



PATH FOR CAREER PROGRESSION OF FACULTY MEMBERS

The management of BMSIT&M is pleased to inform the faculty members of the institute that henceforth (from 01.04.2023) the opportunities for their career progression would be as follows.

- i) Direct Recruitment (DR)
- ii) Promotion based on Age of the faculty member and Service at BMSIT&M (AS)
- iii) Career Advancement Scheme (CAS)

i) Direct Recruitment (DR):

All vacant positions in a department will be advertised in newspapers for inviting applications from eligible and qualified candidates. As it is open competition, both faculty members from the institute and external candidates may apply for positions. While external candidates are shortlisted based on both eligibility and merit, internal candidates will be shortlisted based only on eligibility. All shortlisted candidates would be called for interview. The selection of candidates in the interview will be purely based on the performance of the candidates.

ii) Promotion based on Age of the faculty member and Service at BMSIT&M (AS):

An Assistant professor, irrespective of his/her present stage (S1/S2/S3) will be considered for promotion to Associate Professor's position, if he/she has satisfied all the conditions mentioned below:

- a) He/She shall have completed an age of 52 years.
- b) He/She shall have rendered a service of a minimum of 15 years at BMSIT&M.
- c) He/She shall have a minimum 2 years of post-Ph.D experience at BMSIT&M.
- d) He/She shall have no antecedents of indiscipline leading to punishment.
- e) He/She shall perform satisfactorily in an interview-based review.

iii) Career Advancement Scheme (CAS):

Scheme/Policy document enclosed herewith.


30.3.2023
PRINCIPAL



ಬಿ.ಎಂ.ಎಸ್. ತಾಂತ್ರಿಕ ಮತ್ತು ವ್ಯವಸ್ಥಾಪನಾ ಮಹಾವಿದ್ಯಾಲಯ

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

Yelahanka, Bengaluru -560119

No. of Faculties Promoted Under CAS

SL. No	Assessment Year	Aca-10 to Aca-11	Aca-10 to Aca-12	Aca-11 to Aca-12	Aca-12 to Aca-13A	Asst. to Asso. Prof	Asso. to Professor	Total
		(S1 to S2)	(S1 to S3)	(S2 to S3)	(S2 to S4)	(S3 to S4)	(S4 to S5)	
1	2024-25	4	13	1	9	1	7	35
2	2023-24	2	1	-	-	-	-	3
3	2022-23	4	1	-	-	-	-	5
4	2021-22	13	-	-	-	-	-	13
5	2020-21	26	2	-	-	-	-	28
6	2018-19	-	-	-	-	-	10	10
Total		49	17	1	9	1	17	94

Name	S1 to S2	S1 to S3	S2 to S3	S2 to S4	S3 to S4	S4 to S5	Total
Grand Total (a+b)	49	17	1	9	1	17	94

Career Advancement Scheme (CAS) – for the AY - 2024

Sl. No	Name	Dept.	Stage Promoted
1.	Mrs. Shimna Manoharan	CV	S1 to S2
2.	Dr. Anup Kumar G Ekbote	CV	S1 to S2
3.	Dr. Prathiba N	ETE	S1 to S2
4.	Mrs. Nithya Poornima	ME	S1 to S2
5.	Dr. Chandrashekarappa Agasnalli	CV	S1 to S3
6.	Mrs. Asha G Hagargond	ECE	S1 to S3
7.	Dr. Deepak M S	CV	S1 to S3
8.	Dr. Kallur Vijaykumar	Maths	S1 to S3
9.	Dr. Basavaraj R B	Physics	S1 to S3
10.	Dr. Suresh Kumar	Chemistry	S1 to S3
11.	Dr. Mamatha K R	ECE	S1 to S3
12.	Dr. Durga Bhavani	CSE	S1 to S3
13.	Dr. Ravi Kumar B N	ISE	S1 to S3
14.	Dr. Dankan Gowda	ECE	S1 to S3
15.	Dr. Laxmisagar H S	ECE	S1 to S3
16.	Dr. Shankar R	CSE	S1 to S3
17.	Dr. Annapoorna M S	Maths	S1 to S3
18.	Dr. Ambika G N	CSE	S2 to S3
19.	Dr. Jagannatha K B	ECE	S2 to S4
20.	Dr. Rashmi N	ECE	S2 to S4
21.	Dr. Sabina Rahaman	ECE	S2 to S4
22.	Dr. Sumathi M S	ETE	S2 to S4
23.	Dr. Bincy Rose Vergis	Chemistry	S2 to S4
24.	Dr. Thejaswini S	ETE	S2 to S4
25.	Dr. Yashaswini	Physics	S2 to S4
26.	Dr. Daruka Prasad B	Physics	S2 to S4
27.	Dr. Sowmyashree M S	ETE	S2 to S4
28.	Dr. Banuprakash R	ETE	S3 to S4
29.	Dr. Hemamalini B H	CSE	S4 to S5
30.	Dr. Rajesh Gopinath	CV	S4 to S5
31.	Dr. A Shobha Rani	ECE	S4 to S5
32.	Dr. Aparna K	MCA	S4 to S5
33.	Dr. Anil Kumar D	ECE	S4 to S5
34.	Dr. Satish Kumar T	CSE	S4 to S5
35.	Dr. Raju Hajare	ETE	S4 to S5

To attach Scopus/WoS profiles
of the faculty.





BMS Institute of Technology & Management

Avalahalli, Doddaballapur Main Road, Yelahanka, Bengaluru – 560064

Ref: -BMSIT&M/EST/2023-24/3038

Date: 20.02.2024

OFFICE ORDER

Heartly Congratulations to all the faculty members promoted under CAS for the Assessment Year 2023-24. The details of the faculty promoted and the change in Academic Level is as follows:

List of Faculty Members Promoted under CAS for the Assessment Year 2023-24.

Sl No	Name	Department	Stage Promoted
1.	Dr. Sreelakshmi T K	Maths	Aca-10 to Aca-12 (under 7 th CPC) Equivalent S1 to S3 (Under 6 th CPC)
2.	Dr. Madhu Palati	EEE	Aca-10 to Aca-11 (under 7 th CPC) Equivalent S1 to S2 (Under 6 th CPC)
3.	Dr. Shripad Diwakar	ME	Aca-10 to Aca-11 (under 7 th CPC) Equivalent S1 to S2 (Under 6 th CPC)

Hope this small gesture from the institute motivates you to make even greater contribution towards the success of BMSIT&M. This order is with effect from 20.02.2024.


Principal
Date: 5

Copy to:

1. Chairman, BOG, BMSIT&M
2. Principal, BMSIT&M
3. Vice Principal, BMSIT&M
4. Dr. Sreelakshmi T K, Asst. Prof., Dept. of Maths.
5. Dr. Madhu Palati, Asst. Prof., Dept. of EEE
6. Dr. Shripad Diwakar, Asst. Prof., Dept. of ME
7. HOD Maths
8. HOD EEE
9. HOD ME
10. AO and Registrar
11. A/c's Officer and Establishment



BMS Institute of Technology & Management

Avalahalli, Doddaballapur Main Road, Yelahanka, Bengaluru – 560064

Ref:BMSIT&M/2023-24/ 021

Date: 08.04.2023

OFFICE ORDER

Heartly Congratulations to the following faculty members promoted under CAS for the AY 2022-23. The new Designation and AGP are indicated below:

List of Faculty Members Promoted under CAS for the Assessment Year 2022-23.

Sl No	Name	Department	Stage Promoted	Present AGP	New AGP (₹)
1.	Mrs. Mahalakshmi S	ISE	Assistant Professor, S1-S3	6000	8000
2.	Dr. Vinutha K	ISE	Assistant Professor, S1-S2	6000	7000
3.	Dr. Kiran M D	ME	Assistant Professor, S1-S2	6000	7000
4.	Dr. Vinod B R	CV	Assistant Professor, S1-S2	6000	7000
5.	Mrs. Archana K	CV	Assistant Professor, S1-S2	6000	7000

Hope this small gesture from the institute motivates you to make ever greater contribution towards the success of BMSIT&M. The order will come into effect from 01.04.2023.


Principal

Copy to:

6. HOD ISE
7. HOD ME
8. HOD CV



BMS Institute of Technology and Management

Avalahalli, Doddaballapura Road, Yelahanka, Bengaluru – 560064

Date: 19.03.2022

OFFICE ORDER

Hearty Congratulations to all the faculty members promoted under CAS for the Assessment Year 2021-22. The details of the faculty promoted and the change in AGP is as follows:

List of Faculty Members Promoted under CAS for the Assessment Year 2021-22

SL. No.	Name	Department	Stage Promoted	Present AGP	New AGP (Rs.)
1	Swetha G A	Chemistry	S1-S2	6000	7000
2	Shivakumara T	Master of Computer Applications	S1-S2	6000	7000
3	Ashwini K R	Physics	S1-S2	6000	7000
4	Shobha R	Civil	S1-S2	6000	7000
5	Madhu M C	Mechanical Engineering	S1-S2	6000	7000
6	Swetha M S	Information Science and Engg	S1-S2	6000	7000
7	Dr. Keerthi Kumar N	Mechanical Engineering	S1-S2	6000	7000
8	Dr.Raghunandan G H	Electronics and Telecommunication	S1-S2	6000	7000
9	Ozwin Dominic Dsouza	Electrical and Electronics Engg	S1-S2	6000	7000
10	Dr. Prashanth N A	Electrical and Electronics Engg	S1-S2	6000	7000
11	Shilpa G	Electrical and Electronics Engg	S1-S2	6000	7000
12	Babu Naik G	Electrical and Electronics Engg	S1-S2	6000	7000
13	Anand R	Computer Science & Engineering	S1-S2	6000	7000

Hope this small gesture from the institute motivates you to make ever greater contribution towards the success of BMSIT&M.


Principal
Dev. S
19/3/22

Copy to:

1. HOD Chemistry
2. HOD MCA
3. HOD Physics
4. HOD Civil
5. HOD ME
6. HOD ETE
7. HOD EEE

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
AVALAHALLI, YELAHANKA, BANGALORE - 560 064.

Ref: BMSIT&M/2021-22/

Date: 09.04.2021

OFFICE ORDER

Ref: 1. 35th BOG dtd.25.07.2019.

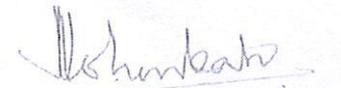
2. Chairman BOG BMSIT&M approval dtd.24.03.2021.

Taking into Consideration the service, merit and contribution towards academic and research work by the faculty members, a total of 28 faculty members are promoted under CAS for the year 2021. 26 Faculty members have been promoted from S1 to S2 and 02 Faculty members are promoted from S1 to S3. The List of Faculty Members Promoted under CAS-2021 is as below.

COMPUTER SCIENCE AND ENGINEERING					
Sl. No.	Name	Promoted to the Stage	Designation	Present AGP	Sanctioned AGP
1	Ashwini N	S2	Asst. Professor	6000.00	7000.00
2	Muneshwara M S	S2	Asst. Professor	6000.00	7000.00
3	Vishakha Yadav	S2	Asst. Professor	6000.00	7000.00
4	Durga Devi	S2	Asst. Professor	6000.00	7000.00
5	Vidya R	S2	Asst. Professor	6000.00	7000.00
6	Mari Kirthima	S2	Asst. Professor	6000.00	7000.00
7	Ambika G N	S2	Asst. Professor	6000.00	7000.00
8	Rajesh N V	S2	Asst. Professor	6000.00	7000.00
9	Dr. Radhika K R	S2	Asst. Professor	6000.00	7000.00
ELECTRONICS AND COMMUNICATION ENGINEERING					
1	Rashmi N	S2	Asst. Professor	6000.00	7000.00
2	Jagannatha K B	S2	Asst. Professor	6000.00	7000.00
3	Sabina Rahaman	S2	Asst. Professor	6000.00	7000.00
ELECTRONICS AND TELECOMMUNICATION ENGINEERING					
1	Siddiq Iqbal	S2	Asst. Professor	6000.00	7000.00
2	Saritha I G	S2	Asst. Professor	6000.00	7000.00
3	Thejaswini S	S2	Asst. Professor	6000.00	7000.00
4	Sowmyashree M S	S2	Asst. Professor	6000.00	7000.00
5	Sumathi M S	S2	Asst. Professor	6000.00	7000.00
INFORMATION SCIENCE AND ENGINEERING					
1	Gireesh Babu	S2	Asst. Professor	6000.00	7000.00
2	Shanthi D L	S2	Asst. Professor	6000.00	7000.00
ELECTRICAL AND ELECTRONICS ENGINEERING					
1	Manjunatha Babu	S2	Asst. Professor	6000.00	7000.00
DEPARTMENT OF PHYSICS					
1	Yashaswini	S2	Asst. Professor	6000.00	7000.00
2	Dr. Daruka Prasad	S2	Asst. Professor	6000.00	7000.00

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
AVALAHALLI, YELAHANKA, BANGALORE - 560 064.

MASTER OF COMPUTER APPLICATIONS					
1	Dwarakanath G V	S2	Asst. Professor	6000.00	7000.00
2	Mutyala Sridevi	S2	Asst. Professor	6000.00	7000.00
3	Dr. Sudarsanam P	S2	Asst. Professor	6000.00	7000.00
DEPARTMENT OF CHEMISTRY					
1	Bincy Rose Vergese	S2	Asst. Professor	6000.00	7000.00
COMPUTER SCIENCE AND ENGINEERING					
1	Shruthi J	S3	Asst. Professor	6000.00	8000.00
ELECTRONICS AND TELECOMMUNICATION ENGINEERING					
1	Banuprakash G	S3	Asst. Professor	6000.00	8000.00


PRINCIPAL 9/4/24

C.C.:

- a) Chairman, BOG for kind info.
- b) All HOD's
- c) Promoted Faculty Members
- d) Office/Accounts



ಬಿ.ಎಂ.ಎಸ್. ತಾಂತ್ರಿಕ ಮತ್ತು ವ್ಯವಸ್ಥಾಪನಾ ಮಹಾವಿದ್ಯಾಲಯ
(ವಿ.ಟಿ.ಯು. ಅಡಿಯಲ್ಲಿನ ಸ್ವಾಯತ್ತ ಸಂಸ್ಥೆ)

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
(Autonomous Under VTU)

Ref: BMSIT&M/2025-2026/2431

Date: 14-11-2025

CIRCULAR

Sub: Career Advancement Scheme

With reference to the above subject the "Career Advancement Scheme" duly approved by the BoG on 04-09-2024 is operational from 01-11-2024. The Teaching Staff members are hereby invited to come forward and submit their applications, subject to the eligibility conditions as specified in the document. You are hereby informed to submit your application by 28-02-2026 to the office of the undersigned for this year.


Principal


Copy to:

1. Office
2. Accounts
3. All Faculty Members.



ಬಿ.ಎಂ.ಎಸ್. ತಾಂತ್ರಿಕ ಮತ್ತು ವ್ಯವಸ್ಥಾಪನಾ ಮಹಾವಿದ್ಯಾಲಯ
(ವಿ.ಟಿ.ಯು. ಅಡಿಯಲ್ಲಿನ ಸ್ವಾಯತ್ತ ಸಂಸ್ಥೆ)
BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
(Autonomous Under VTU)
YELAHANKA, BENGALURU - 560064

Part – I

Instruction Manual for Filing the CAS Application **(Assessment Year – 2025-26** **Amended in 2024)**

INDEX

Sl. No.	Details of Instructions	Page No.
1.0	PART-A Mandatory requirement for promotion under CAS	03
2.0	PART-A Different stages of promotion and academic grade pay (AGP)	04
3.0	PART – B: Instructions for applying CAS promotion / Calculations of academic performance indicators (API)	
	5.1 Category-I: Teaching, Learning and Evaluation Related Activities	04
	5.2 Category-II: Co-Curricular, Extension and Professional Development Related Activities.	06
	5.3 Category-III: Research and Academic Contributions	08
6.0	Screening / Selection Committees	10

PART-A

CAREER ADVANCEMENT SCHEME (CAS)

1.0 MANDATORY REQUIREMENT FOR PROMOTION UNDER CAS									
Sl. No.	Levels		Qualification	Minimum service in different levels	Minimum service at BMSITM	Essential requirements			Expert Assessment System
	From	To				Publications (WoS/Scopus/SIE/ESCI/Q1/Q2/Q3/Q4) Journals/Conferences/ Book/ Book chapters for the assessment period	Post PhD experience	Minimum Average API score during assessment period in Category - III	
1	S1	S2	Ph.D.	4 years at S1 level	4 years	4 with at least one in a Journal during the assessment period (first 3 authors only)	-	40 per Assessment Period (4 Years)	Screening Committee
			PG (PhD-CV completed)	5 years at S1 level	5 years				
2	S2	S3	Ph.D.	4 years at S2 level	5 years	4 with at least two in a Journal during the assessment period (first 3 authors only)	-	60 per Assessment Period – Ph.D. (4 years) (60 per Assessment Period – PG) (4 Years)	Screening Committee
			PG (PhD-OS2 completed)	5 years at S2 level	5 years				
3	S1	S3	Ph.D.	9 years at S1 level	5 years	6 with at least 2 in a Journal during the assessment period (first 3 authors only)	-	68 per Assessment Period – Ph.D. (4 years)	Screening Committee
			Ph.D (outstanding research profile)	8 years at S1 level	4 years	16 with at least 8 in SJR journal papers out of which 4 should be Q1/Q2/Q3, during the assessment period (first 3 authors only)			
4	S3	S4	Ph.D.	4 years at S3 level	6 years	6 with at least 2 in a Journal during the assessment period	2 years	60 per Assessment Period (3 years)	Selection Committee

						(first 3 authors only)			
5	S4	S5	Ph.D.	4 years at S4 level	6 years	6 with at least 3 in a Journal during the assessment period (first 3 authors only)	5 years	75 per Assessment Period (3 years)	Selection Committee
6	S2	S4	Ph.D. (New Proposal)	12 years with 4 years at S2 level	10 years	6 with at least 3 in a Journal during the assessment period (first 3 authors only)	2 years	75 per Assessment Period (4 years)	Selection Committee
			Ph.D (outstanding research profile)	12 years with 4 years at S2 level	4 years	16 with at least 10 SJR journal papers out of which 4 should be Q1 / Q2 (first 3 authors only)	4 years	120 per Assessment Period – Ph.D. (4 years)	Selection Committee

* The minimum total number of years of service should be as per AICTE norms (For S2 - 4 years, S3 – 9 years, S4 – 12 years, S5 – 15 years) except for outstanding research profile.

2.0 Different stages of promotion and Academic Grade Pay (AGP)

There are five different stages of appointment/promotion, S-1, S-2, S-3, S-4 and S-5. Standard norms of the institute will be followed for fixation to 7th pay scale.

Part-B

3.0 Instructions for Filling up of CAS Proforma

Detailed information for the entire assessment period is to be provided as per the proposed proformas in Category-I, Category-II and Category-III. The proforma is to be filled as per the tables given in the format. The assessment scores are further to be based on the indicators/activities given below and are to be filled by the HoD and scrutinizing committee members.

Category - I

CALCULATION OF ACADEMIC PERFORMANCE INDICATORS (API)	
Items of explanation	
3.1 Category I Teaching process and Students feedback	35/50 average (previous 3 years)

3.2 Category II Co-Curricular, Extension and Professional Development Related Activities Contribution to the institute development	S1 to S2 = 20/50 S2 to S3 = 25/50 S3 to S4 = 30/50 S4 to S5 = 30/50 S1 to S3 = 25/50 S2 to S4 = 30/50 (previous 3 years)																																												
Minimum Total annual average score per year under Category I and II – for all categories	<p align="center">(Last three years assessment for the categories – I and II)</p> <table border="1"> <thead> <tr> <th rowspan="2">Sl. No.</th> <th colspan="2">Stage (S)</th> <th rowspan="2">Category – I Minimum Marks</th> <th rowspan="2">Category – II Minimum Marks</th> <th rowspan="2">Minimum score from Category – I and Category - II)</th> </tr> <tr> <th>From</th> <th>To</th> </tr> </thead> <tbody> <tr><td>1</td><td>S1</td><td>S2</td><td>35</td><td>20</td><td>60</td></tr> <tr><td>2</td><td>S2</td><td>S3</td><td>35</td><td>25</td><td>65</td></tr> <tr><td>3</td><td>S3</td><td>S4</td><td>35</td><td>30</td><td>70</td></tr> <tr><td>4</td><td>S4</td><td>S5</td><td>35</td><td>30</td><td>70</td></tr> <tr><td>5</td><td>S1</td><td>S3</td><td>35</td><td>25</td><td>65</td></tr> <tr><td>6</td><td>S2</td><td>S4</td><td>35</td><td>30</td><td>70</td></tr> </tbody> </table>	Sl. No.	Stage (S)		Category – I Minimum Marks	Category – II Minimum Marks	Minimum score from Category – I and Category - II)	From	To	1	S1	S2	35	20	60	2	S2	S3	35	25	65	3	S3	S4	35	30	70	4	S4	S5	35	30	70	5	S1	S3	35	25	65	6	S2	S4	35	30	70
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<p align="center">Category – I Teaching Process and Students’ feedback (Previous 3 years)</p> <table border="1"> <tr> <td data-bbox="201 1939 304 2018">(i)</td> <td data-bbox="312 1939 1182 2018">Lectures/Seminars/Practical’s/Tutorials/Contact classes conducted should be based on verifiable records.</td> <td data-bbox="1190 1939 1455 2018">Max Score: 20 +20</td> </tr> </table>		(i)	Lectures/Seminars/Practical’s/Tutorials/Contact classes conducted should be based on verifiable records.	Max Score: 20 +20																																									
(i)	Lectures/Seminars/Practical’s/Tutorials/Contact classes conducted should be based on verifiable records.	Max Score: 20 +20																																											

	<ul style="list-style-type: none"> Classes taken (100% of allotted classes taken– 20 marks and proportionate score upto 90% performance, below which no score may be given) Attach semester Time Table and attendance sheet Feedback obtained (100% feedback obtained– 20 marks and proportionate score upto 60% performance, below which no score may be given) *Feedback report to be enclosed. <p>Note: For each course API score would be calculated separately and the average of all courses of two semester shall be taken for the assessment year.</p>	
(ii)	<p>Use of Participatory and Innovative Teaching-Learning Methodologies/Curriculum design, PBL, Open Course etc. - 5 points for each</p> <ul style="list-style-type: none"> Identification of gaps in the curriculum and bridging the courses for the attainment of POs with evidence Evidences for conducting hands on training / workshops conducted / programs conducted is support of lifelong learning, communication, ethics, universal human values. Brief report with mapping POs analysis. Development of innovative idea in teaching Documents in support of idea developed along with no. of students participated and relevant documents Preparation of resource material, fresh reading material, laboratory manuals etc. Documentary Evidence showing list of problems/ Cases/ Write up /photograph of Charts and Models Used for Teaching the Course Use of Innovative T-L methodologies/ use of ICT PBL projects, Details with title and evidence Open course participation, details with documents Participatory Learning modules/Interactive course Participatory learning modules/Case studies: (CD of ICT Material to be attached) Developing and imparting Remedial/Bridge Courses and counseling modules Developing and imparting soft skills/communications skills/personality development courses/modules/ Innovative learning activities (AAT's) 	Maximum Score = 10
<p>Category-II Department, Institute level, extension and co-curricular activities (Previous 3 years)</p>		
A	<p>Departmental Activities (3 points per activity)</p> <ul style="list-style-type: none"> Departmental responsibilities 	Maximum Score = 20
(i)	Institutional Activities	Maximum Score = 10

	<ul style="list-style-type: none"> • Institutional Governance responsibilities like, Vice-Principal, Warden, HOD, Training & Placement Officer, In-charge of a Section heads. (5 points each). Appointment Letter issued by the principal and brief write up of workdone in the academic year. • Participation in committees concerned with any aspect of departmental or institutional management such as procurement, campus development, library committee, Any other committees (2 points each). Circular of Composition of Committee; highlights of work done by the Committee with evidence. • Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline (5 points each). Letter of Appointment Single page data for counseling work done/ brief write up of measures undertaken to maintain Discipline in the campus • Organization of Conference / Training as Chairman/Organizational Secretary: International (5 points) National/regional (3 points). As member of the organizing committee (1 point each). Coordinator, co-chairman, co-convenor, Treasurer, Jt. Secretary (3 point each). Attach a copy of Brochure of Conference 		
(ii)	Extension, Co-curricular and Professional Development	Maximum Score = 20	
	<ul style="list-style-type: none"> • Institutional Co-curricular activities for students such as field studies/ educational tours, industry-implant training and placement activity Documentary evidence of participation is to be enclosed. Mentoring, Innovation/ Entrepreneurship activities to be recorded. (5 point each). • Positions held/Leadership role played in organization linked with Extension Work and National service Scheme (NSS), NCC, NSO or any other similar activity. (each activity 10 points) • Permission Letter for the conduction of co-curricular/extension activity and brief write up of contribution in activity is to be recorded. • Students and Staff Related Socio Cultural and Sports Programmes /campus publications (Departmental level 2 points, Institutional level 5 points) Permission Letter for the conduction of activity and brief write up of contribution in the activity is to be enclosed. • Community work such as values of National Integration, Environment democracy, socialism, Human Rights, peace, scientific temper; flood or, drought relief, small family norms etc. (5 points) Brief write up of contribution in the activity/ any other evidence Membership in profession related committees at state and national level a) At national level : 3 point each b) At state activity : 2 point each. Letter from such an organization • Coordination in subject associations, conferences, seminars without paper presentation (each activity: 2 points). Photocopy of Letter/ Certificate of Participation 		

Category – III Research and Academic contribution (Previous 4 years)		
Sl.No.	APIs	Description
III A	Publications	Points for Publications (First 3 authors only)
A(i)	Research Papers (Published in Journals)	(WoS/Scopus/SCIE/SCI/ESCI/Q1/Q2/Q3/Q4 Journals) - Max 20/Publication Distribution of Marks: Q1/SCI: 20 Marks Q2:16 Marks Q3:12 Marks Q4:08 Marks Only Scopus: 8 Marks First author – 100 % points Second author – 80% points Third author – 60% points
A(ii)	Conference proceedings as full papers, etc. (Abstracts not to be included)	Scopus/WoS indexed only 5 per Publication in international conference Max. 2 publications/year (First 3 authors only) First author – 100 % Second author – 80% Third author – 60%
A (iii)	Completion of Ph.D by the Faculty member in the Assessment Period	5 marks
III B	Publications (Books/ Chapters in books, other than refereed journal articles)	Books: 20/Author (Reputed publishers) (Books – Publisher name to be included from new research policy) (First three authors only) Chapter in a Book (Scopus/WoS indexed only) : 5/Author (First three authors only)
III C	Funding	
C (i)	Sponsored Projects carried out/ongoing	(a) Funded Projects: Major Projects amount mobilized with grants \geq Rs.20 lakhs PI-30 /Each Project CoPI-15/Each Project (Contribution in terms of obtaining equipment /software for research/ consultancy from the industries or central government institutes. – it must be 1.5 times of the above-mentioned funded project amount)
		(b) Funded Projects: Major Projects amount mobilized with grants \geq Rs.5 lakhs and $<$ Rs.20 lakhs PI-20 /Each Project CoPI-10/Each Project (Contribution in terms of obtaining equipment/ software's for research/ consultancy from the industries or central government institutes. – it must be 1.5 times of the above-mentioned funded project amount)
		(c) Funded Projects: Minor Projects (Amount mobilized with grants \geq Rs. 1 lakhs and $<$ Rs. 5 lakh) PI-10 /Each Project CoPI-5/Each Project

		<p>(contribution in terms of obtaining equipment's/ software's for research/ consultancy from the industries or central government institutes. – it must be 1.5 times of the above-mentioned funded project amount)</p> <hr/> <p>(d) Funded Projects: Internal Seed Money Funding (Amount up to 2 lakhs) PI – 4 marks Co PI – 2 marks</p> <hr/> <p>(e) Funded Projects: Mentoring students' projects which are funded/awarded by external institutes/agencies (cash awards only) – 2 marks per recognition</p>
C (ii)	Consultancy Projects carried out / ongoing	<p>Amount mobilized with Minimum of Rs.1 lakh for assessment period</p> <p>10 marks per every 2 lakhs earned for the assessment period. 5 marks per every 1 lakh earned for the assessment period</p>
C (iii)	IPR/Published/Granted	<p>Applicant name must be BMSIT&M only</p> <p>Patent Published: 5 marks (for first three inventors) Patent Granted: 15 marks (for first three inventors)</p> <p>Design application filed: 3 marks (for first three inventors) Design application granted: 6 marks (for first three inventors) Copyright obtained: 2 marks (for all authors)</p>
III D	Research Guidance	
	Ph.D Research Supervisor/ Guide During Assessment period	<p>Completed CV: 2 Marks/each candidate Completed OS1:4 Marks/each candidate Completed OS2:6 Marks/each candidate</p> <p>Thesis Submitted: 8 Marks/each candidate Ph.D awarded: 10 marks/candidate</p>
III E	Seminar/Workshops Attended	
E(i)	Training Programs/ SDP/ DPs/Workshops /certifications attended (Max: 15 points per assessment period)	<p>Not less than two weeks (Outside BMSIT&M FDPs and workshops are considered) 10 marks/each</p> <p>Not less than one weeks (Outside BMSIT&M FDPs and workshops are considered) 5 marks/each</p>
E(ii)	MOOCs (NPTEL only) (Maximum – 20 marks per assessment period)	<p>12 weeks</p> <p>10 marks per completed MOOC of 12 weeks</p>
E(iii)	Invited Talks/Expert lectures/ Keynote Address (Outside the college) (Maximum 8 Marks)	<p>Technical Talks delivered in Govt. organizations/ NAAC/ NBA accredited institutes</p> <p>International: 8 marks/each National: 4 Marks /each</p>
III F	Citations	

	Citations of Research Papers	Highest h index (Scopus/WoS) in the entire assessment period If the index is 2 – 3 : 1 mark 4-6: 2 Marks 7-10: 3 Marks Above 10: 5 Marks
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4.0 Screening / Selection Committees

Preliminary Screening Committee: Level-1 (HoD)

- To assess eligibility of the candidate for promotion under CAS in terms of length of service, required qualification and essential requirements.
- To assess that the application is complete in all respects and supporting with all requisite documents.

Final Selection Committee:

- The selection committee so constituted for the promotion of the faculty form **S2 to S4, S3 to S4 and S4 to S5 grades** will verify along with the documentary evidences provided.
- Recommendations of the selection committee will be placed before the Chairman for approval and the BOG for ratification and subsequent issue of promotion orders to the faculty members.



ಬಿ.ಎಂ.ಎಸ್. ತಾಂತ್ರಿಕ ಮತ್ತು ವ್ಯವಸ್ಥಾಪನಾ ಮಹಾವಿದ್ಯಾಲಯ
(ಎ.ಟಿ.ಯು. ಅಡಿಯಲ್ಲಿನ ಸ್ವಾಯತ್ತ ಸಂಸ್ಥೆ)

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT

(Autonomous Under VTU)

YELAHANKA, BENGALURU - 560064

Part – II

CAS Application Proforma (For the Assessment year – 2025-26 Amended in 2024)

INDEX

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CAS Application Proforma 2024		
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Part – B		
3.0	Proforma for Academic Performance Indicators	
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Proforma for promotion under the Career Advancement Scheme (CAS)

Part – A

1. General Information and Academic Background

Application for promotion from (Mention the from stage to stage)	:
Period of Assessment	:
Date of Joining BMSIT	:

1	Name (in Block Letters)	:
2	Department	:
3	Current designation (S1/S2/S3/S4)	:
5	Date of Last Promotion (Attach a copy)	:
6	Which position and grade pay are you an applicant under CAS?	:
7	Phone/Mobile Number and E-Mail ID	:

2. Mandatory Requirements

2.1 - Highest Degree / Qualification on the date of application:

2.2 - Record of academic service prior to joining BMSIT&M

(Please attach relevant certificates of service experience)

Name of the Institution	Designation	Nature of the appointment (Only regular service is considered)	Date of Joining	Date of Leaving	Total years of experience in Y & M	Document (Appointment order/service certificate)	Verification by HoD (signature)	Verification by SCM (signature)	Remarks
						Yes/No			

Add rows as required

- SCM – Scrutinizing Committee Member

2.3 - Record of service in BMSIT&M						
Designation	Date of Joining	Total years of experience @ BMSIT&M Y & M	Document (Appointment order/service certificate attached)	Verification by HoD (signature)	Verification by SCM (signature)	Remarks
			Yes/No			

2.4 - Essential number of Publications list (last 4 assessment years) (For evaluation, attach a copy of only the first page of the publication):						
Sl. No.	Title of the paper	Publication details Volume, Year, Page No.	Publications (WoS/Scopus/SCI/SCIE/E SCI/Q1/Q2/Q3/Q4)Journal s/Conferences/ Book/ Book chapters for the assessment period (document attached)	Verification by HoD (signature)	Verification by SCM (signature)	Remarks
1			Yes / No			

Add rows as required

2.5 - Date of Ph.D. awarded (As per the provisional degree certificate):

2.6 - Any other relevant information:

Date:

Signature of the faculty

Part- B

CATEGORY - I

3.1 Category – I – Teaching Process, Students’ feedback and use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement, PBL, Open Course etc. (Details of most recent THREE academic years data is to be submitted)

A. Teaching Process (Max Points 20)

S. No.	Semester/year	Course Code/Name	No. of Scheduled Classes			No. of actually held classes			Points by HoD with signature	Points by SCM with signature	Remarks
			Lecture	Tut	Practical	Lecture	Tut	Practical			
1											
2											

Note: a) Add rows as required b) No marks to be given if less than 90 % classes are taken.

B. Students’ feedback (Max Points 20)

S. No.	Semester/year	Course Code/Name	Average Student feedback on the scale of 20	Points by HoD with signature	Points by SCM with signature	Remarks
1						
2						

Note: a) Add rows as required b) No marks to be given if less than 60 % feedback is obtained.

C Use of Participatory and Innovative Teaching-Learning Methodologies, Curriculum Design/Innovative Learning Activities, PBL, Open Course etc. (10 marks)						
S.No.	Short Description (Attach Document)			Points by HoD with signature	Points by SCM with signature	Remarks
1						
2						
3						
(Add rows as required)				Total		
				Score (Maximum score:10)		

3.2 Category – II – Departmental, Institute and Extension and Co-curricular and Professional Development Activities (Details of most recent THREE academic years data is to be submitted)

A. Departmental Activities (Max Points 20)

S. No.	Semester	Activity	Points by HoD with signature	Points by SCM with signature	Remarks
1					
2					

B. Institute Activities (Max Points 10)

S. No.	Semester	Activity	Points by HoD with signature	Points by SCM with signature	Remarks
1					
2					

C. Extension/Co-curricular/Professional Development/Extra Curricular Activities (Maximum Points 20)

S. No.	Semester	Activity	Points by HoD with signature	Points by SCM with signature	Remarks
1					
2					

Summary

Summary	Academic Year	Academic Year	Academic Year
	1	2	3
Category - I			
A. Teaching Process (Max Points 20)			
B. Students' feedback (Max Points 20)			
C. Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement, PBL, Open Course etc. (10 marks)			
Category - II			
A. Departmental Activities (Max Points 20)			

B. Institute Activities (Max Points 10)			
F. Extension and Co-curricular and Professional Development Activities (Max Points 20)			
Total (Max Points 100)			

Date:

Signature of the faculty

3.3 CATEGORY: III
RESEARCH, PUBLICATION AND ACADEMIC CONTRIBUTIONS

Note:

1. All papers claimed should reflect in BMSIT&M IRINS.
2. Attach photocopies as proof- **1st page of paper** and **proof for indexing** of Journal/ Conference/ Book/Book chapters.
3. Details of most recent FOUR academic years data is to be submitted.

III (A).i : RESEARCH PAPERS (Published in Journals)

Title of the Article	Author position	Co-Authors	Name of the journal Vol. No. & PP / Month & Year and doi link	(WoS/Scopus/ SCIE/SCI/ES CI/Q1/Q2/Q3/ Q4 Journals)	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III (A).ii : Conference proceedings as full papers, etc. (Abstracts not to be included)

(only abstracts publication is not to be included)

Title of the Article	Author position	Co-Authors	Name of the conference Proceedings citations	WoS/ Scopus	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III (B): PUBLICATIONS (Books/ Chapters in books, other than refereed journal articles)

Title of the Book / Book Chapter	Author position	Co-Authors	Name of the publisher	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III (C): FUNDING (Attach proof)

III (C) (i): Sponsored Projects (carried out/ongoing)

Title of the Project	Funding Agency	Grant sanctioned	Duration		Project Status completed / on-going	Points by HoD with signature	Points by SCM with signature	Remarks
			From	To				

Add rows as required

III C (ii): Details of Consultancy Projects (carried out/ongoing)

Type of consultancy	Funding Agency (if any)	Duration		Amount mobilized per year	Points by HoD with signature	Points by SCM with	Remarks
		From	To				

Add rows as required

III C (iii): IPR/Published/Granted

Title of the Project	Status of the IPR	Sanctioned date	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III D : Research Guidance/Completion (Attach the proof)

Name of the Scholar	Title of the Thesis	Status of the guidance	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III E Seminar/Workshops/ Papers (attach the proof of the certificates)

(Training Programs/ SDP/ DPs/Workshops /certifications/MOOCs (only NPTEL)/ Invited Talks/Expert lectures/ Keynote Address - Outside the college)

Name of the Programme	Name of Organising Agency	International/ National/ State/University level	Duration (Dates of Event)	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

III F Citations (Attach the web of science/ scopus citation details)

Highest h index (Scopus/WoS) in the entire assessment period	Points by HoD with signature	Points by SCM with signature	Remarks

Add rows as required

SUMMARY OF API SCORES CLAIMED UNDER CATEGORY III

Category	Score by HoD	Score by SCM
III (A)		
III (B)		
III (C)		
III (D)		
III (E)		
III (F)		
Total Scores		

4. SUMMARY OF API SCORES CLAIMED UNDER CATEGORY I, II & III

Category	Score by HoD	Score by SCM
I		
II		
III		
Total Scores		

DECLARATION

I _____, hereby declare that the particulars furnished above are true to my knowledge.

Signature of the faculty

Signature of the HoD/ Section Head

Verified and Signed

Sl. NO.	Name, Department and Designation of the committee members	Signature
1		
2		
3		

5.0 Recommendations by the selection committee and their signatures

Sanctioned : Yes / No

Signature of the Principal



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BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
(Autonomous Institution Under VTU)
Yelahanka, Bengaluru -560119

TIME BOUND PROMOTION - TEACHING FACULTY DETAILS

SL NO	YEAR	Asst. Prof. to Asso.Prof		Asso. prof to Professor	TOTAL
1	2023	2		-	2
2	2024	-		-	0
3	2025	1			1
TOTAL		3		0	3

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT

Yelahanka, Bangalore- 560064.

Ref: No.EST/ REC-TBP/ME/2023-24/ 376

Date: 10.06.2023

OFFICIAL MEMORANDUM**Sub: Time Bound Promotion – Department of Mechanical Engineering.**

Ref: 1. Proceedings of Board of Appointments Meeting dated 17.05.2023.

2. Note approved by Chairman, BOG, BMSIT&M dated **10.06.2023**.

-: Appointment Order: -

Subject to approval by the competent authority, **Dr. G L Anantha Krishna** is promoted as Associate Professor in the Department of Mechanical Engineering. His salary is detailed below: AICTE-6th pay scale, in the scale of pay of Rs.37400 - 67000.

1.Basic	2.AGP	DA 203% ((1+2)*203%)	HRA 30% ((1+2)*30%)	CCA	Gross Salary
37,400	9,000	94,192	13,920	400	₹ 1,54,912/-

This Appointment Order is Subject to the following terms and conditions:

1. In case the offer is accepted he/~~she~~ is required to intimate the same in the proformas A & B enclosed and report to the undersigned within 15 days from the date of this order failing which, the promotion order will be treated as automatically cancelled without any further notice.
2. The order will come into effect from the actual date of reporting for duty.
3. The appointee will be on probation for a period of two years. However, completion of the said two years' period of probation shall not be construed as confirmation of promotion unless a written order of confirmation is issued. During this period of probation, the promotion is terminable by the institute with a week's notice. In case of his / ~~her~~ continuation beyond two years, the promotion is terminable with a month's notice.
4. The faculty is expected to be available in the institute and accessible to the Principal / Management during the working hours stipulated by the institute's management (except when they are on leave with prior permission).
5. He/~~She~~ should also attend to any other duties assigned to him/~~her~~ by the HOD/Principal/Management, in addition to his/~~her~~ normal duties.
6. He/~~She~~ should strive hard for publishing at least one High Quality research paper (such as SCIE/Scopus/WOS Indexed) per year and fetching consultancy assignments and sponsored projects. However, these works should be through the Institution with the prior approval of the Principal / Management.
7. He/~~She~~ is governed by the rules and regulations of the institute.
8. He/ ~~She~~ cannot leave the college in the middle of the academic semester. In case of his /~~her~~ resignation, a minimum of three months' advance notice should be given by him /~~her~~ OR in lieu of that three months' salary should be paid to the Institute.
9. This appointment order is issued subject to any further conditions which may be imposed by the BMS Educational Trust / Management.
10. All other terms and conditions remain the same as in original appointment order.


PRINCIPAL


Distribution:

1. Dr. G L Anatha Krishna
2. HOD, Department of ME
3. Pay Rolls.
4. Office Copy.

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT

Yelahanka, Bangalore- 560064.

Ref: No. EST/ REC-TBP/MF/2023-24/ 375

Date: 10.06.2023

OFFICIAL MEMORANDUM**Sub: Time Bound Promotion – Department of Mechanical Engineering.**

Ref: 1. Proceedings of Board of Appointments Meeting dated 17.05.2023.

2. Note approved by Chairman, BOG, BMSIT&M dated **10.06.2023**.

-: Appointment Order: -

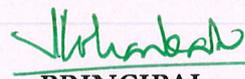
Subject to approval by the competent authority, **Dr. Sudheer Kumar K H** is promoted as Associate Professor in the Department of Chemistry. His salary is detailed below:

AICTE-6th pay scale, in the scale of pay of Rs.37400 - 67000.

1.Basic	2.AGP	DA 203% ((1+2)*203%)	HRA 30% ((1+2)*30%)	CCA	Gross Salary
37,400	9,000	94,192	13,920	400	₹ 1,54,912/-

This Appointment Order is Subject to the following terms and conditions:

1. In case the offer is accepted he/she is required to intimate the same in the proformas A & B enclosed and report to the undersigned within 15 days from the date of this order failing which, the promotion order will be treated as automatically cancelled without any further notice.
2. The order will come into effect from the actual date of reporting for duty.
3. The appointee will be on probation for a period of two years. However, completion of the said two years' period of probation shall not be construed as confirmation of promotion unless a written order of confirmation is issued. During this period of probation, the promotion is terminable by the institute with a week's notice. In case of his / her continuation beyond two years, the promotion is terminable with a month's notice.
4. The faculty is expected to be available in the institute and accessible to the Principal / Management during the working hours stipulated by the institute's management (except when they are on leave with prior permission).
5. He/She should also attend to any other duties assigned to him/her by the HOD/Principal/Management, in addition to his/her normal duties.
6. He/She should strive hard for publishing at least one High Quality research paper (such as SCIE/Scopus/WOS Indexed) per year and fetching consultancy assignments and sponsored projects. However, these works should be through the Institution with the prior approval of the Principal / Management.
7. He/She is governed by the rules and regulations of the institute.
8. He/ She cannot leave the college in the middle of the academic semester. In case of his /her resignation, a minimum of three months' advance notice should be given by him /her OR in lieu of that three months' salary should be paid to the Institute.
9. This appointment order is issued subject to any further conditions which may be imposed by the BMS Educational Trust / Management.
10. All other terms and conditions remain the same as in original appointment order.


PRINCIPAL
Dr. S. C. H.

Distribution:

1. Dr. Sudheer Kumar K H
2. HOD, Department of Chemistry
3. Pay Rolls.
4. Office Copy.

BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT

Yelahanka, Bangalore- 560064.

Ref: No.EST/ REC-TBP/ME/2023-24/ 376

Date: 10.06.2023

OFFICIAL MEMORANDUM**Sub: Time Bound Promotion – Department of Mechanical Engineering.**

Ref: 1. Proceedings of Board of Appointments Meeting dated 17.05.2023.

2. Note approved by Chairman, BOG, BMSIT&M dated **10.06.2023**.

-: Appointment Order: -

Subject to approval by the competent authority, **Dr. G L Anantha Krishna** is promoted as Associate Professor in the Department of Mechanical Engineering. His salary is detailed below: AICTE-6th pay scale, in the scale of pay of Rs.37400 - 67000.

1.Basic	2.AGP	DA 203% ((1+2)*203%)	HRA 30% ((1+2)*30%)	CCA	Gross Salary
37,400	9,000	94,192	13,920	400	₹ 1,54,912/-

This Appointment Order is Subject to the following terms and conditions:

1. In case the offer is accepted he/~~she~~ is required to intimate the same in the proformas A & B enclosed and report to the undersigned within 15 days from the date of this order failing which, the promotion order will be treated as automatically cancelled without any further notice.
2. The order will come into effect from the actual date of reporting for duty.
3. The appointee will be on probation for a period of two years. However, completion of the said two years' period of probation shall not be construed as confirmation of promotion unless a written order of confirmation is issued. During this period of probation, the promotion is terminable by the institute with a week's notice. In case of his / ~~her~~ continuation beyond two years, the promotion is terminable with a month's notice.
4. The faculty is expected to be available in the institute and accessible to the Principal / Management during the working hours stipulated by the institute's management (except when they are on leave with prior permission).
5. He/~~She~~ should also attend to any other duties assigned to him/~~her~~ by the HOD/Principal/Management, in addition to his/~~her~~ normal duties.
6. He/~~She~~ should strive hard for publishing at least one High Quality research paper (such as SCIE/Scopus/WOS Indexed) per year and fetching consultancy assignments and sponsored projects. However, these works should be through the Institution with the prior approval of the Principal / Management.
7. He/~~She~~ is governed by the rules and regulations of the institute.
8. He/ ~~She~~ cannot leave the college in the middle of the academic semester. In case of his /~~her~~ resignation, a minimum of three months' advance notice should be given by him /~~her~~ OR in lieu of that three months' salary should be paid to the Institute.
9. This appointment order is issued subject to any further conditions which may be imposed by the BMS Educational Trust / Management.
10. All other terms and conditions remain the same as in original appointment order.


PRINCIPAL


Distribution:

1. Dr. G L Anatha Krishna
2. HOD, Department of ME
3. Pay Rolls.
4. Office Copy.



ಬಿ.ಎಂ.ಎಸ್. ತಾಂತ್ರಿಕ ಮತ್ತು ವ್ಯವಸ್ಥಾಪನಾ ಮಹಾವಿದ್ಯಾಲಯ
BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT
(Autonomous Institution Under VTU)
Yelahanka, Bengaluru -560119

DIRECT RECRUITMENT - TEACHING FACULTY DETAILS

SL NO	ACADEMIC YEAR	Professor	Associate Professor	Assistant Professor/Teaching Asst.	TOTAL
1	2026-27	Under Process	Under Process	27	27
2	2025-26	2	5	60	67
3	2024-25	0	2	36	38
TOTAL		2	7	123	132