem statements for academic projects/hackathons/innovation challenges.
- Attract recruiters offering better prospects.

Performance Metrics:

- Number of new industry collaborations established (target: 20% annual increase)
- Number of consultancy projects executed (target: 10% annual increase)
- Establishment of industry-supported labs (target: 1 new lab annually)

- Number of internships secured through industry tie-ups (target: 25% annual growth)
- Frequency of expert talks and partial delivery sessions (target: at least 2 per department per semester)
- Number of active MoUs signed (target: 15-20% annual increase)
- Percentage of MoU activities successfully executed vs. planned activities (target: $\geq 80\%$ execution rate)
- Number of industry mentors involved in cocurricular activities (target: at least 10 mentors per year per department)
- Improvement in core placements (target: average salary increased by 10% annually and overall placements improved by 10%)
- Industry satisfaction index for collaborations and innovation activities (target: 4.5/5)

4. Globalization and Collaboration

Long-Term Goals (2024-2029)

- Attracting more international students to pursue UG/PG programs.
- Secure partnerships for dual-degree programs and joint research initiatives with top-ranking global universities.
- Collaborate with international universities / organizations for joint research funding.

Short-Term Goals (2024-2026)

- Establishing a cell for global connections and collaborations to cater research internship, immersion program and industry internship.
- Sign MoU with global universities for joint research, student exchange programs and twinning opportunities.

Action Plan:

- Partner with international universities for student exchange, twinning programs, and global internships.
- Promote international certification programs and cross-cultural learning initiatives.
- Facilitate participation in global innovation challenges, conferences, and academic events.
- Enable collaborative research involving international faculty and institutions.
- Establish an International Relations Cell for managing global programs, travel, and documentation support.
- Facilitate joint international research projects and innovation hubs with industry partners

Performance Metrics:

- Student participation in global programs (target: **10% annual increase**)
- Number of global partnerships established (target: **at least 5 new collaborations per year**)
- Student and Faculty exchange Programs (target: **2% annual increase**)
- Number of joint research projects and industry-sponsored initiatives (target: **5% annual increase**)

5. Infrastructure and Facilities

Long-Term Goals (2024-2029)

- Establishing multi-disciplinary research facilities with a view to have greater research and consultancy.
- To establish an indoor sports complex to cater the needs of students and staff.

Short-Term Goals (2024-2026)

- Expand in-house hostel facilities to accommodate more students.
- Upgrade laboratories with state-of-the-art equipment for interdisciplinary research and projects.
- Establishing energy research laboratory towards meeting SDG goals.

Action Plan:

- Upgrade existing hostels with better furnishings, Wi-Fi, water facilities & security.
- Improve dining hall infrastructure with hygiene and seating upgrades.
- Construction of a multi-purpose indoor sports complex
- Increase green cover through planned plantation drives and landscaping.
- Expand solar power generation, water saving systems, and waste management units.
- Conduct annual sustainability hackathons focused on green technology and climate innovation.
- Upgrade departmental labs with advanced equipment for emerging technologies.
- Establish new computing/research/skill development centres in collaboration with industries and funding agencies.
- Undertake new infrastructure projects aligned with projected student intake and research needs.

- Commit to developing all future infrastructure as energy-efficient, low-carbon, and environmentally responsible.

Performance Metrics:

- Foundational upgrades: lab modernization, campus beautification, hostel upgrades, smart classroom additions, safety improvements.
- Expansion of student facilities, construction activities, new research centre proposals, increased digital infrastructure.

Campus Environment Metrics

Parameter	Target
Green cover	Sustain
Solar energy capacity	200-250 kWp
CCTV & safety coverage	100% campus coverage by 2026
Upgraded common areas	5% of the built-up area with new/renovated zones

4.2 Student Facilities Metrics

Parameter	Target
Hostel/PG capacity increase	+300 beds by 2029
Dining hall upgrade	Upgrade by 2026
New sports facilities	5% upgrades
Wellness & Mental Health	Tie up with Organizations

4.3 Infrastructure Development Metrics

Parameter	Target
Smart classroom conversion	5% every year
Laboratory modernization	10% labs upgraded
New research/Skill centres	Atlaest 1 centre per year

6. Entrepreneurship and Innovation

Long-Term Goals (2024–2029)

- Partner with venture capitalists and angel investors to fund student and faculty innovations through BIG Foundation.
- Gain recognition as a premier entrepreneurial hub in Karnataka by supporting innovation across disciplines.

Short-Term Goals (2024-2026)

- Strengthening the incubation center by enhancing mentor panel and organizing bi-annual pitch competitions.
- Upscale hackathon (CodeRed) in collaboration with industry leaders and alumni.
- Leverage government schemes to secure funding for strengthening innovation and entrepreneurial eco-system.

Action Plan:

- Enhance Mentor Panel
- Increase seed funds through MSME, BIG Foundation, CSR, and venture capital.
- Handhold the Startup for funding opportunity from India Seed Fund, Elevate Karnataka, NIDHI PRAYAS / NIDHI SSS, MSME Idea Hackathon and Incubation.
- Expand prototyping facilities.
- Collaborate with companies for hackathons, bootcamps, innovation challenges.
- Establish mentorship programs with entrepreneurs, PoPs, incubators, and alumni founders.
- Provide seed money, workspace, and technical/mentorship support for innovative ideas.

- Collaborate with industry and venture partners for funding, prototype development, and market validation.
- Conduct entrepreneurship boot camps, design-thinking workshops, and pitching events.
- Promote participation in state and national innovation challenges (Start-up India, MSME, etc.).

Performance Metrics:

- Position BMSIT&M as a regional innovation and incubation hub with 20 startups supported.
- Prototyping facility for student/faculty innovation projects.
- Expand the mentor network to 60 experts, strengthening alumni-led mentoring and incubation.
- Secure continuous funding through NIDHI, NAIN, Elevate, MSME, and CSR partnerships.
- Scale up annual flagship events such as the Innovation Expo, Startup Showcase, and Investor Connect.
- Achieve recognition through state and national incubation awards, strengthening BMSIT&M's innovation reputation.

7. Student Progression

Short-Term Goals (2024-2026)

- Introduction of a structured mentorship program to guide students aiming for research and advanced degrees.
- To conduct regular awareness sessions on higher education opportunities like GATE, GRE and GMAT.

Action Plan:

- Introduce specialized mentoring initiatives focusing on academic improvement, well-being, and career planning.
- Establish structured career guidance sessions focusing on higher studies, competitive exams, placements, and skill pathways.
- Conduct personality development, communication skills, and aptitude training programs.
- Organize career fairs and alumni talks.
- Develop partnerships with international universities for student exchange, summer schools, twinning programs, and global internships.

Performance Metrics:

- Student mentoring effectiveness (measured through feedback; target: $\geq 4.5/5$)
- Number of career guidance programs conducted (target: minimum 3 per semester)
- Student participation in global programs (target: 10% annual increase)
- Number of global partnerships established (target: at least 5 new collaborations per year)
- Overall Student Satisfaction Index (target: $\geq 4.5/5$)

8. Accreditation and Rankings

Long-Term Goals (2024-2029)

- Aim to be within top 100 positions in NIRF rankings within five years.
- To secure 6 years NBA accreditation for 50% of the eligible programs.

Short-Term Goals (2024-2026)

- Align metrics with NIRF ranking parameters, focusing on placements, research output and diversity.
- Automating the data collection system to monitor key performance areas for rankings.
- Strengthening internal and external audit processes.

Action Plan:

- Assess recommendations from earlier accreditation cycles for continuous improvement.
- Develop structured templates and formal procedures to streamline documentation practices.
- Implement capacity-building programs to enhance faculty and staff understanding of accreditation requirements.
- Develop and implement a structured quality enhancement plan to drive continuous improvement.
- Implement regular internal audits and mock evaluation assessments.
- Promote inclusive stakeholder engagement in continuous quality improvement efforts.

Performance Metrics:

- Achieve Six year NBA accreditation for 50% programs.
- Atleast A+ NAAC grade.
- Aim to secure QS accreditation in potential disciplines.

9. Sustainability and Green Campus

Long-Term Goals (2024–2029)

- Transitioning to a carbon-neutral campus by implementing solar energy systems, waste recycling, and water conservation measures.

Action Plan:

- Conducting regular workshops, orientation sessions and awareness campaigns on topics such as climate change, waste reduction, water conservation and sustainable lifestyles.
- Increase plantation and green cover through tree drives, vertical gardens, and native-species landscaping.
- Regular cleanliness drives in and around the campus help promote hygiene, reduce litter, and encourage responsible waste disposal among students.
- Students can enforce plastic reduction measures, conduct anti-single-use-plastic campaigns, and educate peers about sustainable alternatives.
- Encouraging students to participate in SDG-related events, community outreach, and sustainability projects in partnership with local authorities, NGOs, and environmental groups.
- Implement campus-wide segregation of waste at source with clearly labeled bins. Introduce composting units for organic waste and collaborate with certified agencies for recycling e-waste, paper, and plastics.
- Societal Projects to Drive Sustainability-linked projects to be made a part of the curriculum to drive initiatives like cleanliness through effective waste management, green campus, fostering innovation for renewable energies, etc.

Performance Metrics:

- Student and staff satisfaction with campus environment
- Apply for Annual Green Energy Audit and Environmental Audit through certified agencies. Apply for national and state-level sustainability awards.
- Number of Environmental Awareness Campaign by Conducting regular workshops, orientation sessions and awareness campaigns on topics such as climate change, waste reduction, water conservation and sustainable lifestyles.
- Implement campus-wide segregation of waste at source with clearly labeled bins. Introduce composting units for organic waste and collaborate with certified agencies for recycling e-waste, paper, and plastics. (**target: 15% of waste management**)
- Reduction in energy consumption through sustainable practices (**target: 15% reduction in energy use**)
- Encouraging students and staff to participate in SDG-related events, community outreach, and sustainability projects in partnership with local authorities, NGOs, and environmental groups.

Year Wise Roadmap for BMSIT&M 2024–2029

2024–25 (Foundation & quick wins)

- **Academics:** Begin aligning existing curriculum with outcome based education (OBE) model; update a few core courses (especially in high demand streams) to include emerging technology modules (e.g. AI/data basics).
- **Research & Development:** Constitute (or strengthen) a formal Research & Innovation Cell (or committee) to encourage faculty & students to propose research and innovation projects; start awareness workshops.
- **Industry Collaboration and Placement:** Institution will focus on strengthening its industry connect by signing new MoUs, constituting an Industry Advisory Board, and enhancing structured internship and placement training systems.
- **Globalization and Collaboration:** The institution will initiate international engagement through identification of potential global academic partners and organization of virtual guest lectures by international faculty.
- **Infrastructure and Facilities:** Audit existing laboratories and digital infrastructure; upgrade at least one major lab (in high need area like CSE / ECE / ISE) to latest standards; improve campus networking and digital learning support.
- **Entrepreneurship & Innovation:** Update list of industry partners and MOUs; define scope and objectives for initiating an internal incubation / entrepreneurship support framework; map potential mentors from alumni and industry.
- **Student Progression:** Structured mentoring systems, higher education awareness programs, and alumni tracking mechanisms will be strengthened to guide student development.
- **NBA, NIRF and Rankings:** A comprehensive gap analysis will be undertaken to strengthen accreditation preparedness, supported by systematic documentation and streamlined data processes for ranking submissions.
- **Sustainability and Green Campus:** Sustainability efforts will begin with energy and water audits, implementation of waste segregation, and campus-wide green awareness activities.

2025-26 (Build capacity & academic quality)

- **Academics:** Expand OBE across more programmes / courses; introduce elective courses in new/emerging areas; adopt continuous assessment and project based learning for some courses.
- **Research & Development:** Launch internal seed grant scheme to support small scale faculty/student research; encourage at least some departments to apply for national or industry grants; organize a first internal mini research symposium / poster competition.
- **Industry Collaboration and Placement:** The emphasis will move toward capacity building through establishment of industry-sponsored laboratories, introduction of certification programs in emerging technologies, and improved internship-to-placement conversion.
- **Globalization and Collaboration:** Formal MoUs will be signed and short-term student exchange programs introduced, along with joint research proposals.
- **Infrastructure and Facilities:** Upgrade additional labs, improve safety, automation, and compliance; invest in digital library / e resources / LMS for better learning support.
- **Entrepreneurship & Innovation:** Operationalize the entrepreneurship support framework — start first cohort of student projects / small teams; hold workshops on entrepreneurship, business planning, and industry collaborations.
- **Student Progression:** Career counseling services and skill-based elective offerings will enhance employability and higher education readiness.
- **NBA, NIRF and Rankings:** Eligible programs will apply for NBA accreditation while targeted improvements in research publications and placement data will enhance NIRF performance.
- **Sustainability and Green Campus:** Infrastructure improvements such as solar panel installation, plastic-free initiatives, and strengthened rainwater harvesting systems will be implemented.

2026-27 (Scale up, modernize & diversify)

- **Academics:** Fully adopt OBE across all UG programmes; revise/restructure curriculum to incorporate multidisciplinary electives (aligned with institute's autonomous status); integrate sustainability, ethics, and data literacy across disciplines.
- **Research & Development:** Start collaborative research projects – interdepartmental and industry academia; establish structure to support patent filing and innovation disclosures; organize annual in house research symposium or hackathon.
- **Industry Collaboration and Placement:** The College will scale up collaboration through Centers of Excellence, semester-long internships, and enhanced core-branch placements.
- **Globalization and Collaboration:** Globalization efforts will expand to semester-abroad opportunities, international internships, and collaborative research publications.
- **Infrastructure and Facilities:** Introduce smart classrooms / digital learning spaces; upgrade campus IT backbone, Wi-Fi, remote labs / virtual labs; modernize student amenities (hostels, common areas) to support holistic growth.
- **Entrepreneurship & Innovation:** Launch an official incubation / start up cell (if not already) or strengthen existing one; support selected student / faculty startup ideas with seed support or mentorship; collaborate with industry for real world problem statements.
- **Student Progression:** Greater emphasis will be placed on entrepreneurship, competitive examination success, and incubation support for startups.
- **NBA, NIRF and Rankings:** The majority of programs are expected to achieve accreditation status, accompanied by improved citation metrics and patents.
- **Sustainability and Green Campus:** Renewable energy usage will increase substantially, supported by digital transformation initiatives to reduce paper consumption.

2027-28 (Mature operations, research growth & impact)

- **Academics:** Introduce flexible learning paths — electives, certification / micro credentials, evening/weekend courses for working professionals / continuing education; foster project-based, interdisciplinary coursework.
- **Research & Development:** Increase number of research publications / conference papers / patents; host national-level conferences / workshops / innovation challenges; attract industry-funded research or consultancy projects.
- **Industry Collaboration and Placement:** Mature industry partnerships will result in corporate-sponsored research initiatives, improved median salary packages, and sustained high placement rates.
- **Globalization and Collaborations:** Faculty exchange programs, dual-degree possibilities, and participation in international funded projects will strengthen global presence.
- **Infrastructure and Facilities:** Continue upgrading labs to industry grade, invest in lab automation, safety, and sustainable infrastructure (energy, waste management, green campus elements). Upgrade digital campus features (ERP, student management, e portfolios).
- **Entrepreneurship & Innovation:** Run accelerator style programmes or incubation cycles; support spin-off startups; build strong mentor and investor networks; collaborate with industry for pilot projects and placements for startup based internships / jobs.
- **Student Progression:** Improved higher education admissions, increased PhD

enrollments, and structured startup funding will reflect stronger student progression outcomes

- **NBA, NIRF and Rankings:** Sustained accreditation standards and enhanced research output will significantly strengthen ranking performance.
- **Sustainability and Green Campus:** Carbon footprint assessment, smart energy management systems, and electric vehicle infrastructure will be introduced.

2028-29 (Sustain, lead and future ready)

- **Academics:** Achieve academic excellence and recognition — benchmark against national/international standards; ensure curriculum remains updated, outcome based, and aligned with societal & industry needs.
- **Research & Development:** Double research output (publications, patents) compared to baseline (2024); attract major external grants; collaborate internationally; build strong institute-wide research culture.
- **Industry Collaboration and Placement:** Industry integration will become deeply embedded into curriculum design, leading to diversified career opportunities, global recruitment expansion, and a strong entrepreneurship ecosystem.
- **Globalization and Collaboration:** The institution aims to achieve measurable student mobility, recognized global academic partnerships, and increased international research visibility.
- **Infrastructure and Facilities:** Ensure campus infrastructure, labs, digital systems are state of the art, safe, sustainable and scalable; aim for green campus initiatives; adopt modern campus management systems (ERP, LMS, e portfolios).
- **Realize outcomes** — successful startups/spin-offs; continuous industry academic collaboration; strong entrepreneurship ecosystem with sustainable linkages to research and innovation.
- **Student Progression:** The institution will demonstrate sustained excellence in student transitions to higher studies, successful entrepreneurial ventures, and leadership development initiatives.
- **NBA, NIRF and Rankings:** Continuous quality improvement mechanisms will ensure long-term accreditation sustainability and improved national ranking bands.
- **Sustainability and Green Campus:** The institution will work toward a long-term net-zero roadmap, full campus digitalization, and recognition for exemplary green campus practices.

Alignment of Roadmap - BMSIT&M with Vision and Mission

- The focus on **technical competence, ethics, and environment friendly practices** is embedded in academics, infrastructure (green campus), research & innovation, and human resources planning.
- **High quality academic instruction, innovation and industry institute interface** — ensured through OBE adoption, updated curriculum, labs, industry collaboration, internships, consultancy, research, and entrepreneurship.
- The plan also strengthens **student success, employability, research culture, ethical professionalism and societal contribution** — fulfilling the broader social betterment objective of the Vision.

Implementation and Monitoring Mechanism for BMSIT&M Roadmap (2024-2029)

1. Governance & Oversight

- **Strategic Development Committee (SDC):**
 - › Role: Overall monitoring, approval of annual plans, prioritization of initiatives, and KPI tracking.
 - › Composition: Principal (Chair), Deans, Heads of Departments (HoDs), Registrar, Finance Officer, Industry Advisor, Alumni Representative.
 - › Responsibility: Quarterly review of progress across all strategic pillars.

- **Internal Quality Assurance Cell (IQAC):**
 - › Role: Ensure compliance with academic standards, accreditation requirements, and continuous improvement.
 - › Responsibility: Collect, analyze, and report academic and research metrics.

2. Implementation Structure by Strategic Pillar

Strategic Pillar	Key Implementation Activities	Responsible Person / Office	Monitoring Frequency
Academics	<ul style="list-style-type: none"> • Experiential and interdisciplinary learning. • Integration of emerging courses into the curriculum. • Curriculum alignment with OBE. 	Dean-Academics,	Semester-wise internal and annual external audit
Research & Development	<ul style="list-style-type: none"> • Provide seed funding and grants support. • Organize conferences, workshops, and hackathons. • Encourage patents and publications. 	Research Head	Quarterly research output report; annual innovation review
Industry Collaboration and Placement:	<ul style="list-style-type: none"> • Establishment of Industry Advisory Board & Strategic MoUs • Centres of Excellence / Industry-Sponsored Labs • Structured Internship & Placement Enhancement Framework 	Dean CG	Quarterly review; annual placement report
Globalization and Collaboration:	<ul style="list-style-type: none"> • Signing and Operationalizing International MoUs • Student & Faculty Exchange Programs • Joint International Research & Funded Projects • Global Internship & Semester-Abroad Programs 	Dean SW	Quarterly KPI review; annual GCC report
Infrastructure and Facilities:	<ul style="list-style-type: none"> • Enhancement of labs and classrooms. • Upgrade IT & digital learning platforms. • Implement green campus initiatives. 	Dean PD	Bi-annual infrastructure audit; IT & network review quarterly
Entrepreneurship & Innovation	<ul style="list-style-type: none"> • Operationalize incubation programs. • Industry partnerships and pilot projects. • Mentor and investor network development. 	Dean-IE	Bi-annual entrepreneurship review; quarterly industry liaison report

Strategic Pillar	Key Implementation Activities	Responsible Person / Office	Monitoring Frequency
Student Progression:	<ul style="list-style-type: none"> • Structured Mentoring & Career Guidance System • Higher Education & Competitive Exam Support • Entrepreneurship & Startup Incubation Support • Alumni Engagement & Tracking Mechanism 	Dean SW	Quarterly KPI review; annual student report
NBA, NIRF and Rankings:	<ul style="list-style-type: none"> • NBA Accreditation Planning & Compliance • NIRF Data Management & Submission Strategy • Continuous Quality Improvement & Audit 	IQAC Coordinator	Quarterly KPI review; annual audit report
Sustainability and Green Campus:	<ul style="list-style-type: none"> • Renewable Energy & Solar Implementation • Waste Management & Plastic-Free Campus • Water Conservation & Rainwater Harvesting • Carbon Footprint & Smart Energy Monitoring 	Dean PD	Quarterly KPI review; annual SDG report



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