



**49TH  
MEETING OF THE  
BOARD OF  
GOVERNORS'  
(BOG)  
PROCEEDINGS**

**DATE :**  
04 September 2024

**WEBSITE**  
<https://bmsit.ac.in>





**BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT  
YELAHANKA, BENGALURU – 560 119**

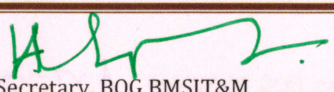
**BMSIT&M/2024-25/**

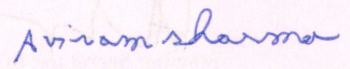
**Date: 04.09.2024**

**Proceedings of the 49<sup>th</sup> Board of Governors of BMSIT&M meeting held on Wednesday, 4<sup>th</sup> September 2024, at 12.00 Noon in the Board Room of BMS Institute of Technology & Management, Yelahanka, Bengaluru.**

**Members Present:**

- |  |                                      |           |
|--|--------------------------------------|-----------|
| <b>1. Sri. Aviram Sharma</b><br>Trustee, BMS Educational Trust<br>Bengaluru – 560019.  | Chairman, BoG                        | In-person |
| <b>2. Dr. B.S. Ragini Narayan</b><br>Educationist,<br>Donor Trustee, Member Secretary and<br>Chairperson, BMS Educational Trust<br>Bengaluru – 560 019 | Member, BoG                          | In-person |
| <b>3. Dr. P. Dayananda Pai</b><br>Chairman, Century Group<br>Life Trustee, BMSET, and<br>Chairman, BoG, BMSCE<br>Bengaluru – 560019                    | Member, BoG                          | In-person |
| <b>4. Dr. N C Shivaprakash</b><br>Professor (Retd.)<br>Indian Institute of Science<br>Bengaluru  | Member, BoG<br>VTU Nominee           | In-person |
| <b>5. Dr. Binu. P.P</b><br>Professor, Mechanical Engineering<br>SNGCEM, Ernakulam, Kerala  | Member, BoG<br>UGC Nominee           | In-person |
| <b>6. Dr. S K Saidapur</b><br>Former Vice Chancellor<br>Karnatak University  | Member, BoG                          | In-person |
| <b>7. Dr. Anil G.N.</b><br>Professor, CSE, and<br>Vice Principal<br>BMSIT&M, Bengaluru   | Member,<br>Faculty<br>Representative | In-person |

  
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8. **Dr. Ambika R.** Member, In-person  
Professor, ECE and Faculty  
Dean - Students' Welfare Representative  
BMSIT&M, Bengaluru

9. **Dr. Sanjay H. A.** Member Secretary, In-person  
Principal, BMSIT&M BoG  
Bengaluru

**Invitees Present:**

1. **Sri. P. Ravindra Pai** Permanent Invitee In-Person  
Managing Director  
M/s. Century Real Estate Holdings Pvt. Ltd.  
Bengaluru

2. **Mr. Gautham V Kalathur** Permanent Invitee In-person  
Chief Technology Officer  
BMS Educational Trust, Bengaluru

3. **Wg. Cdr. R A Raghavan** Invitee In-person  
Director (Admin)  
BMS Educational Trust, Bengaluru

4. **Sri. Venkata Prasad** Invitee In-person  
Deputy Director (Admin)  
BMS Educational Trust, Bengaluru

5. **Dr. Shaila Bantanur** Invitee In-person  
Director, BMS School of Architecture  
Yelahanka, Bengaluru.

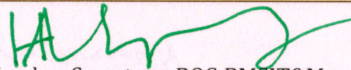
6. **Dr. H S Jagadeesh** Invitee In-person  
Director (Admissions), BMSET and  
Director (ICD), Bengaluru.

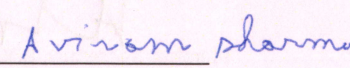
7. **Sri. Khaleel** Invitee In-person  
Director (Projects)  
BMS Educational Trust, Bengaluru

8. **Sri. Prakash Dinkar Rao** Invitee In-person  
Dy Director (Finance)  
BMS Educational Trust, Bengaluru

9. **Sri. Anirban Sharma** Invitee In-person  
Senior Manager (Finance 3)  
BMS Educational Trust, Bengaluru

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**Members Absent:**

The following members had expressed their inability to attend the Meeting on account of their pre-occupation:

- |   |                              |
|---|------------------------------|
| <b>1. Sri. Ravi Venkatesam</b><br>Trustee, BMSET and<br>Chairman, BMSSA<br>Bengaluru  | Member, BoG                  |
| <b>2. Sri. Prasanna, I.A.S</b><br>Director, Department of Technical Education,<br>GOK, Palace Road, Bengaluru & Trustee, BMSET. | Member, BoG                  |
| <b>3. Regional Officer</b><br>AICTE, SWO<br>Bengaluru   | Member, BoG<br>AICTE Nominee |

Sri. Aviram Sharma, Chairman, BoG, BMSIT&M, extended a warm welcome to Dr. B S Ragini Narayan, Donor Trustee and Chairperson, BMSET, Dr. P. Dayananda Pai, Life Trustee, BMSET, Dr. N C Shivaprakash, VTU Nominee, Dr. S K Saidapur, Former Vice Chancellor, Karnatak University, Dr P P Binu, UGC Nominee, Sri. P Ravindra Pai, Permanent Invitee, Sri. Gautham V Kalathur, Permanent Invitee and all other members and Invitees for the 49<sup>th</sup> Meeting of the Board of Governors.

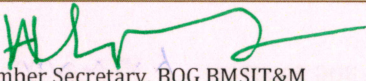
Sri. Aviram Sharma, Chairman, BoG, extended a warm welcome to Sri. Prasanna. H, I.A.S, Director, Department of Technical Education, GOK and Sri. Ravi Venkatesam, Trustee, BMSET, Chairman, BMSSA, in their Absentia. He requested Dr Sanjay H A to take up the agenda for the Meeting.

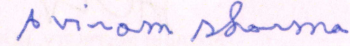
Dr. Sanjay H A, Principal, BMSIT&M, extended a warm welcome to all the Hon'ble BOG Members and the Invitees and proceeded with the agenda for the Meeting.

Dr. Sanjay H A, Principal, BMSIT&M, was pleased to place on record the Academic achievements of Ms. Swetha D, from the Electronics and Telecommunication Department for securing 2<sup>nd</sup> Rank and Ms. Meghana Raju K from Artificial Intelligence and Machine Learning for securing 7<sup>th</sup> Rank in VTU Exams, 2023-24.

Dr. Sanjay H A, Principal, BMSIT&M, also placed on record the student achievement in co-curricular and extracurricular activities.

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| Sl. No. | Name of the Student                          | Achievement  |
|---------|--|--|
| 1.      | Suo. Pooja P, 6 <sup>th</sup> sem, CSE       | Bronze Medal, Represented Kar & Goa in Thal Sainik Camp in Delhi           |
| 2.      | S Sharvesh, 5 <sup>th</sup> sem, EEE         | Represented VTU Basket Ball Team   |
| 3.      | Niteesh K, 6 <sup>th</sup> sem, ISE          | 66 kg (M), Silver Medal, at VTU Powerlifting competition                   |
| 4.      | Mukunda Sony, 4 <sup>th</sup> sem, ISE       | 59 kg (M), Bronze Medal, at VTU Powerlifting competition                   |
| 5.      | Sanjana, 2 <sup>nd</sup> sem, AI&ML          | 76 kg (W), Bronze Medal, at VTU Powerlifting competition                   |
| 6.      | Prerana Kulkarni, 2 <sup>nd</sup> sem, AI&ML | Silver Medalists at VTU State level Inter College Table Tennis (W) 2024-25 |
| 7.      | Varsha B, 2 <sup>nd</sup> Sem, CSE           |  |
| 8.      | Susmitha B, 4 <sup>th</sup> sem, MBA         |  |
| 9.      | Akansha Lakshmi, 2 <sup>nd</sup> sem, AI&ML  |  |

The Hon'ble BOG Members noted and appreciated the students' achievements. The student achievers were felicitated with cash rewards and mementoes. Dr. Dayananda Pai, Life Trustee, BMSIT&M, personally congratulated the student achievers and solicited their suggestions for improving the Institute.

Suo. Pooja P. thanked the Management, the Principal, ANO Rani, and the Co-Cadets for their support and encouragement. She also acknowledged the academic support provided by the faculty members.

Ms. Prerana Kulkarni thanked the Management and faculty members for their encouragement and support.

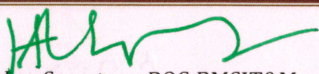
Dr. P Dayananda Pai, Life Trustee of BMSET, suggested supporting the students with attendance (condone within limits) and finances as well.

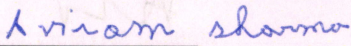
Dr. Sanjay H A, Principal, informed that students are given high grades so that they can attend the make-up exams. The Principal also informed that participants are financially supported (entry fees, T.A. & DA).

**SECTION -1 FOR CONFIRMATION**

**49.1.1 Confirmation of the minutes of the 48<sup>th</sup> BoG Meeting held on 22.05.2024.**

The minutes of the 48<sup>th</sup> Meeting of the Board of Governors held on 22.05.2024 was placed for confirmation, and the same was confirmed.

  
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**SECTION-2**    **ACTION TAKEN REPORT**

**49.2.1**    **Action taken report on the resolutions made in the 48<sup>th</sup> BoG Meeting held on 22.05.2024.**

The action taken report on the points was noted and accepted.

| <b>Agenda Point No.</b> | <b>Decision / Resolution</b>   | <b>Action Taken / Status</b>  |
|-------------------------|--|---|
| <b>48.3.1</b>           | Dr S K Saidapur suggested that the faculty members may be asked to write a preamble before drafting the Curriculum/Syllabus. The Principal noted the suggestion for future implementation. | Dr Sanjay H, A Principal, informed that the writing of the preamble is already in vogue at BMSIT&M, a workshop on curriculum was conducted by Dr. S K Saidapur.   |
| <b>48.3.1</b>           | Sri. Kiran D M suggested including some of the students in the Social Media team, thereby increasing the visibility of the Instagram profile among students.                               | Dr. Sanjay H A informed the Hon'ble BoG Members that some students are appointed as interns to develop and publish content regularly. The media team tags entities to improve Social Media visibility, and messages are sent to the students and their parents to join BMSIT&M Social Media.  |
| <b>48.4.2</b>           | Dr. N C Shivaprakash suggested that the Institute may use the services of an Adjunct Professor or a Professor of Practice.   | Dr. Sanjay H A, Principal, informed the Hon'ble BOG Members that, in line with AICTE Norms, BMSIT&M has formulated the policy for the Appointment of a Professor of Practice. Further, BMSIT&M has identified Mr. Harsh Singal, Senior Engineering Manager at Adobe, and Dr. Prabhakar Mishra, Director and CEO of Vagmin Research Lab, to be appointed as Professor of Practice. The HODs are informed to have one Professor of Practice per department. |

**SECTION-3**    **SUBJECTS FOR INFORMATION**


**49.3.1**    **I) Academic Matters**

**a) AICTE (Increase in Intake):**

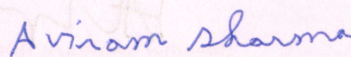
Dr. Sanjay H A, Principal, elucidated the Approval of intake and merger of courses approved by AICTE, VTU and GOK.

The Hon'ble BOG Members noted and appreciated the efforts of the Principal and Staff members.

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b) **NBA Accreditation extension of MCA Program:** Dr. Sanjay H A, Principal, placed on record that NBA Accreditation for MCA Program is extended by one year, and the current Accreditation is valid up to 30.06.2025.

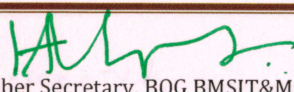
c) **NIRF Ranking:** The Principal informed the Hon'ble BoG Members that BMSIT&M is ranked in the range of 201 to 300 in the Engineering category. The Principal reiterated that the key differentiators are the student-faculty ratio, placements, research publications, median salary, and faculty members with Ph.D. The Principal informed the Hon'ble BOG Members that 68% of faculty members at BMSIT&M are Ph.D holders. The Principal then proceeded to explain that Top Ranked institutes in NIRF – 2024 from Karnataka have an SFR of 1:15 while the SFR of BMSIT&M stands at 1:20, and as a result, BMSIT&M has lost 2.5 to 3 marks. The Principal also explained that with an improved SFR (between 1:15 and 1:20), BMSIT&M would be ranked within 150. He also emphasised the importance of Median Salary in the ranking process. BMSIT&M's Median Salary is 5.3 LPA. Dr. N C Shivaprakash reiterated that a difference of 0.001 marks would result in losing one Rank. Also, Dr N C Shivaprakash informed that efforts put in the current year would bear results after 2 years. Dr N C Shivaprakash informed the members that the required number of faculty members for a student strength of 60 is 09; considering the attrition, the Institute may hire 10 faculty members. The Principal said the attrition rate in the past 6 months has reduced.

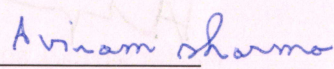
Dr N C Shivaprakash informed BoG Members that there are 23 IIT, 31 NIIT, and 150 centrally funded institutes; considering this fact, the performance/progress of BMSIT&M in NIRF Ranking is worth the appreciation. Given the present preparedness, BMSIT&M is poised for a better NIRF Ranking. Dr Shivaprakash enquired about the absolute marks scored by BMSIT&M. In reply, the Principal informed us that the absolute marks have yet to be received by the institution.

d) **Revision of curriculum for AY 2024-25:** The Principal informed the BOG Members that BMSIT&M has revised the curriculum for the 2021, 2022, and 2023 batches. The New Curriculum is aligned with the requirement of Global Capability Centres (GCC), and the academic projects will be for one year from the current year (2024-25) compared to six months in the previous year. For the 7th-semester students, 15 hours of class are online. With these changes, it is expected that students can work on better-quality projects.

Further, the Principal informed the BOG members that Innovation and Design Thinking and English are being introduced as practical courses starting this year.

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The Principal also informed that the Mathematics course will have a practical component using MATLAB. Also, some of the experiments in Physics will be carried out in the virtual lab.

e) **Examination Results:** The Principal informed the 2<sup>nd</sup>, 4<sup>th</sup> and 6<sup>th</sup> sem program-wise results for the Academic year 2024-25. The BOG Members noted the results.

f) **Industry Institute conclave:**

- i. **Yugma 2024—An Industry Connect conclave:** The Principal informed the BOG Members that the Yugma-2024 Industry Institute conclave was conducted on 26.07.2024. About 125 industry partners participated in the event. The Principal also informed the BOG Members about the panel discussion on "The Skill Sets and Employability Opportunities." The Hon'ble BOG Members noted the information.
- ii. **SAP Experience Day—SAP Global Team Visit:** The Principal explained the SAP Global Team's visit to BMSIT&M and its related activities.
- iii. **Visit of Delegation from Kronos-German-Based Manufacturing Company:** The Principal explained the Kronos Team's visit to BMSIT&M and the possibility of exploring the Industry Institute Connect.
- iv. **MoU with Unisys:** The Principal explained the terms of the MoU. The Hon'ble BOG Members noted the information.
- v. **MoU with UDJAN (NGO) regarding Green Hydrogen activities:** The Principal explained the details of the MoU, which the BOG Members noted.
- vi. **MoU with MathWorks:** The Principal explained the terms of the MoU. The BOG Members noted the information.

g) **Townhall Meetings:**

- i. **Parents-Teachers' Meeting (2<sup>nd</sup>, 4<sup>th</sup>, 6<sup>th</sup> sem U.G.):** The Principal informed the BOG Members about the PTM. Further, the Principal informed the BOG Members that parents' concerns regarding disseminating information to the wards were addressed with the implementation of the new ERP "Contineo".  
Dr. N C Shivaprakash enquired if the student attendance is informed to the Parents. The Principal replied affirmatively.
- ii. **Faculty interaction – PBAS, CAS and Revised Research Policy on 20.07.2024:** The Principal explained that a meeting of faculty members was conducted on 20.07.2024 to create awareness about the revised PBAS, CAS and Research Policy. The revision/s in PBAS were discussed. The Principal communicated to the BoG Members that during the interaction, all the faculty members were briefed about these three



key documents and the expectations from the faculty members towards the Institute's visibility and growth.

**h) FDP / Refresher Course / Workshop:**

- i. **Curriculum Development:** Contextualising the context and delivery mechanisms—session by Dr. S K Saidapur: The BOG Members noted the event carried out. Dr. S K Saidapur inquired if any feedback was received about the program. The Principal replied affirmatively.
- ii. **Faculty participation in International Summit 2024:**

**i) Student Development Program / Co-Curricular Activities:** The Principal informed the Hon'ble BoG Members about various activities conducted for the students.

- i. **Launch of AR/VT Hub at BMSIT&M**
- ii. **Workshop on MongoDB**
- iii. **Coding Club – Event on Coding**
- iv. **Coding Club – Seminar on "Unlocking Potential with Azure"**
- v. **Townhall by IEEE Chapter**
- vi. **Expert talk on Accelerator / Incubation opportunities for students**
- vii. **Talk on "Industrial Applications and importance of trademarks in business"**
- viii. **Aero Club activity – Session on Drones**
- ix. **Certificate course on "Programming Essentials in Python"**
- x. **Hands-on Workshop on LaTeX**
- xi. **Hands-on workshop on Version Control Systems, Git & Github**
- xii. **Workshop on Organic Farming**
- xiii. **Placement Training—Elite Batch for higher CTC**

The purpose of forming students' Elite Group is to secure higher CTC (More than 10 LPA). As a result, 12 students were offered a CTC of more than 20 LPA, and 35 received an offer of 8 LPA). Dr. N C Shivaprakash asked if students from the core branch also benefited from the program. The Principal replied affirmatively.

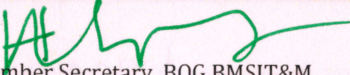
**j) Student's Achievements in Co-curricular and Extra Curricular Activities:**

The Principal informed the Students' Co-curricular and Extra Curricular Achievements to the Hon'ble BoG Members as detailed below:

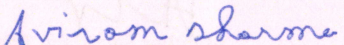
**1. Academic Achievements:**

- i. IEEE SPS students chapter event – capture the signal
- ii. Technical Paper Presentation at IEEE, ICCCNT held at IIT Mandi
- iii. PG Diploma in VLSI awarded to 15 final year students of ECE and ETE

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**2. Co-Curricular Activities:**

- i. Winners of Ideathon organised by ISTE
- ii. Winners of the Srishti Hackathon organised by AICTE & VTU
- iii. Runners up at Engenius
- iv. Winners at Management Fest
- v. Runner at Technotsav 2024 of Sir MVIT
- vi. Runners at Installation 2024 of DASTM

**3. Sports Achievements:**

- i. VTU Sports cash award to BMSIT&M for the year 2022-23
- ii. Champions (Women) and Runners (Men) at VTU Tournament
- iii. VTU State level weight lifting Accomplishments
- iv. NCC Accomplishments

**4. Extension Activities:**

- i. Plantation drive by NSS and YRC
- ii. NSS activity on "100 School Green Campus Campaign"

The Hon'ble BoG Members appreciated the efforts and achievements of the Students.

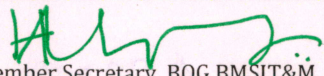
**k) Faculty members' Accomplishments:**

- i. AICTE QIP PG Certification Program
- ii. Faculty Driven Project Raptor – First Place with 10K cash prize
- iii. Best Paper Award at ERCICA 2024
- iv. Best Player Award at Badminton Men's Tournament


Dr. N C Shivaprakash informed the BOG Members that AICTE has introduced a novel 150-hour training program for Non-IT Faculty Members aspiring to be Teachers in emerging I.T. Branches. Candidates qualifying through this program will become eligible to teach in I.T. branches. BMSIT&M may continue to encourage faculty members from non-IT branches to attend this training program and explore addressing the shortage of faculty in the I.T. departments.

The suggestion from Dr N C Shivaprakash was noted for implementation by the Principal.

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## II. Publications/Funding/Consultancy:

a. **Publications:** Research Publications for the period between January and August 2024 were explained by the Principal. Dr. N C Shivaprakash enquired about paper publications in SCI. The Principal replied that 42 Publications are published under SCI and 195 under Scopus. Dr N C Shivaprakash also enquired about the per capita publication; in reply, the Principal informed the per capita publication is one per faculty, and efforts are being made to encourage the 240+ faculty members to raise this to 1:2.

Wg. Cdr. R A Raghavan, Director (Admin), enquired what happens when the faculty does not achieve the 1 paper per faculty target. The Principal replied that paper publication (at least one) is made mandatory in PBAS (Performance Based Assessment System). Dr. S K Saidapur emphasised quality over quantity. The Principal informed the BOG Members that 50% of the publications are in Q1, Q2, Q3, and Q4. Also, matters relating to the quality of publications were discussed in general.

Dr. Sanjay H A, Principal, recorded that the Research Fund is received to the tune of ₹ 70 lakhs for the period Jan-Aug 2024 and another DST Funding of ₹31 lakhs is to be received.

b. **Consultancy:** The Principal informed that the Institute undertook Consultancy works amounting to ₹ 4.36 lakh. The BOG Members advised improvements in Consultancy. The Principal noted the advice and informed the Hon'ble BOG Members about the preparedness of the NABL Accredited Civil lab to extend Consultancy service/s to outside agencies/Institutions.

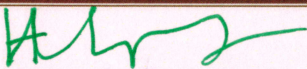
## III. Administrative Matters:

a. **Central Purchase Department:** Dr Sanjay H A. informed Hon'ble BoG Members about the need for the establishment of the Central Purchase Department. The CPD is functional from June 2024.

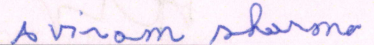
b. **CSE/ISE/AI&ML Cluster formation:** Dr. Sanjay H A, Principal, explained the rationale behind the formation of clusters in the Department of CSE/ISE/AI&ML in view of increased intake from the year 2024-25. The Hon'ble BOG Members noted the initiatives presented by the Principal.

c. **Construction of Proposed Extended Academic Block-2:** The Principal recorded the need for new Classrooms to accommodate the additional/increase in student intake. Sri Khaleel, Director, Projects, presented a detailed report of the proposed construction activity being carried out at BMSIT&M; the Hon'ble BOG Members noted the same.

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Dr. P Dayananda Pai, Life Trustee of BMSET, enquired if the necessary permission from a competent authority was in place to carry out the necessary construction work.

Sri. Aviram Sharma, in response, informed that the process of obtaining permission from BBMP to approve the Master Plan and permission from the Village Panchayat for construction has been initiated, and the same is expected to be approved shortly.

The Principal enquired about the Approval for the sixth floor lab block construction status. Director Projects, Sri Khaleel, replied that Approval from BDA is pending. Dr P Dayananda Pai, informed Director Projects to coordinate with Sri P Ravindra Pai in getting necessary approvals to complete the construction work on time.

**IV. Events and Celebration at BMSIT&M:** The Principal placed on record the Events and Celebration held at BMSIT&M.

- a. Utsaha Vaibhava 2024.
- b. Spardotsaha 2.0.
- c. Awareness Events on Traffic, Drug, Tobacco and BNS Laws.
  - i. Traffic Awareness Events.
  - ii. World Tobacco Drug Day.
  - iii. Bharatiya Nyaya Sanhita (BSN).
- d. International Yoga Day.
- e. NDLI Club Events.
  - i. Income Tax Planning Session.
  - ii. EBSCO e-resources.
- f. Independence Day.

Dr. N C Shivaprakash suggested conducting an awareness program on "Health Care" for the faculty and students. The Principal duly noted the suggestion.

The Events and Celebrations conducted at BMSIT&M were noted and appreciated by the Hon'ble BOG Members.

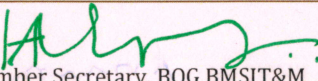
#### **49.3.2 Status of Training and Placements – 2024 Batch and 2025 Batch:**

Dr. Sanjay H A, Principal, BMSIT&M, placed the e 2024 and 2025 Batch Placements status on record.

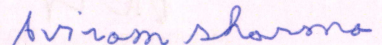
Dr. N C Shivaprakash suggested improving the placement at the MCA Department.

The BoG Members expressed concern over the 151 students with Backlogs. The Principal assured the BoG Members that remedial measures would be implemented to address the concern.

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Dr. N C Shivaprakash enquired about the median salary. The Principal informed that the median salary is around 6 LPA.

**SECTION-4 MATTERS FOR RATIFICATION**

**49.4.1 Ratification of Appointments/Attritions/Study Leaves after BOG Meeting No. 48:**

Details of Staff Appointments/Attritions/Study leaves/transfers after the 48th BOG Meeting held on 22.05.2024 were noted and ratified.

**49.4.2 Ratification of Rotation of HOD's as per BMSET and BMSIT&M Policy:**

The details of the Rotation of HODs as per BMSET and BMSIT&M Policy after the 48<sup>th</sup> BOG Meeting held on 22.05.2024 were noted and ratified.

**49.4.3 Ratification of Appointment of Associate Heads – CSE/ISE/AI&ML:**

The appointment details of Associate Heads – CSE/ISE/AI&ML were noted and ratified.

**49.4.4 Ratification of Appointment of Consultant – Chief Advisor (Strategic Industry Liaison):**

Dr. Sanjay H A, Principal, BMSIT&M, explained the purpose of collaborating with M/s Quantech Origin and the appointment of Mr. Ananth Mallya (CEO, M/s Quantech Origin) as Chief Advisor—Strategic Industry Liaison for a period of one year w.e.f 01<sup>st</sup>. September.2024. The appointment was noted and ratified.

**49.4.5 Ratification of implementation of Students Management Software - Contineo.**

Dr. Sanjay H A, Principal, explained the need for a single robust software capable of handling Academic, Examination, Stakeholder Communication, and record-keeping purposes. M/s E-Sutra Chronicles Pvt. Ltd. Bengaluru's Conitneo ERP Software provides a one-stop solution. The Contineo ERP solutions is implemented from 01.September. 2024. The details were noted and ratified.


**49.4.6 Ratification of the procurement of Books/Furniture/Equipments etc., made after the BOG Meeting No. 48:**

Details of Books, furniture, equipment, etc., procured after the last BOG Meeting No. 48 held on 22.05.2024 were noted and ratified.

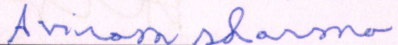
**49.4.7 Status of ongoing Civil Works and ratification of Civil / Construction Works completed after the last BOG Meeting No. 48:**

Details of ongoing Civil Works and construction works completed after meeting No. 48, held on 22.05.2024, were noted and ratified.

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#### 49.4.8 Adoption of Family Welfare Fund in line with BMSCE:

Dr. Sanjay H A, Principal, explained the adoption of the Family Welfare Fund in line with BMSCE.

In line with the changes adopted at BMSCE concerning the Family Welfare Fund in the 86<sup>th</sup> BOG dated 19.02.2024, the following changes are proposed to be adopted at BMSIT&M.

- i. The amount payable to an employee who retires from service on Superannuation after rendering a minimum of 15 years of service is ₹ 2,25,000/- (₹ 1,12,500/- from Family Welfare Fund and an equal matching grant of ₹ 1,12,500/- by the Management). The individual monthly FWF subscription is ₹ 250/- pm.
- ii. For an employee relieved from service on account of VRS / Resignation, his/her contribution to FWF will only be payable, and a matching grant by Management will not be extended.
- iii. The amount payable to the spouse or dependent of the Employee deceased while in service is ₹ 3,00,000/-.
- iv. An employee who is terminated or dismissed from service is not eligible for any benefit under the scheme.
- v. In the case of an employee who retires from the service on attaining the age of Superannuation within 15 years of service at BMSIT&M, it is proposed that their contribution to FWF, along with a matching grant by the Management, could be payable to the said Employee.

The matter is placed before the Hon'ble BOG for ratification with retrospective effect from September 2023.

The proposals were noted and ratified by the Hon'ble BoG Members.

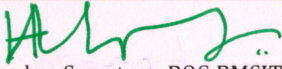
#### SECTION-5 SUBJECTS FOR DISCUSSION / APPROVAL

##### 49.5.1 Amendments to PBAS:

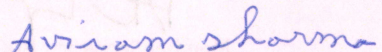
Dr Sanjay H A, the Principal, explained the amendments made to the Performance Based Appraisal System (PBAS) were undertaken in line with the requirements of various affiliating authorities such as VTU, AICTE, NBA, NIRF and NAAC. The following parameters have been effected/emphasised to create awareness among the faculty members and also to encourage them to focus on:

- i. To publish in SCI, Scopus, and WoS Indexed Publications. This has been mandated.
- ii. Research Project.
- iii. IPR & Patents.
- iv. Industry Connect.
- v. Co-Curricular activities
- vi. Professional development etc.

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The Principal explained the min. Marks to be scored/secured by the faculty members:

| Sl. No. | Cadre               | Min. PBAS                         |
|---------|---------------------|-----------------------------------|
| i.      | Professor           | Greater than or equal to 70 marks |
| ii.     | Associate Professor | Greater than or equal to 60 marks |
| iii.    | Assistant Professor | Greater than or equal to 50 marks |

Dr. N C Shivaprakash suggested an upward revision in the weightage for Teaching and Learning. Further, Dr. N C Shivaprakash suggested the Min PBAS marks as follows:

| Sl. No. | Cadre               | Min. PBAS                         |
|---------|---------------------|-----------------------------------|
| i.      | Professor           | Greater than or equal to 70 marks |
| ii.     | Associate Professor | Greater than or equal to 65 marks |
| iii.    | Assistant Professor | Greater than or equal to 60 marks |

The Hon'ble BoG Members noted and approved the suggestions from Dr N C Shivaprakash to be implemented w.e.f from October-2024.

#### 49.5.2 Revised Career Advancement Scheme (CAS) - 2024:

Dr. Sanjay H A., Principal, placed on record that CAS has been in vogue at BMSIT&M since 2018 and that 59 faculty members have benefited from CAS.

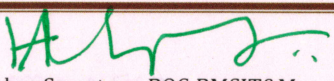
The Principal explained that many faculty members have request relaxation without compromising the quality requirement.

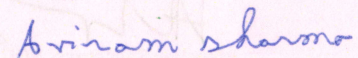
The Principal informed the Hon'ble BOG Members that a Committee of Senior Professors was constituted to verify the claims' veracity and review the existing CAS Policy. The senior professors suggested the following amendments:

- i. Publications in SCI, Web of Science, and Scopus are mandatory for all levels: S1 to S2, S1 to S3, S2 to S3, S2 to S4 (New proposal), S3 to S4, and S4 to S5. A minimum of 4 to 6 publications are fixed per faculty for the assessment period to help BMSIT&M secure a better NIRF Ranking.
- ii. The number of years of service at BMSIT&M is relaxed for faculty members with OUTSTANDING RESEARCH PROFILE (New Proposal). A faculty with a total teaching experience of 15 years and with min. Experience at BMSIT&M 4 years & Good publications (16 publications in 4 years) is eligible for Promotion under CAS under OUTSTANDING RESEARCH PROFILE CATEGORY.

Dr. S K Saidapur suggested giving due importance to innovation as a measurement matrix. Dr. Sanjay H A, Principal, replied affirmatively that Innovation and Research are given due consideration under Criteria 3.

Dr N C Shivaprakash enquired about the rationale behind reducing the number of years of service at BMSIT&M. Sri. Aviram Sharma, Chairman, BOG, BMSIT&M, and Dr. Sanjay H A, Principal, explained that faculty members with an excellent publication track record and an

  
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overall teaching service of 15 years would be dejected if they were given an opportunity only after putting in 8 years of service at BMSIT&M for Promotion (through CAS).

Dr. N C Shivaprakash suggested that experienced candidates may be directly appointed at S2 and S3; in doing so, the experience at BMSIT&M may not be compromised.

Note: Though not discussed in the 49<sup>th</sup> BOG. Appointment / Promotion of faculty as per AICTE 7<sup>th</sup> CPC.

- i. All appointments of Assistant Professors are invariably at the S1 level.
- ii. Lateral movement from S1 to S2 and S2 to S3 is through Promotion only.

Dr. B S Ragini Narayan, Donor Trustee, Member Secretary, and Chairperson of BMSET, concurred with the views of the Chairman and the Principal.

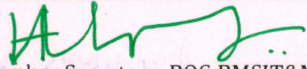
Dr. H S Jagadeesh, Director Admissions & Director ICD, BMSET, enquired how the faculty evaluation system factors funded projects and consultancy brought in by the faculty. The Principal informed the Hon'ble BOG Members that the funded projects and consultancy are given due weightage under Criteria 3 of the Revised CAS Policy.

The Revised CAS Policy 2024 is approved by the Hon'ble BoG Members.

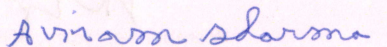
#### 49.5.3 Promotion Policy in line with AICTE 7<sup>th</sup> Pay:

Dr. Sanjay H A, Principal, explained to the Hon'ble BOG Members the need to adapt the 7<sup>th</sup> CPC Promotion Policy.

| Cadre                      | Existing Promotion as per AICTE 6 <sup>th</sup> CPC  | Proposed Promotion as per AICTE 7 <sup>th</sup> CPC  |
|----------------------------|--|--|
| <b>Associate Professor</b> | <ol style="list-style-type: none"><li>1. The qualifications as above are for the post of Assistant Professor, as applicable, and PhD or equivalent in the appropriate discipline. Post PhD publications and guiding PhD students are highly desirable.</li><li>2. Minimum of 5 years experience in teaching/ research/industry, of which 2 years post PhD experience is mandatory.</li></ol> | <ol style="list-style-type: none"><li>1. <b>A PhD degree</b> in the relevant field and First class or equivalent at either Bachelor's or Masters's level in the relevant branch.</li><li>2. <b>At least 6</b> research publications in SCI/WoS/ABDC Scopus Indexed Journals is desirable.</li><li>3. Minimum of <b>Eight years</b> of experience in Teaching/Research /Industry, of which at least <b>2 years post PhD</b> experience is a must.</li></ol> |
|                            | <ol style="list-style-type: none"><li>1. Qualifications as above that are for the post of</li></ol>  | <ol style="list-style-type: none"><li>1. <b>A Ph.D</b> degree in relevant field and First class either at Bachelors or</li></ol>   |

  
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|                         |   |  |
|-------------------------|---|--|
| <p><b>Professor</b></p> | <p>Associate Professor, applicable. Post PhD publications and guiding PhD students is highly desirable.</p> <p>2. Minimum of 10 years teaching/ research / industrial experience of which at least 5 years should be at the level of Associate professor. Or Minimum of 13 years experience in teaching and / or Research and /or Industry.</p> | <p>Masters level in the relevant branch and a <b>minimum of 10 years</b> experience in Teaching/ Research / Industry out of which <b>at least 3 years</b> shall be at a post equivalent to that of an Associate Professor (Minimum 5 years of post Ph.D experience).</p> <p>2. <b>At least 6 research publications</b> in SCI/WoS/ABDC Journals and <b>at least 2 successful Ph.D guided</b> as Supervisor/ Co-Supervisor is desirable</p> |
|-------------------------|---|--|

Dr. N C Shivaprakash suggested that 360-degree feedback from all stakeholders (Department colleagues, Students & Alumni) may be taken while promoting faculty members. Dr. Sanjay H A, Principal, noted Dr. N C Shivaprakash's suggestion for implementation. The Hon'ble BoG Members noted and approved.

**49.5.4 Policy for Appointment of Professor of Practice as per AICTE:**

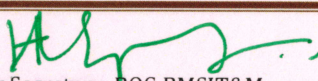
In accordance with the AICTE guidelines to engage industry professionals in academic institutions, it is proposed to appoint a Professor of Practice, Associate Professor of Practice and Assistant Professor of Practice at BMSIT&M. Dr. Sanjay H A., Principal, placed on record the policy to be adopted while appointing a Professor of Practice of various categories.

The Honorarium proposed:

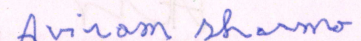
- i. Professor of Practice ₹ 5,000/- per session of 2 hours
- ii. Associate Professor of Practice ₹ 4,000/- per session of 2 hours
- iii. Assistant Professor of Practice ₹ 3,000/- per session of 2 hours

Additionally, conveyance and Travel Allowance shall be paid at actuals.

The same was noted and approved by the Hon'ble BOG Members.

  
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 Aviram Shanno



#### 49.5.5 Approval of Academic Council Members and BoS Members of various programs:

In line with UGC and VTU guidelines for autonomous institutes, the Academic Council and Board of Studies members of various programs are revised once every three years.

The Principal informed the BOG Members that VTU has sent its Nominees' names to be included in the BoS. The Principal also placed the list of Proposed BoG Nominee Members for the Academic Council.

- i. Dr. Govinda Rajan, Professor, IISc.
- ii. Dr. Guruprasad B R, Director of Jawaharlal Nehru Planetarium, Scientist, ISRO
- iii. Ms. Saraswathi Ramachandra, Director, CITI Bank.
- iv. Mr. Ajay Kumar, Country H.R. Head, Continental.

The Hon'ble BoG Members noted and approved the proposed BoG Nominees of Academic Council and BoS Members.

#### 49.5.6 Salary fixation for faculty promoted through BoA (Direct Promotion) as Associate Professor and Professors as per AICTE 7<sup>th</sup> Pay (Starting Salary):

Dr. Sanjay H A, Principal, explained to the BOG Members that the salary fixation for internally promoted Associate Professors and Professors through BoA would be the same as it would be for newly appointed Associate Professors or Professors.

The Hon'ble BOG Members noted and approved the same.

#### 49.5.7 Revision of Budget:

Sri. Prakash Rao, Dy. Director Finance placed on record the revised Budget due to an increase in intake before the Hon'ble BOG for kind perusal and Approval. The same was noted and approved by BOG Members.

Dr. N C Shivaprakash enquired if corresponding arrangements were made in the Hostel to accommodate the increased strength.

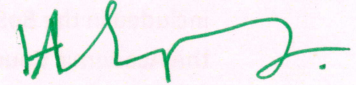
Dr. Sanjay H A, Principal, informed BOG Members that the Institute has entered into an agreement with P.G.s' nearby College Premises to accommodate the increased demand for the Hostel. Further, the Principal informed the BOG Members that these P.G.s shall be under the strict supervision of BMSIT&M.



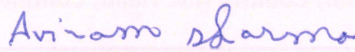
**SECTION-6 ANY OTHER SUBJECT WITH THE PERMISSION OF THE CHAIR**

The BOG Members complimented the Principal and his Team for their efforts and the progress made by the Institute.

The Meeting concluded with thanks to the Chair.



**MEMBER SECRETARY**  
BoG, BMSIT&M



**CHAIRMAN**  
BoG, BMSIT&M

