Detailed Project Report (DPR)

For Grant of Deemed to be University (General Category)

Submitted to

University Grants Commission (UGC)
New Delhi

May, 2026

Stay Ahead

BANNARI AMMAN INSTITUTE OF TECHNOLOGY
An Autonomous Institution Affiliated to Anna University - Chennai • Approved by AICTE • Accredited by NAAC with 'A+' Grade
SATHYAMANGALAM - 638401 ERODE DISTRICT TAMILNADU INDIA
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CHAPTER 1

About the Trust -

Bannariamman Educational Trust

1.0 BANNARIAMMAN EDUCATIONAL TRUST - The sponsoring body

BANNARIAMMAN EDUCATIONAL TRUST *(the sponsoring body of the proposed University)*, a Public Charitable Trust was founded by Sri S V Balasubramaniam by executing a Trust Deed Registered on November 27, 1995 at the Office of the Joint Sub-Registrar-I, Coimbatore.

1.1 The objectives of the Trust in terms of the Trust Deed

1. To open, establish, construct, maintain, run, develop, improve and extend and aid in the opening, establishment, construction, maintenance, running, development, improvement and extension of
   (a) Schools, colleges and other institutions for the study of engineering, science, medicine, management, art, history, humanities, commerce, finance, economics, law, music, dancing, painting, sculpture, astronomy, architecture, different languages and literature and other educational subjects.
   (b) Schools, colleges and other institutions model farms, etc., for the study of agriculture, horticulture and all allied subjects.
   (c) Schools, colleges and training centres for mentally and physically handicapped and other institutions.
   (d) Institutions for imparting vocational training for the benefit of the general public.
   (e) Hostels and orphanages and other homes for poor and orphaned pupils, whether studying in schools, colleges or other institutions.
   (f) Public libraries both for the benefit of the students and for the public.
2. To grant scholarships, free books, etc., to deserving students.
3. To aid by donations and contributions institutions having similar objects and purposes.

1.2 About the Founder

Sri S V Balasubramaniam, Founder Trustee, Chairman and Managing Trustee of the Bannariamman Educational Trust, is a Chartered Accountant and Company Secretary by qualification. He is an eminent industrialist, agriculturist, educationist, social worker and philanthropist who has dedicated his life to the service of society.

He carries out extensive philanthropic activities through various charitable trusts. In addition to the Bannariamman Educational Trust, he serves as the Chairman of Siruthuli Trust, an organisation committed to water resource conservation and large-scale tree plantation for environmental preservation.

He is also the Chairman of Sri Kanchi Kamakoti Medical Trust, Coimbatore, which operates SANKARA Eye Hospitals across India, providing free eye care to the poor and underserved.

To uplift rural communities, he founded the Bannari Rural Foundation (BRF) with the mission of improving quality of life in villages through initiatives in health, sanitation, education, water conservation, environment, livelihood and community development. Through BRF, more than 10,550 villagers have benefitted from general health camps and 6,645 patients have undergone free cataract surgeries. BRF has constructed 711 individual household toilets, 36 school toilets and 66 child-friendly toilets across Erode District, Tamil Nadu. It has also desilted more than 70 water tanks and constructed 32 check dams in the Sathyamangalam region.

He serves as the Chairman of the Vethathiri Maharishi Kundalini Yoga & Kayakalpa Research Foundation, Aliyar, Pollachi, which imparts yoga, meditation and holistic personal development programmes in multiple languages, aligned with the objectives of the World Community Service Center (WCSC) founded by Thathuvagnani Vethathiri Maharishi.

Sri S V Balasubramaniam is also a Patron Trustee of Uyir Trust, an NGO dedicated to promoting road safety awareness.

For his outstanding service and societal contributions, he has been honoured with numerous prestigious awards, including the Seva Rathnakara Award by Adichunchanagiri Mahasamsthana Math (Karnataka), the Baktha Siromani Award from the Kanchi Kamakoti Peetam and the TNF Excellence Award from the Tamil Nadu Foundation, USA. The Vikatan Group also conferred on him the Lifetime Achievement Award during the 7th Edition of the Naanayam Vikatan Business Star Awards.

In recognition of his remarkable contributions to agriculture and education, he was awarded the Degree of Doctor of Science (Honoris Causa) by Tamil Nadu Agricultural University during its centenary celebrations in the presence of *Dr A P J Abdul Kalam*, the then President of India, on 06.07.2005. He was also conferred the Degree of Doctor of Letters (D.Litt.) by Annamalai University, Chidambaram, on 25.10.2005.

Sri S V Balasubramaniam is the Chairman of the Bannari Amman Group of Companies. Bannari Amman Sugars Limited, a NSE and BSE listed company under his leadership, operates five sugar factories with a combined crushing capacity of 24,000 tonnes per day, co-generation of power with a capacity of 130 MW and a 100% export-oriented granite unit. The sugar factories under his stewardship have received several national and state honours, including the Environment Excellence Award, National Energy Conservation Award, Technical Efficiency Award and State Level Safety Award.

In addition to these contributions, Sri S V Balasubramaniam has played a significant leadership role in the sugar industry at the national level. He has served twice as the Chairman of the Indian Sugar Mills Association (ISMA), the premier national body representing the sugar industry in India. He has also served as the President of the South Indian Sugar Mills Association (SISMA) - Tamil Nadu and as the President of SISMA - Karnataka, guiding major policy decisions, technological advancements and industry reforms across the southern region and the country.

CHAPTER 2

About Bannari Amman Institute of Technology (BIT) Sathyamangalam

2.1 Introduction

Established in the year 1996 by the Bannariamman Educational Trust, BIT has grown to become one of the most respected autonomous engineering institutions in India. Located in Sathyamangalam, Tamil Nadu, it was founded with the vision of providing quality technical education to students, especially from rural backgrounds. Starting with just four undergraduate programmes - Electrical and Electronics Engineering, Mechanical Engineering, Computer Science and Engineering and Textile Technology. The institution now offers 14 programmes including 11 B.E / B.Tech undergraduate programmes, 2 M.E / M.Tech postgraduate programmes and an MBA.

2.2 Academic Programmes and Departments

BIT currently offers a wide spectrum of disciplines such as:

Engineering & Technology

Under Graduate Programmes (B.E/B.Tech)

Computer Science and Engineering, Information Technology, Artificial Intelligence and Data Science, Artificial Intelligence and Machine Learning, Biotechnology, Electronics and Communication Engineering, Electrical and Electronics Engineering, Electronics and Instrumentation Engineering, Mechanical Engineering, Mechatronics Engineering and Agricultural Engineering.

Post Graduate Programmes (M.E)

Computer Science and Engineering, Industrial Safety Engineering.

Management (M.B.A)

MBA under the School of Management Studies.

PhD Programmes

Institute level Recognition obtained from the Affiliating University and hence all departments are eligible for conducting research programmes.

The college employs 425 teaching faculty, including 243 PhD holders and 214 non-teaching staff. The institution is home to around 7,600 students.

2.3 Accreditations and Awards

BIT has been accredited by the National Assessment and Accreditation Council (NAAC) with an A+ grade and a CGPA of 3.36 in its third cycle

(2021-2026*). Notably, BIT has been successfully accredited for three consecutive NAAC cycles, each with a CGPA above 3.01, demonstrating sustained institutional quality and performance over the years.

S. No.	NAAC Cycle	Grade	CGPA	Period	Remarks
1	I	A	3.11	15.06.2009 - 14.06.2014	
2	II	A	3.57	03.03.2015 - 02.03.2020	LOI accepted on 05.05.2014; NAAC permitted to submit SSR within six months from the receipt of LOI. Subsequently, SSR was submitted on 31.10.2014.
3	III	A+	3.36	08.02.2021 - 07.02.2026*	SSR submitted on 30.01.2020; validity extended due to Covid lockdown (NAAC intimation received on 09.04.2020 stating that the validity period shall be extended for 6 months or until the completion of Accreditation process by NAAC - Attached in in Annexure - Ia)

* As per the order received from the NAAC office dated 30th December 2025 (attached in Annexure - Ib), the validity of the current Cycle-3 accreditation stands extended until three months after the launch of the MBGL framework, with continued quality assurance through IQAC.

In addition to NAAC, multiple programmes at BIT are accredited by the National Board of Accreditation (NBA). BIT also received programme accreditation from the Institution of Engineering and Technology (IET), UK, for the period 2021-2024.

2.4 Infrastructure and Facilities

BIT is built on a vast campus spanning 180.88 acres with a total built-up area of 37.67 lakh sq.ft. The infrastructure includes:

Academic Infrastructure: 150 classrooms, 128 labs, 15 smart classrooms, an Auditorium and 10 seminar halls.

Academic Classroom

ICT Enabled Smart Classroom

Academic Laboratory

Computer Lab

Conference Room

Conference Hall

ICT Enabled Auditorium

ICT enabled Seminar Hall

Residential Facilities: 13 hostels with a total capacity of **6,044 students**.

Boys' Hostel (Aerial View)

Girls' Hostel (Aerial View)

Boys’ Hostel (Diamond)

Girls’ Hostel (Narmadha)

Boys' Hostel (Coral)

Girls’ Hostel (Ganga)

Boys' Hostel (Sapphire)

Girls’ Hostel (Yamuna)

Badminton Court - Boys’ Hostel

Basketball Court - Girls’ Hostel

Boys’ Hostel Room

Girls’ Hostel Room

Modern Kitchen

Faculty Accommodation: 293 - 3 BHK / 2BHK residential units for staff

BIT Staff Quarters - Playground

BIT Staff Quarters

Sports Facilities: Spread over 66,000+sq.m, with multiple courts, fields, indoor and semi-indoor stadiums.

Sports Complex - Aerial View

Indoor Badminton Court

Open Play Fields

Indoor Games

Medical Centre: 20-bedded hospital with doctors, nurses, pharmacy and an ambulance with all life support devices.

Medical Centre

Ambulance Service

Medical Facility

Dining Facilities: Dining halls with a total seating capacity of over 6,000 including a separate day scholar dining hall.

Boys' Hostel Dining Hall

Girls’ Hostel Dining Hall

Library: 97,410 volumes, 888 e-books and 3,026 e-resources with digital access and NPTEL resources.

Learning Center

Learning Resources

Library - General Study Area

Library - Self Study Hall

Library - Self Book Return Drop Box

Property Deposit Counter at the Library

Green Campus Initiatives: 26,000+ trees, rainwater harvesting (6.5 crore litre capacity), polyhouses, mushroom sheds and a 1,495 kW solar power plant.

Green Campus - Aerial View

Green Campus

Green Campus - Landscaping

Tree plantations (Miyawaki)

Roof Top Solar Power Plant

Rain water Recharge Pit

Rainwater Harvesting - Recharge Pond

Agri - Polyhouse

Agri field

2.5 Best Practises at BIT

2.5.1 Student Skill Development Initiatives at BIT

BIT Gurugulam: Bridging Foundational Skills with Industry Readiness

As part of its mission to offer holistic, industry-aligned education, the Bannari Amman Institute of Technology (BIT) launched the **BIT Gurugulam** initiative in 2021. The program equips all students with essential foundational skills, providing hands-on exposure and confidence in practical competencies aligned with industry needs.

BIT Gurugulam is a structured skill development framework covering the following domains:

- Prototype Modelling
- Welding
- Programmable Logic Controller
- Assembling and Dismantling of Home Appliances
- Electrical Wiring
- Electronics
- Computer Networking

These areas were purposefully chosen to give students a broad technical foundation irrespective of their discipline, enabling them to build strong hands-on abilities, technical intuition and problem-solving skills that support advanced courses, projects and internships.

The framework and Standard Operating Procedures (SOPs) were developed by industrial experts and trained faculty to ensure alignment with real-time industry standards. Faculty members involved in the program have undergone specialized training and bring both academic and practical expertise to the sessions. BIT Gurugulam reflects the institute's commitment to skill-integrated learning, preparing students to graduate with not only academic credentials but also the technical craftsmanship and applied knowledge valued by industry.

Prototype Modelling

Welding

Assembling and Dismantling

Programmable Logic Controller

Electrical Wiring

Electronics

Computer Networking

Special Laboratories: Fostering Innovation and Technical Mastery

At Bannari Amman Institute of Technology (BIT), academic excellence extends beyond classrooms through 22 Special and Applied Laboratories that foster product development, creativity, analytical thinking and participation in national and international hackathons and competitions.

These labs act as innovation zones with 24x7 student access, enabling continuous learning, experimentation and hands-on practice. Each lab is equipped with advanced technologies and focuses on a specific engineering or interdisciplinary domain, simulating real-world environments for prototype building, product development and practical problem-solving in areas such as robotics, AI, electronics, biomedical systems, automation and embedded technologies.

Key highlights include:

- Real-time industrial equipment like PLCs, cobots, industrial robots, 3D printers, CNC machines, OPAL-RT simulators and biomedical sensors.

- Training and mentoring by faculty experts and industry professionals.
- Specialized domains such as AI&ML, AR/VR, Embedded Technology, AI based Industrial Automation, Cloud & Cyber Security, Drones, IoT, Electric Vehicles and Robotics & Automation.

Material Characterisation FESEM Lab

CNC Vertical Machining Center

Drones

Metal 3D Printer

7 Axis Kuka Cobot

ABB 3D Printing Robot

FANUC 5 Axis CNC

PLC S7 1200

KUKA Six Axis Robot

Industrial Robot

S7 1500 PLC with HMI

Distributed Control System (DCS)

Through these labs, students are:

- Encouraged to innovate and develop solutions addressing societal and industrial challenges.
- Trained and mentored for leading technical events and hackathons such as the Smart India Hackathon (SIH), DIR-V Hackathon, KAVACH, Tata Technologies Innovent and Biomed Bharat Hackathon.
- Supported in publishing research papers in reputed national and international journals and conferences.
- Guided to file patents, build Minimum Viable Products (MVPs) and incubate startup ideas through BIT's Technology Business Incubator (TBI).

These applied laboratories operate as collaborative innovation ecosystems where students engage in project-based learning, teamwork, peer mentoring and hands-on exploration of emerging technologies. Many of BIT's notable student accomplishments - national awards, startup launches and high-impact research outputs - have originated from activities within these dynamic lab environments.

In essence, the Special and Applied Labs at BIT function as launchpads for future technologists, entrepreneurs and researchers, reaffirming the Institute's commitment to producing technically skilled, innovation-driven graduates capable of thriving in a rapidly evolving global landscape.

AI based Industrial Automation

Robotics & Automation Lab

AR-VR Lab

Digital Manufacturing and Robotic Aviation Intelligence Lab

Full Stack Development Lab

Printed Circuit Board (PCB) Lab

Manufacturing and Fabrication Centre

Manufacturing and Fabrication Centre

Bio Prospecting Lab

Hackathon Lab

2.5.2 Personalized Competency Development Program (PCDP)

At Bannari Amman Institute of Technology (BIT), academic excellence is closely interwoven with individual skill development and the Personalized Competency Development Program (PCDP) stands as a flagship initiative in this direction. PCDP is a structured and progressive assessment-cum-training platform designed to equip students with domain-specific, industry-relevant skills, while addressing individual learning needs and aspirations.

The unique feature of PCDP is its multi-level framework, where each skill track is designed with increasing levels of complexity. This stepwise approach ensures that students build a strong foundation before progressing towards advanced applications, fostering deeper understanding and mastery of each domain.

The PCDP covers a comprehensive spectrum of skills categorized under three major domains:

Software Skills

This stream equips students with critical programming competencies and advanced computing knowledge. It covers:

- Programming languages (C, C++, Java, Python, etc.,)
- Data structures and algorithms
- Core areas from computer science and IT clusters
- Industry-oriented software tools and platforms

Hardware Skills

Designed to cater to students across various engineering disciplines, this stream imparts practical knowledge and hands-on training in:

- Electronics and embedded systems
- Electrical systems and automation
- Mechanical design and manufacturing tools

- Agricultural machinery and field technologies
- Biotechnology instruments and lab protocols

General Skills

To promote all-round development, PCDP also includes training in essential life and career skills, such as:

- Quantitative aptitude and analytical reasoning
- Problem-solving strategies
- Communication and soft skills
- Patent filing and intellectual property awareness
- Physical fitness and personal well-being

The program is supported by continuous assessments, faculty mentorship and real-time feedback, making it a dynamic platform for personal growth and career readiness. PCDP is not a one-size-fits-all model - instead, it adapts to each student's pace and proficiency, allowing personalised learning trajectories aligned with their career goals in industry, research, or entrepreneurship.

By bridging academic knowledge with applied competencies, PCDP ensures that BIT graduates are not only academically strong but also technically proficient, industry-ready and innovation-capable professionals.

2.6 Hackathons and Achievements

BIT students actively participate and win in prestigious National-level hackathons:

- Tata Technologies Innovent Hackathon 2024 - First prize with ₹3.0 lakh
- Biomed Bharat Hackathon 2024 - First prize with ₹1.0 lakh
- Smart India Hackathon 2024 - Multiple Joint Winners with a cash prize of ₹ 1.5 lakh
- Hack4Purpose 2024 - First Position with ₹1.00 lakhs
- BRICS Future Skills & Tech Challenge 2024
- DIR-V Hackathon 2025 - First prize and Internship
- Forensic Hackathon 2025 - Second Place with ₹1,00,000
- Smart India Hackathon (SIH) Software Edition 2025 - First prize with ₹1.5 lakh
- Tamizhi Hackathon 2025 - First Position with ₹50,000

- Cyber Hackathon 2025 - First Place with ₹70,000
- L&T Techgium 2025 - Special Jury Award with ₹1,00,000
- Himashield 2025 - First Place along with ₹5.10 lakhs
- Smart Motion Hackathon 2026 - Second prize with ₹1.5 lakh
- Tamil Nadu's Mega Industrial Hackathon 2026 - Second Position with ₹75,000/-

Tata Technologies Innovent Hackathon 2024

Biomed Bharat Hackathon 2024

Smart India Hackathon (SIH) 2024

Hack4Purpose-2024

BRICS Future Skills - 2024

DIR-V Hackathon 2025

Forensic Hackathon 2025

Smart India Hackathon (SIH) 2025

Tamizhi Hackathon 2025

Cyber Hackathon 2025

L&T Techgium 2025

Himashield 2025

Smart Motion Hackathon 2026

Tamil Nadu’s Mega Industrial Hackathon 2026

2.7 Research and Development

The institution demonstrates a strong commitment to fostering a vibrant research ecosystem through continuous scholarly contributions, externally funded research projects, and consultancy services. The faculty and researchers actively engage in knowledge creation and industry collaboration, which is reflected in the number of publications, research grants received, and consultancy revenue generated over the past three academic years. The consolidated data is presented below.

Bannari Amman Institute of Technology fosters a robust research culture, as reflected in the significant scholarly output of its faculty and researchers over the last three academic years. During this period, the institution recorded 2,072 publications, secured ₹531.757 lakhs in research funding, and generated ₹159.97 lakhs through consultancy activities. These achievements underscore the institution's strong commitment to research excellence, industry collaboration, and innovation-driven development.

2.8 Innovation and Entrepreneurship through TBI

Bannari Amman Institute of Technology - Technology Business Incubator (BIT-TBI) was established in 2007 at BIT, Sathyamangalam, with support from the Science and Technology Entrepreneurship Development Board (STEDB) under the Department of Science and Technology (DST), Government of India. BIT-TBI functions as an institutional platform to foster knowledge-driven, innovative, and technology-intensive enterprises, with a focus on biotechnology applications across agriculture, food, healthcare, manufacturing, and rural development.

- 28 ongoing incubations
- 10 products with market-ready MVPs
- 7 IPRs filed
- Financial support of **₹268 lakhs**
- 2 MoUs signed

The TBI has nurtured startups, student ventures and industry partnerships to build a thriving innovation ecosystem.

2.9 IT Infrastructure at BIT

Bannari Amman Institute of Technology (BIT) has developed a robust, scalable and secure IT infrastructure to support its academic, administrative and research functions. The infrastructure is strategically

designed not only to enable efficient institutional operations but also to serve as a real-time learning platform for students.

Academic and Learning Support

The IT systems at BIT are structured to enhance academic delivery, digital learning and student engagement. Key platforms include:

Moodle LMS: A high-availability learning management system supporting up to 4,000 users, integrated with automated grading, code evaluation and over 500 assessment modules.

BIT Wiki: A comprehensive internal knowledge base using MediaWiki, containing over 23,000 pages, organized department-wise with role-based access and faculty-driven content creation. Key features include:

- Academic schedules, lesson plans, classroom links and assessment calendars
- Lecture notes, reference materials and topic-wise discussion forum through Discourse
- Handbook section containing faculty contact directory and infrastructure details
- Special labs information, including resources and source books
- World Skills training schedules and modules
- Mentor-wise student action plans and mentor contact details
- Clubs, societies, upcoming events and placement drive details

Discourse Platform: Used for academic discussions and Q&A, structured around subject categories and moderated by faculty.

IT as a Learning Platform

BIT has identified several core IT systems and services that also double as learning platforms for students, especially those in computer science, IT and related fields:

CCTV Systems - for training in installation, video analytics, object recognition and archival management. Installed over 1,500 CCTV.

Wi-Fi Architecture - enabling exposure to encryption, performance monitoring and network design. Installed over 1,500 units on campus.

1:1 Internet Leased Line - 3.25 Gbps dedicated leased line internet connectivity.

Network Security & Firewalls - covering web filtering, access policies and intrusion monitoring.

Cloud & Application Deployment - including containerization (Docker), orchestration and system backup strategies.

Server & Database Monitoring - focusing on optimization, tuning and caching strategies.

Security Information and Event Management - for centralized logging, event correlation and risk analysis.

Learning Centre - CCTVs

Learning Centre - CCTV Monitoring

Campus - CCTV Surveillance

ICT-enabled classroom with CCTV

CCTV Monitoring

Students Bio-Metric Attendance

Wi-Fi Enabled Zone

Data Center

Internet cafe

Tacitine-EN6200-EDU Firewall

IT Administrative and Support Systems

BIT maintains a full-fledged set of internal platforms to manage its operations:

MantisBT - a ticketing system for internal service requests with project-wise tracking and reporting.

SnipeIT - for campus-wide asset management, integrated by department and asset type.

Gitea - an internal Git-based source code repository supporting CI/CD workflows for faculty and student projects.

BIT's IT infrastructure is not only a backbone of academic delivery and institutional administration, but also a strategic enabler for skill development, innovation and industry readiness.

Sustainability and Campus Utilities

- **STP Capacity** : 20 lakh Litres/day
- **Solar Power Generation** : 1,495 kW
- **Biogas Generator** : 375 kVA
- **RO Water Plant** : 10,000 Litres/hour

- **Energy-efficient air conditioning** through chillers and VRF systems

Solar Panel System

Sewage Treatment Plant (STP)

RO Plant

Chiller plant

Transport and Amenities

BIT owns and operates a fleet of 27 buses and 12 electric battery vehicles, ensuring eco-friendly and safe student transport. Other facilities include:

- Three ATMs
- On-campus salons, laundries, cafeterias and mobile shops
- Fitness Centres for boys and girls

Transport (Bus Facility)

Transport (Battery Buggies)

ATMs

Laundry

Fitness Centres

Boys Salon

2.10 Graduated Students, year-wise (in percentage) 2011 onwards

Over the past 15 academic years (2010-2025), Bannari Amman Institute of Technology has demonstrated consistently high graduation outcomes. The graduation percentage has typically remained close to 90%, reflecting larger student cohorts. Detailed data is presented here year wise.

Academic Year	No. of Students Appeared	No. of Students Graduated	Graduation %
2010-2011	1,129	1,109	98.23
2011-2012	1,394	1,359	97.49
2012-2013	1,360	1,280	94.12
2013-2014	1,555	1,458	93.76
2014-2015	1,602	1,484	92.63
2015-2016	1,662	1,528	91.94
2016-2017	1,500	1,333	88.87

Academic Year	No. of Students Appeared	No. of Students Graduated	Graduation %
2017-2018	1,656	1,443	87.14
2018-2019	1,825	1,696	92.93
2019-2020	1,835	1,727	94.11
2020-2021	1,951	1,921	98.46
2021-2022	1,834	1,814	98.91
2022-2023	1,947	1,908	97.99
2023-2024	1,828	1,699	92.94
2024-2025	1,867	1,690	90.52

2.11 Institutional Leadership and Academic Team

The leadership team at Bannari Amman Institute of Technology (BIT) is a dynamic blend of visionary administrators, academic experts and committed professionals who collectively steer the institution toward excellence in education, research and societal impact.

Governing Body

Chairman: **Thiru S V Balasubramaniam**
A visionary industrialist and philanthropist, committed to transforming rural education through world-class infrastructure and values-driven leadership.

Trustee: **Thiru B Saravanan**
Actively involved in the strategic direction and educational mission of the Bannariamman Educational Trust.

Trustee: **Thirumathi M Chandni**
Playing a key role in guiding the strategic vision and governance of the institution. Her contributions help uphold the values and objectives of the Trust, ensuring its continued growth and service to society.

Institutional Administration

Apex Team

Principal : Dr C Palanisamy
Dean - Administration : Dr K Sivakumar
Dean - Academics and R&D : Dr A Amarkarthik

Senior Leadership Team

1. Dr R Bharani Kumar - Professor - Administration | Professor, Electrical and Electronics Engineering
2. Dr T Ramesh Kumar - Professor - Internal Quality Assurance Cell (IQAC) | Professor, Mechanical Engineering
3. Dr D Deepa - Professor - Academics and R&D | Professor, Biomedical Engineering

This highly qualified and diverse team plays a pivotal role in upholding BIT's values of academic excellence, innovation, student empowerment and community service.

2.12 Conclusion

Bannari Amman Institute of Technology stands as a model institution that seamlessly integrates academic excellence, technological advancement, social responsibility and sustainable development. Strategically located in rural Tamil Nadu, it has emerged as a world-class educational hub, transforming lives and empowering communities through its commitment to quality education and innovation.

CHAPTER 3

Profile of Bannari Amman Group

3.1 Introduction

The Bannari Amman Group is one of the largest industrial conglomerates in South India, with a diverse and impactful presence across manufacturing, trading and service sectors. With a business model rooted in value-based management and societal progress, the group has evolved into a trusted enterprise committed to industrial excellence, environmental responsibility and community development. Bannari Amman Sugars Limited has reported a net cash profit exceeding ₹1,800 crores. The company's share, with a face value of ₹10, is currently trading at a market price of approximately ₹4,000 per share. Accordingly, the market capitalization (equity value) of Bannari Amman Sugars reflects strong investor confidence and substantial financial performance.

Corporate Office Coimbatore

SVB Tech Park Coimbatore

Bannari Amman Public School(CBSE)

Bannari Amman Vidya Niketan (Matric)

Sugar Unit I Sathyamangalam

Sugar Unit I (Co-Gen) Sathyamangalam

Sugar Unit II Nanjangud

Sugar Unit II (Co-Gen) Nanjangud

Sugar Unit IV Thiruvannamalai

Sugar Unit V Thirukovilur

Granite Division

Sinnapuliyur Distillery

Windmill Power

Bio Compost Unit

3.2 Diverse Business Portfolio

The Bannari Amman Group operates across a broad range of industries, including:

Manufacturing & Trading

- Sugar, including sulphur-free and refined sugar
- Granite and allied products

Service Sector

- Wind Power Generation (15 MW across Tamil Nadu)
- Education, through the Bannariamman Educational Trust
- Information Technology Infrastructure via SVB Tech Park, SVB Sphere, Coimbatore

3.3 Sugar Mills and Co-generation

Bannari Amman Sugars operates five strategically located sugar manufacturing units across Tamil Nadu and Karnataka, with a total crushing capacity of 25,100 TCD (Tonnes of Cane per Day). These units are integrated with high-efficiency co-generation plants, enabling the Group to not only meet internal energy requirements but also export surplus power to the state electricity grids.

The combined co-generation capacity stands at 129.8 MW, underscoring the Group’s strong commitment to renewable energy and sustainable industrial practices. This contribution significantly supports regional energy security while aligning with India’s broader goals of green energy expansion.

3.4 Wind Power and Renewable Energy

The Group has installed 31 wind turbines in high-wind zones like Muppandal, Gudimangalam and Radhapuram in Tamil Nadu, generating 15 MW of clean energy. The power generated is fed into the Tamil Nadu Electricity Board (TNEB) grid and supports the group's captive consumption needs.

3.5 Agri Natural Fertilizer Unit

The Agri Natural Fertilizer Unit began with the mission to support sugarcane farmers through effective bio-solutions. Over the years, the unit expanded its reach to cater to a wide spectrum of crops including vegetables, fruits and flowers.

This strategic diversification not only strengthened the company’s presence in the agricultural sector but also fostered greater awareness and adoption of organic farming practices among the farming community.

Today, with over 26 years of dedicated experience, Bannari Amman group has emerged as a pioneer in Organic Bio-Solutions. Our comprehensive product portfolio includes more than 40 high-quality bio-products tailored to meet the diverse needs of farmers across India, promoting sustainable and eco-friendly agriculture.

3.6 Emerging in Information Technology Infrastructure

- **SVB Tech Park**, the Group's foray into IT infrastructure, is a 1 million sq. ft. integrated technology park located in Kalapatti, Coimbatore. Strategically developed on 7 acres near the airport corridor, SVB Tech Park is tailored to serve IT and BPO sectors with state-of-the-art facilities, robust connectivity and secured infrastructure, positioning it as a future innovation hub.
- **SVB Sphere** is an independent commercial development located on Trichy Road, Coimbatore, with a total built-up area of approximately 75,000 sq. ft. Designed to cater to IT, BPO and general commercial establishments, the facility offers modern infrastructure, flexible office layouts and essential amenities to support business operations.

3.7 Awards and Recognitions

The Bannari Amman Group's various units have consistently earned accolades for:

- Best Performance Sugar Factory
- Best Sugarcane Development & Highest Recovery
- Fuel Efficiency and Environmental Excellence
- Prompt Taxpayer Recognition from Commercial Taxes Department

These recognitions validate the group's operational excellence and commitment to sustainability, quality and compliance.

3.8 Corpus Fund Capability

In accordance with Clause 5(1) of the UGC Regulations, which mandates the creation and maintenance of a corpus fund of ₹25 crores (or as revised by the Commission) for institutions not funded by the Government seeking Deemed to be University status, we affirm that the Bannari Amman Group possesses the financial strength and credibility to fully comply with this requirement. With a net worth exceeding USD 270 million and an annual turnover crossing USD 570 million, the Group has an extensive legacy of establishing and sustaining large-scale ventures across industrial and educational domains. The Group has successfully

funded and managed premier institutions like Bannari Amman Institute of Technology, backed by state-of-the-art infrastructure and consistent growth. Given this strong financial foundation and its commitment to educational excellence, the Bannari Amman Group is fully capable of creating and maintaining the required corpus fund, ensuring long-term sustainability and financial autonomy of the proposed Deemed to be University.

3.9 Conclusion

The Bannari Amman Group is a multi-sectoral powerhouse with deep rural roots and a strong commitment to nation-building. From leading the renewable energy transition to providing employment across sectors and running premier educational institutions like BIT, the Group exemplifies the fusion of industrial strength and social responsibility.

As BIT aspires to become a Deemed to be University, it is backed by the solid foundation, values and vision of a highly ethical and nationally respected industrial group whose mission is not only to lead in business but also to empower communities and create a better society through education, technology and innovation.

CHAPTER 4

Rationale for Attaining Deemed to be University Status

4.1 Introduction

Bannari Amman Institute of Technology (BIT), a premier autonomous institution under Anna University, has demonstrated excellence in academic delivery, research and institutional governance over the past three decades. Having matured as a leading centre of higher technical education with strong outcomes, BIT now seeks to elevate itself as a Deemed to be University under Section 3 of the UGC Act, 1956. This transition is essential to achieve greater autonomy, agility and impact in addressing the evolving needs of students, industry and society at large.

4.2 Autonomy for Academic Innovation and alignment with NEP 2020

Attaining Deemed to be University status will significantly empower Bannari Amman Institute of Technology to align with the vision and reforms of the National Education Policy (NEP) 2020. The policy emphasizes flexibility, multidisciplinary education, research, skill integration, academic autonomy and student-centric learning-all of which require institutional freedom that is best enabled within a university framework.

Key NEP-aligned initiatives possible under university status include:

- **Multidisciplinary Curriculum Design**: Flexibility to introduce interdisciplinary programmes, major-minor structures, credit banks and elective courses across domains.
- **Academic Autonomy**: Independent authority to design curricula, assessment methods and academic calendars, facilitating timely implementation of NEP mandates.
- **Multiple Entry-Exit Options**: Ability to offer flexible exit points with appropriate certifications and diplomas as recommended under NEP.
- **Skill-based and Competency-driven Education**: Strengthen frameworks like **Personalized Competency Development Program (PCDP), Special Labs and Gurugulam** to offer outcome-based, skill-integrated education.
- **Focus on Research and Innovation**: Institutionalising research-oriented undergraduate education, dedicated innovation hubs and funding models as per NEP directives.
- **Faculty Development and Empowerment**: Greater autonomy in faculty recruitment, training and promotion systems based on performance and research, aligned with NEP goals.

- **Digital and Open Learning**: Seamless integration of MOOCs, blended learning and online certification modules within the curriculum structure.
- **Holistic and Inclusive Student Development**: Implementation of value-based education, environmental awareness, physical wellness and life skills modules.

4.3 Competency-Based Engineering Education

The institution has already embedded competency-based learning through initiatives like the Personalized Competency Development Program (PCDP), BIT Gurugulam and 22 special labs. As a deemed to be university, BIT can institutionalize such frameworks across all departments, embed outcome-driven pedagogies and ensure every graduate meets well-defined skill benchmarks before graduation.

4.4 Timely and Transparent Examination System

Currently, academic schedules and degree declarations are influenced by the affiliating university. Delay in conduct of examinations, result publication and awarding of degrees often affects higher education admissions and job placements. Deemed to be university status would allow BIT to maintain strict adherence to academic calendars, ensuring on-time assessments, results and convocation, improving institutional credibility and student confidence.

4.5 Industry-Relevant Curriculum

As a technology-driven institution, BIT engages continuously with industries through MoUs, internships and joint research. However, academic rigidity limits the integration of cutting-edge tools, certifications and modular training into the curriculum. Deemed to be university status will enable dynamic and customisable program structures, thus allowing real-time curriculum redesign in consultation with industry partners.

4.6 Addressing Societal and Rural Needs

BIT has consistently engaged in projects that solve local, rural and societal problems, ranging from water management to sustainable agriculture and health-tech innovations. As a deemed to be university, BIT can introduce special research clusters, community innovation centres and rural outreach programs that align with the national agenda on Atmanirbhar Bharat and Sustainable Development Goals (SDGs).

4.7 Catering to Regional and Local Industrial Demands

Situated in an industrially vibrant but academically underserved rural region, BIT is uniquely positioned to respond to the specific technological and manpower needs of local industries. Autonomy under a deemed to be university framework would allow customisation of skill-based diplomas, industry-integrated programs and executive education to support regional economic growth.

4.8 Academic, Administrative and Financial Autonomy

Transitioning to a deemed to be university will decentralise governance and enable:

- **Academic autonomy** in launching new programs, credit flexibility and interdisciplinary studies.
- **Administrative autonomy** to structure efficient processes and institutions (schools, centres and faculties).
- **Financial autonomy** to mobilise and allocate funds toward innovation, infrastructure, faculty development and internationalisation.

4.9 Faculty Empowerment and Research Ecosystem

BIT supports a strong culture of faculty research, IP generation and startup mentoring. As a deemed to be university, the institution will be empowered to:

- Introduce faculty-led centres of excellence and doctoral programs.
- Provide promotion and incentive policies linked to innovation, teaching and publications.
- Establish academic chairs and international collaborations without procedural bottlenecks.

4.10 Internationalisation and Global Benchmarking

With deemed to be university status, BIT can forge academic and research partnerships with global universities, admit international students and offer dual-degree and twinning programs, thus enhancing the institute’s global footprint.

CHAPTER 5

Eligibility To Be Declared As Deemed To Be University

5.1 Eligibility Norms for Deemed-to-be-University Status

Bannari Amman Institute of Technology (BIT) meets the eligibility requirements specified under Clause 4 of the UGC Deemed-to-be University Regulations, 2023. The following outlines the university's adherence to these criteria:

Criteria 1: Multi-disciplinary institution having a minimum of five departments

BIT comprises 12 academic departments, including Agricultural Engineering, Artificial Intelligence and Data Science, Artificial Intelligence and Machine Learning, Biotechnology, Computer Science and Engineering, Electrical and Electronics Engineering, Electronics and Communication Engineering, Electronics and Instrumentation Engineering, Information Technology, Mechanical Engineering, Mechatronics Engineering and the School of Management Studies. Bannari Amman Institute of Technology currently offers the following academic programs through the departments mentioned above:

Undergraduate Programmes:

- B.Tech. Agricultural Engineering
- B.Tech. Artificial Intelligence and Data Science
- B.Tech. Artificial Intelligence and Machine Learning
- B.Tech. Biotechnology
- B.E. Computer Science and Engineering
- B.E. Electrical and Electronics Engineering
- B.E. Electronics and Communication Engineering
- B.E. Electronics and Instrumentation Engineering
- B.Tech. Information Technology
- B.E. Mechanical Engineering
- B.E. Mechatronics Engineering

Postgraduate Programmes:

- M.E. Computer Science and Engineering
- M.E. Industrial Safety and Engineering
- M.B.A. (Master of Business Administration)

This breadth of academic offerings across multiple disciplines clearly demonstrates BIT's adherence to the UGC requirement of being a multi-disciplinary institution with more than five academic departments.

Criteria 2: Valid accreditation by NAAC with at least a 3.01 cumulative grade point average (CGPA) for three consecutive cycles

Bannari Amman Institute of Technology has consistently maintained NAAC 'A' accreditation or higher, achieving a CGPA of 3.01 or above for the last three consecutive cycles. The institution has also ensured the timely submission of all accreditation and re-accreditation applications within the required time frame for each cycle.

Below is a summary of the NAAC accreditations:

S. No.	NAAC Cycle	Grade	CGPA	Period	Remarks
1	I	A	3.11	15.06.2009 - 14.06.2014	
2	II	A	3.57	03.03.2015 - 02.03.2020	LOI accepted on 05.05.2014; NAAC permitted to submit SSR within six months from the receipt of LOI. Subsequently, SSR was submitted on 31.10.2014.
3	III	A+	3.36	08.02.2021 - 07.02.2026*	SSR submitted on 30.01.2020; validity extended due to Covid lockdown (NAAC intimation received on 09.04.2020 stating that the validity period shall be extended for 6 months or until the completion of Accreditation process by NAAC)

* As per the order received from the NAAC office dated 30th December 2025 (attached in Annexure-I), the validity of the current Cycle-3 accreditation stands extended until three months after the launch of the MBGL framework, with continued quality assurance through IQAC.

Criteria 3: Academic and physical infrastructure as may be specified by the relevant statutory body

Bannari Amman Institute of Technology is approved by the All India Council for Technical Education (AICTE) and operates in full compliance with all statutory norms and guidelines prescribed by the Council. The institution consistently ensures adherence to AICTE's academic, infrastructural, faculty and operational standards.

The latest AICTE approval for the current academic year has been obtained and is enclosed in the Annexure-II for reference.

In accordance with statutory requirements, Bannari Amman Institute of Technology has a total built-up area of 37,25,233.75 sq.ft. Of this, 13,26,216.67 sq.ft. are utilized for academic facilities, while the remaining 23,99,017.08 sq.ft. are dedicated to non-academic and playing activity infrastructure.

Below is the summary of the current infrastructure at BIT:

S.No.	Category	Built-up Area in Sq.ft
1	Instructional Area	13,26,216.67
2	General Amenities	1,58,770.26
3	Hostel (Girls & Boys)	11,43,097.58
4	Staff Quarters	3,56,736.34
5	Staff Quarters & Dining hall extension	1,69,585.41
6	Playground facilities	5,70,827.50
	Total	**37,25,233.75**

Criteria 4: Approval of the relevant statutory body for the professional courses

Bannari Amman Institute of Technology is pleased to offer a comprehensive range of professional courses, all of which have been approved by the All India Council for Technical Education (AICTE).

Furthermore, BIT has achieved National Board of Accreditation (NBA) certification for the following engineering programs:

- B.E. Computer Science and Engineering
- B.E. Electronics and Communication Engineering
- B.Tech. Biotechnology
- B.E. Electrical and Electronics Engineering

- B.Tech. Information Technology
- B.E. Mechanical Engineering
- B.E. Electronics and Instrumentation Engineering
- B.Tech. Agricultural Engineering
- B.E. Mechatronics Engineering
- MBA Master of Business Administration

Criteria 5: Teacher-student ratio of 1:20 with a minimum combined 150 faculty and 3,000 student strength, with at least one-fifth being post-graduate or research students

Bannari Amman Institute of Technology maintains an excellent faculty-student ratio of 1:18, with 425 qualified faculty members serving 7,557 students. The institution fully meets the UGC requirements for Deemed to be Universities, exceeding the minimum benchmark of 150 faculty members and 3,000 students and has a strong postgraduate presence with around 150 PG and research scholars.

As an AICTE-approved institution, BIT adheres to all statutory norms, with its faculty strength, student enrolment, infrastructure and academic processes regularly audited and found compliant. The latest AICTE approval is included in the Annexure-II. This strong regulatory compliance and academic capability demonstrate BIT’s readiness to function as a Deemed to be University, with the capacity to independently uphold high standards of education, governance and resource management.

Criteria 6: Have an administrative area, library, lecture halls, labs, hostels, health care, common facilities and recreational facilities

The institution possesses comprehensive infrastructure to support academic, administrative and residential functions. It has a well-organized administrative block for efficient governance, along with a fully equipped library offering extensive physical and digital resources for academic and research needs. Spacious, well-ventilated lecture halls and modern laboratories facilitate effective teaching and hands-on learning. The campus provides separate hostels for male and female students, ensuring a safe and comfortable residential environment. A dedicated health care center is available to meet the medical needs of students and staff. Ample common facilities-including dining areas, common rooms and meeting halls-support daily student activities. Recreational amenities such as sports grounds and indoor activity centers contribute to students’ physical well-being and holistic development.

CHAPTER 6

The Strategic Plan

6.1 Planning Process

BIT is firmly committed to excellence in education, research, innovation and societal development. This commitment is embodied in its Vision, Mission, Core Values, Institutional Goals and Strategic Priorities. Understanding that institutional growth is shaped by collective insight, BIT adopted an inclusive and participatory approach to strategic planning.

To guide this transformation, a Strategic Planning Steering Committee-comprising senior faculty, academic leaders, administrators, industry advisors and subject experts was constituted to develop a forward-looking blueprint aligned with BIT's aspirations for becoming BIT Deemed-to-be University (BIT-DTBU). The planning process was strengthened through extensive consultations with scholars, industry leaders, alumni, students and community partners, ensuring that the strategy reflects both academic needs and real-world expectations.

Through structured brainstorming sessions and thematic working groups, BIT identified priority areas spanning academic enhancement, research expansion, infrastructure development, industry linkage and global engagement. The resulting Strategic Plan articulates BIT's vision for the next fifteen years and provides a coherent pathway for achieving it. It clearly answers a central question for all stakeholders: *What is BIT seeking to become and how will it realize this transformation?*

6.2 BIT - Five-Year Strategic Plan

Academic Development

- Implement NEP 2020 flexible curricula with ABC and Multi-Entry / Multi-Exit.
- Launch new UG / PG programs in AI, EV, Robotics, Data Science, Biotech, Advanced Manufacturing, Design and Management.
- Strengthen outcome-based and digital learning practices.

Multidisciplinary Expansion

- Establish major academic schools across Engineering, Sciences, Management, Liberal Arts and Agriculture.
- Strengthen academic governance and audit systems.

Digital Transformation

- Create a Digital Learning Hub with virtual labs and e-content production.
- Develop digital tools and products for online learners.

Global Collaboration

- Build partnerships with 15–20 international universities.
- Start faculty / student exchanges and global short-term programs.

Research & Industry Connect

- Establish CoEs in AI, EV, Biotechnology and Advanced Materials.
- Increase funded projects, patents, prototypes and consultancy.
- Expand industry-linked labs and training programs.

Lifelong Learning & Community Engagement

- Offer upskilling programs for professionals.
- Conduct rural, agricultural and community development initiatives.

Sustainability & Inclusivity

- Implement green campus and digital inclusion projects.
- Strengthen student support and accessibility.

Governance & Quality Systems

- Strengthen IQAC, research ethics and IP management.
- Expand incubation and entrepreneurship support.

Infrastructure Development

- Build new academic blocks, labs, hostels and ICT facilities.
- Enhance sports, health and student support amenities.

Branding & Accreditation

- Improve national and global visibility.
- Prepare for NAAC, NBA and international accreditations.

6.3 15 Year Strategic Vision Plan

In an era shaped by rapid technological advancements and evolving educational expectations, BIT has crafted a bold and future-ready Fifteen-Year Strategic Vision Plan. This long-term roadmap is aligned with the National Education Policy (NEP 2020) and aims to empower students with employability skills, multidisciplinary competencies and global readiness. BIT's vision positions the future BIT-DTBU as a leader in academic innovation, industry collaboration, research excellence and societal impact. In the next 15 years, the Institute plans to align its activities to achieve the following:

Academic Excellence & Program Innovation

- Deliver industry-aligned, demand-driven and future-oriented programs using advanced pedagogical practices.

- Introduce cutting-edge training programs aligned with AI, EV, robotics, data science, biotech, advanced manufacturing and emerging technologies.
- Expand programs in engineering, sciences, agriculture, health sciences, management, design and liberal arts, both in offline and online modes.
- Implement multi-entry/multi-exit pathways aligned with NEP 2020.
- Offer flexible, credit-mapped degrees and diplomas integrated with the Academic Bank of Credits (ABC).

Institutional Growth & Multidisciplinary Development

- Transform BIT into a one-stop multidisciplinary centre of excellence for education, training and research.
- Establish leadership in offering doctoral, post-doctoral, master's and bachelor's programs in frontier domains.
- Develop graduates with advanced problem-solving, analytical and innovation capabilities.

Digital Transformation & Educational Innovation

- Become a major repository of digital resources in technical education.
- Provide expert services in developing OBE-based, NSQF-compliant curricula for engineering and professional programs.
- Develop digital learning tools, simulations and online academic products for global learners.

Global Collaborations & Mobility

- Forge strong partnerships with international universities, industries and research organizations.
- Expand international opportunities for faculty, staff and student exchange.
- Design programs specifically for global learners and visiting international delegations.

Research, Innovation & Industry Connect

- Establish Centers of Excellence (CoEs) in strategic areas through academia-industry collaboration.
- Secure substantial research funding from DST, AICTE, DRDO, industries and international agencies.
- Foster research-to-IPR culture by increasing patents, copyrights, prototypes and product development.
- Engage extensively in industry consultancy, driving revenue generation and knowledge transfer.

Lifelong Learning & Professional Development

- Offer specialized programs for working professionals, enhancing upskilling and reskilling opportunities.
- Conduct targeted programs addressing community, agricultural, rural and societal needs.

Sustainable and Inclusive Development

- Implement technology-based solutions for rural development, bridging the digital divide.
- Promote sustainable practices across campus aligned with environmental and social responsibility.

Institutional Quality, Accountability & Excellence

- Implement a robust academic and administrative audit system for continuous improvement.
- Promote campus-wide innovation, research ethics and intellectual property awareness.
- Strengthen BIT's incubation ecosystem to support start-ups and entrepreneurial ventures.

The following are identified as major key pillars of the proposed Deemed to be University's strategic plan:

- Academic Preeminence
- Groundbreaking Research & Innovation
- Strategic Collaborations & Networks
- Entrepreneurship, Startup & Consultancy Growth
- Attracting and Retaining Top Talent
- Well-being of Faculty, Staff & Students
- Inclusive and Rigorous Admissions
- Global Diversity & Exchange
- Effective Governance & Institutional Leadership
- Modern Infrastructure & Learning Resources
- Alumni Engagement & Support
- Robust ICT Ecosystem & Digital Transformation
- Financial Stability & Strategic Investments
- Capacity Building & Leadership Development
- Institutional Self-Sufficiency & Resilience
- Environmental & Social Sustainability
- Community Outreach & Regional Impact
- Strategic Branding & Global Visibility
- Recognition, Rankings & Accreditations
- Holistic Personal and Professional Growth

These pillars form the foundation of BIT's long-term strategy for academic excellence, multidisciplinary growth and societal contribution. The strategic plan establishes BIT-DTBU as a future-ready institution recognized nationally and internationally for its teaching quality, impactful research, innovation culture and community-centered education.

CHAPTER 7

Academic Development Plan

7.1 Strategic Vision

'To emerge as a premier Deemed-to-be-University recognized for academic distinction, transformative education, innovation-driven research and meaningful societal engagement'

BIT aims to grow into a nationally and internationally distinguished multidisciplinary university, responsive to rapid advancements in science, technology and higher education. The institution is committed to fostering integrative learning, strengthening a vibrant research culture and driving innovation aligned with the National Education Policy (NEP 2020).

7.2 Strategic Mission

- Enhancement of academic quality through continuous curriculum refinement, integration of emerging technologies and adoption of industry-aligned pedagogical practices.
- Introduction of innovative, future-oriented programs across engineering, sciences, agriculture, health sciences, management, design and liberal arts.
- Development of a strong research ecosystem through faculty–student collaboration, interdisciplinary research centres and externally funded projects.
- Expansion of global engagement via international partnerships, dual degrees, exchange programs and collaborative research initiatives.
- Promotion of learner-centric practices including active learning, personalised pathways, mentoring systems and project-based learning.
- Integration of digital and AI-driven tools to enhance teaching-learning efficiency, accessibility and collaboration.
- Strengthening of faculty expertise through structured training, international exposure, research support and ongoing professional development.
- Assurance of academic quality through robust internal audits, effective assessment mechanisms and benchmarking with national and global standards.

7.3 Objectives

- Enhance academic rigour and student learning outcomes through enriched, holistic educational experiences from undergraduate to doctoral levels.
- Develop programs that respond proactively to emerging opportunities in industry, research, government and society.
- Drive innovation in teaching methodologies through experiential, research-integrated and technology-enabled approaches.
- Establish a dedicated Teaching & Learning Excellence unit to support pedagogical innovation and faculty development.
- Strengthen practical exposure, career readiness and professional advancement through internships, industry projects and a robust career development framework.

7.4 Strategic Academic Action Plan

BIT's Academic Development Plan provides a structured roadmap to strengthen academic excellence, industry relevance, and global competitiveness while aligning with the objectives of NEP 2020 and the long-term vision of a Deemed-to-be University.

1. Curriculum Innovation and Flexibility

BIT will promote academic autonomy in designing modern, interdisciplinary and outcome-driven curricula aligned with national and global standards. Programs will integrate industry–academia gap analyses, internships, projects, and experiential components to ensure relevance and employability. New programs will be introduced in emerging areas such as Artificial Intelligence, Quantum Computing, Electric Vehicle Technology, Sustainability, Biotechnology, and Advanced Manufacturing.

The curriculum framework will align with NSQF standards, incorporate job-oriented certificate programs, and support flexible credit pathways through the Academic Bank of Credits (ABC) with multi-entry and multi-exit options. Curricula will be reviewed and updated biennially with expert and industry inputs.

2. Teaching–Learning Excellence

BIT will adopt innovative teaching strategies that promote active and student-centered learning. Pedagogical approaches will include project-based learning, inquiry-driven methods, flipped classrooms,

experiential laboratories, simulations, and collaborative learning environments.

Faculty capability will be strengthened through continuous professional development programs, and access to Open Educational Resources (OERs), MOOCs, digital libraries, and international learning opportunities will be expanded. A Teaching–Learning Centre (TLC) will be established to lead pedagogical innovation and ensure continuous improvement aligned with global best practices.

3. Assessment Reforms and Quality Assurance

The institution will implement transparent, technology-enabled examination and evaluation systems supported by Outcome-Based Education (OBE) practices. Expert groups will develop higher-order assessment tools and innovative evaluation methodologies to measure learning outcomes effectively.

Regular academic audits, program reviews, peer evaluations, and continuous student feedback mechanisms will ensure sustained quality enhancement and alignment with institutional goals.

4. Technology-Enabled Education

BIT will integrate advanced digital technologies to enhance teaching, learning, and academic administration. This includes the adoption of Learning Management Systems (LMS), AI-enabled tools, analytics dashboards, virtual laboratories, and multimedia-enabled classrooms.

Digital infrastructure will support AR/VR-based learning environments, e-content development studios, and multimodal learning resources, enabling flexible and hybrid modes of education.

5. Data-Driven Academic Enhancement

Learning analytics and academic data systems will be utilized to track learner progress, identify learning gaps, and support diverse learning needs. Data-driven insights will guide curriculum refinement, teaching interventions, and academic planning, ensuring continuous improvement in learning outcomes.

6. Industry Engagement and Experiential Learning

BIT will strengthen industry collaboration through internships, industrial training, real-world projects, and industry-aligned certification programs. Strategic partnerships with industries will be expanded through MoUs, industry advisory boards, visiting experts, industry chairs, and technology

exchange initiatives, ensuring that academic programs remain aligned with evolving industry needs.

7. Online and Blended Learning Expansion

The institution will expand its digital education capabilities to deliver online, blended, and certificate programs. Faculty will be trained in digital pedagogy, and MOOCs from platforms such as NPTEL and SWAYAM, along with BIT-developed MOOCs, will be integrated as supplementary learning opportunities across programs.

8. Holistic Student Development

BIT will focus on comprehensive student development through structured mentorship systems, leadership development programs, communication and life skills training, and strengthened career counselling and placement support. These initiatives will enhance students' professional readiness and global competitiveness.

9. Research, Innovation and Global Engagement

Centres of Excellence will be established in frontier research areas, supported by seed funding, research grants, and industry–academia collaborative projects. BIT will also strengthen international partnerships, student exchanges, internships, and study-abroad opportunities, supported by global readiness and language training programs.

10. Faculty Advancement and Institutional Excellence

Faculty will be supported through continuous professional development, international collaborations, conference participation, and recognition of teaching and research excellence. Institutional processes will emphasize continuous improvement through periodic reviews, benchmarking, and feedback-driven reforms.

7.5 Five-Year Academic Implementation Plan

Bannari Amman Institute of Technology (BIT) will implement a structured five-year academic development plan to strengthen curriculum relevance, pedagogical innovation, industry engagement, and technology-enabled learning in alignment with NEP 2020 and its vision of becoming a globally relevant, innovation-driven Deemed-to-be University. The institution will leverage its academic autonomy to continuously refine curricula through inputs from industry experts, alumni, research centres, and faculty, ensuring alignment with emerging fields such as Artificial Intelligence, Electric Vehicle technologies, robotics, digital engineering, biotechnology, and sustainability. The academic framework will support flexible and

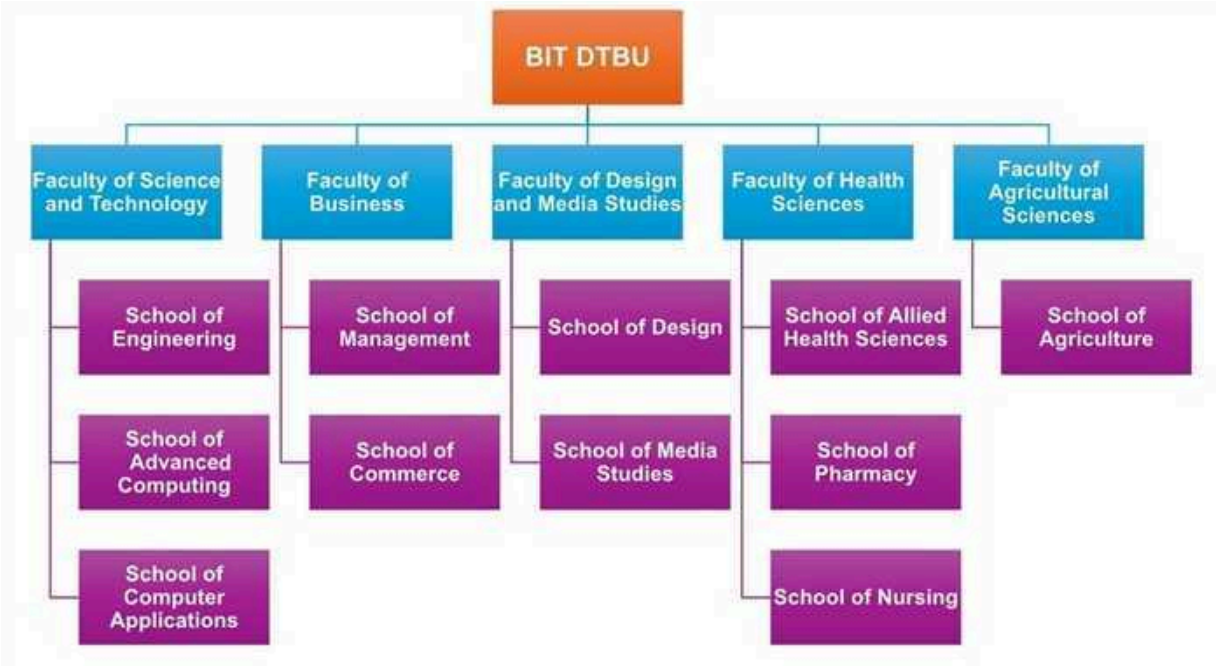
interdisciplinary learning through choice-based pathways, minor specializations, Academic Bank of Credits (ABC) enabled credit transfers, and multi-entry/multi-exit options, while integrating online learning resources from NPTEL, SWAYAM and BIT-developed MOOCs. Teaching–learning processes will be strengthened through experiential and project-based learning, flipped classrooms, virtual laboratories, and the use of learning management systems and analytics-driven feedback mechanisms. Strong industry partnerships will facilitate internships, real-world projects, and technology exchange, while the Self-Growth Framework will enable students to earn credits through participation in technical clubs, professional societies, innovation initiatives, social engagement, and entrepreneurship activities. Continuous academic audits, outcome-based assessment practices, and faculty development initiatives through a Teaching–Learning Centre will ensure quality enhancement, while expanded global collaborations and research-driven learning opportunities will prepare graduates to thrive in an innovation-driven and globally connected knowledge economy.

7.6 Programs to be offered in the Deemed to be University

The proposed **BIT Deemed-to-be-University** will offer a wide range of programs designed to meet emerging technological demands and global skill needs. All programs emphasize strong industry relevance, cutting-edge curriculum, practical and experiential learning and holistic, multidisciplinary development.

Academic Faculties at BIT-DTBU

The academic faculties at BIT-DTBU span a wide array of disciplines. Each faculty is committed to delivering industry-relevant education, blending theoretical knowledge with hands-on experience to equip students with the skills and expertise needed to thrive in a rapidly evolving global landscape.



Faculty of Science and Technology

The Faculty of Science and Technology is a dynamic hub of interdisciplinary education, bringing together the School of Engineering, School of Advanced Computing and School of Computer Applications. It offers programs that integrate strong foundations with emerging fields such as AI, robotics, additive manufacturing and data analytics. With a focus on real-world impact, the faculty emphasizes hands-on research, industry collaboration and project-based learning. Students gain opportunities to work on live industrial problems, supported by state-of-the-art laboratories, innovation centres and collaborative spaces. The faculty is committed to developing adaptable graduates equipped to lead in a rapidly evolving technological landscape.

Faculty of Business

The Faculty of Business prepares future-ready leaders through a blend of modern management education and strong commerce fundamentals. Comprising the School of Management and the School of Commerce, it emphasizes digital transformation, e-commerce and data-driven decision-making. With a curriculum that integrates innovation, strategy and practical industry exposure, the faculty equips students to navigate and lead in an evolving global business environment.

Faculty of Design and Media Studies

The Faculty of Design and Media Studies is a creative hub that merges contemporary design thinking with modern media expertise. The School of Design fosters innovation, interdisciplinary collaboration and

sustainable design practices, while the School of Media Studies prepares students to excel across traditional and digital communication platforms. Together, the faculty nurtures designers and media professionals capable of shaping impactful experiences in rapidly evolving creative industries.

Faculty of Health Sciences

The Faculty of Health Sciences advances multidisciplinary healthcare education through the School of Allied Health Sciences, School of Pharmacy and School of Nursing. Its programs combine strong theoretical grounding with essential clinical and practical training. Students graduate prepared to deliver high-quality care, contribute to medical research and assume leadership roles in a complex and evolving healthcare ecosystem.

Faculty of Agricultural Sciences

The Faculty of Agricultural Sciences develops professionals equipped to address contemporary agricultural challenges. Through the School of Agriculture, students gain a solid foundation in scientific and technological approaches to farming, with emphasis on sustainability, innovation and hands-on problem-solving. The faculty prepares graduates to contribute to food security, environmental conservation and advancements in agricultural productivity.

7.7 List of Programs, to be Offered during the Fifteen Years (2026-40)

School of Engineering

Programme Name	Duration (Years)	Year 1 Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
B.Tech Mechanical General	4	2,00,000	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
B.Tech Mechanical (Additive Manufacturing)	4	2,00,000	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B.Tech Mechatronics	4	2,00,000	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60
B.Tech Civil Engineering	4	2,00,000	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
B.Tech EEE	4	2,00,000	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
B.Tech ECE	4	2,00,000	240	240	240	240	240	240	240	240	240	240	240	240	240	240	240
B.Tech Biotechnology	4	2,00,000	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
B.Tech EIE	4	2,00,000	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60

Programme Name	Duration (Years)	Year 1 Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
M.Tech Industrial Safety Engineering	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
M.Tech Additive Manufacturing	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
M.Tech Robotics	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
M.Tech UAV	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
M.Tech Civil	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
M.Tech Electric Vehicles	2	1,25,000	18	21	25	28	36	36	36	36	36	36	36	36	36	36	36
Total New Enrolments			828	846	870	888	936	936	936	936	936	936	936	936	936	936	936
Total Enrolments			828	1674	2436	3198	3264	3312	3312	3312	3312	3312	3312	3312	3312	3312	3312

School of Advanced Computing

Programme Name	Duration (Years)	Year 1 Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
M.Tech CSE - General	2	1,50,000	24	30	36	48	60	60	60	60	60	60	60	60	60	60	60
B.Tech CSE General	4	2,25,000	360	360	360	360	360	360	360	360	360	360	360	360	360	360	360
B.Tech CSE Cyber Security & Forensics	4	2,25,000	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
B.Tech AI & ML	4	2,25,000	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
B.Tech AI & DS	4	2,25,000	240	240	240	240	240	240	240	240	240	240	240	240	240	240	240
B.Tech CSE Cloud Computing	4	2,25,000	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
B.Tech Information Technology	4	2,25,000	240	240	240	240	240	240	240	240	240	240	240	240	240	240	240
Total New Enrolments			1224	1230	1236	1248	1260	1260	1260	1260	1260	1260	1260	1260	1260	1260	1260
Total Enrolments			1224	2454	3666	4884	4908	4920	4920	4920	4920	4920	4920	4920	4920	4920	4920

School of Computer Applications

Programme Name	Duration (Years)	Year 1 Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
MCA (General, AI ML, Big Data & Cloud Computing, Full Stack Development)	3	1,50,000	60	90	120	120	120	120	120	120	120	120	120	120	120	120	120
BCA General	3	1,75,000	60	96	120	120	120	120	120	120	120	120	120	120	120	120	120
BCA AR VR	3	1,75,000	60	60	96	120	120	120	120	120	120	120	120	120	120	120	120
BCA Gaming and Graphics Design	3	1,75,000	-	-	60	96	120	120	120	120	120	120	120	120	120	120	120
BCA Data Analytics	3	1,75,000	-	-	60	96	120	120	120	120	120	120	120	120	120	120	120
Total New Enrolments			180	246	456	552	600	600	600	600	600	600	600	600	600	600	600
Total Enrolments			180	426	882	1254	1608	1752	1800	1800	1800	1800	1800	1800	1800	1800	1800

School of Management

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
MBA (Marketing / HR/ Finance, Business Analytics, Digital Marketing, Banking and Finance, Logistics and Supply Chain Management, Digital Transformation, Healthcare and Hospital Management)	2	1,75,000	150	240	300	360	420	480	600	600	600	600	600	600	600	600	600
BBA	3	1,50,000	30	48	60	60	60	60	60	60	60	60	60	60	60	60	60
BBA E-Commerce and Supply Chain	3	1,50,000	-	30	48	60	60	60	60	60	60	60	60	60	60	60	60
BBA FinTech	3	1,50,000	-	-	30	48	60	60	60	60	60	60	60	60	60	60	60
BBA Digital Marketing	3	1,50,000	-	-	30	48	60	60	60	60	60	60	60	60	60	60	60
BBA Business Analytics	3	1,50,000	-	-	30	48	60	60	60	60	60	60	60	60	60	60	60
Total New Enrolments			180	318	498	624	720	780	900	900	900	900	900	900	900	900	900
Total Enrolments			180	498	846	1200	1542	1764	1980	2100	2100	2100	2100	2100	2100	2100	2100

School of Commerce

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
M.Com - General - Forensic Audit and Corporate Fraud Prevention	2	1,00,000	-	-	-	30	30	45	60	60	60	60	60	60	60	60	60
B.Com (Computer Applications, Banking and Finance, Corporate Accounting and Taxation)	3	1,00,000	30	48	60	120	120	120	120	120	120	120	120	120	120	120	120
Total New Enrolments			30	48	60	150	150	165	180	180	180	180	180	180	180	180	180
Total Enrolments			30	78	138	258	360	435	465	480	480	480	480	480	480	480	480

School of Design

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
B.Des Transportation Design	4	2,00,000	-	-	30	45	60	60	60	60	60	60	60	60	60	60	60
B.Des Product Design	4	2,00,000	-	-	-	30	45	60	60	60	60	60	60	60	60	60	60
B.Des Space Design	4	2,00,000	-	-	-	30	45	60	60	60	60	60	60	60	60	60	60
B.Des Game Design	4	2,00,000	-	-	-	-	30	60	60	60	60	60	60	60	60	60	60
M.Des	2	1,50,000	-	-	18	21	24	30	30	30	30	30	30	30	30	30	30
Total New Enrolments			-	-	48	126	204	270	270	270	270	270	270	270	270	270	270
Total Enrolments			-	-	48	174	360	609	825	960	1020	1020	1020	1020	1020	1020	1020

School of Media Studies

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
BA/MC	3	1,25,000	-	-	-	30	45	60	60	60	60	60	60	60	60	60	60
B.A Visual Communication	3	1,25,000	-	-	-	30	45	60	60	60	60	60	60	60	60	60	60
M.A. Journalism & Mass Communication	2	1,00,000	-	-	-	9	12	15	15	15	15	15	15	15	15	15	15
Total New Enrolments			-	-	-	69	102	135	135	135	135	135	135	135	135	135	135
Total Enrolments			-	-	-	69	171	297	360	390	390	390	390	390	390	390	390

School of Nursing

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
B.Sc. Nursing	4	1,50,000	-	-	-	-	-	-	-	80	100	100	100	100	100	100	100
M.Sc. Nursing	2	1,75,000	-	-	-	-	-	-	-	30	30	30	30	30	30	30	30
Total New Enrolments			-	-	-	-	-	-	-	110	130	130	130	130	130	130	130
Total Enrolments			-	-	-	-	-	-	-	110	240	340	440	460	460	460	460

School of Pharmacy

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
B.Pharmacy	4	1,50,000	-	-	-	-	-	-	80	100	100	100	100	100	100	100	100
M.Pharm Pharmacognosy and Phytochemistry Pharmaceutics Drug Discovery and Development	2	1,50,000	-	-	-	-	-	-	18	18	18	18	18	18	18	18	18
Total New Enrolments			-	-	-	-	-	-	98	118	118	118	118	118	118	118	118
Total Enrolments			-	-	-	-	-	-	98	216	316	416	436	436	436	436	436

School of Applied Health Sciences

Programme Name	Duration (Years)	Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
MPT	2	2,50,000	-	-	-	-	-	20	20	20	20	20	20	20	20	20	20
M.Sc. Clinical Research	2	1,00,000	-	-	-	-	-	15	22	30	30	30	30	30	30	30	30
Bachelors in Physiotherapy	4	2,00,000	-	-	-	-	-	80	100	100	100	100	100	100	100	100	100
B.Sc B.Sc Cardiovascular technology B.Sc Radiological Imaging Techniques. Bachelor of Optometry B.Sc Dialysis Technology B.Sc Medical Laboratory Technology (BMLT) Bachelor of Nutrition and Dietetics B.Sc Clinical Research	3	1,25,000	-	-	-	-	-	105	126	147	168	210	210	210	210	210	210
Total New Enrolments			-	-	-	-	-	220	268	297	318	360	360	360	360	360	360
Total Enrolments			-	-	-	-	-	245	644	1114	1612	1998	2271	2481	2628	2670	2670

School of Agricultural Sciences

Programme Name	Duration (Years)	Year-1 Annual Fee	New Enrollments													
			Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
B.Sc (Hons) Agriculture	4	1,50,000	-	-	30	45	54	60	60	60	60	60	60	60	60	60	60
B.Tech Agricultural Engineering	4	2,00,000	30	45	60	60	60	60	60	60	60	60	60	60	60	60	60
B.Sc (Hons) Horticulture	4	1,50,000	-	-	30	45	54	60	60	60	60	60	60	60	60	60	60
M.Sc Agriculture	2	1,25,000	-	-	-	-	9	13	18	18	18	18	18	18	18	18	18
Total New Enrolments			30	45	120	150	177	193	198	198	198	198	198	198	198	198	198
Total Enrolments			30	75	195	345	492	640	709	744	756	756	756	756	756	756	756

7.8 15 Year Academic Implementation Plan

The Fifteen-Year Academic Implementation Plan for BIT-DTBU is developed by integrating insights from the SWOC analysis, national quality assurance expectations and the academic transformation principles of NEP 2020. It envisions a holistic, multidisciplinary, flexible, technology-driven and value-based learning ecosystem that positions BIT as a future-ready Deemed-to-be-University. The roadmap focuses on transforming academic structures, pedagogical practices and evaluation systems to meet global standards while addressing the needs of learners, industry and society. Over the next fifteen years, BIT will implement progressive reforms across three major domains.

7.9 Reforms in Curriculum

S. No.	Academic Year			Current Status	Strategy
	2026-2030	2031-2035	2036-2040		
1	Curriculum Design & Development			Yes	Yearly
2	Introduction of new courses focused on Employability / entrepreneurship / skill development			Introduced as open & minor electives	Technology Based
3	Revision of Syllabus as per current Societal & Industrial Need			Twice / Year	Continuous Improvement
4	Industry & alumni involvement in the program			Direct & Indirect	Continuous
5	A Balanced Structured Curriculum for attaining the Program Outcomes & Program Specific Outcomes			Implemented from 2008-2009	Continuous Improvement
6	Implementation of Academic Flexibility through Flexible Curriculum System			Implemented from 2018-2019	To be continued
7	Curriculum Enrichment via audit courses			Implemented from 2018-2019	Dynamically
8	Implementation of Feedback System to collect feedback from Students, Teachers, Employer & Parents for Curriculum Development			Online and offline feedback mechanism	To be continued

S. No.	Academic Year			Current Status	Strategy
	2026-2030	2031-2035	2036-2040		
9	Conduct of Value-added courses to impart transferable and life skills			Implemented from 2011-12	To be continued
10	Review & Corrective measures on			The COs, POs and PSOs are prepared and revised as per NBA guidelines. The attainment level of each COs is evaluated and corrective measures are taken for improvement in attainment levels.	Continuous Improvement
	Implementation of OBE: Mapping courses and the POs & PSOs. Framing COs for every course.				
	Availability of COs embedded in the syllabi				
	Course Articulation Matrix (Mapping of COs with POs) table.				
	Program Articulation Matrix table.				
	Development of assessment tools and processes used to gather the data upon which the evaluation of Course				Feedback system and Continuous improvement
	Outcome based - Attainment of Course Outcomes of all courses with respect to set attainment levels.				Continuous Improvement
	Development of assessment tools and processes used for assessing the attainment of each of the PO & PSO.				Feedback system and Continuous improvement
	Evaluation of each PO & PSO. Review and improvement in attainment levels of COs, POs & PEOs.				

7.10 Teaching Learning & Evaluation Process (2026-2040)

S. No	Component	Current Status	Teaching-Learning Process Implemented	Strategy
1	Adherence to Academic Calendar	100% adherence	• Academic calendar prepared every semester • Strict lesson plan adherence • Continuous monitoring by HoDs & Academic Committee	To be continued

S. No	Component	Current Status	Teaching-Learning Process Implemented	Strategy
2	LMS, E-learning, ICT, MOOCs, SWAYAM	Up to 100% usage	• BIT LMS used for notes, videos, quizzes. • Students encouraged for NPTEL / SWAYAM	To be continued
3	ICT-enabled & Smart Classrooms	100% functional	• Smart boards & projectors • Multimedia content delivery • Use of digital simulations	To be continued
4	Student Mentoring System	Effectively implemented	• Mentor-mentee meetings • Academic & personal counselling • Continuous performance monitoring	To be continued
5	Support for Slow & Advanced Learners	In practice	• Remedial & bridge courses • Advanced certifications & projects for fast learners	To be continued
6	Student Feedback System	Online system operational	• Semester-wise online feedback • Review by departments & corrective actions	To be continued
7	Quality of Assignments & CO Mapping	Implemented	• CO-mapped assignments • Rubric-based evaluation • Encouragement of multi-source learning	To be continued
8	Outcome-based Question Papers	Implemented	• Bloom’s Taxonomy (BT) levels used for question paper setting • Balanced cognitive skill assessment	To be continued
9	Student Grievance Redressal System	Fully functional	• Online grievance portal • Transparent resolution pathway	To be continued
10	Digitization of Evaluation Process	Implemented	• Digital marks entry, evaluations	To be continued
11	Digital Examination Process	Objective & subjective digital exams	• Online assessment platform • Transparent and fast processing	To be continued

S. No	Component	Current Status	Teaching-Learning Process Implemented	Strategy
12	Innovative Project Identification Practices	Active and effective	• Ideation camps & hackathons • Industry problem statements • Faculty-guided innovation	To be continued
13	Project Classification & PO/PSO Attainment	Implemented	• Research, industry, social & product-based project categorization • PO/PSO assessment	To be continued
14	Industry-Supported Laboratories	Available	• Collaboration with leading industries • Hands-on industrial exposure & training	To be continued

7.11 Examination Reform & Evaluation Process (2026-2040)

S. No	Component	Current Status	Strategy
1	Implementing effective process of internal semester question paper setting and evaluation	Implemented	To be continued
2	Implementing effective system to ensure questions are based on Outcome / Learning Levels (CO/BT Alignment)	Implemented	To be continued
3	Implementing effective system to ensure evidence of CO coverage in class tests / mid-term tests	Implemented	To be continued

CHAPTER 8

Research and Development Plan

8.1 Strategic Vision

To advance excellence in research, innovation and knowledge creation by fostering a supportive ecosystem that generates solutions for regional, national and global needs. BIT-DTBU seeks recognition as a leading institution for impactful research, transformative technologies and meaningful societal contributions.

8.2 Strategic Mission

- Motivate faculty to pursue high-quality research alongside teaching and publish in reputed SCI/Scopus-indexed journals.
- Encourage faculty to author books, book chapters and technical monographs with reputed publishers.
- Establish collaborative research projects with premier national and international universities, research labs and industries.
- Support faculty in submitting proposals and securing funded projects from agencies such as DST, SERB, AICTE, ISRO, DRDO, DBT, MSME, CSIR, ANRF and international bodies.
- Undertake consultancy, industrial problem-solving and technology development projects with government, industry, R&D labs and NGOs.
- Promote innovation through the development of products, prototypes, processes and patents.
- Collaborate with professional societies (IEEE, ACM, IETE, IEI, CSI, ASME, etc.) to enhance research networking and visibility.

8.3 Objectives

- Promote multidisciplinary and collaborative research in high-impact areas including AI&ML, Robotics, Cybersecurity, IoT, AR/VR, Nanotechnology, Energy Systems, Biotechnology, Advanced Materials, Embedded Technologies, Data Science, Cloud and Edge Computing, VLSI and Semiconductor Technologies and Smart Manufacturing (Industry 4.0).
- Attract and retain high-quality researchers, positioning BIT-DTBU as a preferred research destination.
- Maintain high standards of research ethics within a transparent, supportive research environment.
- Strengthen entrepreneurship through BIT–TBI, Entrepreneurship Development Cell, Startup Cell and Innovation Centres.

- Enhance IPR awareness and support commercialization through industry, angel investors and venture capital networks.
- Grow as a consultancy and applied research hub serving industry and government.
- Establish specialized doctoral research centres within departments to foster advanced research.
- Contribute to regional and societal development through technology-driven solutions in agriculture, environment and healthcare.
- Act as a think-tank supporting socio-economic and technological development.
- Encourage student research through collaborative projects, prototype development, hypothesis generation and interdisciplinary exploration.
- Build collaborations with leading scientists, researchers and global institutions.
- Promote innovation, critical thinking and creation of new knowledge across all disciplines.
- Enrich student research experience through internships, mini-projects, capstone projects and problem-solving initiatives.

8.4 Action Plans

Research Policy & Governance

BIT-DTBU will implement a comprehensive Research Policy aligned with NEP 2020, overseen by the Research & Development Council (RDC) and School-Level Research Committees (SLRCs) to monitor progress, mentor faculty and ensure ethical research practices.

Strengthening Research Ecosystem

Interdisciplinary Thrust Research Areas, shared research facilities and access to advanced databases and tools will support high-quality, application-oriented research by faculty and students.

Industry-Academia Collaboration

Industry liaison units and partnerships with national labs will enable joint projects, problem-solving initiatives, expert interactions and industry-driven training.

Seed Grants & Funding Support

A Seed Research Grant Scheme (up to ₹50 Lakhs) will support innovative projects, while faculty will be guided to secure funded projects from DST,

DRDO, DBT, AICTE and others. BIT targets ₹3-6 crores in external funding over Five Year.

Publications & Research Quality

BIT-DTBU aims for 2 high-quality publications per faculty annually, rising to 3 in the long term, with incentives for impactful publications, patents and funded projects.

Books & Academic Writing

A faculty-to-book/book chapter ratio of 10:1 will be pursued, supported by an institutional publication unit.

Doctoral Research Centres

Each department will establish a Doctoral Research Centre with specialized labs, research spaces and structured Ph.D. mentorship.

Events & Conferences

Schools will host annual National Conferences, biennial International Conferences and regular FDPs, workshops and seminars.

Research Information & Transparency

Centralized communication channels will share funding calls, opportunities and achievements, with updated repositories of publications, patents and MoUs.

IPR & Innovation Policy

A strong IPR Policy and innovation corpus will support patenting, prototype development and technology transfer, encouraging faculty and student-led commercialization.

Infrastructure Modernization

Annual upgrades will add major research equipment, expand research spaces and strengthen access to scientific resources.

Centres of Excellence

Departments will evolve into CoEs in domains such as AI, EV, Robotics, Biomedical Engineering, Sustainable Materials, Precision Agriculture and Cybersecurity.

Digital Research Portals

An Innovation & Research e-Portal will streamline coordination by listing challenges, industry needs and achievements.

Training & Capacity Building

Regular programs will train scholars in research methods, ethics, advanced tools, AI-based research and proposal writing.

Monitoring & Quality Assurance

An Annual Research Review System with quarterly tracking and audits will monitor publications, funding and performance, supporting faculty appraisal.

Patenting & Commercialization

BIT-DTBU nurtures innovation and accelerates technology commercialization through a strong research ecosystem, advanced labs and the TBI. The IPR Cell provides full support-from idea validation to patent filing, grant and licensing-ensuring smooth navigation of the patenting process. A Sponsored Research & Innovation Support Cell will fund promising early-stage ideas and promote translational research.
Key initiatives include:

- Systematic identification and protection of innovations.
- Training on patents, prior-art search, IP valuation and technology transfer.
- Incentives for patent filing and copyright protection.
- Innovation contests and prototype expos.
- Industry collaboration for co-developed IP and early licensing.
- Support for commercialization through licensing, startups and consultancy pathways.
- Promotion of responsible, ethical innovation.

These measures will expand BIT-DTBU's IPR output, strengthen its technology-transfer ecosystem and position the institution as a leading innovation hub in Tamil Nadu.

8.5 Policy and Implementation

- Revise and strengthen the Research Policy to align with NEP 2020, UGC, AICTE and Deemed-to-be University guidelines.
- Ensure effective communication of the policy through workshops, faculty induction, student orientation, LMS and departmental meetings.
- Strengthen the Research Development Committee (RDC) to coordinate research activities and drive policy implementation.

- Establish School-level and Department-level Research Councils to monitor research output, emerging areas and academic–industry collaboration.
- Implement structured mentoring systems where senior researchers support early-career faculty and students in publications, funded projects and patents.

8.6 Research Environment and Recognition

- **Recognized Research Centre:**
  Anna University, Chennai, through its Centre for Research, has approved BIT as an **Institute-level recognised Research Centre**. This recognition enables the institute to strengthen its research ecosystem, promote funded and collaborative research and support doctoral and advanced research activities.
- **QIP Centre recognised by AICTE**
- **IPR and Patents:**
  BIT maintains an active patent portfolio, supported by an IPR Cell that conducts training and awareness programs and strengthens the innovation ecosystem.

Research & Development Funding

The university is dedicated to fostering a culture of innovation and research excellence. To support this commitment, it will allocate a significant portion of its revenue to research initiatives:

Internal Innovation Fund: 1% of BIT-DTBU's revenue will be dedicated to supporting internal innovation projects and initiatives.

Seed Funding Program: 2% of revenue will be allocated to a seed funding program, providing faculty members with resources to develop promising research ideas.

External Funding and Projections

BIT-DTBU actively encourages faculty to seek external research funding from government bodies and other funding agencies. The university has proactively budgeted for external research funding, with following projections.

This strategic approach ensures a sustainable funding stream to support cutting-edge research endeavors and drive innovation at BIT-DTBU.

Research Funding Culture

BIT-DTBU encourages R&D by allocating internal research funding, seed money and incentives for faculty.

- **Proposed strategy**: Increase research funding by 20% annually to support seed grants, prototype development and travel grants for conferences.
- **Awards and Recognition Programs**: BIT-DTBU recognizes outstanding faculty and student researchers through:
    - Best Researcher Award
    - Best Innovator / Patent Contributor Award
    - Best Supervisor / Co-supervisor Award
    - Student Innovation & Start-up Awards

Research-focused Events

BIT-DTBU regularly organizes national and international conferences, symposiums, FDPs, workshops, hackathons, ideation camps, expert lectures and Distinguished Speaker Series to enhance research awareness and academic excellence.

Industry Collaboration & Consultancy

BIT has strong collaborations with leading industries through MoUs, consulting assignments, technology transfer initiatives and industry-supported laboratories. Departments actively engage in solving real-time industrial problems and carrying out consultancy works.

8.7 Five Year Rolling Research Implementation Plan

As BIT advances toward Deemed-to-be-University status, it is strengthening its research culture through a comprehensive Research Promotion and Innovation Policy led by a dedicated Research and Development Council (RDC), which coordinates research activities, mentors faculty and students and supports externally funded projects. BIT has built a strong innovation ecosystem with Central Research Facilities, interdisciplinary clusters and active MoUs with industries, research organizations and universities, enabling joint research, consultancy, prototype development and technology transfer. The research environment is enriched through technical events, project expos, ideation challenges, hackathons, seminars and continuous faculty development programs. Research-active faculty contribute high-impact publications, patents, book chapters and collaborative projects, supported by Departmental Research Committees that track progress. Strong industry partnerships further drive consultancy, product

development, technology validation and specialized training, while funded projects are secured from DST, AICTE, MSME, DRDO, ISRO and others. BIT's incubation ecosystem nurtures innovation-led entrepreneurship and community outreach initiatives that integrate social needs with research. As BIT moves toward DTBU status, its prospective plan sets measurable goals for expanding research, innovation, global collaboration, IPR, incubation capacity and technology transfer based on recent performance data.

The following tables present the baseline indicators that inform this five-year rolling plan.

Category	R&D Outcomes during last 5 Years
Journal Publications	3,456
Conference Publications	1,624
Books / Book Chapters	282
Patents Published	325
Patents Granted	57

Collaborative Research Projects

S. No.	Name of the Project	PI with affiliation
1	The Institution of Electronics And Telecommunications Engineers (IETE) Project "Engaging Communities for Prevention of Covid-19 and Promotion of Covid Vaccination Including Hesitancy and Eagerness"	Dr Ganesh Babu C, Professor, E&I
2	DST (TDP) - IDP Project "Design, Development and Validation of Thermo Cycler and Real Time Cycler (DNA Amplification Instrument) mostly used for Diseases Diagnosis"	Dr Vairavel K S, Professor, E&I
3	The Elephant Managers Association Sanctioned Project "An Initiative for Human-Elephant Conflict Mitigation Through Design and Installation of SMS Operated Electronic Elephant Signage"	Dr Sanjoy Deb, Professor, ECE
4	Technology Innovation In Exploration & Mining (Texmin) Foundation Project "Design and Field Trial of an IoT Based Ultra-Low-Cost Ground Vibration Tracker for Mining Sectors"	Dr Sanjoy Deb, Professor, ECE
5	Innovation Voucher Programme "Training Program on Entrepreneurship"	Dr Balakrishnaraja R, Professor, BT

S. No.	Name of the Project	PI with affiliation
6	Core Research Grant (CRG) "Natural Polymer Material for Bone Replacement"	Dr Anandha Moorthy A, Asso. Prof., Mech
7	The Institute of Engineers (India) Project "Development of Self Driving Robot Using LIDAR and Camera"	Dr Rajasekar L, Associate Professor, EIE
8	CSB-CSTRI project "To Develop Eri_Cocoon Opening Mechanism and Automation"	Dr Anandha Moorthy A, Asso. Prof., Mech
9	EDII - IVP Voucher Program "Bioresorbable ureteral stent in the treatment of ureteral obstruction and post-surgical complications"	Dr Balaji S Assistant Professor, Biotechnology
10	EDII - IVP Voucher Program "Copper Nanoparticle-based Poultry Waste Management for Sustainable odor and Emission Control"	Dr Balaji S Assistant Professor, Biotechnology

Research Publication

Academic Year	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026*
Total No. of Publications	652	732	807	605	660	502
Q1 Journals	32	49	62	77	67	37
Q2 Journals	54	85	97	104	55	42

*As on 13.03.2026

Overall Citation data

Year	Number of Citation (Clarivate: Web of Science)
2022	2200
2023	2761
2024	3512
2025	4310

h-Index data

S. No.	Year	Institute's h-Index as per Web of Science	Institute's h-Index as per Scopus
1	2021-2022	36	56

S. No.	Year	Institute's h-Index as per Web of Science	Institute's h-Index as per Scopus
2	2022-2023	40	60
3	2023-2024	50	67
4	2024-2025	57	69
5	2025-2026*	65	78

*As on 13.03.2026

Category	Last Three Academic Sessions
Establishment of Industry Supported Laboratories	• Irrigation Laboratory - NETAFIM Irrigation India (P) Ltd • Biomedical Systems - PAMTRONS Healthcare Devices • Instrumental Method of Analysis - AZO Network • Special Machines and Drives - RD Automation • Electrical Drives and Automation - SIEMENS India (P) Ltd • Real Time Prototyping Lab - OPAL RT Technology • Industrial Safety Laboratory - TATA International - GFS Engg. Solutions • AI Product Development - EDSOLS Innovations (P) Ltd • Embedded AI Lab - EDSOLS Innovations (P) Ltd • Printed Circuit Board (PCB) Fabrication Lab - NVIDIA • Sick Center of Excellence in Sensor Sick India (P) Ltd • Siemens Center of Excellence in Industrial Automation - SIEMENS India (P) Ltd • Centre of Excellence Oracle Lab • CISCO Centre of Excellence Lab • FESTO Centre for Automation Lab • Maven Silicon Softech Private Limited • HCL Technologies Limited
The 5-years research implementation plan is projected from the above existing data	

Research Publication Plan (2026-30)

Category		**Year of Publication**				
		Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Research Publications	Journal	650	700	750	800	850
	Conference	200	250	300	350	400
	Books	40	80	120	150	175
	Book Chapters	75	125	150	200	250

	Patents	200	250	300	350	400

Academic & Industrial Collaboration Plan (2025-30)					
Year of Collaboration					
Category	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
MoU	10	12	15	17	20
External Experts in BoS / Curriculum Development	60	70	75	85	90
External Experts for Seminar / Workshop / FDP	150	170	200	225	250
Collaborative Research Projects	5	8	10	12	15
Collaborative Research Publications (Co-Authors)	50	75	90	120	140
Faculty / Student Exchange Programs	8	12	15	17	20

8.8 15 - Year Rolling Plans for Publications / Consultancy / Funding per faculty

Year	2026-30	2030-35	2036-40
Journal	3,750	4,000	4,250
Conference	1,500	1,700	1,900
Book Chapters	800	900	1,000
Books	565	650	750
Patent	1,500	1,650	1,750
No. of Consultancy projects	200	250	300
External Funding	50	60	75

8.9 15 Year Rolling Implementation Plan for Research and Development

S. No	Year 2026-30, 2031-35, 2036-40	Current Status	Strategy
1	Research Grants / Seed Money to Faculty	Implemented: BIT already provides seed money to faculty for initiating innovative projects	Enhancement: Increase allocation, create competitive internal grants and link funding to institutional thrust areas.

S. No	Year 2026-30, 2031-35, 2036-40	Current Status	Strategy
		through internal R&D funds.	
2	Support for National/ International Fellowships	Implemented: Faculty are encouraged and supported to apply for fellowships such as DST, ANRF, etc.	Enhancement: Provide proposal-writing support, mentoring and financial assistance for securing high-value fellowships.
3	Support for External Research Funding	Implemented: BIT faculty submit proposals to DST, DRDO, AICTE, DBT and receive funds for R&D	Enhancement: Establish a dedicated proposal coordination cell; increase target funding to match DPR goal of ₹3-15 Cr.
4	Support for Innovative Student Projects	Implemented: Students receive funding through BIT Ideas, TBI and innovation challenges.	Enhancement: Expand interdisciplinary student research labs; introduce dedicated student innovation grants.
5	Workshops & Seminars on IPR / Industry-Academia	Implemented: Regular IPR orientation sessions and industry-driven seminars are conducted.	Enhancement: Conduct annual IPR Week; include commercialization and technology transfer workshops.
6	Recognition & Awards for Innovation	Yes (Active): Awards are provided for best student projects, publications and patents.	To be continued: Introduce BIT Innovation Excellence Awards and monetary incentives for patents, consultancy and funded projects.
7	Promotion of Start-Ups from Campus	Yes (Active): TBI supports student/faculty startups with incubation, mentoring and prototype support.	To be continued: Strengthen investor connects; create faculty startups; increase technology readiness.

S. No	Year 2026-30, 2031-35, 2036-40	Current Status	Strategy
8	Books & Book Chapters	01 per 10 Faculty: Faculty are publishing books, book chapters and academic materials.	To be continued: Encourage more publications; develop BIT Academic Publication Series.
9	Research Publications per Faculty	2 Per Faculty: Faculty publish in SCI/Scopus and peer-reviewed journals annually.	3 Per Faculty: Increase publications, improve quality and focus on citation impact and collaborative research.
10	Patents Published/ Awarded	1 Per Faculty: Faculty and students file patents through the IPR Cell.	2 Per Faculty: Increase patent filings; establish prototype development funding; strengthen technology transfer.
11	Support for Faculty Participation in Seminars / Conferences	100% Support: Faculty receive full financial and administrative support for Seminars / Conferences.	To be continued: Add additional support for international Seminars / Conferences and encourage research collaborations.
12	Revenue Generation through Consultancy	Initiated: Consultancy and industrial training activities have begun, especially through labs and CoEs.	To be enhanced: Grow consultancy cells, expand industry tie-ups, create domain-specific expert groups.
13	Establishing Doctoral Research Centres	Implemented: BIT has been recognized as an Institute-level Research Centre by the Centre for Research, Anna University.	To be maintained through effective implementation and monitoring.
14	FDPs, Workshops & Research Training	Implemented: Regular FDPs, seminars and tools-based training programs conducted.	Enhancement: Conduct minimum 2 FDPs + 4 seminars per department annually.

S. No	Year 2026-30, 2031-35, 2036-40	Current Status	Strategy
15	Research Information Flow & Transparency	Implemented: Information shared through circulars, emails and department meetings.	Enhancement: Launch a digital Research Portal for projects, MoUs, patents, publications and funding calls.

CHAPTER 9

Infrastructure Development Plan

9.1 Infrastructure Development Plan

Bannari Amman Institute of Technology envisions becoming a distinguished Centre of Excellence in higher education through advanced research, sustainability and globally benchmarked infrastructure. Guided by its Research and Green Policies, the Institute will create and continually upgrade state-of-the-art instructional and research facilities aligned with national frameworks and strategic priorities. BIT adopts a future-oriented, sustainable approach to all construction, renovation and maintenance activities, ensuring they reflect global best practices and emerging technologies. By fostering an environment that supports creativity, collaboration and innovation, BIT aims to empower faculty, researchers and students to achieve exemplary outcomes and strengthen its identity as an ethical, responsible and future-ready institution.

9.2 Objectives

BIT's infrastructure development will follow a strategic, phased and sustainable planning framework aligned with its academic, research and administrative goals. The Infrastructure Development Policy will guide, present and future campus development across the following domains:

- General Infrastructure
- Teaching, Learning and Evaluation Facilities
- Research, Consultancy and Extension Infrastructure
- IT & Digital Infrastructure
- Hostel and Residential Facilities

BIT aims to provide world-class learning environments for undergraduate, postgraduate and research programs across all disciplines. This includes modern digital classrooms with advanced AV systems, reliable internet and uninterrupted power and water supply.

In alignment with national initiatives such as Swachh Bharat Abhiyan and Digital India, BIT will strengthen its green campus practices through waste management systems, energy-efficient infrastructure and environment-friendly operations. A Green Skill Development Program will promote environmental awareness among students and staff.

The Institute will also expand digital platforms across teaching, learning, examinations and administration to reduce paper usage and improve operational efficiency. BIT remains committed to:

- Creating an eco-friendly, carbon-conscious campus
- Maintaining aesthetically appealing and functional learning spaces

- Ensuring regular and preventive maintenance of civil, electrical and mechanical systems
- Providing a serene, resource-rich library that supports independent and collaborative scholarship

Together, these efforts will position BIT as a model institution that blends academic excellence with sustainability.

9.3 Action Plans

BIT will expand and upgrade its infrastructure in line with NEP 2020 to support increased student intake, multidisciplinary learning and evolving academic needs while meeting all UGC and regulatory standards.

Pedagogy-Driven Infrastructure Enhancements
Academic spaces will be redesigned to support active, blended and experiential learning through flexible interiors, flipped classrooms, collaborative zones and technology-enabled smart classrooms.

Infrastructure for Interdisciplinary Learning
Dynamic spaces will promote formal and informal academic engagement and cross-disciplinary collaboration. A central **Knowledge Hub** will serve as the core for interdisciplinary activities involving students, faculty, researchers and industry partners.

Library & Knowledge Resource Center
The library will continue to evolve with extensive print and digital collections, access to premier journals (IEEE, ScienceDirect, EBSCO), virtual libraries, NDLI integration, dedicated research zones and collaborative learning spaces.

Research Infrastructure
Over the next fifteen years, BIT will establish **10 Centres of Excellence** equipped with advanced machinery, modular research spaces, plug-and-play utilities and ergonomically designed layouts that support innovation, industry partnerships and high-impact research.

Sustainable Infrastructure Strategy
BIT will adopt green and adaptive reuse practices, including renewable energy systems, lifecycle extension of structures, flexible interior designs and energy- and water-efficient technologies in line with its environmental commitments.

Medical & Residential Facilities
Infrastructure will include a well-equipped medical center, comprehensive

hostel facilities, residential quarters for faculty and scholars, dedicated international student housing and guesthouse accommodation.

IT Infrastructure
BIT will ensure robust digital infrastructure with a 1:2 student–computer ratio, campus-wide 24×7 Wi-Fi, smart classrooms, centralized IT support, extensive e-resources, virtual libraries and multi-platform digital access.

Recreational & Support Infrastructure
Enhancements will continue for sports complexes, gymnasiums, indoor/outdoor recreation areas, food courts, RO drinking water systems, power backup and essential utilities.

Campus Aesthetics, Utilities & Maintenance
BIT will maintain a clean, aesthetically appealing campus through preventive maintenance, landscaping improvements and efficient estate and space management.

Future Expansion & Finance Planning
Innovative financing models will be explored to support future infrastructure growth aligned with academic expansion and student demand.

Infrastructure Governance
A dedicated Infrastructure Committee will oversee planning, budgeting, monitoring and periodic review of all infrastructure projects to ensure timely execution and strategic alignment.

9.4 Five year Academic and Physical Infrastructure Implementation Plan

Recognizing the paramount importance of infrastructure in supporting the growth and sustainability of BIT-DTBU, the institution has developed a comprehensive strategy for the physical infrastructure development and maintenance of its campus. This strategic plan anticipates the evolving needs of the university, ensuring that the university possesses the necessary facilities to effectively fulfil its mission of providing exceptional education, conducting groundbreaking research and fostering meaningful community engagement.

Academic Infrastructure Plan - Phase 1 (in sq.ft)

BIT Academic Infrastructure Plan	Phase 1				
	Y1	Y2	Y3	Y4	Y5
Total Enrolled Students	8,096	8,821	10,229	12,300	13,977
Built-up Area (BuA) required @ 107.64 sq.ft per student	8,71,454	9,49,493	11,01,050	13,23,972	15,04,485
Existing BuA available	1,326,260	13,26,260	13,26,260	13,26,260	13,26,260
New BuA (to be built in previous year)	0	0	0	2,00,000	2,00,000
New BuA (sq.ft cumulative)	0	0	0	2,00,000	4,00,000
Total BuA available (in sq.ft)	13,26,260	13,26,260	13,26,260	15,26,260	17,26,260

BIT-DTBU will acquire a substantial 13,26,260 square feet of academic infrastructure from Bannari Amman Institute of Technology and has developed a phased construction plan to accommodate its growing student population.

Academic Infrastructure Plan - Phase 2 (in sq.ft)

BIT Academic Infrastructure Plan	Phase 2				
	Y6	Y7	Y8	Y9	Y10
Total Enrolled Students	15,803	17,360	18,557	19,453	19,981
BuA required @ 107.64 sq.ft per student (Built-up Area)	17,01,035	18,68,631	19,97,476	20,93,921	21,50,755
Existing BuA available	13,26,260	13,26,260	13,26,260	13,26,260	13,26,260
New BuA (to be built in previous year)	1,50,000	1,30,000	1,00,000	1,00,000	0
New BuA (sq.ft cumulative)	5,50,000	6,80,000	7,80,000	8,80,000	8,80,000
Total BuA available (in sq.ft)	18,76,260	20,06,260	21,06,260	22,06,260	22,06,260

Following the completion of phase 2, BIT-DTBU will have a total academic built-up area of 22,06,260 square feet.

Academic Infrastructure Plan - Phase 3 (in sqft)

BIT Academic Infrastructure Plan	Phase 3				
	Y11	Y12	Y13	Y14	Y15
Total Enrolled Students	20,223	20,306	20,348	20,348	20,348
BuA required @ 107.64 sqft per student (Built-up Area)	2,176,804	2,185,738	2,190,259	2,190,259	2,190,259
Existing BuA available	13,26,260	13,26,260	13,26,260	13,26,260	13,26,260
New BuA (to be built in previous year)	0	0	0	0	0
New BuA (sqft cumulative)	8,80,000	8,80,000	8,80,000	8,80,000	8,80,000
Total BuA available (in sqft)	22,06,260	22,06,260	22,06,260	22,06,260	22,06,260

Upon the completion of phase 3, BIT-DTBU will have a total academic built-up area of 22,06,260 square feet.

Hostel Infrastructure Plan

BIT-DTBU will inherit approximately 6,040 beds from Bannari Amman Institute of Technology's existing hostel facilities. To ensure adequate accommodation for at least 75-80% of its student population, the university plans to invest in expanding and improving hostel infrastructure. The current 6,040 beds will be sufficient to meet hostel requirements for the initial two years of operation. Beyond this period, BIT-DTBU will construct additional hostel facilities to accommodate the growing student body. For example, approximately 650 new beds will be added in the third year of enrollment. By the end of phase one, BIT-DTBU will have a total of 8,500 hostel beds on campus.

BIT Hostel Infrastructure Plan	Phase 1				
	Y1	Y2	Y3	Y4	Y5
Total Enrolled Students	8,096	8,821	10,229	12,300	13,977
Hostel Coverage	70%	70%	75%	75%	75%
Number of hostel beds required	5,668	6,175	7,672	9,225	10,483
Number of existing hostel beds	6,044	6,044	6,044	6,044	6,044
Number of hostel beds to be built	500	2,000	2,000	0	2,000
SQFT per hostel bed	194	194	194	194	194
New BuA (sqft in previous year)	0	0	1,27,200	1,55,100	1,93,800

BIT Hostel Infrastructure Plan	Phase 2				
	Y6	Y7	Y8	Y9	Y10
Total Enrolled Students	15,803	17,360	18,557	19,453	19,981
Hostel Coverage	75%	75%	80%	80%	80%
Number of hostel beds required	11,853	13,020	14,846	15,563	15,985
Number of existing hostel beds	6,044	6,044	6,044	6,044	6,044
Number of hostel beds to be built	2,000	2,000	0	0	0
SQFT per hostel bed	194	194	194	194	194
New BuA (sqft in previous year)	1,74,400	1,16,300	2,13,200	19,400	0

During phase two, BIT-DTBU will continue to invest in hostel infrastructure to accommodate the increasing number of students on campus. By the conclusion of this phase, the university will have a total of 11,200 hostel beds available. While there will be no need for additional hostel construction

after phase two, the existing infrastructure will be diligently maintained and upgraded as necessary.

9.5 15 Year Infrastructure Plan

The long-term infrastructure plan for BIT-DTBU is focused on addressing the growing academic needs while ensuring efficient, timely expansion of both the existing campus and the new campus planned for Health Sciences in Coimbatore. This plan outlines the phased infrastructure development over the next 15 years, ensuring a balance between capacity, student growth and compliance with regulatory requirements.

Phase 1: Years 1-5 (Utilization of Existing Campus & Construction of Coimbatore Campus)

During the first Five Year, the existing campus will operate without requiring new infrastructure, as current facilities meet academic needs. The focus will be on maximizing resource utilization through smart scheduling, blended learning and digital classroom technologies. Simultaneously, detailed planning for future expansion-including land acquisition, architectural design, budgeting and regulatory approvals from bodies such as Indian Nursing Council (INC) and Pharmacy Council of India (PCI) will be completed for both the main campus and the new Coimbatore Health Sciences campus.

Coimbatore Campus Construction (Years 4-5)

Construction Begins: In years 4 and 5, construction of the new Health Sciences campus in Coimbatore will be completed. This will include a minimum built-up area of 10,000 square meters (approximately 1,08,000 square feet) to accommodate the initial intake of health sciences students.

School of Nursing: A dedicated building with classrooms, labs and clinical training spaces designed according to INC guidelines.
School of Pharmacy: A separate facility with specialized pharmaceutical labs and teaching spaces as per PCI regulations.
Administrative Blocks: Offices and support spaces for staff and faculty.
Basic Student Services: Including cafeteria, common areas and preliminary student support amenities.

Phase 2: Years 6-10 (Student Intake Begins, Expansion of Current Campus)

Student Intake at Coimbatore Campus: Beginning in the 6th year, the first cohort of students for the health sciences programs will be admitted to

the Coimbatore campus. The facilities built during Phase 1 will fully support this initial intake, providing ample space and modern facilities for teaching and clinical training.

Expansion of Current Campus (Years 6-10)

As student numbers increase at the main campus, an additional 1,80,000 square feet of academic infrastructure will be built to accommodate growth. These facilities will include:

- Classrooms and Seminar Halls: Designed for flexible use.
- Research and Specialized Labs: To support both undergraduate and postgraduate programs.
- Faculty and Administrative Offices: To accommodate additional staff.
- Student Amenities: Expansions in dining, recreational and study spaces for the growing student body.

Phase 3: Years 11-15 (Coimbatore Campus Expansion and Further Growth)

Expansion of Coimbatore Campus: From the 11th year onward, the Coimbatore Health Sciences campus will expand its built-up area to 2,20,000 sq. ft. by the 15th year, accommodating 1,700 students across health sciences disciplines. BIT-DTBU also plans to establish an offshore campus to strengthen its international presence and meet growing educational demand. A dedicated budget will be allocated in the 12th year to create world-class infrastructure and academic resources. These campuses will function as hubs for innovation, cross-cultural collaboration and multidisciplinary education, supporting BIT-DTBU’s mission of achieving global academic excellence.

Additional Facilities

School of Allied Health Sciences: New buildings will be constructed to introduce allied health programs such as Physiotherapy and Public Health.
Expansion of Nursing and Pharmacy Schools: Additional classrooms, labs and clinical simulation centers will be added to keep pace with program growth.
Student Accommodation and Services: Residential facilities and enhanced student services, including sports, health centers and leisure areas will be developed to provide a holistic student experience.

9.6 Conclusion

The 15-year infrastructure plan for BIT-DTBU ensures phased and strategic growth. With the Coimbatore Health Sciences campus completed by the 5th year and student intake beginning in the 6th, the university is positioned for sustained expansion. By the 15th year, the campus will grow to 2,20,000 sq. ft., supporting 1,700 health sciences students, while the main campus will expand its academic and research infrastructure to meet increasing program and research demands.

CHAPTER 10

Finance Plan

10.1 Finance Plan

BIT-DTBU is committed to developing a robust, sustainable and future-ready financial ecosystem that supports its academic, research, infrastructure and community development goals. The University's financial plan outlines a structured approach to resource mobilization, prudent expenditure, capital investment, operational efficiency and strong fiscal governance. All financial decisions will remain aligned with institutional priorities, regulatory standards and long-term sustainability.

As expectations from stakeholders and regulatory bodies increase-and with rising costs for infrastructure, teaching and research modernization and talent acquisition-BIT-DTBU will adopt strategic financial measures to ensure resilience, competitiveness and responsible growth.

10.2 Action Plan - 1

A dedicated financial strategy and project-development team will be established to identify, evaluate and apply for national, international and private funding schemes, ensuring compliance and maximizing sponsored project opportunities.

To strengthen financial sustainability, BIT-DTBU will expand revenue generation through:

- Offering diversified degree programs.
- Commercializing patented technologies for royalty income.
- Providing consultancy services to industry and external agencies.
- Expanding industry-sponsored fellowships and collaborative research.
- Increasing sponsored research projects, including international initiatives.
- Enhancing student participation in funded government programs.
- Building alumni-supported endowments.

Funds Management Strategy

Internally generated funds will be secured in Fixed Deposit Receipts (FDRs) to ensure stable returns. A working capital reserve will be maintained for operational needs. Funds will primarily support Operation & Maintenance (O&M) requirements. This approach reduces reliance on tuition fees, enhances financial resilience and supports strategic academic and infrastructure development.

10.3 Action Plan - 2

To strengthen an innovation-driven research ecosystem, BIT-DTBU will:

- Increase seed funding for faculty- and student-led research initiatives.

- Streamline intramural grant processes to improve accessibility and efficiency.
- Conduct structured capacity-building programs-training, orientations and workshops-to equip faculty, researchers and students to effectively utilize internal funding opportunities.

10.4 Initial Investments

In alignment with BIT-DTBU's long-term development plan, financial projections for new infrastructure have been categorized into two major classifications:

Capital Cost of New Infrastructure

This includes one-time investments for:

- Construction of academic and administrative buildings
- Establishment of new laboratories and research centers
- Procurement of equipment, technology and other capital assets

Recurring Cost of New Infrastructure

This includes operational and maintenance expenses, such as:

- Utilities, facility upkeep and repairs
- Salaries for academic and non-academic staff
- Administrative and logistical costs

Enhancing Institutional Participation in Funding

Objective: To significantly elevate the University's engagement in national, international, governmental and private funding opportunities for academic and research enrichment.

Strategies to Diversify Financial Income

- Launch new and interdisciplinary degree programs
- Generate revenue through commercialization of IP
- Expand consultancy services for industry and government bodies
- Secure increased industry fellowships and corporate sponsorships
- Attain more government and internationally funded R & D projects
- Promote greater student participation in government-supported initiatives
- Build and strengthen alumni-driven endowments and philanthropic contributions

Funds Management Framework

- Deploy major institutional funds into secure FDR instruments with reputed banks
- Maintain contingency reserves in operational bank accounts
- Utilize generated funds for O&M to ensure:
    - Reduced dependency on tuition revenue
    - Enhanced operational flexibility
    - Improved financial capacity for future infrastructure expansion

10.5 Boosting Intramural Funding for Research

To significantly expand intramural research support mechanisms

Increase seed Budget

- Allocate enhanced seed funds for faculty and student research/start-up initiatives
- Conduct periodic workshops, training sessions and awareness programs to facilitate easier access to intramural funding

Financial Audit and Governance

- Implement a transparent, accountable and technology-enabled financial management system
- Conduct quarterly financial audits to ensure compliance, accuracy and fiscal responsibility
- Perform periodic financial reviews to ensure alignment with the University's long-term strategic mission

10.6 Five Year Finance Plan

A. Cost of Project (INR in Lakhs)

Sl.No	Particulars	Pre-op	Phase 1	Phase 2	Phase 3
1	Endowment with the Govt.	1,000	1,000	1,000	1,000
2	University Building	-	3,540	21,220	21,220
3	Land and Building of New Campuses	-	-	30,000	1,05,000
4	Hostel and Staff Accommodation	-	19,747	31,858	31,858
5	Equipment				
	(i) Computers and other IT Equipment	175	1,317	2,506	3,326
	(ii) Classroom & IT Equipment	19	109	134	135
	(iii) Laboratory Equipment	-	1,100	1,900	1,900
	(vii) Others - Library	50	210	555	1,205

6	Furnishing	-	644	2,019	2,019
7	Pre-operative expenses	1,574	1,574	1,574	1,574
8	Others - Contingencies	24	2,667	6,019	6,166
Total Cost of Project		**2,841**	**31,908**	**98,785**	**1,75,403**

B. Means of Finance (INR in Lakhs)

Sl.No	Particulars	Pre-op	Phase 1	Phase 2	Phase 3
i)	Sponsoring Body's Contributions	1,000	1,000	1,000	1,000
ii)	Term Loans	2,000	2,000	2,000	2,000
iii)	Endowments / Donations and Sponsorships	-	-	-	-
iv)	Internal Accruals	(159)	28,908	95,785	1,72,403
Total Means of Finance		**2,841**	**31,90**	**98,785**	**1,75,403**

Capital Expenditure

Capital Expenditure	Phase 1 (INR in Lakhs)					
	Y0	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**
Land and Building of New Campuses	-	-	-	-	-	-
Building	-	-	-	-	-	3,540
Furnishing	-	-	-	-	-	644
Computers and other IT Equipment	175	255	110	238	305	235
Upgradations of Existing Infrastructure	-	-	-	-	-	-
Classroom Equipment						
• Digital Streaming Equipment	13	14	15	16	8	8
• PA System	6	7	8	8	4	4
Centre of Excellence	-	100	100	200	100	100
Laboratory/Studios	-	-	-	100	150	250
Library	50	50	50	20	20	20
Student Hostel	-	-	2,811	3,598	4,729	4,465
Staff Accommodation	-	-	972	998	1,074	1,101
Contingencies	24	42	407	518	639	1,037
Pre-operative Expenditure (Net)	1,574	-	-	-	-	-

Endowment Fund	1,000	-	-	-	-	-
Total Capital Expenditure	**2,841**	**467**	**4,473**	**5,696**	**7,028**	**11,402**

Capital Expenditure	**Phase 2 (INR in Lakhs)**				
	Y6	**Y7**	**Y8**	**Y9**	**Y10**
Land and Building of New Campuses	-	-	-	-	30,000
Building	2,520	1,425	435	-	300
Furnishing	450	250	150	175	350
Computers and other IT Equipment	262	262	230	225	211
Upgradations of Existing Infrastructure	-	-	5,000	5,000	3,000
Classroom Equipment					
• Digital Streaming Equipment	7	5	2	2	1
• PA System	3	3	1	1	1
Centre of Excellence	100	100	200	200	-
Laboratory/Studios	100	100	-	-	-
Library	20	50	75	100	100
Student Hostel	3,128	6,012	574	-	-
Staff Accommodation	1,184	1,213	-	-	-
Contingencies	777	942	667	570	396
Pre-operative Expenditure (Net)	-	-	-	-	-
Endowment Fund	-	-	-	-	-
Total Capital Expenditure	**8,551**	**10,361**	**7,334**	**6,272**	**34,359**

Capital Expenditure	**Phase 3 (INR in Lakhs)**				
	Y11	**Y12**	**Y13**	**Y14**	**Y15**
Land and Building of New Campuses	-	35,000	-	40,000	-
Building	-	-	-	-	-
Furnishing	-	-	-	-	-

Computers and other IT Equipment	177	170	170	151	153
Upgradations of Existing Infrastructure	-	-	-	-	-
Classroom Equipment	-	-	-	-	-
• Digital Streaming Equipment	0	-	-	-	-
• PA System	0	-	-	-	-
Centre of Excellence	-	-	-	-	-
Laboratory/Studios	-	-	-	-	-
Library	100	125	125	150	150
Student Hostel	-	-	-	-	-
Staff Accommodation	-	-	-	-	-
Contingencies	28	29	29	30	30
Pre-operative Expenditure (Net)	-	-	-	-	-
Endowment Fund	-	-	-	-	-
Total Capital Expenditure	**305**	**35,324**	**324**	**40,331**	**333**

Income and Expenditure Statement

Income & Expenditure Statement	**Phase 1 (INR in Lakhs)**				
	Y1	**Y2**	**Y3**	**Y4**	**Y5**
REVENUE					
Gross University Income	14,500	17,431	21,671	27,210	31,777
Total Revenue	**14,500**	**17,431**	**21,671**	**27,210**	**31,777**
OPERATING EXPENSES					
Faculty Cost	6,920	7,669	8,741	10,306	12,298
Academic Content Cost	9	145	160	164	192
Examination & certification	54	78	87	97	104
Infrastructure	1,340	1,379	1,428	1,485	1,548
Administrative Cost	829	1,086	1,420	1,806	2,158
Research & Innovation Expenditure	625	788	989	1,262	1,490

Library	8	13	16	16	16
Laboratory	391	410	444	499	564
Student activities / facilities	325	350	373	409	472
Students Acquisition Cost	1,104	1,446	1,872	2,304	2,907
Total Operating Expenses	**11,605**	**13,365**	**15,529**	**18,346**	**21,749**
Operating Surplus	**2,895**	**4,066**	**6,142**	**8,863**	**10,028**
	20%	23%	28%	33%	32%
Interest on term loans	240	228	204	180	156
Amortisation	704	1,069	1,611	2,277	3,318
Net Surplus	**1,951**	**2,769**	**4,327**	**6,406**	**6,554**

Income & Expenditure Statement	**Phase 2 (INR in Lakhs)**				
	Y6	**Y7**	**Y8**	**Y9**	**Y10**
REVENUE					
Gross University Income	36,545	41,179	46,090	49,512	52,771
Total Revenue	**36,545**	**41,179**	**46,090**	**49,512**	**52,771**
Operating Expenses					
Faculty Cost	14,413	16,558	18,560	20,105	21,621
Academic Content Cost	217	224	234	248	246
Examination and certification	155	180	197	206	216
Infrastructure	1,866	2,129	2,280	2,472	2,759
Administrative Cost	2,761	3,007	3,309	3,623	3,879
Research & Innovation Expenditure	1,701	1,913	2,115	2,280	2,425
Library	28	36	36	55	55
Laboratory	628	684	728	751	768
Student activities / facilities	563	640	727	772	821
Students Acquisition Cost	3,168	3,293	3,322	3,351	3,351
Total Operating Expenses	**25,500**	**28,663**	**31,508**	**33,863**	**36,141**
Operating Surplus	**11,045**	**12,516**	**14,582**	**15,650**	**16,631**

	30%	30%	32%	32%	32%
Interest on term loans	132	108	84	60	36
Amortisation	3,912	4,691	4,878	4,939	4,809
Net Surplus	**7,001**	**7,717**	**9,620**	**10,651**	**11,786**

Income & Expenditure Statement	**Phase 3 (INR in Lakhs)**				
	Y11	**Y12**	**Y13**	**Y14**	**Y15**
REVENUE					
Gross University Income	55,787	58,666	61,562	64,595	67,786
Total Revenue	**55,787**	**58,666**	**61,562**	**64,595**	**67,786**
OPERATING EXPENSES					
Faculty Cost	23,024	24,364	25,368	26,948	28,365
Academic Content Cost	248	248	248	248	248
Examination and certification	236	245	254	263	272
Infrastructure	3,006	2,498	2,553	2,612	2,673
Administrative Cost	4,168	4,395	4,668	4,919	5,212
Research & Innovation Expenditure	2,555	2,678	2,800	2,927	3,062
Library	64	81	81	93	116
Laboratory	778	781	781	781	781
Student activities / facilities	863	898	898	956	986
Students Acquisition Cost	3,830	3,830	3,830	3,830	3,830
Total Operating Expenses	**38,773**	**40,017**	**41,778**	**43,576**	**45,545**
Operating Surplus	**17,014**	**18,649**	**19,783**	**21,020**	**22,241**
	30%	32%	32%	33%	33%
Interest on term loans	12	-	-	-	-
Amortisation	4,270	3,801	3,391	3,029	2,741
Net Surplus	**12,732**	**14,849**	**16,392**	**17,990**	**19,527**

Cash Flows Statement

Cash Flows	**Phase 1 (INR in Lakhs)**					
	Y0	**Y1**	**Y2**	**Y3**	**Y4**	**Y5**
Sources of Funds						

Promoter's contribution	1,000	-	-	-	-	-
10 Year Term Loans (2/3)	2,000	-	-	-	-	-
Net cash flow from prospectus sale during pre-op	27	-	-	-	-	-
Security Deposit from students	-	219	239	256	284	129
Operational Surplus (EBIDTA)	-	2,895	4,066	6,142	8,863	10,028
Total	**3,027**	**3,114**	**4,305**	**6,398**	**9,147**	**10,157**
Disposition of Funds						
Capital Expenditure						
• Land and Building for New Campuses	-	-	-	-	-	-
• University Building	268	467	311	640	646	5,280
• Hostels	-	-	3,092	3,958	5,202	4,911
• Staff Housing	-	-	1,070	1,097	1,181	1,211
Pre-operative Expenditure	1,574	-	-	-	-	-
Endowment Fund	1,000	-	-	-	-	-
Re-payment of Term Borrowing	-	200	200	200	200	200
Re-payment of Contributor's Contribution	-	-	-	-	-	-
Interest on Term Borrowing	-	240	228	204	180	156
Total	**2,841**	**707**	**4,901**	**6,100**	**7,408**	**11,758**
Opening cash balance	-	186	2,592	1,997	2,295	4,034
Net Inflow (Outflow) for the year	186	2,406	(595)	298	1,739	(1,601)
Closing cash balance	186	2,592	1,997	2,295	4,034	2,433

Cash Flows	**Phase 2 (INR in Lakhs)**				
	Y6	**Y7**	**Y8**	**Y9**	**Y10**
Sources of Funds					
Promoter's contribution	-	-	-	-	-
10 Year Term Loans (2/3)	-	-	-	-	-

Net cash flow from prospectus sale during pre-op	-	-	-	-	-
Security Deposit from students	129	111	89	45	35
Operational Surplus (EBIDTA)	11,045	12,516	14,582	15,650	16,631
Total	**11,174**	**12,627**	**14,671**	**15,695**	**16,666**
Disposition of Funds					
Capital Expenditure					
• Land and Building for New Campuses	-	-	-	-	30,000
• University Building	3,808	2,414	6,702	6,272	4,359
• Hostels	3,441	6,613	632	-	-
• Staff Housing	1,302	1,334	-	-	-
Pre-operative Expenditure	-	-	-	-	-
Endowment Fund	-	-	-	-	-
Re-payment of Term Borrowing	200	200	200	200	200
Re-payment of Contributor's Contribution	-	-	-	-	-
Interest on Term Borrowing	132	108	84	60	36
Total	**8,883**	**10,669**	**7,618**	**6,532**	**34,595**
Opening cash balance	2,433	4,724	6,682	13,735	22,897
Net Inflow (Outflow) for the year	2,291	1,958	7,053	9,162	(17,929)
Closing cash balance	4,724	6,682	13,735	22,897	4,968

Cash Flows	**Phase 3 (INR in Lakhs)**				
	Y11	**Y12**	**Y13**	**Y14**	**Y15**
Sources of Funds					
Promoter's contribution	-	-	-	-	-
10 Year Term Loans (2/3)	-	-	-	-	-
Net cash flow from prospectus sale during pre-op	-	-	-	-	-

Security Deposit from students	19	6	-	-	-
Operational Surplus (EBIDTA)	17,014	18,649	19,783	21,020	22,241
Total	**17,032**	**18,655**	**19,783**	**21,020**	**22,241**
Disposition of Funds					
Capital Expenditure					
• Land and Building for New Campuses	-	35,000	-	40,000	-
• University Building	305	324	324	331	333
• Hostels	-	-	-	-	-
• Staff Housing	-	-	-	-	-
Pre-operative Expenditure	-	-	-	-	-
Endowment Fund	-	-	-	-	-
Re-payment of Term Borrowing	200	-	-	-	-
Re-payment of Contributor's Contribution	-	-	-	-	-
Interest on Term Borrowing	12	-	-	-	-
Total	**517**	**35,324**	**324**	**40,331**	**333**
Opening cash balance	4,968	21,483	4,814	24,274	4,962
Net Inflow (Outflow) for the year	16,515	16,669	19,459	19,311	21,908
Closing cash balance	21,483	4,814	24,274	4,962	26,870

CHAPTER 11

Governance and Administrative Plan

11.1 Governance and Administrative Plan

The Governance and Administrative Plan ensures an efficient, transparent and well-coordinated system to support the university's academic and developmental goals. It establishes structured administrative processes, statutory compliance and systematic planning across all divisions. The framework strengthens institutional functioning through integrated policies, committee-based governance and student-centric administration.

11.2 Objectives

- To streamline and strengthen the administrative processes of the university in accordance with statutory bodies and institutional requirements.
- To ensure effective coordination between academic, administrative and support divisions for smooth functioning.
- To implement systematic policies for planning, monitoring and internal quality assurance.
- To reconstitute statutory and non-statutory committees as per UGC norms to support transparent governance.
- To enhance institutional efficiency through structured roles of Vice Chancellor, Pro Vice-Chancellor, Registrar, Controller of Examinations, Director Administration and Student Affairs divisions.
- To ensure student-centric governance, including welfare, discipline, grievance management and campus engagement.
- To maintain efficient resource allocation, infrastructure development, HR recruitment norms and institutional social responsibility initiatives.

11.3 Action Plans

Digitization and e-Governance Integration

The University promotes transparency and accountability by introducing ICT-enabled administrative systems. Institutional records, grievance processes, academic reviews and committee proceedings follow digital modes of management and communication.

Establishing a Well-Structured Website and Information System

The institution maintains digital repositories, publishes governance documents, committee structures, meeting outcomes and institutional policies through its official website and internal information systems-ensuring stakeholders can access relevant information without constraints of location.

Segregation of Academic and Administrative Functions

Academic processes are led by the Principal / Vice-Chancellor, Deans and Heads of Departments, while administrative roles are managed through separate committees and dedicated officers to ensure functional clarity and efficiency. A participative management system ensures smooth coordination between the two tracks.

Establishment of Statutory and Non-Statutory Committees

The University has created multiple committees-Statutory and Non-Statutory-covering academics, administration, discipline, internal quality assurance, anti-ragging, grievances and student development.
These committees are constituted by the Principal/Vice-Chancellor in consultation with Deans and HoDs, with member selection based on suitability and expertise.

External Advisory and Participatory Governance

Governance processes include external advisory members in bodies such as the Executive Council, Academic Council, Board of Studies, Finance Committee, and Research & Development Council, ensuring expert input and transparency. The DPR explicitly states that external experts participate in policy-making and academic planning.

Statutes, Policies and Institutional Frameworks

The University adheres to structured regulations and institutional policies related to academic reviews, grievances, performance appraisal, code of conduct, anti-ragging measures, gender sensitization and student welfare. Statutes and procedural guidelines are periodically reviewed to ensure compliance with UGC norms.

Constitution of Planning and Monitoring Boards

BIT-DTBU ensures ongoing evaluation through periodic reviews, academic performance assessments, committee meetings and governance boards-responsible for monitoring progress, identifying gaps and planning future improvements.

11.4 Roles and Responsibilities of Governing Bodies

The detailed roles and responsibilities of each governing body are outlined in the following sections.

11.4.1 Executive Council

The Executive Council serves as the principal governing body of the BIT-DTBU, overseeing the university's management and administrative

functions. In line with UGC guidelines, the council is composed of a minimum of nine and a maximum of fifteen members, with the Vice Chancellor presiding as its chair.

1) The Executive Council holds the highest authority over the university's management and administration, overseeing all university-wide administrative matters, except those delegated to other governing bodies.
2) The Executive Council serves as the university's top decision-making body, with authority over all university matters. This includes academic affairs, administrative functions, personnel decisions, financial oversight, and development initiatives.

In compliance with University Grants Commission (UGC) regulations and BIT-DTBU governing rules, the Executive Council is vested with the following additional powers, beyond its general administrative authority:

1) Appoint professors, associate professors, assistant professors, and other academic staff, including chair positions, based on the recommendations of a designated Selection Committee. These appointments will address both permanent and temporary vacancies.
2) Develop and implement a disciplinary framework for university employees, ensuring compliance with the university's established rules and regulations.
3) Develop protocols for the appointment of Visiting Professors, Emeritus Professors, Professors of Practice, Consultants, and Scholars, including the specification of terms and conditions for each appointment category.
4) Exercise additional powers and perform duties as delegated by the UGC Regulations and the Rules of the Institution Deemed to be University.

The proposed composition of the Executive Council is as follows:

(i) Vice-Chancellor - Chairperson;

(ii) Pro-Vice-Chancellor (wherever applicable);

(iii) Two members from amongst the Deans of Schools of Studies, by rotation, to be appointed by the Vice-Chancellor;

(iv) One Professor, who is not a Dean, by rotation, to be appointed by the Vice-Chancellor;

(v) One Associate Professor, by rotation, to be appointed by the Vice-Chancellor;

(vi) One Assistant Professor, by rotation, to be appointed by the Vice-Chancellor;

(vii) Upto four nominees of the Sponsoring body;

(viii) Nominee of the Commission;

(ix) The Registrar, who shall be the ex-officio Secretary of the Executive Council.

11.4.2 Academic Council

As the primary academic authority of BIT Deemed to be University, the Academic Council will oversee and coordinate the University's academic policies, in compliance with the University Grants Commission (UGC) Regulations for Deemed Universities.

1. The Academic Council will oversee the university's academic policies, providing guidance on instructional methods, coordinating teaching across departments, faculties, schools, and centers, evaluating research activities, and implementing initiatives to improve academic standards.
2. Encourage and facilitate collaboration across departments, faculties, schools, and centers, including establishing or appointing relevant committees or boards to support inter-unit coordination.
3. The Academic Council will consider matters of broad academic interest, either on its initiative or through referrals from departments, faculties, schools, centers, or the Executive Council, and will take appropriate action as required.
4. Develop and approve the curricula for all degree and diploma programs offered by BIT-DTBU.
5. Oversee the organization of examinations in compliance with established rules and regulations.
6. Ensure the integrity and excellence of academic examinations.
7. Assess and determine the equivalency of diplomas and degrees from other universities and institutions in comparison to those offered by BIT-DTBU.
8. Establish and administer programs for Fellowships, Scholarships, Medals, and Prizes.
9. Formulate and enforce regulations governing BIT-DTBU's academic affairs, encompassing student admissions, examinations and assessments, awarding fellowships and scholarships, financial aid

programs, student support services, class attendance, student conduct, housing, and other related matters.

10. Carry out periodic evaluations of departmental and center activities to identify opportunities and implement strategies for sustaining and enhancing the quality of instruction.
11. Propose the establishment of teaching positions, including Professors, Associate Professors, and Assistant Professors, to the Executive Council for approval.
12. Provide recommendations to the Executive Council.
13. In addition to the responsibilities, the Academic Council shall have any other powers and duties as specified in the University's Rules.

11.4.3 The proposed composition of the Academic Council is as follows:

(i) Vice Chancellor - Chairperson;

(ii) Pro Vice-Chancellor (wherever applicable);

(iii) Deans of faculties of the schools and heads of the departments or centres;

(iv) Up to ten Professors, excluding those serving as Deans of schools or heads of departments or centers, shall be nominated by the Vice-Chancellor to represent various schools, departments, or centers on a rotational basis.

(v) Up to five Associate Professors from departments or centers, excluding the heads of these departments or centers, shall be appointed by the Vice-Chancellor on a rotational basis.

(vi) Up to five Assistant Professors from departments or centers, excluding the heads of these departments or centers, shall be appointed by the Vice-Chancellor on a rotational basis.

(vii) Six individuals of recognized standing in the field of education or with specialized knowledge, who are not employed by the institution deemed to be a University, shall be nominated by the Vice-Chancellor.

(viii) The Registrar, who shall serve as the ex-officio Secretary of the Academic Council.

11.4.4 Finance Committee

BIT-DTBU's Finance Committee is the institution's paramount financial oversight body, responsible for ensuring sound financial practices and responsible resource allocation. The Committee conducts comprehensive reviews of the institution's annual financial statements, analyzes financial projections to identify potential risks and opportunities, develops and

recommends the annual budget, contributes to the formulation of financial policies and procedures, assesses financial risks and recommends mitigation strategies, and prepares financial reports for external stakeholders. Through these critical functions, the Finance Committee safeguards the institution's financial health and supports its long-term sustainability.

As stipulated in UGC guidelines, the Committee's specific powers and functions are as follows:

1. Conduct a thorough review of BIT-DTBU's annual financial statements and projections, and subsequently submit them to the Board of Management for their formal approval.
2. Develop and propose the annual budget, along with any necessary revised estimates, for the Board of Management's consideration and final approval.
3. Create comprehensive annual expenditure frameworks for both recurring and non-recurring expenses, considering the institution's income generation and available resources.

The proposed composition of the Finance Committee is as follows:

(i) Vice Chancellor - Chairperson;

(ii) Pro Vice-Chancellor (wherever applicable);

(iii) One individual nominated by the society, trust, or company, as applicable.

(iv) Three individuals appointed by the Executive Council, with at least one of them being a member of the Executive Council.

(v) One representative of the Central Government, at the rank of Joint Secretary or above, or their designated representative in the Government of India, if the institution is controlled and managed by the Central Government or receives funding over or equal to fifty percent of its annual income directly or through Central Government agencies. For all other institutions deemed to be Universities, the Commission shall appoint a representative.

(vi) three persons to be nominated by the Chancellor;

(vii) Finance Officer-Secretary- ex officio

11.4.5 Board of Studies

BIT-DTBU will establish a Board of Studies for each faculty and school, operating under the oversight of the Academic Council to ensure coordinated academic governance. These Boards will evaluate and approve research topics proposed by students, determine specific requirements for research

degree students, and make recommendations to the respective School Boards regarding research-related matters. This collaborative structure fosters a well-defined and aligned research environment within each department and school, contributing to the institution's overall academic excellence and research impact.

(a) Courses of studies

(b) Supervisor Selection for Research

(c) Strategies to Foster Excellence in Teaching and Research

11.5 Administrative Plan

The following outlines the specific 15-year strategic plans for each administrative department at BIT-DTBU.

11.5.1 Registrar Office

The Registrar's Office will function as the core of academic administration at BIT-DTBU, managing student records, supervising academic affairs, and ensuring compliance with relevant regulations. By establishing a solid framework for these essential operations, the office will play a pivotal role in advancing the university's commitment to academic excellence and strategic development.

15-Year Administrative Plan for the Registrar Office

Phase 1: Years 1-5

- **Digital Transformation:**
  - Fully implement an electronic student records management system to streamline data management and improve accessibility.
  - Develop online portals for student admissions, registration, and transcript requests to enhance efficiency and convenience.
  - Establish a robust data backup and recovery system to safeguard critical information.
- **Student Support:**
  - Create a centralized student support desk to provide timely assistance and address inquiries effectively.
  - Implement a knowledge base or FAQ section to provide self-service options for common questions.
- **Process Optimization:**
  - Streamline admissions and registration processes to reduce turnaround times and improve student satisfaction.

    - Automate routine tasks to free up staff time for more strategic initiatives.

Phase 2: Years 6-10

- **Data Security and Privacy:**
    - Strengthen data security measures to protect student information from unauthorized access and breaches.
    - Implement regular security audits and training to maintain compliance with relevant regulations.
- **System Integration:**
    - Integrate the registrar's office systems with the university's learning management system to provide a seamless student experience.
    - Explore opportunities for interoperability with other university systems, such as financial aid and human resources.
- **Alumni Relations:**
    - Develop a strategic alumni engagement program to foster connections and support the university's mission.
    - Leverage alumni networks for mentoring, networking, and fundraising opportunities.
- **Quality Assurance:**
    - Conduct regular audits of student academic records to ensure data integrity and accuracy.
    - Implement quality control measures to prevent errors and inconsistencies in student data.

Phase 3: Years 11-15

- **Global Reach:**
    - Expand registrar services to support online and international education programs.
    - Develop procedures for handling foreign credentials and academic records.
- **Technological Advancements:**
    - Explore the use of blockchain technology for tamper-proof credential verification and digital diplomas.
    - Investigate emerging technologies to enhance efficiency and improve student services.
- **Career Development:**
    - Foster industry partnerships to provide students with internship and career placement opportunities.
    - Develop career counseling services to assist students in identifying and achieving their career goals.

- **Digital Preservation:**
    - Establish a comprehensive digital archive to securely store and preserve academic records.
    - Implement long-term data preservation strategies to ensure the accessibility of historical records.

11.5.2 Controller of Examinations

The Office of the Controller of Examinations will act as the custodian of academic integrity at BIT-DTBU. This key unit is tasked with conducting examinations fairly and efficiently while overseeing all assessment processes to ensure the accuracy and credibility of student performance.

15-Year Administrative Plan for the Controller of Examination:

Phase 1: Years 1-5

- **Technology Adoption:**
    - Digitize examination processes, including online registration, result publication, and question paper generation.
    - Implement a robust online examination platform with features such as remote proctoring and anti-cheating measures.
- **Academic Integrity:**
    - Implement robust anti-plagiarism software and policies to maintain academic integrity.
    - Conduct regular training for faculty and students on academic honesty and ethical practices.
- **Exam Security:**
    - Strengthen exam security protocols, including secure question paper storage, invigilator training, and measures to prevent cheating.
    - Explore the use of biometric authentication for exam identification.
- **Student Grievances:**
    - Establish a transparent grievance redressal mechanism to address student concerns related to examinations promptly and fairly.
    - Provide clear guidelines for the examination grievance process.

Phase 2: Years 6-10

- **AI and Proctoring:**
    - Explore the strategic integration of AI and proctoring technology to enhance the security and effectiveness of online examinations.

    - Investigate the use of AI-powered algorithms to detect cheating patterns and ensure fair assessment.
- **Continuous Assessment:**
    - Implement continuous assessment models, such as quizzes, assignments, and projects, to provide a more holistic evaluation of student learning.
    - Develop rubrics and grading criteria for continuous assessment components.
- **Question Bank:**
    - Create a centralized, secure question bank to facilitate faculty collaboration and ensure consistency in assessments.
    - Implement measures to protect the integrity and confidentiality of question bank content.
- **Accessibility:**
    - Prioritize accessibility by implementing measures to ensure equitable examination experiences for students with disabilities.
    - Provide accommodations and support services as needed.

Phase 3: Years 11-15

- **Alignment with Learning Outcomes:**
    - Foster collaboration with academic departments to align assessment methods with established learning outcomes.
    - Ensure that assessments directly measure student progress and achievement.
- **Personalized Assessment:**
    - Investigate the potential of adaptive testing and personalized assessment strategies to provide a more tailored evaluation for each student.
    - Explore the use of data analytics to identify individual student strengths and weaknesses.
- **Certification and Badging:**
    - Introduce online certification and badging programs to recognize achievements in non-degree offerings. Promote the value of these certifications to employers and other stakeholders.
- **Accreditation:**
    - Cultivate partnerships with external accreditation bodies to uphold the highest standards of academic quality and program recognition.
    - Regularly undergo accreditation reviews and implement recommendations to improve assessment practices.

11.5.3 Director Administration

The Director of Administration will serve as a strategic leader overseeing a range of critical functions that are essential to the university's smooth operation. These areas include facilities management, resource allocation, and budget oversight.

15-Year Administrative Plan for the Director Administration:

Phase 1: Years 1-5

- **Process Optimization:**
  - Conduct a comprehensive review of administrative processes to identify areas for improvement and streamline operations.
  - Implement lean management principles to reduce waste and increase efficiency.
- **Energy Management:**
  - Develop and implement a strategic energy management plan to reduce operational costs and promote environmental sustainability.
  - Invest in energy-efficient technologies and practices.
- **Financial Transparency:**
  - Foster transparency through the development of a clear and accessible budgeting process. Provide regular financial reports to stakeholders.
- **Campus Security:**
  - Enhance campus security by implementing and maintaining robust security protocols.
  - Invest in security technology and train staff on security procedures.

Phase 2: Years 6-10

- **Centralized Support:**
  - Establish a centralized helpdesk to provide a streamlined and responsive channel for addressing administrative inquiries.
  - Implement a knowledge base or FAQ section to provide self-service options.
- **Infrastructure Sustainability:**
  - Prioritize the long-term sustainability of campus infrastructure through strategic investments and maintenance practices.
  - Develop a long-term infrastructure plan that addresses maintenance, renewal, and expansion needs.
- **Data-Driven Resource Allocation:**

    - Implement data-driven resource allocation models to ensure alignment with evolving academic priorities.
    - Use data analytics to identify areas where resources can be optimized.
- **Disaster Recovery:**
    - Develop a comprehensive disaster recovery and business continuity plan to safeguard university operations in the event of unforeseen disruptions.
    - Conduct regular drills and tests to ensure the effectiveness of the plan.

Phase 3: Years 11-15

- **Continuous Improvement:**
    - Foster a culture of continuous improvement in administrative services.
    - Encourage staff to identify and implement innovative solutions to challenges.
- **Data Analytics:**
    - Leverage data analytics for optimized resource allocation and decision-making.
    - Use data to identify trends, measure performance, and inform strategic planning.
- **Industry Collaborations:**
    - Establish industry collaborations for internship and research programs.
    - Facilitate partnerships with businesses and organizations to provide students with practical experience and research opportunities.
- **Public-Private Partnerships:**
    - Investigate public-private partnerships for infrastructure development and other initiatives. Collaborate with external partners to leverage resources and expertise.

11.5.4 Student Affairs

Foster a vibrant and inclusive campus environment that supports the holistic well-being of students and enhances their overall educational experience. Implement initiatives that promote student engagement, personal growth, and a sense of belonging.

15-Year Administrative Plan for the Student Affairs:

Phase 1: Years 1-5

- **Student Needs Assessment:**
    - Conduct a comprehensive student needs assessment survey to gather data on academic goals, learning styles, support requirements, and extracurricular interests. Use the survey results to inform the development of targeted programs and services.
- **Student Support:**
    - Develop and launch mentorship and counseling programs to provide students with personalized guidance, academic support, and social-emotional well-being resources. Create a supportive and inclusive campus environment that promotes student success.
- **Diversity and Inclusion:**
    - Champion diversity and inclusion initiatives that foster a welcoming and equitable learning environment for all students. Promote cultural awareness and understanding through various programs and events.
- **Extracurricular Activities:**
    - Expand and enrich extracurricular activities and clubs to offer a wider range of opportunities for student engagement, exploration, and development of talents.
    - Support student-led initiatives and clubs.

Phase 2: Years 6-10

- **Career Services:**
    - Create a comprehensive career services center to assist students in identifying career paths, developing job-seeking skills, and securing internships and full-time employment.
- **Health and Wellness:**
    - Implement a robust health and wellness program that addresses physical, mental, and emotional well-being.
    - Provide access to counseling services, health resources, and wellness workshops.
- **Alumni Engagement:**
    - Strengthen alumni engagement and networking opportunities to foster a sense of community and provide mentorship for current students.
    - Organize alumni events and networking sessions.
- **Student Leadership:**

    - Establish a structured student leadership development program to empower students to take on leadership roles and contribute to the campus community.
    - Provide training and mentorship opportunities for student leaders.

Phase 3: Years 11-15

- **Global Engagement:**
    - Expand and diversify international exchange and study abroad programs to provide students with a wider range of opportunities for global learning and cultural immersion.
    - Foster partnerships with international institutions to facilitate student exchange.
- **Centralized Student Support:**
    - Develop a centralized platform for student support services to offer students a streamlined and user-friendly access point for all academic, financial, and well-being resources.
    - Integrate various student support systems to improve efficiency and convenience.
- **Community Outreach:**
    - Forge strategic collaborations with local communities to create impactful social outreach programs that benefit both students and the wider community.
    - Encourage students to participate in community service initiatives.
- **Continuous Improvement:**
    - Implement a system for continuous monitoring and improvement of student satisfaction and retention rates by gathering regular feedback, analyzing data trends, and taking targeted actions to enhance the student experience.
    - Use data analytics to identify areas for improvement and measure the effectiveness of student affairs programs.

11.5.5 Resource Allocation and Budgeting

The Resource Allocation and Budgeting department serves as the university's financial steward, strategically allocating resources to ensure optimal support for academic and administrative initiatives. By carefully analyzing budgetary constraints and institutional priorities, this department plays a crucial role in maximizing the university's financial resources and ensuring their effective utilization to achieve its goals.

15-Year Administrative Plan for Resource Allocation and Budgeting:

Phase 1: Years 1-5

- **Participatory Budgeting:**
  - Establish a transparent and participatory budgeting process that involves input from various stakeholders, including faculty, staff, and students. Foster open communication and collaboration in the budgeting process.
- **Cost-Saving Measures:**
  - Implement cost-saving measures that prioritize efficiency and maximize value. Identify areas where costs can be reduced without compromising quality.
- **Revenue Diversification:**
  - Explore and evaluate revenue diversification opportunities, such as partnerships, grants, and endowments.
  - Identify potential new revenue streams that can support the university's financial sustainability.
- **Financial Audits:**
  - Maintain a rigorous program of regular financial audits to ensure compliance with regulations and identify areas for improvement.
  - Implement internal controls to prevent financial irregularities.

Phase 2: Years 6-10

- **Endowment Development:**
  - Cultivate a robust endowment by establishing a dedicated fund and pursuing strategic fundraising initiatives. Develop a comprehensive endowment management plan.
- **Data-Driven Resource Allocation:**
  - Implement data-driven resource allocation models to ensure that resources are allocated effectively and efficiently.
  - Use data analytics to identify areas of need and prioritize resource allocation.
- **Industry Partnerships:**
  - Forge strategic partnerships with industry leaders to explore collaborative research projects and funding opportunities.
  - Leverage industry connections to enhance the university's reputation and financial stability.
- **Financial Forecasting:**
  - Strengthen financial forecasting and planning capabilities to anticipate future financial needs and challenges.
  - Develop contingency plans to address potential financial risks.

Phase 3: Years 11-15

- **Accessibility:**
    - Increase access to higher education by expanding scholarship and financial aid programs.
    - Ensure that financial assistance is available to students from diverse backgrounds.
- **Financial Literacy:**
    - Empower students and staff with financial literacy tools and resources.
    - Provide education on budgeting, debt management, and financial planning.
- **Sustainability:**
    - Conduct a comprehensive evaluation of long-term investments in sustainable initiatives.
    - Ensure that the university's financial decisions align with sustainability goals.
- **Contingency Fund:**
    - Establish a robust contingency fund to address unexpected financial challenges or emergencies.
    - Regularly review and update the contingency fund to ensure it is adequate.

11.5.6 Infrastructure and Facilities Administration

The Infrastructure and Facilities Management department acts as the guardian of the university's physical environment, tasked with maintaining and upgrading campus facilities. Its primary responsibility is to create a secure, functional, and inspiring atmosphere that promotes academic success and enhances student well-being.

15-Year Administrative Plan for Infrastructure and Facilities Management:

Phase 1: Years 1-5

- **Infrastructure Audit:**
    - Initiate a comprehensive campus-wide infrastructure audit to assess the condition of facilities, identify maintenance needs, and prioritize repairs.
    - Develop a detailed inventory of all campus assets.
- **Maintenance and Repair Plan:**
    - Develop a strategic maintenance and repair plan to ensure that facilities are well-maintained and operational.
    - Prioritize repairs based on criticality and cost-effectiveness.
- **Sustainability:**

    - Implement sustainable practices in facility management, such as energy conservation, water efficiency, and waste reduction.
    - Explore opportunities for renewable energy adoption.
- **Campus Security:**
    - Enhance campus security and safety by upgrading security systems, conducting regular safety audits, and training staff on emergency procedures.
    - Implement measures to prevent unauthorized access and ensure the safety of students, faculty, and staff.

Phase 2: Years 6-10

- **Campus Expansion:**
    - Develop a strategic plan for campus expansion and modernization to accommodate future growth and enhance the learning environment.
    - Identify potential expansion areas and explore funding options.
- **Smart Technologies:**
    - Embrace innovation by incorporating smart technologies into campus facilities, such as energy management systems, smart lighting, and access control systems.
    - Leverage technology to improve efficiency, reduce costs, and enhance sustainability.
- **Campus Beautification:**
    - Invest in the beautification and functionality of campus grounds, including landscaping, outdoor spaces, and recreational facilities.
    - Create a welcoming and aesthetically pleasing campus environment.
- **Safety and Security:**
    - Maintain the highest standards of safety and security by regularly updating security protocols, conducting safety inspections, and providing training to staff.
    - Ensure that emergency response plans are in place and regularly tested.

Phase 3: Years 11-15

- **Campus Master Plan:**
    - Craft a comprehensive long-term campus master plan that outlines the vision for the future development of the campus.
    - Consider factors such as enrollment growth, academic needs, and sustainability goals.
- **Government Partnerships:**

    - Forge strategic partnerships with government agencies to secure funding, obtain necessary permits, and collaborate on infrastructure projects.
    - Leverage government resources and expertise to support campus development.
- **Sustainable Transportation:**
    - Champion sustainable transportation options, such as bicycle-friendly infrastructure, shuttle services, and carpooling programs.
    - Promote sustainable transportation to reduce environmental impact and improve campus accessibility.
- **IT Infrastructure:**
    - Implement a continuous assessment and upgrade program for the IT infrastructure to ensure that facilities are equipped with the necessary technology.
    - Stay updated on technological advancements and invest in upgrades as needed.

11.5.7 Human Resources

The Human Resources department serves as the university's strategic talent partner. Responsible for attracting, developing, and retaining a high-performing faculty and staff, this department fosters a welcoming and supportive work environment, ensures compliance with all legal and regulatory requirements, and promotes employee well-being to maximize engagement and contributions to the university's mission."

15-Year Administrative Plan for Human Resources:

Phase 1: Foundation and Efficiency (Years 1-5)

- **Recruitment and Onboarding:**
    - Optimize recruitment and onboarding processes to attract and hire top talent.
    - Develop a streamlined onboarding process to ensure new employees have the necessary information and resources.
- **Performance Management:**
    - Develop a robust performance management system to set clear expectations, provide feedback, and evaluate employee performance.
    - Implement regular performance reviews and coaching sessions.
- **Employee Benefits and Wellness:**

    - Invest in a comprehensive employee benefits and wellness program to support the physical, mental, and emotional well-being of staff.
    - Offer competitive benefits packages and wellness initiatives.
- **Diversity and Inclusion:**
    - Champion diversity and inclusion initiatives to create a welcoming and equitable workplace for all employees.
    - Promote cultural awareness and understanding through training and development programs.

Phase 2: Development and Engagement (Years 6-10)

- **Leadership Development:**
    - Cultivate leadership potential within the university through leadership development programs and mentorship opportunities.
    - Identify and nurture high-potential employees for future leadership roles.
- **Continuous Improvement:**
    - Champion a culture of continuous improvement by encouraging staff to identify and implement innovative solutions.
    - Foster a learning environment where employees are empowered to share ideas and best practices.
- **International Support:**
    - Provide dedicated support services for international faculty and staff, including immigration assistance, cultural orientation, and language support.
    - Create a welcoming and inclusive environment for international employees.
- **Flexible Work Arrangements:**
    - Offer flexible work arrangements, such as remote work or flexible hours, to enhance employee satisfaction and work-life balance.
    - Explore innovative work models to meet the needs of a diverse workforce.

Phase 3: Innovation and Sustainability (Years 11-15)

- **Knowledge Management:**
    - Develop a robust knowledge management system to capture, share, and preserve institutional knowledge.
    - Foster a culture of knowledge sharing and collaboration.
- **Interdisciplinary Research:**
    - Champion interdisciplinary research collaborations to foster innovation and cross-functional problem-solving.

    - Facilitate connections between faculty and staff from different departments.
- **Succession Planning:**
    - Implement a strategic succession planning and talent management program to identify and develop future leaders.
    - Ensure that the university has a pipeline of qualified talent to fill critical roles.
- **Employee Well-being:**
    - Maintain a commitment to employee well-being and engagement by offering ongoing support and resources.
    - Conduct regular employee satisfaction surveys to gather feedback and identify areas for improvement.

11.5.8 Institutional Social Responsibility

The Institutional Social Responsibility department embodies the university's societal and environmental welfare commitment. It leads efforts in meaningful community engagement and drives the adoption of sustainable practices throughout all university operations, ensuring a lasting positive impact.

15-Year Administrative Plan for Institutional Social Responsibility:

Phase 1: Years 1-5

- **Strategic Framework:**
    - Develop a strategic framework to identify and prioritize impactful community engagement initiatives that align with the university's mission and values.
    - Conduct a needs assessment to identify key areas where the university can make a positive impact.
- **Community Partnerships:**
    - Forge strategic partnerships with local NGOs and community organizations to collaborate on community development projects.
    - Build strong relationships with community leaders and stakeholders.
- **Sustainability:**
    - Champion sustainable practices across all university operations, including energy conservation, waste reduction, and responsible sourcing.
    - Implement green initiatives and promote environmental awareness.

- **Social Awareness:**
    - Cultivate awareness of critical social and environmental issues among students, faculty, and staff.
    - Organize workshops, seminars, and guest lectures on social responsibility.

Phase 2: Years 6-10

- **Outreach Expansion:**
    - Scale the university's impact by expanding outreach programs and reaching a wider range of communities.
    - Explore opportunities for international collaboration and partnerships.
- **Academic Integration:**
    - Embed social responsibility into the academic core by incorporating it into coursework, research projects, and extracurricular activities.
    - Encourage faculty and students to engage in socially responsible research and community service.
- **Transparency and Accountability:**
    - Maintain transparency and accountability in all social responsibility initiatives.
    - Report on progress and outcomes to stakeholders.
- **Global Citizenship:**
    - Embrace the university's role as a global citizen by promoting intercultural understanding and addressing global challenges.
    - Encourage students and faculty to engage in international development projects.

Phase 3: Years 11-15

- **Center for Social Responsibility:**
    - Launch a dedicated Center for Social Responsibility and Sustainability to provide centralized leadership, coordination, and resources for social responsibility initiatives.
- **International Collaborations:**
    - Forge strategic international collaborations to address global challenges and share best practices.
    - Participate in international networks and forums related to social responsibility.
- **Strategic Integration:**
    - Embed social responsibility as a core pillar of the university's strategic plan, ensuring that it is integrated into all aspects of institutional decision-making.

    - Align social responsibility initiatives with the university's overall goals and objectives.
- **Continuous Assessment:**
    - Implement a robust system for continuous assessment and improvement of social responsibility initiatives.
    - Measure the impact of programs and make necessary adjustments to ensure effectiveness.

CHAPTER 12

Student Admission Plan

12.1 Student Admission Plan

The Student Admission Plan is essential for the effective functioning of a Deemed-to-be University. This plan outlines the objectives, strategies and systematic actions adopted by BIT-DTBU to attract, admit and retain a qualified and diverse student community. It ensures that the university's academic mission and goals align with transparent and efficient admission procedures.

12.2 Objectives

- Admit students who display strong academic preparedness, motivation and potential to excel in their chosen fields.
- Build a diverse student cohort representing varied cultural, social and academic backgrounds to create an inclusive learning environment.
- Provide a student-centered admission process that offers timely guidance, necessary support and clarity at every stage of the admission journey.
- Ensure that admission operations are carried out with fairness, transparency and integrity in compliance with all regulatory and accreditation norms.
- Align the admission process with the university's long-term academic plans to ensure uniformity and continuity across all programs.

12.3 Action Plans

Establish Admission Criteria

- Define clear and comprehensive eligibility requirements for each academic program, including prerequisites, academic benchmarks and program-specific criteria.
- Develop a structured evaluation mechanism to assess applicants based on academic performance, entrance assessments, interviews, or portfolios, as applicable.

Marketing and Outreach

- Implement a coordinated marketing strategy to promote the university and its academic programs to a wide pool of potential applicants.
- Use digital platforms, social media campaigns, institutional visits and targeted outreach programs to increase awareness and engagement.
- Participate in education fairs, school/college seminars and awareness drives to provide relevant admission information directly to students and parents.

Online Application System

- Maintain a user-friendly online admission portal that enables applicants to register, upload documents, track application status and communicate with university staff.
- Ensure that the system is secure, supports smooth processing of applications and provides timely technical assistance to users.

Admission Counselling

- Provide structured counselling services to guide prospective applicants through program choices, eligibility requirements and application procedures.
- Offer personalized support to applicants who require special assistance or accommodations.

Admissions Committee

- Form an admissions committee consisting of qualified faculty and trained staff responsible for evaluating applications and making final recommendations.
- Ensure committee members are trained in evaluation parameters, ethical practices and principles of fairness and consistency.

Orientation and Onboarding

- Conduct an extensive orientation program for new entrants to help them integrate into the academic and campus culture of BIT-DTBU.
- Provide academic mentoring and support services to ensure that new students adjust well and succeed in their studies.

Feedback and Continuous Improvement

- Collect systematic feedback from all stakeholders involved in the admission process-applicants, parents, faculty and staff.
- Use the feedback to improve policies, refine procedures and enhance the overall efficiency of the admission process.

Compliance and Reporting

- Ensure full compliance with national and state regulations, statutory requirements and accreditation guidelines related to admissions.
- Prepare periodic reports on admission statistics and share them with institutional authorities and regulatory bodies.

12.4 Admission Norms

Intake & Reservation Policy

Admissions to UG, PG and PhD programs will follow the intake norms and reservation policies as prescribed by the Government of Tamil Nadu and relevant statutory bodies.

12.5 15 Year Rolling Implementation Plan for Admission

The admission plan is designed to align with the growing demand for higher education and the university's commitment to providing a world-class learning experience.

Faculties	Year 1	Year 2	Year 3	Year 4	Year 5
Faculty of Science and Technology	2,232	2,322	2,562	2,688	2,796
Faculty of Business	210	366	558	774	870
Faculty of Design and Media studies	-	-	48	195	306
Faculty of Health Science	-	-	-	-	-
Faculty of Agricultural Sciences	30	45	120	150	177
Total	**2,472**	**2,733**	**3,288**	**3,807**	**4,149**

Faculties	Year 6	Year 7	Year 8	Year 9	Year 10
Faculty of Science and Technology	2,796	2,796	2,796	2,796	2,796
Faculty of Business	945	1,080	1,080	1,080	1,080
Faculty of Design and Media studies	405	405	405	405	405
Faculty of Health Science	220	366	525	566	608
Faculty of Agricultural Sciences	193	198	198	198	198
Total	**4,559**	**4,845**	**5,004**	**5,045**	**5,087**

Faculties	Year 11	Year 12	Year 13	Year 14	Year 15
Faculty of Science and Technology	2,796	2,796	2,796	2,796	2,796
Faculty of Business	1,080	1,080	1,080	1,080	1,080
Faculty of Design and Media studies	405	405	405	405	405
Faculty of Health Science	608	608	608	608	608

Faculty of Agricultural Sciences	198	198	198	198	198
Total	**5,087**	**5,087**	**5,087**	**5,087**	**5,087**

Year 1: A Strong Foundation
In the inaugural year, the university plans to welcome approximately 2,500 students across three faculties: Science and Technology, Business and Agricultural Sciences. This solid foundation will set the stage for future growth and expansion.

Year 3: Expanding Horizons
The addition of the Faculty of Design and Media Studies in the third year will significantly increase the university's student body, bringing the total enrollment to approximately 3,300 students.

Continuous Growth and Stabilization
BIT-DTBU anticipates a steady increase in enrollment in the years following. By the conclusion of Phase 1, it aims to admit 4,149 new students. In Phase 2, the introduction of the Faculty of Health Sciences will further boost enrollment, reaching a projected approximately 5,087 students. Looking ahead, it expects the rate of student growth to stabilize, with new enrollments remaining at around approximately 5,087 students per year in Phase 3 and beyond.

CHAPTER 13
Networking Plan

13.1 Networking Plan

BIT-DTBU aims to build strong collaborative networks in teaching, research and knowledge exchange with prominent institutions and industries. These partnerships contribute directly to enhancing academic quality, employability and global exposure for students and faculty.

13.2 Objectives

- To develop and sustain collaborative engagements with national and international academic institutions, industries and research bodies.
- To identify opportunities for student and faculty development through joint teaching, research projects and specialized training programs.
- To enable international exposure for students and faculty through exchange programs, joint workshops and collaborative research.
- To strengthen academic growth by facilitating interdisciplinary partnerships and shared research opportunities.
- To support curriculum enhancement, innovation and institutional development through long-term collaborative initiatives.

13.3 Action Plans

- Establish collaborations with reputed institutions and industries for joint programs, research projects and academic exchanges.
- Invite external subject experts for BoS, curriculum development, seminars, workshops and faculty development programs to enrich learning.
- Promote interdisciplinary research by developing research clusters and collaborative projects within and outside the university.
- Strengthen industry partnerships for internships, applied research, consultancy work and professional training.
- Create strategic MoUs with international universities to support student and faculty exchanges, joint research and global academic exposure.
- Establish an Innovation and Industry Partnership Cell (IIPC) to nurture engagement with industries, NGOs and community organizations.

13.4 Five Year Networking Plan

Category	Year 1	Year 2	Year 3	Year 4	Year 5
MoU	10	15	20	25	30
External Experts in BoS / Curriculum Development	50	60	65	70	80

Category	Year 1	Year 2	Year 3	Year 4	Year 5
External Experts for Seminar / Workshop / FDP	50	60	70	80	100
Collaborative Research Projects	5	10	15	17	20
Collaborative Research Publications (Co-Authors)	100	150	200	250	300
Faculty / Student Exchange Programs	10	15	20	30	35

13.5 Globalization

Globalization for BIT Deemed to be University is envisaged as a strategic integration of international perspectives into teaching-learning, research, innovation and institutional processes to develop globally competent graduates and globally recognized academic ecosystems.
BIT aims to transform itself from a nationally reputed autonomous institution into a globally visible Deemed to be University by strengthening international academic partnerships, student and faculty mobility, collaborative research and global academic delivery standards.

13.5.1 Objectives

The major objectives of globalization at BIT are:

- To establish long-term academic collaborations with globally reputed universities and research institutions.
- To promote international exposure for students and faculty through exchange programs and joint academic initiatives.
- To attract international students and researchers to the BIT campus.
- To integrate global content, international best practices and interdisciplinary approaches into curriculum design and delivery.
- To strengthen BIT’s global academic reputation through international publications, joint patents and research output.

13.5.2 Action Plans

- Establish a Globalization Steering Committee and School / Department-level Internationalization Committees to plan, monitor, and benchmark global initiatives.
- Promote international academic and research exposure for faculty and students through overseas training, joint research, and collaborations,

with a long-term target of 40% faculty gaining global research or training experience.

- Recruit foreign faculty and global experts and provide academic, research, and cultural support for effective integration.
- Develop BIT as a preferred destination for international students through globally relevant programmes, multicultural infrastructure, and student support systems.
- Offer globally aligned, interdisciplinary programmes, internationally accepted certifications, and courses on Indian Knowledge Systems for global relevance and cultural integration.
- Enhance gender and geographic diversity, targeting 25% diverse student representation and 5% international student enrolment in the long term.
- Implement merit-based scholarships, freeships, Earn While Learn schemes, and dedicated international scholarships (SAARC, ICCR, BIT International Fellowships), supported by bank tie-ups for education loans.
- Execute a global branding and outreach strategy through international education fairs, academic summits, and overseas academic agencies.
- Strengthen global recognition through international accreditations, QIS rankings, benchmarking, and continuous faculty development for global competence.
- Establish strategic international partnerships with universities, R&D organizations, industries, and funding agencies, and support faculty and students to participate in international conferences, training programmes, and academic events.

Global exposure initiatives such as international tracks, global certification programmes, semester abroad opportunities and collaborative international projects will be integrated into academic programs.

13.6 15 Year Rolling Implementation Plan for Globalization

S. No	Strategic Focus Area	Current Status	2026-2030 Strategy	2031-2035 Strategy	2036-2040 Strategy
1	Increase in activities to attract international students for admissions	Initiatives Taken	Enhancement in international student outreach activities	Strengthening country-specific admission campaigns	Sustained global recruitment and branding
2	Enhance institute information	Initiatives Taken	Development of international	Fully developed global publicity and	Continuous global promotion and

S. No	Strategic Focus Area	Current Status	2026-2030 Strategy	2031-2035 Strategy	2036-2040 Strategy
	availability and publicity in target countries		admission portals and digital campaigns	communication system	diaspora engagement
3	Development of linkages with international universities	-	Identification of potential institutions and initiation of MoUs	Expansion of academic and research	Effective long-term global partnership framework
4	Facilitate student exchange and joint Ph.D. programmes	-	Planning and structuring exchange program models	Implementation of student exchange and joint Ph.Ds	Expansion and institutionalization of exchange programs
5	Attract international faculty on long-term engagement in R&D	Initiatives Taken	Engagement of visiting foreign faculty	Long-term foreign faculty recruitment	Effective foreign faculty engagement in core
6	Increase percentage of international students	-	Strategic framework for increasing international students	Phased implementation for higher intake	Stable international students with effective integration
7	Increase admissions of international students	-	Minimum 10-15 international students/year	Around 20 international students/year	More than 40 international students/year
8	MoU with international universities and organizations	Initiatives Taken	Signing MoUs for common academic activities	Strengthening MoUs through joint programs and R&D	Effective MoU utilization for micro-level academic and research

CHAPTER 14

Faculty Recruitment Plan

14.1 Faculty Recruitment Plan

Faculty form the foundation of academic excellence and research culture at BIT (Deemed to be University). Their quality, commitment and expertise are central to delivering outcome-based education, advancing research and fostering innovation. BIT currently has a strong pool of qualified and experienced faculty from IITs, NITs, Central Universities and leading academic and research institutions, with a healthy blend of academic and industry experience. Aligned with NEP 2020, which recognizes teachers as key stakeholders in higher education, BIT is committed to attracting, recruiting and retaining highly competent, research-driven faculty. Its recruitment strategy supports the institution's transition into a multidisciplinary Deemed to be University and aligns with its academic expansion, research goals and global aspirations.

14.2 Existing Recruitment Practices

The following recruitment practices are adopted by BIT Deemed to be University:

Statutory and Regulatory Compliance

- Recruitment adheres strictly to UGC regulations and statutory reservation policies, ensuring fairness, diversity and inclusiveness.

Core Subject Strength

- BIT emphasizes recruiting faculty with strong conceptual clarity and domain expertise in core subject areas.
- The focus is on faculty who can facilitate conceptual learning, problem-solving skills and outcome-based education**.**

Technology-Enabled Teaching Excellence

- Preference is given to faculty members who are proficient in using modern teaching-learning tools such as
  - Digital learning platforms
  - AI-enabled educational tools
- Smart classroom techniques and simulation-based teaching.

Adjunct Faculty and Industry Experts

- BIT engages **adjunct faculty and industry professionals** from reputed organizations to strengthen industry-academia linkages.
- These experts bring practical exposure, industrial case studies and real-world problem-solving approaches to students.

Retired / Emeritus Faculty Engagement

- Eminent retired professors and academicians are engaged as Emeritus Professors / Visiting Faculty based on expertise.

- Their role is to contribute to mentoring, curriculum development, research guidance and promotion of Indian knowledge systems in higher education.

Focus on Research-Oriented Faculty

Priority is given to candidates with:

- Doctoral qualifications
- Strong research publications
- Funded project experience
- Post-doctoral or international exposure

14.3 Faculty Planning for the Next Five Year

Particulars	Year 1	Year 2	Year 3	Year 4	Year 5
Increase in Student Intake	2,472	2,733	3,288	3,807	4,149
Faculty Additional Recruitment	115	49	93	138	112

14.4 Talent Acquisition and Retention

Faculty are the backbone of academic excellence and research growth at BIT (Deemed to be University). The institution is committed to continuously recruiting, developing and retaining highly competent faculty with strong academic, research and professional credentials. BIT aims to build a high-calibre faculty body with strengths in teaching, innovation and multidisciplinary knowledge, supported by a culture that rewards excellence through performance-based incentives, career advancement and professional development. To meet its academic expansion and research goals, BIT will maintain a 1:20 faculty-student ratio initially and progress toward 1:15 in line with NEP 2020 and global best practices. Consistent with the NEP vision for multidisciplinary institutions, BIT will invest in expanding a diverse and multidisciplinary faculty ecosystem to enhance teaching quality, research output and global competitiveness.

14.5 Objectives

The key objectives of BIT's Talent Acquisition and Retention Plan are:

- To design and implement a structured faculty recruitment policy that supports the academic expansion and enables achievement of a 1:15 Faculty-Student Ratio in the long term.

- To build a highly competent pool of students and faculty to position BIT as a nationally and internationally recognized multidisciplinary university.
- To attract faculty from academia, industry, government organizations, research institutions, non-profit organizations and international universities.
- To enhance the quality, diversity and global exposure of faculty members.

14.6 Action Plans

Faculty Strength Optimization

- BIT will undertake systematic fine-tuning of faculty strength in terms of number, qualifications, research capacity and competency across Schools and Departments.
- All Schools will be provided with adequate faculty resources to support both quality teaching and high-impact research.
- Two structured career tracks will be developed:
  - Academic Track - Focused on teaching excellence and student mentoring
  - Research Track - Focused on research output, innovation and funded projects, Knowledge Performance Indicators (KPIs) will be defined for both tracks.

Faculty Composition Enhancement

- In addition to regular recruitment, BIT will attract high-quality senior faculty members with post-doctoral experience from globally reputed universities and research institutions.
- Experienced academicians with 15+ years of domain expertise will be engaged to strengthen leadership in key academic and research areas.
- Doctoral graduates from IITs, NITs, IISc, ISRO, IISERs, IIMs and other premier institutions will be invited for faculty positions and research collaboration roles.
- Distinguished academicians and industry experts will be associated with Centers of Excellence and Interdisciplinary Research Centres as visiting or distinguished faculty.
- By adopting this strategy, BIT aims to have around 10% of its faculty strength as highly experienced and research-focused senior faculty by 2035.

Faculty Diversity Enhancement

- BIT will focus on improving faculty diversity in terms of gender, geography and academic background.

- The institution will encourage recruitment from diverse regions and multidisciplinary domains to enrich academic culture.

Faculty Internationalization

- BIT will initiate international faculty recruitment by engaging global academicians as Visiting Professors and Adjunct International Faculty.
- Gradually, select visiting positions will be converted into longer-term engagements.
- BIT aims to achieve at least 2% international faculty representation by 2030, in line with its globalization strategy.
- International faculty engagement will enhance global academic interaction, curriculum benchmarking and joint research initiatives.

Engagement of Industry and External Experts

- For specialized diploma, certificate and skill-based programs, experts from Industry, Government organizations and Non-profit research institutions will be actively engaged.
- BIT will strengthen industry-academic integration by inviting professionals from reputed industries and startups as Industry Adjunct Faculty.

Research-Oriented Faculty Induction

- BIT will promote the recruitment of researchers with strong interest in multidisciplinary and translational research.
- Special research-focused recruitment schemes will be introduced.
- Approximately 25% of newly recruited Assistant Professors will be inducted under this research-focused category.

Adjunct and Visiting Faculty Structure

BIT plans to maintain a faculty composition of:

- 90% Full-Time Regular Faculty
- 10% Visiting and Adjunct Faculty
- Of this 10%, equal representation will be targeted:
- 50% from international academic exchange programs
- 50% from industry and professional practice.

Faculty Exchange Programs

- BIT will actively promote faculty exchange programs with globally reputed universities and research institutions.
- The presence of **Interdisciplinary Research Centres and Centres of Excellence** will serve as a platform to attract visiting international faculty.
- Collaborative research, joint publications and co-supervision of PhD programs will be strengthened through these exchanges.

Compensation and Retention Strategy

- BIT will ensure that the salary structure and incentive mechanisms remain competitive and are positioned above the median level among peer institutions.
- Additional incentives will be provided for
  - High-impact research publications
  - Funded research projects
  - Patents and technology transfer
  - Innovative teaching and curriculum development
- The institution will also explore alternate funding mechanisms and endowment support to strengthen long-term faculty retention and motivation.

14.7 15 Year Rolling Implementation Plan for Talent Acquisition

The faculty recruitment plan is divided into three phases, each with specific targets and timelines. By the end of Phase 1, the university anticipates having over 560 faculty members. As the university expands its academic programs, the faculty will continue to grow, reaching approx. 740 members by the end of Phase 2 and approx. 750 members by the conclusion of Phase 3.

Faculty	Phase 1					Phase 2					Phase 3				
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
Professor / Professor of Practice	144	158	183	219	250	282	309	331	347	357	360	362	363	363	363
Associate Prof. / Sr.	180	197	228	274	311	352	386	413	433	445	450	452	453	453	453
Assistant Professor / SS	216	234	271	327	371	420	463	494	517	531	539	540	541	541	541
Total faculty members	540	589	682	820	932	1054	1158	1238	1297	1333	1349	1354	1357	1357	1357

CHAPTER 15

Campus Information & Communication Technology Plan

15.1 Campus Information & Communication Technology Plan

A future-ready academic ecosystem requires agile digital infrastructure, secure information systems and seamless communication channels. BIT-DTBU aims to build an intelligent, integrated ICT environment that strengthens academic delivery, enhances administrative efficiency and supports research and innovation.

The campus ICT framework will be expanded with the following priorities:

- Upgrading connectivity across the campus through high-capacity backbone networks and next-generation Wi-Fi architecture.
- Strengthening cyber-security through advanced firewalls, SIEM platforms, multi-layer identity management and secure data governance.
- Expanding digital learning environments through Moodle LMS, BIT Wiki knowledge base, virtual labs, analytics dashboards and automated assessment systems.
- Establishing an institution-wide ERP for academic, administrative and financial operations.
- Enhancing real-time communication through display systems, campus apps and digital wayfinding.
- Leveraging the Data Center for cloud integration, virtualization, research computing and continuous service availability.

15.2 Five-Year ICT Development Plan

Year 1 - Strengthening Digital Foundations

- Upgrade the network core, access switches and Wi-Fi mesh to support high-density user traffic and uninterrupted connectivity across classrooms, hostels and laboratories.
- Expand the existing 3.25 Gbps leased-line bandwidth with resilient failover lines and intelligent traffic management for high-demand academic platforms and research workloads.
- Digitize additional classrooms with interactive panels, lecture capture systems and integrated audio-visual tools.
- Scale the Moodle LMS with enhanced assessment automation, proctoring features, coding evaluation platforms and analytics for faculty and students.
- Strengthen BIT Wiki and Discourse by integrating structured academic repositories, departmental knowledge hubs and collaborative spaces for student communities.
- Provide systematic ICT capacity-building programs for faculty and staff covering LMS usage, data privacy, cybersecurity practices, digital pedagogy and cloud tools.

- Expand virtual and remote laboratory access in engineering, computing and basic sciences using simulators, virtual machines and remote instrumentation.

Year 2 - Cloud Integration & Unified Digital Ecosystem

- Integrate Moodle with proprietary coding platforms, DevOps environments and automated graders to support programming-intensive curricula.
- Transition core academic and administrative services to a hybrid cloud model enabling scalability, storage elasticity and secure remote access.
- Implement digital examination and evaluation workflows-question bank management, automated grading modules, plagiarism detection and digital transcripts.
- Introduce campus-wide digital signage, interactive kiosks and real-time information boards for announcements, transport schedules, events and alerts.
- Deploy a unified communication platform supporting web conferencing, virtual meetings, messaging and academic collaboration.

Year 3 - Intelligent Learning and Administrative Automation

- Provide industry-grade simulation environments, digital twinning tools, SCADA/PLC virtual labs and cloud-hosted development environments for classroom and lab use.
- Launch a comprehensive online academic portal hosting course catalogs, program structures, credit frameworks and real-time enrollment dashboards.
- Roll out the BIT Campus Mobile App integrating attendance, timetables, transport tracking, notifications, learning materials and campus services.
- Expand the data center with container orchestration clusters, high-availability servers, redundant storage and enhanced disaster recovery mechanisms.
- Strengthen cybersecurity posture with zero-trust authentication, network segmentation, advanced threat detection, vulnerability scanning and encrypted communication protocols.

Year 4 - AI Driven Academic and Operational Intelligence

- Integrate AI-based tutoring systems, adaptive learning engines and personalized recommendation modules within the LMS and PCDP framework.
- Deploy advanced AR/VR platforms supporting immersive lab experiences, remote experiment walkthroughs and virtual industry environments.
- Implement campus-wide analytics systems for evaluating academic performance, student progression data, research impact and administrative efficiency.

- Expand digital research infrastructure including GPU clusters, HPC nodes and cloud-based AI/ML computational resources.
- Begin phased automation of administrative workflows using RPA (Robotic Process Automation) for admissions, payroll, procurement and compliance documentation.

Year 5 - Secure Mobility & Fully Integrated Digital University Platform

- Implement a Mobile Device Management (MDM) platform to secure university-issued devices, enforce digital policies, manage licenses and support remote troubleshooting.
- Launch a unified ERP framework consolidating admissions, academics, examinations, HR, finance, hostels, transport and research administration.
- Deploy a comprehensive digital identity platform integrating smart cards/QR IDs, biometric authentication, access control and attendance tracking.
- Integrate sustainability dashboards for monitoring energy consumption, solar power generation, water management and building automation systems.
- Achieve end-to-end digitalization across administrative and academic processes, establishing BIT-DTBU as a fully digital university ecosystem.

During the First Five Year (2026-2030)

Descriptions	Year 1	Year 2	Year 3	Year 4	Year 5
Network Infrastructure	All the Facilities are Available as per the Current Infrastructure Need and Curriculum Structure. To be Enhanced, if required as per the Curriculum Need.				
Learning Management System					
Virtual Labs and Simulation					
Cloud-Based Infrastructure					
Online Assessment & Grading System					
Digital Signage and Kiosks					
Online Course Catalog					
Mobile Applications					
AI&ML Technologies Learning Platform					
AR/VR Technologies					
Data Analytics					
Virtual Collaboration Tools					
Chatbot or Virtual Assistant					
Modern ICT Tools					

CHAPTER 16

Entrepreneurship and Consultancy Initiatives

16.1 Objectives

To strengthen its Entrepreneurship and Consultancy ecosystem, the Institute has established a new vertical- Entrepreneurship Development Cell (EDC) & Industry Exploration & Collaboration Cell (IECC). The Bannari Amman Institute of Technology hosts a robust and vibrant network of incubators, with more than 200 startups currently incubated and operating under TBI BIT.

TBI-BIT provides comprehensive support and state-of-the-art facilities to nurture budding entrepreneurs during the early stages of their venture development. It enables startups to grow and succeed by offering a supportive ecosystem, mentorship and opportunities across various platforms and government schemes. These include initiatives under the Department of Science and Technology (DST), MeitY, MSME, UPIT and other Government of India agencies.

Through EDC, IECC and TBI, the Institute continues its commitment to fostering innovation, promoting entrepreneurship and empowering startups to transform ideas into impactful solutions.

The Objectives are:

- To create a robust ecosystem that supports the entire journey from ideation to startup formation, including prototype development and product commercialization.
- To build a vibrant innovation-driven environment and enhance the cognitive and creative abilities of BIT students.
- To promote and support entrepreneurship by providing students-right from the time they join any program-access to guidance, mentoring, physical incubation space, funding networks and value-based collaborations.
- To foster a dynamic ecosystem for industrial consultancy and strengthen the culture of industry-oriented problem solving.
- To establish a strong framework for industry-institute collaboration focused on industrial research, consultancy, process optimization, prototype creation and product development.
- To address and solve real-world industrial challenges, including those related to design, product development, production processes, energy audits, marketing and more.
- To collaborate with industry partners and urban local bodies to provide consultancy services, solve practical problems and develop case studies that enrich teaching methodologies and contribute to applied research and scholarship.

16.2 Action Plans

- Develop a multidisciplinary curriculum integrating Design Thinking, Innovation, Startup Management, Entrepreneurial Finance, and Technology Commercialization, with strong emphasis on experiential and problem-based learning.
- Promote entrepreneurship as a career pathway through interactions with startup founders, alumni entrepreneurs, industry innovators, and exposure visits to incubators, accelerators, and innovation hubs.
- Encourage and mentor student participation in national and international innovation challenges (Smart India Hackathon, ASEAN-India Hackathon, Toycathon, UN-SDG challenges, etc.) through internal screening, pre-hackathon training, and expert mentoring.
- Conduct expert lectures, masterclasses, and workshops on ideation, design thinking, creative problem-solving, critical analysis, and emerging technologies.
- Establish a strong pre-incubation and incubation ecosystem to support idea scouting, validation, prototyping, business model development, and early-stage startups, complemented by innovation fairs and prototype exhibitions.
- Provide continuous mentorship to promote frugal, sustainable, and deployable innovations using locally available resources.
- Organize hands-on training in AI, IoT, Robotics, Advanced Manufacturing, AR/VR, Cybersecurity, Biotechnology, and other future-ready technologies.
- Facilitate IPR awareness and creation through regular workshops, institutional support for patent filing, and incentive mechanisms to enhance IP output.
- Strengthen technology transfer and commercialization through industry trials, licensing, joint development, and market validation support.
- Foster industry and global collaborations for consultancy, internships, joint projects, and innovation challenges, translating industry problems into faculty–student consultancy assignments and positioning BIT as a technology-driven knowledge partner.

16.3 15 Year Rolling Implementation Plan for Entrepreneurship and Consultancy Improvement / up-gradation & increase in existing facilities

S. No	Action Area	Status (2026-30)	Status (2031-35)	Status (2036-40)	Strategy
1	Strengthening of Business Development Centre for industry linkage, startup support and incubation activities	Established and functional	Expanded in operations and outreach	Advanced Innovation Hub with global startup collaborations	Increase effectiveness through structured incubation pipelines, corporate co-creation labs and technology commercialization programs
2	Promotion of Joint Intellectual Property (IP) development and commercialization with industries	Implemented	Consolidated and diversified	Institutional IP Commercialization Centre established	Strengthen collaborative patenting, licensing mechanisms & shared IP portfolios through industry-driven research projects
3	Strengthening of the Entrepreneurship Development Cell for student startup promotion	Functional with regular activities	Expanded with structured entrepreneurship tracks	High-impact entrepreneurial ecosystem producing funded startups	Enhance programs through venture bootcamps, investor networking and startup acceleration initiatives
4	Dedicated research cell focusing on societal challenges and community centric problems	Implemented	Strengthened with interdisciplinary field research	Centre of Excellence for Social Innovation	Develop scalable community-focused technologies through funded projects and village / urban innovation clusters
5	Collaboration with industries, academic institutions and research organizations	Implemented	Continued and expanded	Integrated national and global partnership network	Enhance collaboration through joint labs, faculty immersion programs and collaborative research consortia
6	Joint workshops and community activities with Government departments & NGOs	Initiated and conducted periodically	Strengthened with larger community outreach	Institutional Centre for Community Innovation & Public Engagement	Conduct joint workshops, awareness programs and technology camps to benefit students and the local community

S. No	Action Area	Status (2026-30)	Status (2031-35)	Status (2036-40)	Strategy
7	Joint research, workshops and training programs with industries; organizing public lectures, colloquia and competitions on global issues	Implemented with selective partners	Expanded through multi-industry collaboration	Global knowledge-sharing platform established	Build joint training modules, global awareness competitions and research-driven industry training programs
8	Enhancing faculty engagement with industries and conducting training programs for Govt. staff / industry personnel	Implemented	Strengthened with advanced modules	Recognized centre for professional and governmental training	Facilitate faculty-industry immersion, advanced technical training, policy workshops and professional certification programs
9	Conducting student competitions addressing city- and state-level problems	Conducted through innovation challenges	Expanded with mentorship from government agencies	State-recognized competition platform hosted by BIT	Organize thematic competitions aligned with civic challenges, sustainability issues and regional development priorities
10	Effective use of the Business Incubation Centre for industry linkage and startup strengthening	Operational	Enhanced with added incubation capacity	Matured into a multi-domain incubation ecosystem	Facilitate structured incubation cycles, startup clinics, investor engagement and technology validation services
11	Budget and resource allocation for consultancy and institution-led problem-solving	Institutional provision available	Strengthened with revenue-generating consultancy cells	Consultancy Centre functioning as major knowledge provider	Allocate dedicated funding, create expert consultancy teams and promote faculty-industry collaborative consultancy assignments

CHAPTER 17

Collaborations & MoUs

17.1 Funds received from Government and Non-Government Agencies

Name of Projects / Endowments	Year of Award	Amount Sanctioned (in Rs.)	Duration of Project	Name of The Funding Agency	Type (Govt. Non Govt.)
Studies on Development of Cost Effective Moving Bed Biofilm Technology for Controlling and Treatment of Tannery Effluent Odour	03-03-23	7,500	3 Months	TNSCST	Govt.
Sustainability of Natural Aggregates by Utilizing CDW in Concrete	03-03-23	7,500	4 Months	TNSCST	Govt.
Seed Fund Scheme (SISFS)	26-04-23	2,00,00,000	2 Years	DPIIT - Startup India	Non-Govt.
Design and Synthesis of Nanomaterial Dispersed with Hydrogen Bonded Binary and Ternary Liquid Crystal Complexes for Photonic Devices	27-04-23	3,00,000	2 Years	TNSCST	Govt.
Uyir Sakthikalaka Thavarangal	27-04-23	15,000	3 Months	TNSCST	Govt.
Nanoparticles Dispersed Hydrogen Bond Ferroelectric Liquid Crystals for Efficient Optical Modulator	15-05-23	7,61,000	3 Years	DAE	Govt.
Production & Formulation of Medicinal Mushrooms Cordyceps Militeries using Enhanced Substrate Composition	26-05-23	2,50,000	I Year	EDII,TN-IVP (A)	Non-Govt
Mycellum Based Bio Composite made using Infusion Mycellum, Seaweed and Paddy Husk/Straw for Fabrication of Eco Friendly Sustainable Furniture	01-06-23	2,50,000	12 Months	IVP, Bio Composite	Govt.
Skill and Personality Development Programme Centre for SC/ST Students	22-06-23	2,00,00,000	3 Years	AICTE	Govt.
Machine Learning Algorithms and Soft Computing Technique for Learning Mathematics	28-07-23	4,61,900	7 Days	DST	Govt.
Design and Development of Sustainable Smart Reactor for Effective Composting	08-08-23	2,25,000	1 Year	MSME	Govt.

Name of Projects / Endowments	Year of Award	Amount Sanctioned (in Rs.)	Duration of Project	Name of The Funding Agency	Type (Govt. Non Govt.)
New Product Development	08-08-23	22,73,09,000	3 Years	MSME	Non Govt.
Design and Field Trial of an IoT Based Ultra-Low-Cost Ground Vibration Tracker for Mining Sectors	09-08-23	14,13,000	2 Years	Others	Govt.
SERB Travel Grant	14-08-23	1,71,309	1 Week	SERB	Govt.
Hands-On Training on Photonic Devices, DFT Calculus and R&D Equipment	21-08-23	5,50,252	7 Days	DST	Govt.
National Conference on Futuristic Materials in Science and Technology	01-09-23	1,00,000	2 Days	SERB	Govt.
Ai Based Precision Health Technology	18-09-23	3,50,000	1 Week	AICTE	Govt.
Application of Non-Invasive Bio - Nano Electro Mechanical Systems (Nems) Sensors in Healthcare: Innovative and Emerging Trends	29-09-23	64,000	1 Year	DBT	Govt.
Third IEEE International Conference on Smart Technologies, Communication and Robotics 2023	28-11-23	25,000	4 Months	CSIR	Govt.
To Redesign the Garbage Bin and to Develop a Solar Powered Pushcart Vehicle	01-12-23	18,86,130	2 Years	SERB	Govt.
Development of Hydroponics System for Growing Saffron in Tamilnadu Conditions	10-01-24	7,500	3 Months	TNSCST	Govt.
Prototype Design And Field Trial of an Elephant Infrasonic Warning Call Generator System	19-01-24	15,18,000	32 Months	SERB	Govt.
Applicational Perspectives of LCS	07-03-24	2,25,000	6 Months	CSIR	Govt.
INSPIRE Internship Science Camp	26-06-24	975,000	7 Months	DST-INSPIRE	Govt.
IoT Based Blind People Navigation System	09-09-24	3,000	6 Months	TNSCST	Govt.
Knowledge of Science that Leads to Engineering and Technological Innovation	10-09-24	25,000	3 Days	TNSCST	Govt.

Name of Projects / Endowments	Year of Award	Amount Sanctioned (in Rs.)	Duration of Project	Name of The Funding Agency	Type (Govt. Non Govt.)
Metallosupramolecules in Nanoconfined Environments-Intelligent Probes for Bioinspired Photoswitching Molecules	17-09-24	18,30,000	3 Years	SERB	Govt.
Automatic Alert and Glucose Level Monitoring System At Hospital	21-09-24	6,000	1 Year	TNSCST	Govt.
Development of Bread from Sapota Seeds	01-10-24	7,500	3 Months	Student Project Scheme	Govt.
Production of Okra Mucus Infused Gummies Using Agar Extracted from Gelidium Sp.	01-10-24	7,500	3 Months	TNSCST	Govt.
2 Days Workshop on "Advancing Materials: Comprehensive Testing And Characterization Strategies"	29-10-24	20,000	2 Days	TNSCST	Govt.
Digital Transformation In Tamil Nadu Using AI for Public Services	30-10-24	20,000	5 Months	TNSCST	Govt.
Ai-Enhanced 6G: Pioneering The Next Generation of Wireless Innovation	04-11-24	1,00,000	6 Days	AICTE	Govt.
Training Program on Entrepreneurship	06-11-24	2,50,000	3 Weeks	STI	Govt.
Formulation of Soup Mix from Vegetable Waste for Clinical Malnutrition	16-05-25	7,500	1 Year	Student Project Scheme	Govt.
Personalized based fitness tracker to assist healthy lifestyle	04-06-25	7500	3 Months	TNSCST	Govt.
Organic liquid crystals as thermal shutters for smart window applications	04-06-25	7,500	3 Months	TNSCST	Govt.
Development Of A Sustainable Biopackaging Material	21-06-25	10000	6 Months	Anna University	Govt.
Development of Immersive VR Skill Enhancer for Children with Autism Spectrum Disorder (ASD) and Intellectual Disabilities (ID)	08-08-25	17,52,794	3 Years	IEEE (USA)	Non Govt.

Name of Projects / Endowments	Year of Award	Amount Sanctioned (in Rs.)	Duration of Project	Name of The Funding Agency	Type (Govt. Non Govt.)
Semiconductor Design for Real World AI Applications	18-08-25	1,00,000	1 Week	ATAL FDP	Govt.
Natural Polymer Material for Bone Replacement	19-08-25	20,00,000	1.5 Years	DST	Govt.
To Develop Eri-Cocoon Opening Mechanism and Automation	19-08-25	20,00,000	1.5 Years	CSB-CSTRI	Non Govt.
Semiconductor Design for Real World AI Applications	13-08-25	1,00,000	3 Months	AICTE	Govt.
Next-Gen Cybersecurity in Industry 4.0 And 5.0: Securing Critical Infrastructure in the Digital Age	13-08-25	1,00,000	3 Months	AICTE	Govt.
Agroinnovate 2025: Sustainable Food Processing and Smart Agriculture for New India	20-08-25	2,00,000	8 Months	AICTE	Govt.
AVPL Drone Vision	06-10-25	50,00,000	3 Years	AICTE	Govt.
Smart India Hackathon (SIH)	23-10-25	2,21,5000	5 Days	AICTE	Govt.
Bioresorbable Ureteral Stent in the Treatment of Ureteral Obstruction and Post-Surgical Complications	12-11-25	10,00,000	2 Years	EDII - IVP Voucher Program	Govt.
Copper Nanoparticle-Based Poultry Waste Management for Sustainable Odor and Emission Control	13-11-25	10,00,000	2 Years	EDII - IVP Voucher Program	Govt.
Industrial-Scale Smart Grid Integration for Manufacturing in Industry 5.0	18-12-25	1,00,000	2 Days	ANRF	Govt.

17.2 Selected MoUs with institutions, other Universities, Industries, etc.

Organization with Mou Signed	Year of signing MoU	Duration	List the actual activities under each MoU year wise
Blueplanet Info Solutions Private Limited	16-03-2024	3	Internship, Faculty Training, Certification Courses, Collaborative projects, One-credit courses
IGRADAI	16-04-2024	3	Student Projects

Organization with Mou Signed	Year of signing MoU	Duration	List the actual activities under each MoU year wise
SS Group of Companies & Institutions, Salem	24-05-2024	3	Internship, Consultancy, Student Projects
Nugenica Biotech Labs Pvt Ltd	27-04-2024	5	Internship, Placement activities, Laboratory enhancement, Product development, Student Projects
Value Health Solutions, Coimbatore	05-04-2024	3	Internship, Placement activities, Organizing events, One-credit courses
DNS Gaming Private Limited	08-03-2024	3	Internship, Faculty Training, Placement, Collaborative projects, Laboratory enhancement, Product development, Organizing events, Student Projects, One-credit courses
KT Telematics	05-01-2024	3	Placement activities, Consultancy, Student Projects
Amuthasurabhi Architects	10-02-2024	3	Internship, Faculty Training, Placement, Collaborative projects, Laboratory enhancement, Consultancy, Publications, Patents, Student Projects, One-credit courses
United Info Tech	31-01-2024	2	Consultancy, One-credit courses
Leap Learning Academy	15-11-2023	3	World Skills Training, Consultancy
Angel Starch and Food Private Limited	18-11-2023	2	Internship, Faculty Training, Placement activities, Collaborative projects, Sharing facilities, Publications
Sprout Knowledge Solutions Private Limited	28-10-2023	3	Internship, Faculty Training, Consultancy, Organizing events, Student Projects, One-credit courses
Yakkai Arakattalai	22-06-2023	3	Research, Seminars and Workshops, Internships
TMI Systems	15-07-2023	1	Students Training towards project, product development
Scopik Edutech Private Limited	14-07-2023	3	Faculty Training, One Credit Courses, Guest Lectures, Project Mentoring, Hands on training workshop, Internship, Faculty Development Program
RSJ Inspection Service Ltd	01-08-2023	2	Internship, Placement activities, Collaborative projects, Organizing events, Student Projects
Thedush Robotics Private Limited	26-07-2023	3	Internship, Collaborative projects, Consultancy, Sharing facilities, Student Projects
Biovision Medical System	28-06-2023	1	Students Training towards project,product development, placement

Organization with Mou Signed	Year of signing MoU	Duration	List the actual activities under each MoU year wise
Mobitech Wireless Solutions Private Limited	23-06-2023	3	Internship, Faculty Training, Collaborative projects, Consultancy, Product development, Student Projects
Orangewood Research And Advancement Pvt Ltd	26-06-2023	2	Faculty Training Curriculum Review and Enhancements Student Interaction / Guest Lecture Student Projects
Sumukha Green Tech Aviation Pvt Ltd	23-06-2023	3	Curriculum and Syllabi Development Industrial Training, One Credit Course, Seminar / Workshop / Conference / Skill development events, Project Work
MIT Square Group of Companies	01-03-2024	3	Internship, Centre of Excellence, Certification Courses, Collaborative projects, Patents, Student Projects
Kumaran Medical Center, Coimbatore	01-01-2024	1	Sharing facilities
Zoho Corporation Private Limited	13-09-2024	4	Faculty Training, Syllabus framing for One credit, Student Training
Active Spatial Sciences Research Group	04-11-2024	3	Internship, Placement activities, Organizing events, Student Projects, One-credit courses
Bicelli Geco Hydraulics	01-08-2024	3	Internship, Student Projects
Faraday Ozone Product Pvt., Ltd.,	11-07-2024	5	Collaborative projects, Consultancy, Product development
Thavathiru Santhalinga Adigalar Arts, Science and Tamil College	25-07-2024	5	Collaborative projects, Product development
Infosys Ltd	11-07-2024	5	Internship, Faculty Training, Certification Courses
Object Automation Systems Solutions	28-06-2024	3	Internship, Faculty Training, Placement activities, One-credit courses
Wow Healthy Product	09-01-2025	3	Internship, Placement activities, Collaborative projects, Consultancy, Product development, One-credit courses
Real Tech Systems, Perundurai	06-02-2025	3	Internship, Faculty Training, Placement, Collaborative projects, Consultancy, Product development, Organizing events, Student Projects, One-credit courses
Talentsprint	15-04-2025	5	Certification Courses
Crion Technologies	28-08-2025	2	Internship, Faculty Training, Consultancy, Placement offers
HCL Technologies Limited	28-07-2025	5	Internship, Faculty Training, Placement activities, Placement offers, Student Training

Organization with Mou Signed	Year of signing MoU	Duration	List the actual activities under each MoU year wise
Toolcom Innovative Solutions Private Ltd	03-09-2025	3	Internship, Faculty Training, Placement, Product development, Student Projects
Kambaa Incorporation	08-08-2025	3	Internship, Faculty Training, World Skills Training, Certification Courses, Student Training
Fabforge Innovations Private Limited	26-09-2025	3	Internship, Faculty Training, Collaborative projects and Products
Varun Vallabhan, Senior Manager, Oracle India Pvt Ltd.	23-06-2025	1	Centre of Excellence, Certification Courses, Student Training
HCL Technologies Limited	28-07-2025	5	Internship, Faculty Training, Placement activities, Placement offers, Student Training
Crion Technologies	28-08-2025	2	Internship, Faculty Training, Consultancy, Placement offers
Toolcom Innovative Solutions Private Ltd	03-09-2025	3	Internship, Faculty Training, Placement, Product development, Student Projects
Kambaa Incorporation	08-08-2025	3	Internship, Faculty Training, World Skills Training, Certification Courses, Student Training
Fabforge Innovations Private Limited	26-09-2025	3	Internship, Faculty Training, Collaborative projects and Products
Varun Vallabhan, Senior Manager, Oracle India Pvt Ltd.	23-06-2025	1	Centre of Excellence, Certification Courses, Student Training
I Tech Metal Industry	01-12-2025	3	Internship, Faculty Training, Consultancy, Organizing events, Syllabus framing for curriculum
FESTO	09-012-2025	3	Industrial Training,Industry REady Program, Curriculum Design, Skill Development, Guest Lectures, Faculty Development Program
CISCO Networking Academy	11-02-2026	3	Internship, Centre of Excellence, Faculty Training, Certification Courses, Placement offers, Syllabus framing for curriculum, Student Training
Maven Silicon Sotech Private Limited	23-02-2026	2	Internship, Certification Courses, Placement offers

CHAPTER 18

Welfare Measures for Faculty, Staff and Students

18.1 Welfare Measures For Faculty, Staff And Students

Bannari Amman Institute of Technology (BIT), a Deemed-to-be University, recognizes that the welfare of teaching staff, non-teaching staff and students is integral to institutional growth, productivity and a healthy academic culture. The University is committed to providing comprehensive welfare schemes that enhance professional satisfaction, personal well-being and institutional belongingness.

18.2 Schemes for Teaching and Non-Teaching Staff

Provident Fund (PF): The institution provides EPF/PPF for all eligible teaching and non-teaching staff as per statutory guidelines.
Gratuity: Staff members are eligible for gratuity as per government norms upon completion of required service.
Group/Medical Insurance: Medical, accidental and group insurance benefits are provided for the welfare of employees.
Paid Leave: The institution provides various leave types including casual leave, medical leave, maternity leave and other statutory leave benefits.
On-Duty (OD): OD is provided for attending workshops, seminars, FDPs, conferences, university valuation and PhD-related work.
Fee Concession: BIT provides educational fee concessions to faculty pursuing higher studies and also fee benefits for the children of faculty members.
Transport Facility: Transport facilities are available for faculty and staff with subsidized transportation fees.
Accommodation Facility: The campus provides residential quarters/hostel accommodation for staff based on availability.
Loan Facility: BIT provides financial assistance such as interest-free loans for emergency needs for faculty and staff.
Canteen Facility: A subsidized canteen facility is available on campus for all staff.
Banking/ATM Facility: Banking and ATM facilities are available inside the campus for staff convenience.
Day-Care Facility: Child-care support facilities are provided wherever required for staff children.
Recreation & Sports Facilities: The campus provides indoor and outdoor sports facilities for faculty and staff.
Medical Centre: A 24/7 medical centre with doctors, nurses and ambulance service is available on campus to support staff healthcare.
Women Protection & Grievance Cell: BIT has an Internal Complaints Committee (ICC) and Women Empowerment Cell to ensure a safe work environment.

Staff Development Programs: FDPs, workshops, skill development programs, leadership training and orientation programs are regularly organized for staff development.

18.3 Schemes for Students

BIT provides extensive support to ensure equitable access to quality education. Scholarships, fee waivers and financial assistance are offered to deserving and economically disadvantaged students, with additional support for rural learners and first-generation students through institutional and trust-based aid. To strengthen academic readiness, BIT offers capability enhancement programs such as PCDP, soft skills and language training, aptitude coaching, industry-aligned labs and domain mentoring. Students needing extra support receive remedial classes, bridge courses and personalized mentoring. Financial assistance is also provided to help needy students pursue higher education within the institution, ensuring that no eligible learner is denied opportunities due to financial constraints.

18.4 15 Year Rolling Implementation Plan for Students Welfare

S. No	Years			Current Status	Strategy
	2026-30	2031-35	2036-40		
1	Student Financial Assistance and Scholarship Schemes from Institutional, Government and Private Sources			Implemented	Numbers will be increased
2	Student Skill Development and Support Initiatives (Soft skills, remedial coaching, language lab, bridge courses, yoga, meditation, mentoring)			100% Implemented	100% Effectiveness
3	Competitive Examination Coaching and Mentorship			Full Support	Increase in participations
4	UG & PG Induction and Orientation Framework			In-Place	Continued
5	Grievance Management and Support System			In-Place	Minimum grievances
6	Promoting a Zero-Tolerance Culture Against Sexual Harassment and Ragging			In-Place	Reducing complaints to zero
7	Career Guidance, Employability Enhancement & Entrepreneurial Support			In-Place	100%
8	Improving Student Qualification Rates in Major Competitive Exams (GATE /			In-Place	Increase in participations

S. No	Years			Current Status	Strategy
	2026-30	2031-35	2036-40		
	CAT / GRE / TOEFL / Civil Services / State Govt.)				
9	Student Development through Sports and Cultural Competitions			Yes	Increase in numbers
10	Participation in National & International Cultural Events			In-Place	Increase in numbers
11	Student Roles in Academic & Administrative Committees (IQAC, SC/ST, OBC, T&P, Anti-Ragging, etc.)			In-Place	Participation will be increased
12	Wellness Support Through Professional Counsellors and Medical Practitioners			Full Support	100% Effective
13	Annual student satisfaction survey			100% Implemented	Increased parameters & effectiveness
14	Hands-on Learning and Practical Engagement			Implemented	100% Effective
15	Enhancing Employability Through Industrial Internships			Implemented	More industries will be connected
16	Enhancing Knowledge Through Self-Learning Platforms (Webinars, Podcast, MOOCs etc.)			Implemented	Increase effectiveness with self-developed e-learning modules
17	Fostering Skills Through Co-Curricular and Extracurricular Activities (sports and cultural facilities, NCC, NSS and other club activities)			Implemented	National & international level focus
18	Student Engagement via Professional Societies and Engineering Programs			Implemented	Increase in numbers
19	Financial Support for Meritorious and Underprivileged Students			In-Place	Continued
20	Discipline and Anti-ragging Committee			Committee exists	Continued as per norms

18.5 15 Year Rolling Implementation Plan for Staff Welfare

S. No	Years			Current Status	Strategy
	2025-30	2030-35	2035-40		
1	Complete transition to a zero-stress workplace culture with digital automation			In-Place	Continued

S. No	Years			Current Status	Strategy
	2025-30	2030-35	2035-40		
2	Education fee waiver for self-education as well as education of children of faculty			In-Place	Continued
3	Transportation fee concession			In-Place	Continued
4	Establish BIT Faculty Innovation & Entrepreneurship Fund			In-Place	Continued
5	Endowment fund for Staff Welfare & Medical Emergency support			In-Place	Continued
6	On-campus medical centre expansion with full-time specialist support			In-Place	Continued
7	Higher education sponsorship (PhD / Post-Doctoral abroad / Global exchange programs)			In-Place	Continued
8	Retirement and pension support programs, voluntary savings plans			In-Place	Continued
9	Introduce Flexible / Hybrid Working options for eligible roles			In-Place	Continued
10	Enhancement Faculty & Staff Skill Development Centre			In-Place	Continued
11	Long-service recognition awards with financial benefits			In-Place	Continued
12	Launch Earned Leave Encashment system annually / biannually			In-Place	Continued
13	Sabbatical and funded research leave policy for qualified faculty			In-Place	Continued
14	Insurance coverage enhancement for staff and their families			In-Place	Continued
15	Subsidy in the cooperative stores and Healthy Food Initiative in canteen			In-Place	Continued
16	Workload balancing policy to ensure fair distribution of academic and administrative duties			In-Place	Continued
17	Introduce structured Employee Wellness & Assistance Program (physical, mental, financial wellness)			In-Place	Continued
18	Annual Professional Development Allowance for conferences, workshops, certifications			In-Place	Continued
19	Annual Employee Satisfaction Survey and action-based improvement cycle			In-Place	Continued
20	Support for International collaboration and visiting faculty			In-Place	Continued

CHAPTER 19
Alumni

19.1 Introduction

BIT's alumni community embodies the institution's values, academic excellence, technical competence and leadership. As BIT transitions into a Deemed-to-be University, the alumni network will serve as a critical pillar in shaping institutional growth, fostering global visibility, strengthening industry linkages and supporting current students through mentorship, innovation and opportunities. The alumni spread across national and international organizations-in engineering, technology, management, research, entrepreneurship, civil services, defence and social impact-constitute a powerful force that propels the institution's reputation. BIT-DTBU's strategic objective is to build a deeply connected alumni ecosystem supported by digital platforms, structured engagement and collaborative programs that enrich both the alumni community and the institution.

19.2 Objectives

- Strengthen the BIT Global Alumni Network by building active connections across countries, industries and professional domains.
- Establish a digitally integrated alumni engagement system through BIT ERP, website, mobile app and CRM-based alumni tracking.
- Recognize and celebrate alumni excellence in industry, entrepreneurship, research, public service and social impact through annual awards and signature events.
- Enhance alumni-driven support for students through mentoring circles, masterclasses, internships, global immersion opportunities and placement referrals.
- Encourage alumni contributions towards research, innovation labs, scholarships and infrastructural development aligned with BIT's long-term strategic goals.
- Build alumni-faculty-student collaborations to accelerate innovation, ideation, entrepreneurial ventures and professional development initiatives.

19.3 Action Plans

- Strengthening Alumni Governance & Representation: Appoint alumni representatives in BoS, advisory councils, quality assurance committees and research boards to integrate industry perspectives. Establish an Alumni Senate to contribute to policy consultations, academic reforms and future institutional planning.
- Alumni Recognition & Signature Events: Organize Annual Global Alumni Summit, Regional Alumni Meets and Young Alumni Conclave. Introduce

BIT Distinguished Alumni Awards, Innovator Awards and Startup Excellence Awards.

- Alumni Support for Students: Launch structured programs like: Alumni Mentorship Grid (career guidance, higher education support, technical mentoring), Internship & Placement Accelerator powered by alumni referrals, Global Alumni Talks Series on emerging technologies, leadership, innovation and entrepreneurship
- Alumni Contribution to Institutional Development: Facilitate alumni-led: Sponsored laboratories (AI, EV, Automation, BioTech, AR/VR, etc.), Sponsored classrooms, hostels, conference halls, Research grants and seed funds for student startups, Endowed chairs, scholarships and fellowships for deserving students
- Enhancing Alumni-Industry-Academia Linkages: Industry collaborations, MoUs, consultancy projects, Product development, prototyping, hackathons and real-world problem-solving, International academic partnerships and student mobility programs
- Develop a BIT Alumni Portal & Mobile App integrated with ERP providing Digital Identity Card for alumni, Alumni directory with global geo-mapping, Event registration and alumni chapters, Fundraising, contribution tracking and CSR linkage, Job & internship postings, mentoring requests, collaboration proposals
- Global Alumni Networking - Establish BIT Alumni Chapters in: USA, Europe, Middle East, Australia, Singapore, Japan, Major Indian metros-Bengaluru, Chennai, Mumbai, Hyderabad, Pune, Delhi, Conduct industry roundtables, leadership circles and sector-based alumni forums (AI, Robotics, Product Design, FinTech, AgriTech, Biotech, etc.).
- Social Impact & Community Support - Alumni to contribute to: Scholarships for economically disadvantaged students, Funding for rural development and community outreach initiatives, Supporting BIT’s sustainability mission through green projects
- Alumni Role in Branding & Global Outreach: Engage alumni as brand ambassadors for institutional outreach, NIRF/NAAC rankings, international collaborations and academic visibility, Encourage alumni to represent BIT in global forums, conferences, professional bodies and international competitions.
- Continuous Improvement & Engagement Analytics - Introduce an Alumni Engagement Scorecard monitoring: Participation in events, Contributions to academics and placements, Financial support, Mentorship activities, Implement data analytics to enhance alumni outreach, communication strategies and long-term engagement.

19.4 15 Year Rolling Implementation Plan for Alumni Engagement

S. No	Area / Activity	Current Status	2025-2030 Strategy	2030-2035 Strategy	2035-2040 Strategy
1	Establishment of "Alumni Engagement Cell"	In Place	Strengthen structure with dedicated coordinators & regional chapters	Expand to Global Alumni Engagement Office with country-level chapters	Fully digitized alumni operations with AI-assisted dashboards
2	Alumni support systems for career growth, lifelong learning & professional development	In Place	Create alumni upskilling modules, masterclasses and online certification pathways	Launch BIT Alumni Career Accelerator & global mentorship tracks	Establish continuous-learning ecosystem with microcredentials & alumni academies
3	Alumni-Student-Faculty Interaction Ecosystem	In Place	Annual alumni mentorship drives, curriculum inputs via BoS, & placement support	Hybrid alumni involvement in research projects, hackathons & innovation challenges	Global alumni councils driving program development, internships & international placements
4	Engagement of alumni as adjunct / visiting faculty	In Place	Identify 10-15 domain experts annually	Expand pool of industry leaders as adjunct professors	Launch "Global Alumni Professor Network" for international academic contributions
5	Alumni-led courses, workshops, networking events	In Place	Conduct 4-5 alumni-connected events per year	Increase frequency with sector-wise clusters (AI, EV, FinTech etc.)	Establish annual BIT Global Alumni Knowledge Summit
6	Alumni digital portal / mobile app	In Place	Integrate ERP, event registration, digital ID & alumni geo-mapping	Add CRM-based engagement tracking & fundraising modules	AI-enabled alumni analytics, alumni-industry matchmaking, predictive engagement
7	Activities of BIT Alumni Association (Registered Society)	In Place	Strengthen chapter coordination & annual general meet	Increase regional meets & collaborative signature events	Fully globalized alumni society operations & annual global convention

S. No	Area / Activity	Current Status	2025-2030 Strategy	2030-2035 Strategy	2035-2040 Strategy
8	Alumni support for incubation, start-ups & industry linkage	Established	Alumni angel network, mentoring for startups	Launch BIT Alumni Venture Fund & global startup bridges	Alumni-powered global innovation hubs & incubator exchange programs
9	Alumni-supported IP creation & commercialization	In Place	Facilitate alumni participation in IP review & industry connection	Joint commercialization with alumni-founded companies	Establish BIT-Alumni Technology Transfer Consortium
10	Entrepreneurship Development initiatives	In Place	Alumni guest entrepreneurs & startup bootcamps	Alumni-led entrepreneurship fellowships	Alumni-supported global entrepreneurship challenges
11	Dedicated research cell for societal problem-solving	In Place	Alumni involvement in CSR-based research	Joint alumni-industry funded research clusters	Global alumni consortium for large-scale impact research
12	Enhanced interaction with industries & research bodies	Implemented	Leverage alumni to create new MoUs & facility upgrades	Co-develop labs & research centers with alumni sponsors	Multi-country alumni-industry research collaborations
13	Joint workshops with Govt./NGOs for community outreach	In Place	Alumni-led outreach & rural development programs	Expand impact projects through alumni CSR connections	Establish BIT-Alumni Centre for Social Innovation
14	Joint R&D, training and development programs with industries	In Place	Invite alumni for industry training modules & projects	Set up alumni advisory clusters for industry 4.0 & emerging tech	Alumni-led global R&D exchange platforms
15	Public lectures, global talks	In Place	Monthly alumni expert talks	Annual Global Thought Leadership Lecture Series	

CHAPTER 20
Conclusion

Bannari Amman Institute of Technology: A Legacy of Excellence, Advancing Toward a Transformative Future

Since its establishment, Bannari Amman Institute of Technology (BIT) has evolved into a distinguished institution known for academic rigor, technological advancement and values-driven education. With a strong foundation built on innovation, discipline and industry relevance, BIT has grown into an ecosystem that nurtures more than 8,000 students across diverse engineering, science and professional disciplines.

BIT's persistent pursuit of quality has earned it national recognition through top-tier accreditations including NAAC A++, multiple NBA-accredited programs and consistent performance in NIRF rankings. The institution's commitment to excellence is further strengthened by certified processes, a culture of accountability and sustained emphasis on continuous improvement guided by the Internal Quality Assurance Cell (IQAC).

BIT embodies a robust environment of research, innovation and entrepreneurship. The institute houses thriving centres of excellence, research laboratories, incubation facilities and interdisciplinary innovation clusters that empower students and faculty to create impactful solutions. With active participation in national missions, industry-sponsored projects and innovation challenges, BIT continues to advance a culture of curiosity and problem-solving.

BIT's entrepreneurial ecosystem-supported by incubation platforms, technical societies and skill-development hubs-has produced numerous successful start-ups and innovators, showcasing the institution's capability to transform ideas into scalable outcomes. These efforts are complemented by a strong industry connection through MoUs, joint research, internships, training programs and collaborative ventures.

Over the decades, BIT has nurtured graduates who now contribute significantly to society, industry and academia across the globe. They represent the institution's values and reinforce BIT's identity as a premier center of learning.

With the introduction of the National Education Policy 2020 (NEP-2020), BIT has proactively aligned its curriculum, pedagogical approaches, assessment reforms and academic flexibility with national priorities. The institute's roadmap for implementing NEP-2020 reflects a visionary approach-integrating skill-based learning, multidisciplinary education, outcome-based frameworks and digital technology.

BIT's governance philosophy is rooted in transparency, decentralization and participative decision-making. Well-defined policies, standard operating

procedures and a culture of accountability ensure that the institution remains adaptable and forward-looking.

As BIT progresses toward the status of a Deemed-to-be University, it is poised to expand its academic footprint, enhance its research ecosystem and strengthen global collaborations. The next decade will focus on digital transformation, sustainable development, internationalization of academics and creating a learner-centric, future-ready environment.

BIT's legacy is built not only on achievements but on its unwavering commitment to transforming learners into responsible citizens, innovators and leaders. The institution stands prepared to embrace new horizons-guided by vision, strengthened by experience and enriched by a community dedicated to excellence.