SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

BEARYS INSTITUTE OF TECHNOLOGY, MANGALORE

BEARYS INSTITUTE OF TECHNOLOGY, BEARYS KNOWLEDGE CAMPUS, LANDS END, BOLIYAR VILLAGE, NEAR MANGALORE UNIVERSITY, INNOLI, MANGALORE
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BANGALORE

August 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Bearys Institute of Technology (BIT), an Institute registered under the aegis of Bearys Academy of Learning (BAL) & sponsored by Bearys Group, is affiliated to the Visvesvaraya Technological University (VTU), Belagavi & Directorate of Technical (DTE), Karnataka State and is recognized by the All India Council for Technical Education (AICTE), New Delhi. The Bearys education endeavor began in 1906 by forefathers of Bearys Group. BIT is the flagship institute of BAL which since its inception runs schools and colleges from the Montessori to Post Graduate level,. Founded on the principle of Sustainable Development, BIT boasts of the **First Green Campus in South India** & the **First Student Chapter of Indian Green Building Council (IGBC) in Karnataka.** It lays foremost emphasis on '**Quality, Personality & Integrity'** and follows a unique practice where every student plants a tree when joining and looks after it throughout their student life. Additionally, the students have spearheaded several green initiatives such as **'Clean City – Green City',** Beach Cleaning, Tree Planting and spreading Green awareness through celebration of World Green Building day and Earth day with Green Walkathons, Essay & Painting competitions etc. (To know more about BIT log onto www.bitmangalore.edu.in)

Bearys Group is an established Real Estate & Property Development Company in Bangalore since over 4 decades with Pan India presence, spanning the entire gamut of the real estate sector with expertise in every facet of the business from design, development, construction, marketing, PMC et al. It has chartered new territories with successful foray into Retail, Interiors Managed offices, Investment, Hospitality, IT, Global Enterprises and is today also acclaimed as India's largest Data Centre Developer. (For more details visit : www.bearysgroup.com).

BIT was established in 2009, with the aim of providing quality education in Engineering and Technology, both, at UG and PG levels especially to the rural & poor meritorious students. The Institution has well-qualified passionate faculty with state- of-the-art laboratories and classrooms, to facilitate an enriching learning experience & elicit the best outcome from students.

BIT provides a well-designed system of mentoring for academic excellence and guiding students to imbibe ethical and moral values. It inculcates a deep sense of concern and a sense of responsibility among students towards the environment. The institution nurtures holistic education, with professional ethics, essential life-skills, and value-based education, thereby transforming the youth into responsible global citizens.

Vision

To be a world-class engineering institution that nurtures leaders in every field of Engineering & Technology and grooms' knowledgeable men and women with highest ethics and values, who can significantly contribute

to a progressive, peaceful, and greener world.

By leveraging the resources and expertise of the Bearys Group, BIT has been nurturing the next generation of leaders and innovators, equipping them with skills and knowledge to thrive in the modern professional world. We provide ample opportunities for our students to get hands-on experience in the field of Civil and allied engineering/management through Industry-Academia Collaboration, Short-term and long term internships, Industrial visits and direct in-house placement under the Bearys Group or through its well- knit collaborations and connections with other organizations (To learn more please visit: https://bearysgroup.com/about-us/).

BIT amply provides opportunities for students to develop their social skills, emotional intelligence, integrity, and dignity through meaningful activities, additional courses, and social outreach programs, conducted through various cells and clubs, thereby sensitizing the students towards their role and responsibilities towards addressing current issues related to the marginalized sections of society, and evolve into responsible citizens.

Apart from quality professional education, students at BIT have the opportunity to imbibe the Group's extensive experience and insights into the dynamic business landscape, empowering them to explore novel ideas, implement cutting-edge technologies, and cultivate a spirit of entrepreneurship.

Mission

1. **Creating a stimulating academic environment by achieving excellence in the teaching–learning process, to meet the growing needs of the industry, and society.**
2. **Fostering innovation & creativity through constant research, with competent human resources and state-of-the-art infrastructure.**
3. **Transform and steer society towards a sustainable green environment and instill value-based education for a better world.**

Inspired by the words 'My Lord Advance me in Knowledge' and driven by our Motto 'Purity of Heart - Clarity of Mind' at BIT, we are deeply committed to ensuring Quality, Personality & Integrity with equal opportunities for all students, regardless of their socio-economic backgrounds. Our institution takes pride in providing support and assistance to students from rural /   minority communities and other deserving candidates through various scholarships/ financial aid programs.

The college enjoys excellent visibility and has a repute & rapport with the affiliating University. The current Principal, Dr. S.I. Manjur Basha, has been appointed as a member of the VTU Senate, further enhancing the Institutes academic prominence and strength.

The College has an impressive placement record, in consistently providing excellent career opportunities for its graduates. Through a dedicated placement cell and industry tie-ups, the college has nurtured strong relationships with leading companies and organizations, resulting in a laudable rate of successful placements.

Over the years, our students have been placed in renowned national and multinational corporations across diverse industries, reflecting the versatility and market relevance of our curriculum. The placement record stands testimony to the quality of education and the holistic development provided, as it continues to produce skilled and sought-after graduates who are making a significant impact in their respective fields. 'Absolute Truth, Implicit Trust and Societal Happiness' are the cornerstones of our educational endeavours. Towards this higher purpose we shall persist in our endeavour to make a mark in education, augment literacy and contribute to societal happiness.

The main Objectives of BIT are:

1. To nurture and develop ethical professionals in various fields of engineering & technology.
2. To provide quality technical education to every student, and necessary skills for their holistic development.
3. To encourage and motivate faculty and students to consistently participate in FDPs/workshops for up scaling their knowledge.
4. To promote and encourage Faculty and Students in research endeavors through projects and research publications.
5. To collaborate and invite people from the industry to enhance skill development.
6. To create a sense of awareness among all stakeholders, about preserving our environment, through appropriate forums, walkathons, beach-cleaning and such other initiatives.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. A progressive and professional Management which is highly experienced in running educational institutions and is consciously supportive of quality in every aspect of managing BIT.
2. A stimulating location with extra ordinary infrastructure facilities and state of the Art laboratories tastefully designed and developed to facilitate excellent Quality of College Life (QCL) amongst students.
3. Dedicated Faculty to ensure quality of Teaching and Learning.
4. Effective and innovative Teaching pedagogies are practiced to ensure that students achieve appropriate Learning Outcomes as per the norms of OBE. Classrooms are equipped with very good ICT facilities for effective ICT-enabled Learning environment.
5. Courses related to Universal Human Values (UHV), Professional ethics, and Environment & Sustainability, as mandated by the affiliating University, are effectively implemented.
6. Feedback from stakeholders is received; analyzed and corrective measures are taken to improve the Teaching-Learning process and course delivery to the students.
7. Sensitization of students and promotion of environmental conservation activities are prioritized through

activities such as Beach Cleaning, Green walkathon, and '*Swacch Bharath Abhyan*', which are carried out with great zeal, rigor and intent - true to the Vision of the Institution and Management.

8. Design thinking has been introduced for the first-year students to ignite innovation and critical thinking thereby addressing Higher Order Thinking Skills (HOTS) as envisaged under the revised Bloom's Taxonomy.

9. An effective Mentor-Mentee system is in place for monitoring and motivating students as also provide need-based counselling in times of need.

Institutional Weakness

1. As the college is only an affiliated institution, extra-mural funded research projects are rather limited in number and need augmentation.

2. Currently, only 21% of the faculty members hold a Ph.D. degree, and there is a need to enhance this proportionally over time.

3. Interdisciplinary projects are very few in number and publications through student projects are limited.

4. Alumni engagement and effective Student support has to be enhanced.

Institutional Opportunity

1. NBA accreditations of all departments and NAAC A/A of the Institution would enhance the educational recognition and societal perception of the institution.

2. We also look forward to making our college get a good position in the NIRF ranking as it will undoubtedly elevate our institution's recognition and standing amongst the noted educational institutions of the country.

3. Bearys Group has developed several Data Centers for world renowned DC operators which may be linked to BIT in the years to come, to help students to explore and carry out Internships and Apprenticeships.

4. The institution may seek an Autonomous status to promote new and self-designed courses/programs in trending areas of engineering and technology education.

5. A strong alumni network, if built, would help in developing in-house incubation centers, enhance placements, as also enhance internship-related opportunities.

6. International collaboration opportunities for improving knowledge transfer and enrichment needs to be explored, which can be seamlessly addressed by BAL.

7. Expansion in emerging fields of study is imperative, and the introduction of new age-UG as well as PG Courses in these areas is the need of the hour.

8. Collaborating with government bodies and organizations to access funding and grants for research and infrastructure development, promoting research-driven education and innovation is called for.

Institutional Challenge

1. Faculty retention in emerging areas of Technology-related domains.

2. Creating awareness among parents and students in taking up admission in core branches of Engineering and

educating them about the scope of these branches.

3. Attracting Quality Ph.D. holders in the cadre of Professors and Associate Professors to achieve desirable educational outcome, and augment innovation and research.

4. Promoting an emphatic culture of research and innovation among faculty and students, encouraging them to publish research papers in reputed/refereed journals and participate in national and international conferences.

5. Need to encourage interdisciplinary/trans-disciplinary education and research to address complex global challenges that require multi-faceted solutions.

6. Seeking International Collaborations for student exchange and Faculty exchange, would moot internationalization of BIT education.

7. As an affiliated College, the choice of subject and electives is limited at present.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

BIT being an affiliated institution under Visvesvaraya Technological University (VTU), diligently pursues the curriculum designed and mandated by the VTU. The Institute follows the Academic Calendar circulated by VTU, both in letter and spirit. Each department ensures the timely execution of all the mandated academic activities by preparing an annual departmental calendar that is in line with the college calendar. Further, before the implementation the said curriculum, is thoroughly discussed amongst the faculty of the institution, to design and develop mechanisms to bridge the gaps (if any) and widen the scope of the curriculum through need-based add-on and value-added courses.

BIT offers ample curricular and co-curricular opportunities to students through Choice Based Credit System (CBCS) and elective options, enriching their academic intellect and professional awareness. Mandatory courses on cross-cutting issues like Professional Ethics, Environmental Sustainability, Human Values, and Gender Sensitization ensure all-round development through holistic education. Outcome Based Education (OBE) is adopted for all programs, providing students with experiential exposure through mini projects, industrial visits, internships, and hands-on skilling. Skill up-gradation through IEEE and Comed-kares is emphasized, and students are encouraged to participate in various Tech-Competitions and Exhibitions at state and national levels. Add-on courses in various domains increase employability and industry-readiness. Moreover, BIT fosters the development of students' social skills, emotional intelligence, integrity, and dignity through meaningful activities, additional courses, and social outreach programs. These initiatives sensitize students to their roles and responsibilities towards addressing issues related to marginalized sections of society, nurturing them to become responsible citizens.

The **University Ranks** achieved by **Mr. Mohiuddin A G in 2020**, specializing in M.Tech (Machine Design), and **Ms. Lubna Mohammed Kunhi** from CSE in **2019**, serve as a testimony to the exceptional quality of learning provided by BIT. Additionally, the college's consistent record of maintaining a pass percentage rate of 95% or higher at graduation further reinforces its commitment to academic excellence and student-centric endeavors.

Teaching-learning and Evaluation

BIT is envisioned to nurture and develop graduate/postgraduate Engineering aspirants with exposure to a robust quality teaching-learning mechanism and an effective mentor-mentee program. The primary responsibility expected of the faculty is to create a cordial environment for learning, creativity, innovation, and leadership. Students are counseled and motivated to explore their curiosity through innovative project ideas, leading to proper planning, and execution. The student's calibre to grasp technical insights is identified for corrective measures to counsel, support and train the different **Learner-cohorts (Slow/Advanced learners).**

Teaching-Learning at BIT is enriched with modern ICT tools, enhancing the interactive experience of learners. Pedagogies include PowerPoint presentations, Google Classrooms, LCD projectors, NPTEL-SWAYAM video lectures, online quizzes, collaborative teaching, peer-to-peer Learning, problem-solving and case study-based learning. Faculty are also encouraged and motivated to attend skill enhancement programs, FDPs, and workshops. They also undertake Moocs Courses, Coursera, and NPTEL courses.

Student grievances, academic or otherwise, are addressed through the effective Mentor-Mentee program. Each faculty is assigned a certain number of mentees for personalized one-to-one mentoring and counseling. Education is delivered with a holistic approach, focusing on academic excellence while nurturing students' personal and professional growth. Outcome-based educational practices have been implemented over the past 2.5 years to ensure that all Course Outcomes and Program Outcomes are achieved by students to make them more employable and brace them to face any challenges that they come across in professional life. To facilitate this, the campus has excellent Infrastructure facilities to enable effective learning by incorporating ICT facilities, Library, Sports facilities, and hostels. Admissions are based on merit. Deserving students with good scores from economically weaker sections are given concessions in the fees.

Student performance is evaluated both through Continuous Internal Evaluation (CIE) and Semester End Exams (SEE). The CIE is conducted as planned in the academic calendar. As a part of the continuous improvement in the curriculum, feedback from the stakeholders is collected on a regular basis. The assessment and evaluation process both for CIE and SEE is transparent. The students' progress is conveyed to their guardians/parents through postal communication and digital media. The Course Outcomes and Program Outcomes are mapped, attainments calculated, and future planning for quality enhancement through gap identification and analysis is achieved.

Research, Innovations and Extension

Faculty and students are encouraged and supported to conduct research and submit research proposals for external funding. The Institute identifies promising student projects, and the students showcase their innovative ideas and project work, for further propulsion to entrepreneurship.

Research and innovation are encouraged amongst faculty and students**. Several students' projects have received funding from KSCST and VTU.** The Institute has tied up with many different industries to promote internships, skill enhancement programs and noteworthy talks from various Industry experts which are conducted for the development of students. Many of our faculty members have published research articles in reputable national and international journals. Additionally, faculty members are encouraged to publish books and book chapters, attend research-related workshops and conferences, and hold seminars. 13 faculty members are PhD holders. The College encompasses four Research Centre's in the fields of Mathematics, Physics, Mechanical Engineering and Electronics and Communication Engineering (ECE), which play a pivotal role in

fostering innovation, exploration, and cutting-edge advancements in their respective domains. BIT and ComedKares have a partnership to up-skill students and improve their design thinking abilities. Our successful Alumni, who are industry experts, have conducted workshops and provided practical experiences in frontier areas such as Design Thinking, Innovation, Artificial Intelligence (AI), Machine Learning (ML), and such others.

BIT actively engages in community outreach programs, fostering social awareness and promoting sustainable development. First-year engineering students participate in Social Awareness Activities (SAA) to devise innovative and lasting solutions to address societal issues, cultivating compassion and responsible citizenship. BIT collaborates with National and International Institutions/Universities and Industries through signed MOUs, enhancing opportunities for research/academic extension collaborations. Hosting the annual Green Walkathon Day during "World Green Building Week," BIT advocates for a clean and green city while raising awareness about energy conservation and the 3-R concept (Refuse-Reuse-Recycle). Collaborating with IRC and NSS, BIT has organized beneficial events such as blood donation camps, COVID vaccination drives, and initiatives for road and beach cleaning, aiming to benefit both, students and the wider community.

Infrastructure and Learning Resources

The Institution has established a State-of-the-Art infrastructure and physical facilities with around 49%, and 12% of the total expenditure dedicated to the maintenance of infrastructure and infrastructure augmentation respectively. BIT has 20 spacious classrooms spanning 15480 sq. ft and 29 laboratory spaces spanning 33153 sq. Ft. Around 75% of the classrooms, have been integrated with Information and Communication Technology (ICT), and are monitored through 38 CCTV surveillance cameras. Lab equipment procurement is carried out through the Purchase Committee and is tracked through the Stock registers. A total of 385 Desktops are available on the campus, with 313 allocated to the Laboratories and Library. The campus has a dedicated Internet leased line with a bandwidth of 50Mbps (BSNL) and 54Mbps (Airtel). A Central Server (Seagate) with a capacity of 10TB and 01 IBM server is installed in the institution and is utilized as per requirement. The System Administrator with his team monitors the maintenance, up-gradation and functionality of all the systems.

BIT has a well-equipped/maintained library spanning over 4413 sq. ft, with 10 workstations for the Digital Library, and has a total of 2954 titles, 20143 volumes, 29 print Journals, and other annually subscribed leading dailies, magazines, domestic and International Journals, and updated research resources. KOHA Open source Software has fully automated the library operations.

BIT has well-developed sporting facilities and a gym to cater to various athletic/sports activities. The football field 'BIT-ARENA' is built according to international standards, providing students with top-notch sporting opportunities. Inter-departmental and intra-departmental cultural events, as well as regular yoga sessions, showcase the diverse talent and overall well-being of our learners.

Student Support and Progression

Our Institute extends full support to economically deprived & deserving students by guiding them to avail the benefits of various scholarships offered through both, the State and Central Governments. In addition, scholarships and fee waivers are provided at the college level also, through munificent contributions of the management and Alumni. More than 70% of students, avail concessions through different scholarships

provided by the government to promote technical education. The Institute provides comprehensive support to students, enhancing their soft skills, language and communication abilities, life skills, effective use of ICT, career-related programs, and readiness for competitive exams at various levels. Guidance for higher education and placements is also offered.

BIT ensures transparent and timely redressal of student grievances, including cases related to sexual harassment and ragging (if any). The college actively promotes student participation in Curricular, Co-curricular, and Extra- curricular activities at State and National levels. Placements are of paramount importance, and students are presented with numerous opportunities through campus drives, pool drives, and off-campus placements. Special aptitude training sessions prepare students for successful placements. We consistently deliver excellent output through career guidance and on-campus training, with students receiving some of the best industry packages.

BIT has a registered alumni association named, **"Alumni Association of Bearys Institute of Technology "**. The Association is active and organized various events in both Mangalore, Bangalore and Dubai. Our robust alumni network has significantly impacted thousands of present students through their unwavering dedication and support.

Many of our graduates have ventured into the world of entrepreneurship demonstrating exceptional innovation and creativity, paving the way for ground-breaking ventures that have made a significant impact on the lives of people.

Many other alumni have achieved remarkable success in higher education by clearing the prestigious GATE exam, opening doors to pursue Post Graduation and Ph.D. programs at esteemed institutions such as BITS Pilani, NITK, and others. Additionally, some of our students are pursuing higher education at renowned foreign universities in Canada, Germany, and the UK, broadening their global perspectives and experience. As for placements, our students have made their mark worldwide, securing positions in countries like the U.K, Canada, Middle East, Australia, and elsewhere.

Governance, Leadership and Management

BIT has a well-defined organizational structure with equal employment opportunities for participation in various academic and administrative positions, with defined yet autonomous roles and responsibilities with accountability. The parent body, Bearys Academy of Learning (BAL) has provided education to students from the Primary to the Postgraduate level. Time-tested governance strategies have been adopted which have been successful in promoting quality education at affordable prices. Apex Leadership is provided by our Chairman of the Trust - Sri Syed Mohammed Beary. The administrative and Executive Leader of BIT is our Principal- Dr. S.I. Manjur Basha, who believes in decentralized and participative management and encourages Leadership development at all levels of the teaching and administrative cadres. Our Principal is also a member of the VTU Senate, which has further enhanced the college's academic prominence.

Functional Leadership/administrative powers are vested in three Committees, namely the Governing Council, Heads/faculty of various departments, and Heads/faculty of Various Sections. Delegating the duties to various departmental heads has facilitated the smooth functioning of the college. Meticulous Planning and deliberation of various activities are carried out at the Management/Principal's level and the execution is carried out by the HoDs and various committee heads to ensure timely implementation and consistent improvement. The college utilizes an effective E-governance platform for admissions, academic record maintenance, and financial

management. Service rules and a performance-based appraisal system ensure staff well-being and contribute to the overall progress of the faculty.

The IQAC of the college focuses on maintaining quality and consistency in teaching and learning, aligned with NEP 2020, OECD norms and UN SDGs 2030 norms of Education for the future. All processes related to Academics and their consistent improvements are carried through Systematic Audits by IQAC. The IQAC meets once a year and has Members from Alumni, Industry, and Students. The IQAC strategizes and conducts events and programs related to quality improvement and enhancement.

During the last five years, BIT has planned its activities according to a well-designed Institutional Perspective Strategic Plan (IPSP), and it has also envisaged and documented a futuristic Institutional Development Plan (IDP).

Institutional Values and Best Practices

BIT sensitizes students and Faculty to gender parity, equity, and safety. Regular programs for both Male and Female students are organized to promote mutual respect and create awareness about not indulging in any exploitation at the workplace/place of study. Round-the-clock security and CCTV cameras are provided so that students/faculty can be on campus 24 x 7, with full security.

BIT celebrates all important commemorative days of national/international importance and conducts a number of activities to promote oneness, harmony, and integrity whilst promoting universal brotherhood and thus encourages all students of all genders to participate. To maintain this perfect balance between Knowledge, skills, values, and civic duties as a citizen, Institute conducts several programs, seminars, and talks to ensure the holistic development of students.

The campus is equipped with energy-efficient LED lights and smart sensors to regulate their usage, leading to reduced energy consumption. Emphasizing environmental responsibility, BIT promotes a plastic-free campus and maintains proper waste management through strategically placed dustbins. The lush green campus hosts a diverse array of fauna and flora, creating a vibrant and ecologically rich environment complemented by the cool temperature of the locale. To contribute to a cleaner environment, the institution actively engages in activities like Beach Cleaning and Green Walkathons in Mangalore city. BIT ensures inclusivity by providing appropriate facilities for *Divyangajan*, including the availability of ramps and providing scribes during examinations.

The institution has introduced various Initiatives like Social Extension Programs to Enhance Computer literacy of the children belonging to neighboring schools, 'Talent hunt', and the '*Shiksha Suraksha'* scheme for the staff of the lower rung of salaries, to ensure their overall well-being.

The 'Talent Hunt' Programs stands as one of the most impactful initiatives for students aspiring to pursue Engineering and Architecture courses after their Pre-University Education. At BIT, we have extended our support by offering free CET/NATA coaching to more than 500 students over the past five years. True to its motto "Clarity of Mind and Purity of Heart", BIT facilitates Technical education, instilling values among students with a sense of responsibility towards Mother Nature.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	BEARYS INSTITUTE OF TECHNOLOGY, MANGALORE
Address	Bearys Institute of Technology, Bearys Knowledge Campus, Lands End, Boliyar Village, Near Mangalore University, Innoli, Mangalore
City	Mangaluru
State	Karnataka
Pin	574199
Website	www.bitmangalore.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	S I Manjur Basha	0824-2235200	7259773322	0824-2235775	principal@bitmangalore.edu.in
Professor	Nalini E Rebello	0824-	9945371440	-	hodcivil@bitmangalore.edu.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	Yes Minority.pdf
If Yes, Specify minority status	
Religious	Religious Minority
Linguistic	
Any Other	

Establishment Details		

State	University name	Document
Karnataka	Visvesvaraya Technological University	View Document

Details of UGC recognition		
Under Section	**Date**	**View Document**
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	02-06-2023	12	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	**Address**	**Location***	**Campus Area in Acres**	**Built up Area in sq.mts.**
Main campus area	Bearys Institute of Technology, Bearys Knowledge Campus, Lands End, Boliyar Village, Near Mangalore University, Innoli, Mangalore	Rural	10	29437.05

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
UG	BE,Civil Engineering	48	PUC	English	60	6
UG	BE,Computer Science And Engineering	48	PUC	English	60	60
UG	BE,Mechanical Engineering	48	PUC	English	60	14
UG	BE,Electronics And Communication Engineering	48	PUC	English	60	51
UG	BE,Artificial Intelligence And Data Science	48	PUC	English	60	59
PG	Mtech,Computer Science And Engineering	24	BE	English	18	2
PG	Mtech,Mechanical Engineering	24	BE	English	9	3

Doctoral (Ph.D)	PhD or DPhil ,Mechanical Engineering	36	MTech	English	3	1
Doctoral (Ph.D)	PhD or DPhil ,Electronics And Commu nication Engineering	36	MTech	English	1	0
Doctoral (Ph.D)	PhD or DPhil,Physic s	36	MSc	English	1	0
Doctoral (Ph.D)	PhD or DPhil,Maths	36	MSc	English	1	0

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				**Associate Professor**				**Assistant Professor**			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Soci ety or Other Authorized Bodies	8				12				37			
Recruited	6	1	0	7	4	2	0	6	25	12	0	37
Yet to Recruit	1				6				0			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				27
Recruited	22	5	0	27
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				20
Recruited	9	7	0	16
Yet to Recruit				4

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	5	1	0	2	1	0	3	1	0	13
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	1	0	0	2	1	0	22	11	0	37
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualificatio n	**Professor**			**Associate Professor**			**Assistant Professor**		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	112	26	0	0	138
	Female	45	9	0	0	54
	Others	0	0	0	0	0
PG	Male	3	0	0	0	3
	Female	1	1	0	0	2
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	1	0	0	0	1
	Female	0	0	0	0	0
	Others	0	0	0	0	0
Diploma	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

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Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	2	0	0	0
	Female	0	0	1	0
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	1	0	0	0
	Others	0	0	0	0
OBC	Male	77	54	65	91
	Female	52	20	20	43
	Others	0	0	0	0
General	Male	1	3	13	6
	Female	1	0	18	6
	Others	0	0	0	0
Others	Male	4	7	3	3
	Female	6	2	4	2
	Others	0	0	0	0
Total		144	86	124	151

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	BIT is a compliance-conscious institution and is highly sensitive to adopting mandated norms of the Statutory Regulatory authorities. In alignment with our vision and mission, the institution is in adequate preparation for the implementation of the principles and recommendations of NEP 2020, as follows: 1.Towards becoming a Multidisciplinary/Interdisciplinary institution: a) As an engineering and technology institution, to some extent, we are already providing opportunities for multidisciplinary/interdisciplinary education to nurture holistic education amongst our learners. Going forward, we aspire to seek autonomy and be able to include humanities and languages in our

	curricular and co-curricular activities, in tune with the principles of the policy. b) We have been able to set up various inter-disciplinary approaches in the areas of humanities and science. English, Kannada, Social Connect are already a part of the humanities curriculum, and we have full-fledged courses in 5 branches of engineering (CSE, ECE, MECH, CIVIL, and AI & DS), with pointed emphasis on the STEM Aspects. c) The institution has already developed strong connections with the society in respect to social engagement and service. As per the norms of AICTE, our students participate in a host of social-outreach activities such as beach-cleaning, green walkathons, Panchayath engagements, school visits etc, which are evaluated for a total of 100 points, apart from including UHV and Environmental studies as compulsory inclusions in the curriculum. Fostering community engagement and service to the society is engrained in our vision, d) Being an affiliated college, we are obliged to follow the norms as mandated by our affiliating university, and we shall fully comply with the requirements of multiple entry and exit options to our undergraduate students. We have already formed a task force to plan the certificate, diploma and PG diploma courses, to be offered to our 1st, 2nd and 3rd year undergraduates, as also the multidisciplinary flexible curriculum as desired under the policy. e) As an engineering and technology institution, our faculty are already into interdisciplinary research and our student activities and hands-on activities include considerable multi/inter-disciplinary learning through Project-Based Learning. Several industry-institutional interface practices also provide ample opportunities for our students to be creative and find innovative solutions to the challenges of the society. f) Our Teaching-learning and student-centric practices are being redesigned to adopt the principles of multidisciplinary and interdisciplinary approaches as desired under the policy.
2. Academic bank of credits (ABC):	2. Academic Bank of Credits (ABC): a) Being an affiliated college of the VTU, we shall await the instructions from our SRA to adopt the ABC, and shall fully comply with the mandate. b) As of now we are only an affiliated college. As and when mandated we shall comply with the recommendations and guidelines of our SRAs. c) As of now we are only an

	affiliated college, and not a degree-granting college. We are open to adopting seamless collaboration, internationalization of education, joint degrees between Indian and foreign institutions, and to enable credit transfer, as and when mandated by our SRAs. d) As of now, as an affiliated college, we have a limited opportunity for our faculty to design curricula; however, our faculty has been practicing innovative methods of curricular delivery. In the years to come, if we acquire autonomy, our faculty would be ever-ready to design and deliver cutting-edge curricula, in line with the changing higher education scenario of the country. Our faculty are being encouraged to read current material resources and also write reviews and books for the benefit of the students. i. We have been able to bring a new form of Institutional Repository for Learning Management. ii. Also, the resources are digitized and faculties are trained and educated in identifying the appropriate learning and assessment strategies for the courses they are teaching. iii. The institution has been effectively implementing the CBCS and OBE system as peer the AICTE norms and the faculty are regularly trained to learn and adopt the Learning Outcome-based Curricular Framework. iv. We have also adopted the elective subjects or optional papers for all the streams.
3. Skill development:	3. Skill Development a. In accordance with the mandated syllabus and scheme of regulations of the AICTE and the VTU, we organize vocational education and soft skills of students in alignment with National Skills Qualifications Framework through the following programs: i. Internships ii. Survey Camps iii. Workshops iv. Seminars b. The Visvesvaraya Technological University has included Internship program during the sixth and seventh semester as an activity of vocational education. The students enroll for Internships in industries and institutes such as Government Tool and Training Centers (GTTC) and such others. c. The institution has been promoting value-education through various activities, such as; i. Green Walkathon ii. Energy Conservation Day celebrations iii. Green Beach-Clean Beach iv. Swachh Sagar Surakshit Sagar Campaign v. AICTE Activity Point Programs d. Our institution has been undertaking the following activities: • Internship program, Survey camps and

	AICTE Activity Point programs. • Seminars, workshops and MOUs with industry and academic institutes • MEP training was conducted for our Engineering students, at our college by Dhanush Engineering Services India Pvt. Ltd. which is an approved training partner of NSDC association and Skill India.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course) a) The Institution with its vision of providing world – class education has incorporated the integration of the Indian knowledge system in to the curriculum by adopting various strategies of Teaching learning process through blending both English and vernacular languages in providing effective pedagogical instructions. b). The institution provides training to make use of vernacular languages in classroom instructions, we still are in the phase of incubating the guidelines of NEP-2020 into the curriculum. So far, we have held training programs i.e. FDPs exclusively pertaining to NEP -2020 in order to effectively bring the best outcome from it. c) Our institution has incorporated bilingual method of teaching in all the branches of engineering offered at our college. To aid in smooth delivery of content, various resources are used like 'E-Khumb' from GOI and VTU Reference books from 'VTU Prasaranga'. The set of instructions and content delivery is provided through both English as well as Kannada. d) Describe the efforts of the institution to preserve and promote the following: i. Indian languages (Sanskrit, Pali, Prakrit and classical, tribal and endangered etc.) The use of several local minority languages like Tulu, Beary, Konkani etc are promoted by using them in all college programs and events. Kannada language is promoted through the celebration of Karnataka Rajyothsava, 'Koti Kanta Gayana' and various other competitions. ii. Indian ancient traditional knowledge. We have been able to preserve and promote Indian ancient traditional knowledge by organizing tours, camps and visits to identify and popularize places of local knowledge pertaining to cultural heritage and Art, local traditions, food habits, customs etc. iii. The sense of integrity is infused in the students through celebration of National and religious festivals etc, we also celebrate National and International days of

	importance like International Yoga Day, World Environment Day etc. we also plant saplings, organize cleaning drives, walkathons, public awareness programs etc. Local festivals like 'Aati' celebration, traditional Days, Onam', etc. are celebrated. Various art forms of music and Dance are also promoted through various platforms in the college. e) We have been able to provide Teaching-Learning in Bilingual mode in all the branches of engineering f) We have eminent resource persons as well as well qualified faculty who are proficient in both English and vernacular languages. g) Various programs like Fests, Annual Day celebrations, heritage visits, educational tours, workshops on Handicrafts /Arts etc and cultural events to promote Indian music and Dance are also organized.
5. Focus on Outcome based education (OBE):	5. Focus on Outcome Based Education (OBE): a. Outcome Based Education (OBE) has been adopted in the Institute from 2020, to ensure that Learning Outcomes and Program Outcomes are achieved among students. The Attainment of COs and POs are the focus in departments. Several Talks on OBE have been introduced to Faculty to ensure a complete level of understanding. We believe that the Students of our College should develop Technical, Leadership skills and should have a holistic approach towards nature and the environment and hence ADD- ON courses are also introduced to enhance their ability in all different skills. Besides this, we encourage students to enroll in MOOCs courses and NPTEL courses to upskill themselves. Few students have enrolled in 18 credits NPTEL courses too to obtain an additional BE Honors degree. Since the integration of NEP has begun at all levels in the college, the impact of OBE will also be increased to get the best out of the students in academic as well as non- academic aspects. b. The institution is focused on OBE since 2020. Several innovative methods and teaching pedagogies have been practiced by the Institution from experiential learning methods, participative learning, and field trips to ensure students derive the best and enhance their skills. Further, ICT modes such as Power point presentations, Google classrooms, Google forms etc. are innovative methods that are added and practiced by our faculty. c. Further, the attainments of Course and Program Outcomes are calculated by Faculty and maintained

	in their respective Course file. Further, each faculty calculates the COs and POs at individual level to derive the final CO- PO attainment at the Student level at the end of every semester. CO- PO attainment is systematically recorded.
6. Distance education/online education:	6. Distance education/online education: a. . In line with NEP we will have our Collaboration with the Colleges located in Malaysia and other Asian countries. Faculty from BIT are pursuing their Ph.D. at these Universities and in a few months' time we will be introducing knowledge transfer through Online mode and Distance Education mode to our students. b. Several ICT modes of teaching have been introduced in the Institution. From Google Classroom, Google forms and other modes of teaching learning, faculty are involved in effective Curriculum delivery. Students are also encouraged to take up NPTEL and MOOCs courses to enhance their knowledge and strengthen it. Further, students are encouraged to take up Honors degrees which includes obtaining Certification of 18 credits from Online/ NPTEL Courses thus ensuring that they make the best out of the Swayam Portal Resources available. c. Besides regular curriculum delivery students are encouraged to take up Online NPTEL course and enroll themselves in other MOOCs courses too. Further, students and Faculty are encouraged to enroll into these courses and score credits.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	A functional Electoral Literacy Club (ELC) has been set up in the college.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	A Student coordinator Mr. Abdul Rahiman and Faculty coordinator Prof. Zaheer Ahmed has been appointed for the direction and co-ordination of ELC activities in the college. The ELCs are functional.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of	Electoral literacy programmes are held in the college to promote the sense of responsibility towards voting among the students. We have initiated programmes for the students in view of electoral literacy to enhance the democratic values and promote their participation in voting. The programmes initiated are

poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	as follows: 1. We have created student electoral awareness team to create awareness among the student about the rules and regulations, conduct and procedures of electoral process. 2. We have associations with local panchayaths around the college and have conducted voter registration camps for the students in the college for voter registrations, corrections etc.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Significant activities on electoral awareness in the first-year induction/ orientation programme which is a norm by AICTE, several activities like quiz, college poster making competitions will be organized along with informative sessions regarding participation in electoral processes for the First-year students, shall be introduced during the next session.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	A survey has been initiated among the students to identify the students who have attained 18 years of age and are yet to be registered in the electoral roll. The coordinator of ELC along with the representatives ensure that they register their names as voters. A link to the Electoral voting website is provided to students and many of them registered in the portal. Frequent motivation was given to students to enroll specially before Karnataka Assembly Elections. ELC will also motivate for the remaining students to register so that the full participation in upcoming 2024 elections is ensured.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
506	443	496	523	526

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 95

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
45	37	43	53	55

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
238.17	202.31	301.91	306.59	306.37

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

BIT is a compliance adhering institution, and meticulously follows the regulations of its affiliating Visvesvaraya Technological University (VTU), Belagavi, Karnataka and as directed by the central Statutory Regulatory Authority (SRA) - the AICTE, New Delhi. The college ensures curriculum planning and delivery through a well-planned and well-defined documented process which helps students in achieving learning outcomes. BIT has adopted both OBE and CBE since 2020.

Curriculum planning

At the commencement of each academic year, a college academic calendar is prepared which includes curricular, co-curricular and extracurricular events in tune with the University academic calendar.

Subjects are allotted to the teachers depending on their experience & skill, approved by the Head of the department (HOD) and Principal. Semester-wise time tables are prepared which also include time slots for project, industrial training, seminars, mentoring, physical education & library. The faculty members have individual time tables which reflect their workloads.

Curriculum delivery

Each teacher makes a comprehensive course plan including the source books and reference material. It also includes areas beyond the syllabus which are then disseminated to the students after the approval of the Head of the Department.

Each faculty member prepares the course file which comprises the time table, lesson plan, mapping of COs-POs for each course and programme, course attainments and targets, unit-wise notes, previous year question papers and performance of students of the previous batches. In addition to the teacher-guided methods, new and innovative student-centric teaching techniques are implemented to deliver the content. Interactive/participative methods, such as collaborative learning, group discussion, experiential learning, Peer to Peer learning, video discourses, quizzes, seminars and such others are implemented to motivate lively participation from the students.

Faculty members also prepare a question bank for each subject, which comprises semester-end university questions & other main questions from each module with the objective of SEE examinations.

For effective OBE implementation, Teaching-Learning, Assessment processes and Learner performance strategies are discussed at the PROGRAMME ASSESSMENT COMMITTEE (PAC) meetings, and at

the college level, by the Internal Quality Assurance Cell (IQAC). Based on the academic audit reports, appropriate course corrective actions and further plans for implementation are adopted for the subsequent semesters/academic years.

Conduct of Continuous Internal Evaluation (CIE)

The CIE coordinator refers to the academic calendar and co-ordinates with all the departments to start the preparation of the test. Further, the time table of the internal test is scheduled by adhering to the dates decided as per the academic calendar. The course coordinator prepares the question paper which is framed using the revised Bloom's learning levels as a guide. The course coordinator provides answer schemes that include the evaluation scheme. Since the CIE process is centralized, the classroom allocation for the test is decided by the CIE coordinator. This procedure is followed in order to avoid malpractice.

Post CIE, the booklets are assessed and the marks are displayed. Assessment of the lab is carried out once in a semester and the marks obtained by students are displayed . Reports of internships and projects are assessed and records of the same are maintained in the departments.

File Description	Document
Upload Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response:

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response:

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
249	229	174	118	130

File Description	Document
Institutional data in the prescribed format	[View Document](#)

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

BIT has integrated cross-cutting issues of the society like Moral Principles, Human Values, Engineering Ethics, Moral Values, Gender Parity, and Environmental Consciousness in the curriculum. The institute conducts several activities related to Professional Ethics, Environment, Human Values and Gender Sensitization at regular intervals in collaboration with Red Cross, NSS, Women's Cell, and Anti-Sexual Harassment Cell of the Institute. Students are motivated to take part in these activities, understand their role in society and thereby in nation building. With the sole aim of creating awareness among people in the surrounding villages about Environment, the Staff and Students of the institute have conducted **Green Walkathon** and other Awareness campaigns to make everyone realize the responsibilities towards our Environment

Moral Principles, Human Values & Engineering Ethics: A twenty-One days' Induction programme is conducted for the First Year B.E students during which Universal Human Values (UHV), Ethical Practices, Social Harmony, Gender equality and Societal concern sessions are organized in a blended

mode by inviting eminent personalities across different sectors. Values and ethics are essential part of the syllabus of the first year. The compulsory course "Universal Human values & Professional Ethics" for the second year students which is an important part of the program as prescribed by the University. Undergraduates are able to comprehend the significance of ethics and principles in their individual, social & professional life after learning these subjects. Introducing these courses was a long- felt and vital need to assimilate moral values along with management skills in all aspects of life. These activities foster the moral, ethical and social values in the students.

Environment and Sustainability: BIT is surrounded by a lush green environment. The college has an internal committee for community engagement and an Environment Club through which various programs like *Vanamahotsav, Swachh Bharat Abhiyan* etc are conducted to create student awareness in relation to concepts of environment, sustainability. Along with this, an initiative to promote environmental socio-eco responsibilities like eco-friendly green campus, LED lighting infused with motion sensors, and groundwater recharge are undertaken. Social awareness encouraging civic sense and preservation of the natural ecosystem highlighting responsibility towards the surrounding areas are infused amongst students using social programs like beach cleaning and *Swachh Bharat Abhiyan*. These programs are jointly conducted under the able guidance of the faculty of BIT and local Panchayat, where the students and faculty come together for this noble initiative. Beach cleaning activities are also conducted to give a sense of belongingness to the Mother Nature.

Gender Sensitization: The institution has Women Cell /Anti Sexual Harassment Committee to provide mentoring to girl students, encourage gender equity among all the students and also help in keeping welfare and security of girl students, faculty members and staff. The institute campus has 24x7 CCTV surveillance and security personnel. The institute has separate mens' & womens' hostels which provide a safe and secure campus environment to all students.

Professional Ethics: Besides the professional core courses and elective courses, the Institute/University offers humanities courses that cover concepts pertaining to ethics, environment and sustainability. On an average, during last 5 years BIT has been offering 6-7 self-deisgned/innovative Add On Courses.

File Description	Document
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response:

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 282

File Description	Document
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response:

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response:

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2021-22	2020-21	2019-20	2018-19	2017-18
144	86	124	147	101

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
267	267	276	336	336

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response:

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2021-22	2020-21	2019-20	2018-19	2017-18
37	28	33	19	37

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
52	53	54	66	66

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response:

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

BIT, Mangalore has adopted practices to facilitate learners with quality professional/pedagogical experience. The student-centric TL practices adopted are summarized below:

Interactive-Collaborative Learning: The techniques adopted are

1. **Foundation Course:** to provide a sound and adept foundation of basics to the new entrants to the B.E. course. The old concepts of basic sciences have been revisited as per the revised Bloom's Taxonomy, and the applicability of concepts in real-time is discussed.
2. **Bridge Course:** The knowledge gap has been attenuated through hands-on practical sessions for first year students. The technical diversity and application of different engineering streams are organized through seminars, workshops, etc. to connect the theory and practical perspectives of technical education into real-time applications.
3. **Aptitude/Technical Training:** Technical aptitude ability enhancement with logical and analytical reasoning and skill development training are conducted for students to enrich them with need-based capabilities required for industrial problem analysis and solving.
4. **Peer-to-Peer Learning:** The methodology adopted imbibes a sense of leadership among the students and escalates their learning curve. The sessions are conducted under faculty supervision. Students reach-out to their peers through these participative learning sessions and share relevant and useful information on different subject topics.
5. **Hands-on work sessions:** The practical know-how of equipment available in laboratories is conducted, to facilitate understanding about its working, troubleshooting, and safe and proper usage.
6. **Case-study based learning:** realistic conditional exposure is provided to students to develop an understanding of various features to be ensured in engineering practices. This exercise elaborates on and improves the presentation and communication skills of the students.

ICT tools: To develop students' academic understanding, lecture videos are arranged through online platforms like COURSERA, NPTEL-SWAYAM, etc. BIT has an NPTEL Local Chapter for academic and career enhancement of students and faculty, to explore the following practices:

1. **Google Classrooms:** Section-wise Google Classrooms are created where students and teachers mainly use the platform for sharing notes, videos, assignments, feedback, model question papers, and other learning materials.
2. **Google Forms:** are extensively used for assignments, collecting course outcomes and academic feedback, and co-curricular events. This tool is also used for Continuous Internal Evaluation (CIE), a two-way, brisk communication between teachers and students.
3. **Power Point Presentations:** The majority of the faculty members prepare their own Power Point presentations for the assigned courses, which are shared with the students through Google Classrooms, e-mails, and WhatsApp. Students also present their internship, seminar, and project work through PowerPoint presentations.
4. **Online Video Recordings:** To ensure seamless and continued learning (even during pandemic times), recorded videos were made and shared by the teachers, through platforms like YouTube.

5. **Digital Library (e-resources):** The extensive digital library resource is used effectively by both, faculty and student community for reference work related to research, projects, academic mentoring, and entrepreneurial ventures.

Project Work: Students learn project management, teamwork, and leadership characteristics through experiential learning methods such as mini-projects, surveying camps, internships, and final-year project work. Students are motivated to participate in project exhibitions (*Anveshana* and inter-college events). Many student projects have been funded by KSCST and VTU.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response:

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
57	57	58	67	67

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[View Document](#)

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response:

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise**

during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
10	8	10	13	8

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awareded by UGC recognized universities	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The institute adheres to a dynamic, transparent, and centralized assessment, evaluation, and grievance redressal system that is efficient and time-bound.

The CIE dates are finalized by the principal, head of departments, and CIE coordinator. The blue book requirements are indented by the respective HODs and submitted to the principal for procurement approval.

CIE Scheduling Process:

The departmental CIE timetable is prepared by the respective CIE coordinators in accordance with the proposed schedule.

The question paper setting is done by the respective subject faculty. The question paper includes extensive questions covering the syllabus framed in module format, specifying Bloom's taxonomy level, course outcome, and marks assigned. The CIE question papers are approved by the respective department module coordinators and HODs. The subject faculty submits photocopies of approved CIE question papers in a sealed envelope to the departmental CIE coordinator.

CIE Conduct Process

The room invigilation duty is assigned to all faculty by the CIE Coordinator. Room invigilators report 15 minutes prior to CIE time and ensure proper seating as per the seating matrix prepared by the CIE Coordinator. The seating matrix is displayed on notice boards. Students fill in details on the cover page of the blue book. The attendance sheet is circulated by the room invigilator after the commencement of CIE and the distribution of question papers. The HODs and senior faculty members are appointed as squads to promote the smooth conduct of CIE with no malpractice.

The blue books are arranged by the room invigilator according to subject department-wise and submitted to the respective department CIE Coordinator, who ensures the collection of these blue books and their submission to the concerned course faculty. An alternative CIE is arranged for students representing the institute in sports, cultural activities, and health problems, on production of an appropriate recommendation letter duly approved by the principal.

CIE Evaluation and Grievance Redressal Process

The faculty prepares a scheme of evaluation that ensures an appropriate and impartial assessment. The CIE blue books are evaluated within a week from the date of completion of the CIE. Students are shown their performance, and individual queries are addressed by the faculty. The assignment evaluation is done considering parameters such as neat diagrams and writing, on-time submission, etc. At the semester's end, the average of the three CIEs conducted and the average of assignments given are calculated and written on the cover pages of the blue books and assignment books, respectively. The students verify these marks and sign.

A continuous evaluation system is followed for the evaluation of laboratory records. The faculty check the lab record on the same day of the experiment and evaluate it. This practice helps students identify their mistakes and redo the work/calculations. Project evaluation rubrics are notified to students through circulars.

Students marked for malpractice, late entry, not carrying ID, etc., during CIE are reported to the respective HOD, who counsels the students and takes an undertaking letter. If copying material is found, zero marks are given for the CIE.

Grievances during SEE are dealt with by the Internal DCS and Chief Superintendent, who resolve them by reporting them to BOE and the university.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

In accordance with the university regulations on Outcome Based Education (OBE), appropriate measures have been incorporated to create awareness regarding POs and COs among the teaching, non-teaching, and student fraternity. The POs define the attributes to be inculcated in a student during the program duration as per the National Board of Accreditation (NBA). The 12 POs framed for technical education are:

1. Engineering knowledge
2. Problem analysis
3. Design/development of solutions
4. Conduct investigations of complex problems
5. Modern tool usage
6. The engineer and society
7. Environment and sustainability
8. Ethics
9. Individual and teamwork
10. Communication
11. Project management and finance and
12. Life-long learning

In conformity with the above, each department has framed Program Specific Outcomes (PSOs). The faculty develop Course Outcomes (COs) for respective subjects. The COs are usually 3-5 and specify what information and knowledge a student is expected to acquire after successful completion of the course. The COs are mapped to POs and PSOs based on their relevance, which is approved by the respective Head of Department.

The Institute has made provision to display the POs in each of the Department, Office and Institutional website. The COs are also displayed in their respective laboratories.

The Course Outcome (CO) attainment is projected over three learning levels: high (3), medium (2), and low (1), subsequently mapping with Program Outcomes (POs) and Program Specifc Outcomes (PSOs).

The attainment of CO is practiced through

- Direct Assessment

1. Continuous Internal Evaluation (CIE): 50%
2. Assignments: 20%
3. Semester End Examination (SEE): 30%

- Indirect Assessment

1. Course Exit Survey: 100%

The direct and indirect assessments are later scaled to 80% and 20% weightages, respectively. The schematic of the CO attainment process is depicted in Figure 1.

Figure 1: Course Outcomes Evaluation Scheme Flow Chart

Course Outcome (CO) Attainment Evaluation Methodology

- The CO's attainment is evaluated according to the assessment criteria.
- The direct and indirect assessment requirements are collected by the concerned course faculty. These details include CIE, assignments, and the course exit survey.
- The SEE analysis is done after the university's results are declared. This data is used for CO attainment, which is tabulated using MS Excel.
- The attainment evaluation is analyzed, and improvisations in the course plan are devised.
- The process flow chart for CO attainment is shown in Figure 2.

Figure 2: Course Outcome Attainment Calculation Flow Chart

Program Outcome (PO) Attainment Evaluation Methodology

- The data used for PO attainment evaluation is obtained from CO attainment done for each course, extra-curricular activities, namely sports, AICTE Activity Points, Industrial Visits, Seminars, Workshops conducted etc.
- The document compilation for the above stated components is done for PO evaluation.
- The PO attainment is analyzed, and any shortcomings are rectified by organizing appropriate activities.
- The schematic of the PO attainment process flow chart is illustrated in Figure 3.

Figure 3: Program Outcome Attainment Calculation Flow Chart

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

CO framing and PO mapping:

The Course Outcomes are defined in the syllabus framed by Visvesvaraya Technological University,

Belagavi under the Outcome Based Education Policy. The Program Assessment Committee meeting, led by respective department HODs and senior faculty members, discusses and finalizes the CO for each course. Thus, in PAC meetings, the Course Outcome of each course is discussed and, if necessary, rephrased or redefined. The mapping of COs to POs and to Program Specific Outcome for each course is also discussed and finalized in these meetings. Further strategies to enhance the relevance of CO-PO and CO-PSO are discussed and planned for the subsequent year.

CO-attainment calculation:

The meticulous process of calculating CO attainment is done for all the courses, both theoretical subjects and practical laboratories. To facilitate this intricate procedure, a customized Excel workbook is prepared for the precise CO-PO attainment calculation of theoretical subjects and laboratory work. Within this structure, distinct CO attainment targets are set for each course, shaped by individual course instructors during PAC meetings. These attainment levels are meticulously fine-tuned and settled through deliberations.

Assessment of COs is done through direct and indirect evaluation methods. Direct assessment utilizes Continuous Internal Evaluation and Assignments, offering comprehensive insight into the framed COs. Indirect evaluation involves valuable student feedback, providing a holistic assessment perspective. Synthesizing these methods yields a comprehensive estimate of corresponding PO attainment, mirroring the multi-faceted nature of educational achievement.

PO-attainment calculation

During the PAC meeting held in the academic year 2021–22, the assessed Program Outcome attainment values for the preceding academic year (2020–21) are brought to the forefront for deliberation. The attainment targets are decided based on the attainment achieved in the preceding year. The calculated attainment percentage is quantified through a weighted scale, where High outcomes are assigned a weightage of 3, Medium outcomes a weightage of 2, and Low outcomes a weightage of 1. These weighted values serve as indicators, spotlighting any deficiencies within the CO-PO alignment for specific courses.

Through this evaluation, gaps are systematically identified and are subsequently articulated in terms of PO achievements. Deliberations revolve around devising corrective measures that address the deficiencies and exploring methodologies to seamlessly integrate these improvements into the coursework.

Deliberations of PAC meetings

The gaps with industrial requisites and academic standards in Higher Educational Institutions are identified. These gaps serve as catalysts for enhancing quality through diverse teaching-learning methods and co-curricular activities. Gap identification fuels the refinement of CO-PO alignment. Strategies include rephrasing COs for elevated Bloom's Taxonomy levels, realigning COs with higher-order POs and PSOs, using innovative teaching methods, and planning relevant activities. Innovative approaches like peer-to-peer learning, experiential learning, and problem based learning, and case study methods amplify the teaching-learning process. Pedagogies encompass chalk-and-talk, power point presentations, NPTEL-*SWAYAM* videos, seminars, group discussions, quizzes, webinars, workshops, bridge courses, and foundation courses. Also, CO alignment with higher-order POs is realized through Internship Programs, Project work, Industrial Visits, and Add-on Courses.

Implemented methods and measures finalized at PAC discussions lead to an improved CO-PO matrix.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response:

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
115	81	123	103	146

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
141	103	146	135	171

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response:

3.1.1.1 **Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
1.41	0.725	0.8	0.155	0.3

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The Institute has established an ideal ecosystem for transfer of knowledge and has implemented strategies to promote a culture of Innovation among its students and faculty. Our students are encouraged, motivated, and nurtured to imbibe a sense of innovative thinking, creativity and entrepreneurial skills. To promote skills for industry readiness, the Institute organizes seminars, workshops, industrial visits, internships, and has MOUs with industry. This equips the students to enhance their knowledge about industrial requirements, techniques, and technologies for engineering practice resulting in a laudable framework of Industry-Academia interaction among the students.

Laboratory and Research Facilities:

The Institute has state of the art laboratories that facilitate students to learn and refine their skills in modern technologies such as 3D Printing, Programming, Internet of Things, Data Sciences, Modeling, Data Analysis Software and Electronics. The Institute has extensive scope for Research & Development

with Four University/Recognized research centres. One of the Institute's most unique research facilities is the **High Speed Flow Supersonic Research Lab**.

Student Participation:

Our students are guided to develop projects and participate in Project Exhibitions. The Engineering students collaborate with school students in project making and participate in the project exhibition *ANVESHANA*. To realise quality work in projects, students are motivated to apply for State-sponsored project funding such as **Karnataka State Council for Science and Technology** (KSCST) and the University Student Project fund. Many of our student groups have been shortlisted for KSCST funding from the Government of Karnataka. The Institute recognizes potential student projects, which get selected for National level Exhibition at VTU where the students demonstrate and exhibit their work of innovation to thousands of students. This gives a significant boost in innovation at the student level. To create a culture of Innovation, Learning, and Reasoning, the Institute had organized International Conferences on **Sustainable Urban Development, Resource Conservation and Food Security** (SURF). These events promote a brainstorming and knowledge-sharing environment in the Institute, also provide students and faculty a platform to interact with scholarly Resource Persons invited from external experts. Besides this, students have been introduced to a new subject named Innovation Design Thinking along with several other elective papers as a part of the VTU curriculum. The students are also guided to enroll themselves into various add-on courses provided in the institute as well as other organizations, to enhance their skill set. Many of our students are also mentored to get the benefit of the courses available in online platforms like NPTEL SWAYAM MOOCs, Udemy, Coursera etc. This helps students to ideate, design and finally prototype their projects leading to a product.

Collaborations:

Further, the Institute has collaborations with data centre and other activities of the Beary's group where a large number of opportunities are provided to students and staff to technically upskill themselves. The College has a tie-up with ComedKares, an enterprise of the Government of Karnataka, to upskill students and enhance their design thinking aspects. Alumni of our college who are successful entrepreneurs/industry experts have also provided for workshops and hands-on experiences in the field of design thinking and innovation, Artificial intelligence, Machine Learning and such other new-age technological areas.

File Description	Document
Upload Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response:

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1	1	1	1	1

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response:

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
32	21	8	29	10

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in

national/ international conference proceedings per teacher during last five years

Response:

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	2	0	0

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

Bearys Institute of Technology (**BIT**) has consistently been aware of and sensitive to carry out outreach initiatives to foster community development through engagement in the surrounding community, and it has been giving its students good exposure to social concerns, instilling compassion, sensitivity to societal problems and encouraging sustainable growth through offering relevant solutions. BIT has always taken care in identifying emerging problems in the community and in providing the opportunities to our students to innovate sustainable solutions to the issues. BIT has been conducting the **Social Awareness Activities (SAA)** for all the first year engineering students. This SAA introduces students to the practice of Social Awareness and Motivation. Social Awareness Activity was started with the purpose of creating and spreading social awareness among the young minds of engineering students and taking the youth towards the pinnacle of education, health, skill and progress; thereby nurturing their development on the social, economic and educational fronts.

Impact of the Extension activities of BIT

The **Green Walkathon Day** is an annual event flagged by Bearys Institute of Technology to honor and celebrate the "World Green Building Week." The objective of the event is to bring awareness to sustainable development, energy conservation, **3-R concept of 'Refuse-Reuse-Recycle'**, and thereby promote a clean and green city. Various students from different institutions participate in this event and

enjoy the event by taking up the responsibilities to save Mother Earth. The utilization of technologies and infrastructure that save energy and promote energy conservation, are also efforts to find alternate and renewable energy sources like sunlight and wind energy through green buildings and get good amount of oxygen through plants/trees in and around buildings and adaptation to the global warming reduction or the policy to reduce the greenhouse gas emissions, and so forth;

National Energy Conservation day is celebrated at Bearys Institute of Technology in association with Karnataka Renewable Energy Development Ltd. (**KREDL**). To commemorate National Energy Conservation Day, various events showing commitment towards the sustainable and energy efficient future with awareness campaigns and new environmentally focused initiatives are conducted. Celebrated every year in the month of December, the day is a reminder of India's commitment to clean energy and combating climate change.

Our students are also encouraged to visit neighboring areas and schools to engage in outreach activities. Our students were successful in conducting surveys in different schools around BIT, to determine the difficulties faced by students there, to deal with their academics, cleanliness, hygiene etc. Students and local residents have benefited from interactions together. Students have presented awareness campaigns on a variety of government initiatives in view of the VTU activity points to be scored and hold equal weightage for the completion of their respective program, which includes online education, e-learning, girl child safety and security, healthcare, malnutrition, and other initiatives in favor of awareness among the people. Students visit Orphanages and **Old Age homes** for the students to be more empathetic, along with the acquisition of technical skill set. These activities bridge the gap between theory/ technology and the people those are completely unaware of various technologies and awareness on government schemes.

File Description	Document
Upload Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Bearys Institute of Technology (BIT) has implemented initiatives towards extension activities that have been recognised by various bodies. Moreover, other additional initiatives promoting humanity and the environment have improved BIT.

Red Cross Society:

The **International Red Cross and Red Crescent Movement** is a humanitarian movement with approximately 97 million volunteers, members and staff worldwide. It was founded to protect human life and health, to ensure respect for all human beings, and to prevent and alleviate human suffering. Under

the Movement there are three distinct organizations that are legally independent from each other, but are united within the movement through common basic principles, objectives, symbols, statutes and governing organizations. BIT organized two events in collaboration with IRC for the benefit of students and society.

Blood donation camp:

The Covid-19 vaccination campaign and Blood donation camp was launched on 7th July 2021 at the Bearys Institute of Technology in collaboration with Indian Redcross society (IRC) of Mangalore. Our institution got an appreciation letter from IRC for collecting large units of blood. This blood donation camp was very useful for them during Covid pandemic period with blood shortage and it helped to save many lives.

Covid Vaccination Camp:

In the view of Covid-19 pandemic the vaccination campaign was launched on 6th July 2021 at the Bearys Institute of Technology in collaboration with Indian Redcross society(IRC) of Mangalore collecting 30 units of blood. Covid-19 Vaccination program was organized for the students, their parents and staff members of the BIT and also for local people. The first dose was administered on 6th and 7th of July 2021 to 950 participants and second dose was administered on 13th of October 2021 to 400 participants, 11th of December 2021 and 8th of February 2022 to 70 participants as an outcome boosting protection against Corona. This vaccination camp was very beneficial for students and locals.

Covid Products KIT Distribution:

The outbreak of coronavirus disease (COVID-19) has created a global health crisis that has had a deep impact on the way we perceive our world and our everyday life. The unprecedented COVID-19 pandemic spread rapidly across nations and country after countries responded with lockdowns, making about 1.5 billion students globally remain at home. Under these circumstances, and in order to help the underprivileged, the essential products needed at this time of pandemic such as sanitizer stand and sanitizer prepared by chemistry department Lab BIT distributed among different schools, colleges and police station.

Road Cleaning:

As part of Swach Bharat Mission," *Swacha Raste-Hasiru Raste*" road cleaning activity was initiated by Bearys institute of Technology on 25th June 2022 at Kamblapadavu.

Beach Cleaning:

On the auspicious occasion of the 'World Green Building Week 2022' and as a part of the International Coast Clean-up Day program in response to the Central Government's call to ensure '*SwacchSagar–SurakshitSagar'*, the Bearys Group of Institutions, organized this initiative on Saturday, 17th September 2022 at Ullal Beach Mangalore. The initiative was spearheaded by Mr. Syed Mohamed Beary, Chairman of the Bearys Group in coordination with the Indian Green Building Council (IGBC). IGBC is a frontrunner in the Indian Green building movement and Bearys Group, founder member of IGBC is an industry leader in Sustainable development in India.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response:

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
9	1	1	2	2

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response:

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

BIT campus is spread over 10 acres of lush green landscape adjacent to the banks of the river Nethravathi. The Institution has a State-of-the-Art infrastructure and physical facilities to cater to Quality Teaching and Learning. A beautiful playground also constitutes a part of the campus.

BIT has an OPEN and thematically structured infrastructure, built after constructive feedback received from all its stakeholders. In keeping pace with the global standards of emerging technologies and rapid development in the area of E-learning, BIT believes in continuous improvement in its infrastructure to position the institution highly competitive domestically as also to meet international standards. The Institution provides transportation facility for both students and staff. There are six buses which take care of commutation of about three hundred students from various locations. Separate hostel facilities for boys' and girls' as provided on the campus, with multi-cuisine food courts.

BIT has 20 spacious classrooms spanning 15480 sq.ft of space. It also has 29 laboratory spaces spanning 33,153 sq.ft of space structured according to the norms and protocols of the Statutory Regulatory Authorities (AICTE & VTU).Many classrooms have been integrated with Information and Communication Technology (ICT) to optimize the Teaching-Learning experience of the students, and are monitored through the CCTV surveillance systems. The laboratories are equipped with adequate number of equipment's and machines. The Mechanical department of BIT has **SUPERSONIC AERODYNAMICS RESEARCH LABORATORY** equipped with state of the art equipments like – Electric powered screw type air compressor, IE2 TEFC Squirrel cage Induction Motor, Two mild steel air storage pressure vessels, pressure 200 psi, A settling chamber with provision for model mounting at the centre with a three dimensional traverse mechanism having six degrees of freedom.

College provides great opportunity to conduct curricular and co-curricular activities. Every year in the college students conducts many cultural activities such as Onam celebration, Diwali celebration, Dussehra festival, Kannada Rajyothsava etc. Also college provides platform to showcase their hidden talents in "BIT UTSAV". Under this banner college conducts many events like dance competition, Singing competition, folk events and so on. Each department has their own students association. Under this department conducts many cultural events for students within the stream every year. College has well designed and well facilitated Seminar halls as well as auditorium. Also we have outdoor stage to conduct cultural activities.

The Physical Education department has a dedicated and qualified full Time trainer, who provides and monitor appropriate training programme of students. To build a sound body and mind all the athletes and players are given special attention to health and fitness.

The Institution has created necessary infrastructure with modern training facilities for sporting events like cricket, football, shuttle badminton, volleyball, throw ball, kabaddi, athletics and multi gym facility for all students. A football ground built as per international norms and standards is present in the Campus. A modern multi-machine gymnasium with 1540 sq. feet area is set up in the hostel rooftop. The annual inter-class sports meets are the perfect talent hunt spots for our upcoming athletes.

File Description	Document
Provide Link for Additional information	**View Document**

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response:

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
44.36	4.78	27.16	63.99	23.04

File Description	Document
Institutional data in the prescribed format	**View Document**
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	**View Document**

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the

faculty and students

Response:

The library is one of BIT's most significant primary support services. Services are vital to students, teachers, and the surrounding community in their pursuit of knowledge because they offer an up-to-date collection of knowledge resources and information. It is a centrally located, completely automated library with a focus on engineering, technology, and related fields. The Library has a vast area of 4413 sq. ft with a seating capacity of 150 and has state-of-the-art infrastructural facilities with separate reading spaces for students and staff members.

Resources 20143 volumes of Books with 2954 titles make up the collection. 29 of both National and International printed Journals, 11 National printed Magazines, and newspapers in various languages.

In addition, there are 42 IS Standards, 816 CDs of Textbooks, and 115 Bound volumes of Journals. KOHA Open Source Software is used to automate every aspect of the Library's operations.

The Library subscribes to 6186 full-text e-journals from different publishers, including Elsevier–Science Direct, Taylor&Francis, Emerald-Management, ProQuest, Springer Nature along with 7800 Abstract Indexed databases from ProQuest, 1000Case Studies from Emerald, and 530000 IEEE Conference proceedings covers back files from 2010 onwards.

The Library also has a Subscription to about 27445 e-Books, including Mint Books, Packt, Taylor&Francis, TataMcGrawHill eBooks, Elsevier Science Direct, New Age International, and Springer eBooks. Remote access to e-resources is necessary to encourage e-learning. Courses on Swayam MOOCs and NPTEL Video Lectures have been provided.

The Library has vast services like Books Issue/Return, Reference Section, Printing and Scanning, Reprographic, Book Bank Service, OPAC, User Instruction/Orientation Programs, E-Resources, Research, and Publishing Support, Research Publications, and Impact Tools, Anti Plagiarism Tools, Previous Year Exams Question Papers, etc.

The Main Library Facilities are Virtual Learning Resource Lab, Institutional Repository, OER Repositories, Internet/Wi-Fi, Digital Lending and Smart e-Reading Zone, National Digital Library, Institutional Membership, Library Website, etc.

The library offers the online plagiarism-checking tool "Turnitin" as well as "Lanquill" in support of formal writing assistive tools for professionals and students.

To browse the internet and access e-resources, we have set up a model Digital Library. There are 10 computers connected to the Internet with a bandwidth speed of 50Mbps. The "BIT INSTITUTIONAL REPOSITORY," which provides faculty members with access to faculty publications, past year test questions, lecture notes, and project abstracts, was also developed using DSpace Open Source Software.

To support teachers and students, librarians and other library staff are constantly improving their professional skills.

The management allocates the library budget every financial year to purchase books, journals, periodicals, computer peripherals, magazines, etc.

The Details of Library expenditure for the academic year 2017 to 2022 on the purchase of books Rs.9,05,830.00/-. Print Journals Rs.1,20,300.00/-. E-Journals Rs.1,944,000.00/- respectively.

On all working days (Mon-Sat), the library is open from 8 AM to 9 PM, and from 9 am to 1 pm (Sunday). During Exam days the timings of the Library is 8 AM to 10 PM (Monday- Friday) and 9 AM to 5 PM (Sat and Sun).About 145 users are using the library per day.

File Description	Document
Provide Link for Additional information	**View Document**

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

Sl. No.	Details of the IT/ICT facilities	Number available
01	Desktops	385
02	Laptops	05
03	Servers	01
04	Router	01
05	Video conferencing facility	02
06	Printers	28
07	LCD Projectors	22
08	Wi-Fi Access Points	11

Distribution of Desktops:

Computer Science and Engineering (CSE)	169
Electronics and Communication Engineering (E & C)	44
Mechanical Engineering	60
Civil Engineering	30

Library	10
Office and Staff	72
Total	**385**

The BIT campus has a dedicated Internet leased line with a Bandwidth of 104 Mbps (Total) provided by AIRTEL and BSNL with frequent up gradation, the next one to 200Mbps on the anvil.

There are a total number of 385 Desktop computers out of which 313 are allocated to Laboratories and Library. All the desktops have the latest specification and configurations. The split for the same is detailed in the above table. Wi-Fi facilities with 11 Access Points are provided in the campus.

Students of BIT have access to Wi-Fi facilities. They are given login credentials for internet access through their respective computers/ laptops/ devices. The IT Team secures the college's online activity by protecting the network with an enterprise-class firewall. FortiGate 200E's next-generation firewall (NGFW) is enabled over the network to expose hidden risks, expose unknown threats, and for blocking malicious sites. Except as approved by Institute rules, no commercial or promotional use of the Institute's IT resources, including through solicitations, advertisements, or any other message-passing means, are permitted.

The institution has a well-equipped video conferencing facility located in the Boardroom (A103) and Auditorium (A004) respectively. The video conference rooms have a good display, Camera and sound system. The smaller capacity is equipped with a 65" TV as a display and the larger capacity has a projector for the display. 75% of Classroom and lab is equipped with LCD projector facilities. A total of 22 projectors are available. Every Department faculty staff room and Every lab has well-established printer peripheral connectivity. A total of 28 printers are available. Around 38 CCTV cameras are installed and used for round-robin monitoring of the campus. A Central Storage (Seagate) with a capacity of 10TB and 01 IBM server is installed in the institution and utilized as per requirement.

Go Green is the motto of BIT, wherein as a first step towards going paperless, extensive usage of Email is encouraged for all correspondence and Communication. A digital campus and dedicated ERP are provided to promote paperless administration. All Students and Faculty have been provided with email ids, with bitmangalore.edu.in domain, for official communications.

Bandwidth:

- Available internet bandwidth : 50+04MBPS from AIRTEL and 50MBPS from BSNL
- Proposed up gradation for 200 MBPS
- A secured VPN connection with separate leased line setup is required for university examination question paper delivery system (QPDS). A dedicated 4MBPS Airtel leased line facility is available for QPDS as per the university requirements.

A dedicated laboratory with desktop computers with high-speed internet is available for accessing resources and reference materials through the Digital Library.

File Description	Document
Provide Link for Additional information	[View Document](#)

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response:

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 313

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response:

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
131.73	88.34	160.92	147.02	136.37

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response:

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
423	340	321	424	387

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response:

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response:

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
504	217	436	94	135

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response:

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response:

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
99	79	88	96	84

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
141	103	146	135	169

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	[View Document](#)
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response:

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2021-22	2020-21	2019-20	2018-19	2017-18
01	02	03	01	0

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response:

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
02	0	0	03	02

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response:

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
28	8	11	15	19

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.4 Alumni Engagement

5.4.1

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

Bearys Institute of Technology has a registered alumni association namely "Alumni Association of Bearys Institute of Technology" (AABIT), registered under the Karnataka Societies Registration Act 1960 (DRDK/SOR/10/2023-2024).

OBJECTIVES OF AABIT:

1. To provide a vibrant forum that promotes interaction and networking among alumni of the institute and the present students.
2. To facilitate the association of alumni with the Alma Mater.
3. To contribute to the Institute's vision of being recognized among the country's leading institutions in academics, research, outreach and innovations.
4. To promote best practices in different areas of science, technology, humanities and social sciences for the benefit of the society, especially weaker sections.
5. Strengthening the ties between former and present students of the institution.
6. Bringing the old students of the institute, under one forum for exchange of experience, dissemination of knowledge and talents among its members and students and also for the furtherance of fellowship, advancement of scientific knowledge in general of the members of the association.
7. To assist deserving students from the institute and society financially and otherwise.
8. To create and establish alumni endowments for granting scholarships, prizes and medals to the students showing high proficiency in their studies and honor former students.
9. The President will be the authorized official for all the actions taken under the court of law on behalf of the association.

The association is very active and conducts programs to enhance the overall well-being of students. Motivational talks and knowledge enhancement talks are frequently delivered by the alumni at the institutional level to share their entrepreneurship experience and also office job experiences.

Every year alumni meets are held in different parts of the country and at the international level to increase the love and respect for each other and thus the institution. Thus these interactions and especially the one-to-one interactions of present students and alumni will paved the way for a stronger Alumni-Students community for BIT.

Apart from formal alumni association meetings, the institution also engages the alumni support in many ways such as collecting suggestions, feedback on existing curriculum, updates on emerging trends through various networking platforms like mail, WhatsApp etc. The Alumni contributes significantly to the development of the institution through other support services like alumni mentoring programs, job placements, internships, sports, reunion and alumni events.

List of present office bearers	
(as per byelaws of the association)	
Number of Members on Board	10
Alumni Chapters in	Mangalore, Bangalore and Dubai

		(BITAIN)
Office Bearers	President	Mr. Mohamed Afzal
	Vice President	Mr. Sandesh Andrade
	Secretary	Ms. Rizma Banu
	Joint Secretary	Ms. Shifa Fathima
	Treasurer	Mr. Mohammed Shahid
	Representative of BITAIN	Mr. Muhammed Nihas
	Member	Mr. Mubassir Muhammed
	Member	Ms. Malashree
	Member	Mr. Anas
	Faculty member	Dr. Nalini E Rebello

Activities Conducted so far :

1st April,2023- Alumni Reunion & Iftar Meet

14th January,2022- BIT Alumni International Organized B League(UAE)

24th May,2019- Alumni Reunion & Grand Iftar Meet

1st June, 2018- BIT Alumni International (BITAIN) – Grand Alumni Iftar meet

File Description	**Document**
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

BIT is managed by the Bearys Academy of Learning (BAL), a registered trust under the able leadership of its Chairman & Managing Trustee, Mr. Syed Mohamed Beary. The sole goal of the trust is to enrich the value of professional education to render it on par with the best, by imparting state of the art educational quality to nurture the pupils to have the required skills, for life, employment and National Development.

The Governing Council of BIT steers a clear Vision and has set forth a Mission to accomplish these goals.

 a. Vision

To be a world-class engineering institution that nurtures leaders in every field of Engineering & Technology and grooms knowledgeable men and women with the highest ethics and values, who can significantly contribute to a progressive, peaceful, and greener world.

b. Mission

1. Creating a stimulating academic environment by achieving excellence in teaching–learning process to meet the growing needs of the industry and society.
2. Fostering innovation and creativity through constant research with competent human resources & state-of-the-art infrastructure.
3. Transform and steer society towards a sustainable green environment and instil value-based education for a better world

The Vision and Mission of BIT is reflected in its governance and leadership:

The Short-Term and Long-Term Goals(IPSP) highlighting strategies in various areas of Teaching & Learning and Enrolment are in accordance with the vision and mission of the institute. The Principal who is also the Member Secretary of the Governing Council discusses policies, academic matters, and other College Initiatives with the Governing Council to seek their suggestions and the same is discussed and conveyed at HOD level meetings which are conducted periodically with the Principal for effective Implementation. Every Department has regular meetings to ensure that all policies approved by the Management and listed out by the Governing Council are duly implemented. Further, Departmental Program Assessment Committees (PAC) are conducted to ensure quality in implementation of the aims and Objectives through OBE processes and are well-maintained and documented.

Decentralization of powers: Power is vested in Heads of all departments to aid the effective implementation of policies. Placement drives, Sports activities, and internal exams are organized under the leadership of Heads of different departments with the Principal monitoring the overall conduct of such Programs. Further, Section heads of Examinations, Accounts and Administration departments aid in managing the Finances and other statutory requirements of the College.

Participative Management:. The Management believes in active participation from all stakeholders and hence the Faculty and Student representatives are a part of the Programme Assessment Committee Meetings (PAC) meetings and IQAC meetings to discuss ideas to improve and strengthen the system and to eventually implement it. BAL also aims to include Interdisciplinary domains by introducing courses in Pharmacy, BCOM with NEP as the focus.

The governance model practiced at BIT is compliant with the mandates of the Statutory Regulatory Authority (SRAs), highly transparent, functional, and progressive and has led to the recognition of the college to a competitive level.

File Description	Document
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The Institutional Perspective Strategic Plan (IPSP) is derived by taking feedback from the stakeholders and aligning it with the Vision, Mission of the Institution. Department-wise visions are framed for the execution of the strategic plan in a phased manner.

The Strengths, Weaknesses, Opportunities and Challenges (SWOC) analysis is carried out at the departmental level and collated at the institutional level, to understand the current situation and what needs to be done to fulfil the goals of the department/College, in due course of time.

SHORT-TERM PLANS:

- To ensure that all departments adopt Outcome Based Education (OBE) in letter and spirit
- To improve the number of Faculty obtaining Research degrees and thus improve Research Publications and Research Project involvement.
- To provide special skill development courses offered by BIT.

LONG-TERM PLANS:

- Include IQAC as a part of Quality Assurance and Improvement program.
- Implement the directional changes in professional education, as envisioned/envisaged in NEP-2020.
- To obtain NAAC accreditation for BIT
- To obtain NBA accreditation for all Programs run by BIT.

The detailed Short Term and Long Term Goals and Institutional Development Plan (IDP) are included in the attachment.

The Institution is governed by the Bearys Academy of Learning a registered trust and is led by the Bearys Group which has founded the Bearys Group of Institutions, imparting quality Education for the past 40 years. BIT has a well-defined organizational structure with ample employee participation in various academic and administrative roles and responsibilities. The functional head of the institution is the Principal, who, with the able support of all Heads of Departments, the faculty and other staff members ensures the efficient functioning of the Institution. The schematic organizational structure is given in the Attachment. The functioning of the institutional bodies is effective and efficient through appropriate policies, administrative setup and timely adoption of rules and regulations.

Administrative Set-up

The Administrative set up comprises the Principal, and the Administrative team comprising of Accountant, Examination Officer and Office In-charge etc. The roles of the Principal in financial, administrative, and academic matters are well-defined. This ensures autonomy as well as administrative ease and efficiency.

Faculty Appointment Procedure

Recruitment & Selection Process of Employees maintains meritocracy, fairness and transparency which helps to select the best candidates who are competent, motivated and highly dedicated.

Service Rules

Service Rules Include details of service conditions, pay and allowances, leave, appointment procedure etc. These rules were made in July 2009. Copy of the Service Rules is available in the office section and every staff member is required to read and sign the same at the time of joining.

Other Policies

Several policies are in place to ensure quality is delivered to students keeping in mind the wellbeing of Faculty as well.

Periodic revision in pay scales as per norms. and the College has a promotion policy as follows;

- Depending on the performance, the staff employed under training is absorbed on probation or permanent employment. The period of training/probation may be extended, if necessary.
- The College extends support to faculty members pursuing higher studies.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

1. **Administration**
2. **Finance and Accounts**
3. **Student Admission and Support**
4. **Examination**

Response:

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

BIT believes in reaching out to its Faculty/Staff, by providing them the right opportunities and environment for growth, welfare and well-being, with several policies in place.

- The Pay Scales of the Teaching faculty are as per the AICTE and the VI Pay Commission norms.
- The teaching staff are duly supported in pursuing career progression-related higher education endeavours.
- Both Teaching and Non-Teaching staff are entitled to Annual increments, Employees Provident Fund, Gratuity, Maternity Leave, as per the norms of the Statutory Regulatory authorities and the State government
- A Fair and Transparent selection and recruitment Process is adopted, followed by a well-designed

process for candidate assessment during initial training and probation period.

- Faculty are encouraged to attend workshops, FDPs, Conferences and registering for NPTEL courses. All Faculty are encouraged to publish papers in Indexed Jouranls.

- The Staff are provided annual vacation/leave in every semester for rejuvenation. The College provides Casual Leaves, Earned Leaves, Special Casual Leave, On Duty Leave, and Restricted holidays as per the state government norms. This is inclusive of 15 Casual Leaves and 10 Special Casual Leaves. The staff can also avail leave for their Marriage for 7 days.
- Also, Non- Teaching staff are provided with Employee State Insurance (ESI) Benefits for access to Medical care, hospitalization and other essential health services.

- Free Eye and other Medical Camps are conducted for all Teaching and Non-Teaching staff. Medical facilities are also provided in the Primary Health Care centre (PHC) which is located in the jurisdiction of the College.
- During the pandemic times, 3 free Covid-19 Vaccination drives were conducted in the Campus, to provide benefit to all staff members.
- Accommodation in flats/staff quarters within the campus is provided at subsidized rates and can be availed by the teaching staff and non-teaching staff as well.
- A systematic Faculty Performance Appraisal System (FPAS), customized as per the UGC Regulations 2010 has been implemented since 2020. It is in place for the teaching staff which entitles them to get promotions and yearly incentives and increments as per its norms.

All these practices contributes to a more inclusive and supportive work place culture.

Implementation and Effectiveness of FPAS:

Faculty are expected to submit the self-appraisal form at the end of the year. The faculty prepare the Annual appraisal form taking into consideration the work done in the previous two semesters. It is reviewed by HoD and forwarded to the Principal. The Principal and Management will recommend the sanction of increment. If the overall points earned by a faculty are more than the minimum prescribed limit of the points, the performance is considered to be satisfactory and increment is sanctioned, otherwise, faculty are advised to improve in the particular areas in which he/she is lagging behind. If the performance of the faculty does not improve in the next year also, his/her probationary period would be extended.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response:

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
11	20	14	7	8

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response:

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
55	55	47	50	06

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
32	27	31	34	37

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Institution has strategies for the optimal mobilization of Funds and thus Financial Management of the institution is handled by a team of experienced, dedicated and efficient Staff of the Accounts Department. The College stands on a sound financial footing. From the inception, optimum importance has been given to the finance department which is planned every year and executed effectively. The institute has hardly faced a financial crunch during the last 13 years which is mainly due to prudent financial planning and adhering to appropriate probity. Whenever there is a shortage of funds the college has availed loans and has managed the loan-returns on time, through its own resources. Further, we receive funding from KSCST, VTU sponsored programmes and KREDL.

Mobilization of funds:

The fee income from the students is the main source of income to the college which has gradually increased in a phased manner with the passage of each year. Although, Several Fee Concessions are provided for students of low income, the institute has been prudently managing its financial commitments.

Optimum utilization of funds:

Estimated Expenditure of each department includes stationery expenses, training/ workshop/FDP expenses, extra-curricular, maintenance, procurement of equipment, Calibration of Equipment, conduction of Programmes, and any other expenses incurred for initiatives proposed by the department or any other consumable charges, are scrutinized by the Purchase Committee and approved by the Chairman of the Institution. Estimated Expenditures of College include salary, electricity, Rent/maintenance cost, stationery, Advertisement, traveling expenses, Internet leasing charges, and any other consumable charges. Copies of Budget proposals for an Event, invoice and vouchers, and

supporting documents of every purchase /event is maintained by the respective departments and the official documents are sent to the accounts Department of the Institution for records and perusal.

Every Department gives the Budget Proposal as and when the need arises to the Purchase committee with the Principal as its Head. The committee scrutinizes the requirements laid out by departments and only after being approved, the amount is sanctioned. This helps in Optimal Utilization of Resources without hampering the regular Academic requirements and it is put forth in the Governing Council. Allocated funds are optimally utilized.

Financial Audits of the Institute:

The Institute believes in Financial Audits (internal and external), Internal Quality checks and regulation, especially for the department of Accounts. The institution has a mechanism of internal audit on a regular/annual basis, of all the different divisions of the college in the key areas of finances. The details of accounts, bills, vouchers, fee payment receipts, ledgers and cash books are maintained and monitored under the supervision of the Accounts Officer. Further, a thorough Internal audit it is conducted by an Accounts Officer at the Bangalore Head Office of the Bearys Group and on at regular intervals. Further, the books of accounts are Audited by the Mr. M Jagannath Kamath & Associates, Chartered Accountant, Shri Ananth, Kodilaguthu (E)-5751003 External Statutory Auditors every year in which each and every transaction is scrutinized to satisfaction and as per the regulations of the Income Tax department.

File Description	Document
Provide Link for Additional information	[View Document](#)

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The Internal Quality Assurance Cell (IQAC) of Bearys Institute of Technology was informally constituted in 2018, however it is fully functional from 10-03-2021. The IQAC aims to address all issues pertaining to the enhancement of institutional quality and drive/motivate all stakeholders within the institution to march towards excellence in academics and student-centric endeavours, as envisaged in its preamble. The suggestions of all stakeholders are taken into account and the Alumni play an important role in a few of the decision-making processes of the College. **The IQAC essentially contributes significantly to internalising and institutionalizing Quality in both, educational delivery and services at BIT.**

BIT endeavours to bring out innovation in Teaching and Learning, it has academic auditing systems in place for ensuring learning outcomes are monitored and has implemented quality control techniques in the academic and other aspects of the institution. The IQAC is driving various quality initiatives, collects feedback of the curriculum, teachers, and corrective actions of the outcome of such activities are implemented. Further, to ensure that Faculty and students are aware of the learning outcomes. COs and POs are displayed on Notice Boards and other Prominent locations.

The IQAC has immensely contributed to implementing quality assurance strategies and processes at all levels. The IQAC has significantly contributed to enhancing the Teaching-Learning Process, Examination reforms, Evaluation.

. The activities of the IQAC are described below:

1. **Internal Academic and Administrative Audits:**

Academic and administrative compliance are conducted every semester by the Audit team comprising intra-departmental faculty. The audit focusses mainly on:

- Teaching-Learning process
- Student Induction Programme
- Result Analysis
- Attainment of Course Outcomes and Programme Outcomes.
- Add on Courses
- Research Publications
- Quality of Student Projects
- Quality of Student Internships
- Internal Academic Audit
- Placement Audit
- Sports and Cultural Activities Audit

A major Focus is on the Results that students obtain with results being monitored by Head of the Institution. Several correctives measures have been initiated to ensure that Academic results are improved. It is thus observed that there is a marked improvement in the results through the years.

2. **Faculty Skill Enhancement Programmes:**

The IQAC has initiated programmes for soft skill enhancement for students to ensure that they are employable. It also gives directions to the departments to chart out plans for faculty skill enhancement focusing on the Future Technologies. In this regard, departments direct their faculty to take up Massive Online Courses (MOOC) through NPTEL, Coursera, Udemy, and others. The institution regularly conducts workshops on accreditation, related to NEP, NAAC, NBA, and such others, so that the new entrants understand the various modalities of quality assessment/accreditation and ranking.

On the whole, the **BIT-IQAC** has been relentlessly working towards ushering quality awareness (to new students), quality sustainability-, improvement-, and enhancement-related activities (across curricular, Teaching-Learning, student-centric augmentation of learning resources and student progression to higher studies, placement). **BIT-IQAC** has also been responsible for bringing about professional networking through organization of several quality-related and academic seminars, workshops thereby promoting a

quality culture across the institution.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response:

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Beary's Institute of Technology (BIT) has been highly sensitive to gender-related issues and Gender Equity. We have female to male students ratio of 1:2 and we encourage female students to join our Institution. Dedicated and gender-specific exclusive facilities in the campus, are described in detail below:

a) Safety and Security of girl students and women faculty:

The Institution emphasizes on 'Safety and Security' in general and women in particular. It has ensured need-based facilities and resources to safeguard them with many initiatives such as:

- 24 x7 CCTV surveillance system erected across the campus including college corridors, classrooms, laboratories and common areas, with a centralized control room for vigilance and scrutiny.
- Appointment of adequate number of responsible security personnel who are vigilant 24X7
- Provision of adequate and highly intensive illumination for use after dusk and all-round the night, at all prominent locations in the campus.
- Provision of separate hostel facilities for girl and boy students endowed with round-the-clock security for ensuring safety and Full- time hostel wardens are appointed to supervise the hostels and be available for the students in times of need of any kind.
- Separtae ladies rest rooms are provided for the girl students.
- Provision for **Anti-Sexual Harassment Committee** and Women's Cell under the aegis of the Institution's **Internal Complaints Committee.**

b) Gender-related Counselling:

There is full-fledged Mentoring system, formed as per the regulations of VTU. Each student has a faculty mentor with whom they meet on a regular basis. A mentor-to-student ratio of 1:15 is maintained and mentoring records is kept to track all mentoring and counselling activities.

c) Sensitization in Celebration of commemorative days:

BIT also takes great delight in planning National and International Commemoration days, events and

Festivals. This has promoted institutional unity by motivating, and inspiring individuals to practice cooperative living and absolute respect towards all communities, universal brotherhood and discharge their duties and responsibilities to promote national integrity.

Each year, the following commemorative days are celebrated at BIT and both, students, faculty and other staff participate with lot of enthusiasm and fervour:

- Relevant arrangements to commemorate **Independence day and Republic Day** celebrations are carried out.
- **Karnataka Rajyothsava (1st Nov):** BIT celebrates Kannada Rajyothsava on November 1st with pomp and splendour. Several notable lectures or activities are conducted to promote the Kannada language.
- **Gandhi Jayanthi (2nd Oct):** To commemorate the *Swacchh Bharat Abhiyan* launched on Gandhi Jayanthi. Cleanliness drives are organized in the Campus and also the Beaches of Mangalore. This Gandhi Jayanthi, students carried out an in-house Campus Cleaning Drive.
- **International Women's Day** celebrated on 8th March every year by the Women -Teaching and Non-Teaching Staff of the College. Several motivational talks by Prominent women who have achieved their goals through hardwork and perseverance are arranged.
- To further strengthen our green campus initiatives, every year, **World Green Building Week** is observed by planting saplings in the Campus. Further, Quiz competitions on Preserving the environment, laws on environment conservation are conducted for the benefit of the Students.
- **Onam, Diwali, Eid, Christmas and Dasara Celebrations** are carried out by Staff and Students with great pomp and delight.

File Description	Document
Upload Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response:

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response:

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Green audit/environmental audit report from recognized bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

During the last 5 years, BIT has adopted several measures, to promote an Inclusive Environment to its stakeholders. Communal and linguistic harmony amongst students and staff is ensured by organising and commemorating religious and regional festivals to celebrate the vast religious and cultural diversity of India. College also commemorates National days such as Republic Day, Independence Day, Rajyothsava, to pay homage and respect to the leaders who have played a prominent and brave role during freedom struggle, to observe the statehood of Karnataka and in apt glorification of the Kannada language.

Cultural regional and Linguistic repsonsibilities: Every year, on 1st November, which marks the formation of the Karnataka State, Regional and Cultural Festivals are organised to encourage the students to showcase their talent and passion towards traditional dance forms depicting our culture and its richness in grandeur. Faculty are encouraged to publish books in Kannada and other Languages, to promote Technical/skill writing in vernacular Indian languages which people can easily understand.

Communal harmony and respect: To maintain this perfect balance between knowledge, skills, values and civic duties as a citizen, we conduct activities to mark various festivals to ensure diversity yet inclusive approach. Festivals such as Onam, Diwali, Eid, Dussehra& Christmas are celebrated with pomp and gaiety by students and Faculty and is rightly reflected by their colourful attires and related festive customs and traditions, thus showcasing and enabling an effective multi-ethnic approach that is adopted by the Institution towards all religious functions and both, students and staff participate in unison in the celebrations.

Socioeconomic responsibilities: Students are encouraged to do their mite for the Society by partaking in Outreach Activities. Under the *100 Activity Points* scheme - departments have taken several initiatives to address the issues faced by people. Students also visit orphanages and old age homes to motivate the underprivileged children/elderly and to bring a smile and cheer on their faces.

Sensitization to Values, rights, duties and constitutional obligations: It is the bounden duty of all HEIs to uphold the Constitutional Rights of our Great Country. BIT is in unison with the diversified cultural and multilingual concepts of our Country, wherein we have student's hailing from different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities, all of whom are governed and guided by the Constitution irrespective of caste, religion, race, sex. We sensitize our students and employees towards their constitutional obligations and values viz., rights, duties, and responsibilities, that will enable them to responsibly conduct themselves as impressive citizens.

As a part of the VTU Curriculum, knowledge of the UHV, Constitution of India, Professional ethics and Environmental Studies create an awareness amongst the students about their rights and articles that have been laid down in the constitution and responsibilities of every Indian citizen that has been outlined towards the conservation of the Environment.

During the recent Pandemic times, **COVID-appropriate behaviour** were introduced to our students to contain the spread of Covid by acting responsibly by upholding/ following all Protocols issued by the Government for Lockdown and ensuring absolute adherence for all needful norms of the situation.

File Description	Document
Upload Additional information	[View Document](#)

7.2 Best Practices

7.2.1

Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

1.   a) Title of the Practice: Rural Student Outreach Through CET Coaching and Talent hunt

b)   Objectives of the Practice:

- This program is aimed at reaching out to the Rural students to face competitive exams with confidence and successfully crack K-CET/COMED-K/NATA with very good ranking.
- The objective of talent hunt is to discover the latent talent among these students through in-house entrance exam.
- To award scholarship and concessions in tuition fees to meritorious and deserving aspirants.
- To help students to get admission to professional colleges through competitive entrance exams

- To shape their future so that they can take advantage of the opportunities provided to them.

c) Context:

We prepare the students, particularly rural students in the best way with our K-CET/COMED-K/NATA coaching classes. It gives an opportunity for the college to discover and help the needy and young rural students to develop their future by entering into professional courses through CET.

d) Practice:

1. Comprehensive study material is provided to all students which is specially designed to understand the concept and enhance problem solving skills.
2. Entrance exam books in Physics, Chemistry &Mathematics are provided to students.
3. Question papers of the previous years are made available and thoroughly practiced.
4. Coaching offered is voluntarily undertaken by students.
5. Extensive Coaching and Training is provided to the students by subject experts.
6. **"No Capitation Fees and No Donation" is the policy adopted during admissions**

e) Evidence of success:

1. Good feedback from the students & nearby rural schools.
2. Determined and dedicated students opt for the coaching.
3. An encouraging success record is maintained.
4. Many meritorious students have received scholarship to study at our college.
5. Special fee waiver is given to top scorers who opt for admissions at our college.

f) Problems encountered and Resources required:

- Using college academic resources often affects the regular class.
- Students tend to ignore difficult concepts.
- Requires dedicated faculty team comprising of skilled veterans and dynamic Teachers.
- Exclusive study materials are required in the subjects, Physics, Chemistry & Mathematics which also need to be updated regularly.

g) Appreciations, from eminent people, if any:

Please refer to the Supporting documents as appended and uploaded

2. **a) TITLE of the Practice: Beary's "*Shiksha and Suraksha"* scheme**

   b)   Objectives of the practice:

   1. To provide financial assistance to deserving children of the low income group and employees of our organization.
   2. To promote and develop the sense of responsibility towards the disadvantaged employees among the faculty members through financial contributions.
   3. To help the children of the employees of our organization belonging to low income group, to attain education without curtailment due to financial constraints.
   4. To improve the standard of living of our employees and prevent their children from dropping out from school education due to financial constraints.

   c) Context:

In today's era of inflationary prices and economic constraints, it is a hurdle to the people of low income to afford the expenses of their family, children's education and day- to -day expenses.

 With a deep concern, the Chairman of Bearys Group, Mr. Syed Mohammed Beary began '**Bearys *Shiksha and Suraksha* Scheme'**   in the year 2010, dedicated for the upliftment of the weaker sections of the society as an obligation towards social responsibility.

All the Teaching and Non- teaching staff are contributing towards this fund and a contribution equal to the staff contribution is made by the management towards this scheme.

   d)   Practice:

The Scheme has an unbiased, transparent process of distributing the funds to the recipients. The following criteria is followed:

   1. The details of the child like class/grade, fees paid receipts, academic and non- academic performance are verified.

2. The details of the employee are ascertained like years of service in the organization, economic condition, family background etc.
3. Strict guidelines are followed to ensure that the assistance reaches only the needy and to the employees who have fulfilled the criteria fully.
4. Fair practice and equity is upheld in all the processes regardless of religion, caste, sex, age or any other factor.

e)   Evidence of Success:

The scheme has benefitted and has been instrumental in uplifting many children of our underprivileged employees to attain a bright future through financial Assistance from this scheme.

f)   Problems encountered and Resources required:

- While we have been able to help the employees of our institutions so far, extending this benefit to society at large is a challenge which needs more resources.
- Problems faced during the disbursement of funds include delay in data collection due to formalities in schools, collection of the fee receipts, admission related issues, transfers or migration of one school to another. Students of the lower strata find it difficult to cope with the guidelines or processes due to lack of literacy.

- The HR Department is handling the fund disbursement, collection of data, scrutinizing etc. Hence a dedicated workforce is required to execute the tasks exclusively for this purpose.
- All the staff are contributing a voluntary amount for this scheme and the Management will also contribute an amount equal to the amount collected from staff.

File Description	Document
Best practices as hosted on the Institutional website	[View Document]

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Adopting sustainable practices, conserving natural resources, protecting the environment, spreading green awareness and rigorously furthering the Green Movement/sustaining the momentum of the movement is one of the Institutions topmost priority.

It is estimated that climate change will intensify further in the coming years if we adopt an "as is" approach and will cause catastrophic changes like increased global warming, rising of sea levels, submerging many coastal cities/villages, loss of agricultural output leading to famines especially in poorer countries, and loss of lives and natural calamities like cyclones/heavy rains, Mangalore is also likely to get adversely affected owing to these changes.

To overcome and prevent this, the vision of the Institute is to foster a greener and cleaner environment and attempt Zero Operational CO2 Emissions by 2030. This thinking has been ingrained and has already taken root in the minds of Students, Faculty and Staff right from inception and taken formal shape as BIT GREEN club in 2011. The institution has taken several initiatives to protect and conserve nature, have a cleaner and better environment, mitigate carbon emissions, to enable us to pass on the Earth to our future generations as we received it from our forefathers. BIT has spread green awareness, given visibility to the green movement, and created consciousness to save energy, water, resources, environment, waste management, *Swachh Bharat Abhiyan* etc.

Location of Campus: BIT is located on a hilltop on the banks of the river *Netravathi*, amidst picturesque greenery with a vivid variety of Flora and Fauna. The area was so selected, planned, and developed to ensure that man and nature live in Harmony with each other. Several varieties of plants and trees are found which surround the campus providing an inspiring green and serene environment with clean air to breathe and, peaceful ambiance to enhance teaching and learning process without any disturbance. Some barren areas in and around the Campus have been transformed into fruitful land by planting saplings of different varieties. This is a practice which is inculcated in the students and staff at large. Over the years the college has metamorphosed into a breathtaking beautiful location.

Initiatives taken in the Campus:

Tree plantation is diligently carried out every year and bio-diversity is encouraged. Each fruit bearing and medicinal species of plant in the campus is identified and named. There are around 100 different species of plants on the Campus which is home to a huge variety of Fauna as well.

1. Management of waste: Our popular slogan is "Reduce, Reuse, Recycle and Regenerate" We believe in "waste to wealth". BIT Campus is a 100% plastic. -free campus. Waste is handled in a socially responsible manner. Measures are in place to segregate, store and recycle by handing over segregated waste to authorized waste recyclers.

2. Energy Conservations Measures: The lighting energy usage in the Campus is reduced by replacing all lights with LED lights, and installation of Movement Sensors and Daylight sensors. Geysers have been replaced by solar water heaters. Roof Top Solar Renewable energy is installed to make the campus a Net Zero Energy Campus. The entire campus has 11 units of Solar Water Heater with capacity of 500 lts and a total capacity of 5500 lts.

3. Water saving has been achieved by installing an innovative subsoil irrigation system in the sports

arena & substantially reducing the consumption of water. 5 recharge pits are provided in the arena which extends to a depth of 10 Feet. With the introduction of these pits, water consumption is greatly reduced.

4. Green Walkathons A**s** a part of Social responsibility towards the people and to create awareness on the importance of preserving our mother earth, 'Green walkathons' are organized every year.

Students and Staff of BIT, Bearys Group management, social leaders, and local community participate in large numbers and the activity has inspired adoption by wider sections of society.

5. Beach Cleaning Activity

It is the responsibility of all to keep the Beaches clean. It not only affects the scenic beauty but also endangers the lives of millions of creatures living in the sea. As a part of the *Swachh Bharath Mission*, The Beach Cleaning Activity is periodically organized by Bearys Institute of Technology (the last one was held on 17th of September 2022). It is a unique event and has led to a new wave of awareness among the youth. About 30 bags of waste were collected and Teams of around 400 Faculty, Staff, and Students spent their time in the cause of cleaning Ullal Beach. Further, the institute management has also initiated Cleaning the Beach on every 4th Sunday of the Month. This will set an example to most colleges along the Coast and thus we will be able to witness a cleaner Coastline in the days to come.

6. Each one, Plant One: Every student admitted to BIT has to plant a tree and nurture it. This inculcates love and a sense of respect to Mother Nature.

IGBC Activities

Mr. Syed Mohamed Beary, the Chairman of BIT is also the founding member, ex-Chairman IGBC-Bangalore chapter and Senior Fellow of CII-IGBC since 2015. Bearys Global Research Triangle; one of the 8 iconic LEED Platinum-rated buildings of Bearys Group insources 95% of energy needs from Green Energy.

BIT has helped Bearys Group substantially to develop green buildings including the world's First Green Mosque & Net Zero Energy Building at Kodi, Kundapur and carried out experiments to evaluate energy generation from Solar Panels and Wind Turbine during different months of the year and at different wind speeds.

True to the Vision of Beary's group, the institute will not only strive hard for a Cleaner – Greener environment beginning with its own campus but also a cleaner, greener and better world to live in.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

Bearys Institute of Technology (BIT), under the aegis of Bearys Academy of Learning, started its journey in technical education in 2009, with the main objective of providing Engineering and Technical education through student-centric learning pedagogies. As on date, BIT has grown into a full-fledged Institute with 11 programs offered to over 1000 students. With added focus on skill enhancement, additional courses are offered to make students industry ready and employable. New UG branch in Artificial Intelligence (Data Science). Faculty is provided with the best facilities & tools to motivate & promote all round excellence which in turn promotes the well- being of students. Students on the campus are also given the best opportunities and facilities for overall personality growth and to excel in sports and cultural activities.

To sum up, BIT's aims and aspirations are steadfast and driven by a commitment to academic excellence and holistic development. The institution seeks to bolster the count of Ph.D. holders among its faculty, fostering a culture of research and expertise to deliver cutting-edge knowledge to its students. Encouraging students to take up integrated and interdisciplinary projects will nurture their ability to solve complex problems creatively and collaboratively.

Furthermore, the college aims to ignite a passion for innovation and entrepreneurship among its students, empowering them to become leaders and change-makers in their chosen fields. BIT, BAL and Bearys Group are committed to continuously improving the educational experience, nurturing a vibrant ecosystem that fosters curiosity, critical thinking, and holistic development. By aligning with industry trends and global best practices, the institution aspires to equip its students with the skills and knowledge they need to excel in the modern world and contribute tangibly and positively to society's progress & happiness.

Concluding Remarks :

The Bearys Group, hitherto already known for its educational services, has exciting plans for the future. It is on the threshold of establishing a Pre-University (PU) college, right opposite to Bearys Knowledge Campus to provide a strong foundation for students aspiring to go into professional education. Additionally, the Group is in the process of setting up 'Bearys Institute of Health and Allied Sciences' - Offering courses in pharmacy, physiotherapy, and nursing to begin with. These institutions will further enrich the Group's commitment to quality education and create a nurturing environment for students to excel in their chosen academic and professional pursuits.

Together, with the unwavering support of faculty, students, alumni and other stakeholders, BIT aims to become a centre of academic excellence, innovation & creativity with enduring values & ethics, creating a lasting impact on the lives of its students and the society at large.