



# BIRLA INSTITUTE OF TECHNOLOGY

MESRA, RANCHI 835 215 (INDIA)

A Deemed to be university u/s 3 of UGC Act, 1957

# INSTITUTIONAL DEVELOPMENT PLAN

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<b>SNO.</b>	<b>CONTENTS</b>	<b>PAGE NO.</b>
	<b>Vision</b>	1
	<b>Mission</b>	1
1.	<b>Academic Excellence</b>	2
1.1	Curriculum Enhancement	2
1.2	Faculty Development	2
1.3	Student Engagement & Support	3
2.	<b>Infrastructure &amp; Facilities</b>	3
2.1	Smart Campus Initiatives	3
2.2	Sustainable Infrastructure	3
2.3	Health & Wellness	4
3.	<b>Research and Innovation</b>	4
3.1	Establishing Centers of Excellence	4
3.2	Promoting Innovation & Entrepreneurship	5
3.3	Increasing Patents & Publications	5
4.	<b>Industry Collaboration &amp; Placements</b>	6
4.1	Building Strong Corporate Relations	6
4.2	Enhancing Internships & Training	6
4.3	Improving Placement Strategies	6
5.	<b>Globalization &amp; International Outreach</b>	6
5.1	Expanding International Collaborations	6
5.2	Enhancing Student Mobility	7
6.	<b>Community Engagement &amp; Social Responsibility</b>	7
6.1	Corporate Social Responsibility (CSR) & Social Initiatives	7
6.2	Skill Development & Lifelong Learning	7
7.	<b>Financial Strength &amp; Sustainability</b>	7
7.1	Resource Mobilization	7
8.	<b>IDP Framework Committee</b>	8
8.1	Governance	8
8.2	Finance and Funding	8
8.3	Academic Enabler	8
8.4	Research, IP & Supportive	9
8.5	Human Resource	9

8.6	Networking and Collaborations	9
8.7	Physical Infrastructure	10
8.8	Digital Infrastructure	10
9.	<b>Three -Year Institutional Development Plan</b>	11
9.1	Governance	11
9.2	Finance and Funding	11
9.3	Academic Enabler	11
9.4	Research, IP & Supportive	12
9.5	Human Resource	13
9.6	Networking and Collaborations	14
9.7	Physical Infrastructure	14
9.8	Digital Infrastructure	14
10	<b>Seven -Year Institutional Development Plan</b>	15
10.1	Governance	15
10.2	Finance and Funding	15
10.3	Academic Enabler	15
10.4	Research, IP & Supportive	16
10.5	Human Resource	17
10.6	Networking and Collaborations	18
10.7	Physical Infrastructure	18
10.8	Digital Infrastructure	18
11	<b>Fifteen -Year Institutional Development Plan</b>	19
11.1	Governance	19
11.2	Finance and Funding	19
11.3	Academic Enabler	19
11.4	Research, IP & Supportive	19
11.5	Human Resource	20
11.6	Networking and Collaborations	20
11.7	Physical Infrastructure	21
11.8	Digital Infrastructure	21

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## 1. Academic Excellence

Birla Institute of Technology plans to achieve academic excellence through:

### 1.1 Curriculum Enhancement

**Blended Learning:** Promotes a balanced integration of traditional classroom instruction with online and technology-enhanced learning. This approach accommodates diverse learning styles, increases student engagement, and provides greater flexibility in the learning process.

**Focus on Critical Thinking, Innovation, and Creativity:** Emphasizes the development of higher-order thinking skills, enabling students to analyze, evaluate, and create, thereby preparing them to solve complex real-world problems and contribute meaningfully in their fields.

- Regular revision of syllabi and course structure to make it flexible and integrate AI, Data Science, IoT, Blockchain, Renewable Energy, Climate Studies, Sustainable Development, Geospatial Technology, and Industry 4.0, ensuring alignment with industry trends and societal relevance.
- Expansion of interdisciplinary and multidisciplinary programs, such as Bioinformatics, Computational Science, Humanities, and Eco-friendly Manufacturing, to foster innovative and flexible learning pathways.
- Strengthen Outcome-Based Education (OBE) and accreditation processes (NBA, NAAC, ABET) with a focus on industry-connected competencies and societal impact.
- Introduce innovative experiential learning models, such as case studies, simulations, internships, and real-world, industry-relevant problem-solving projects, to enhance the curriculum's practical and societal relevance.
- Offer greater flexibility in learning through elective courses, credit transfers, and MOOC integration (NPTEL, Coursera, Udemy), promoting multidisciplinary exposure.
- Offering minors and open electives across Departments to promote interdisciplinary knowledge.
- Align with the NEP 2020 guidelines to provide flexibility in course selection and credit transfer.
- Adding industry and academic experts to the Departmental Board of Studies to review the curriculum annually.

### 1.2 Faculty Development

- Encourage faculty exchange programs with Indian and global universities to foster multidimensional exposure and collaborative research.
- Conduct continuous pedagogical training and professional development programs on emerging teaching techniques such as Flipped Classroom, Problem-Based Learning, and technology-enabled instruction, ensuring innovative and practical knowledge delivery.
- Increase research incentives, travel grants, and awards for faculty members who publish in high-impact, peer-reviewed journals, promoting multidimensional academic excellence.
- Strengthen faculty recruitment processes to attract top researchers, industry experts, and individuals with strong pedagogical and interdisciplinary capabilities.
- Facilitate short-term faculty internships in industries to bridge academia-industry gaps.

### 1.3 Student Engagement & Support

- Enhance student mentorship programs with alumni and industry leaders to provide career guidance, networking opportunities, and exposure to real-world challenges in India and abroad.
- Introduce a robust academic counselling system to guide students in making informed career choices, pursuing higher studies, and exploring entrepreneurial ventures.
- Strengthen scholarships and financial aid programs to support meritorious, innovative, and economically disadvantaged students.
- Promote co-curricular and extracurricular activities through student-run clubs, innovation cells, hackathons, and cultural events to nurture leadership, creativity, and community engagement.
- Encourage active learning methods such as peer instruction, group discussions, live projects, and design thinking workshops to develop critical thinking and problem-solving skills.
- The students' feedback mechanism should be developed to understand their needs and the hindrances they face in achieving their goals.

## 2. Infrastructure & Facilities

With the expansion in academics, the infrastructure and facilities need to be improved with time, thus BIT Mesra focuses on:

### 2.1 Smart Campus Initiatives

- Expansion of Solar panels and reducing energy load.
- Geotagging of Water and Energy infrastructures with real-time observations.
- Smart Waste Management Systems
- IOT-enabled classrooms to be developed.
- GIS-enabled Campus mapping
- EV Charging Systems to be installed.
- ESG Reportings

### 2.2 Sustainable Infrastructure

- Expand hostel capacity and upgrade existing residential facilities.
- Modernize research labs with high-end computing, AI/ML infrastructure, and robotics equipment aligned with industry trends.
- Digitize libraries and ensure access to global research databases and e-learning platforms.
- Implement renewable energy solutions, such as solar panels and rainwater harvesting, to create a sustainable campus.
- Develop a comprehensive mobile application and ERP system for real-time campus navigation, alerts, academic updates, and access to student services, improving administrative efficiency and user experience.
- Establish co-working spaces with industry and startups on campus to foster industry-academia collaboration, innovation, and hands-on experience for students and faculty.

- Conduct regular green audits and implement efficient waste-management systems to ensure environmental sustainability and optimize resource use.
- Promote the conservation and documentation of the campus's biodiversity wealth through eco-monitoring, awareness drives, and integration with academic and research activities.
- Introducing RFID-based attendance monitoring systems.
- Providing high-speed internet all across the campus.

### 2.3 Health & Wellness

- Modernize hostels, sports facilities, and upgraded indoor sports complexes.
- Upgrade medical facilities with telemedicine and specialist consultations.
- Strengthen health care centres, providing mental health support through counselling centres and wellness initiatives in the Wellness Centre.

## 3. Research and Innovation

BIT Mesra aims to strengthen its position as a nationally and globally recognized hub for high-impact research, innovation, and entrepreneurship by creating enabling ecosystems, industry linkages, and outcome-driven policies aligned with national priorities and Sustainable Development Goals (SDGs).

### 3.1 Establishing Centers of Excellence

- **Strategic Objective**
- To develop focused, interdisciplinary research clusters addressing national missions, industrial challenges, and societal needs.

**Action Plan: Establish Centers of Excellence (CoEs) in thrust areas such as:**

- Artificial Intelligence & Data Science
- Cybersecurity & Digital Forensics
- Space Technology & UAVs
- Geospatial Data Analysis and Remote Sensing
- Renewable Energy & Energy Storage
- Resource Conservation & Circular Economy
- Sustainable and Smart Manufacturing
- Medical Technology

**Each CoE will be supported by:**

- Dedicated laboratory infrastructure and shared instrumentation
- Core faculty teams across departments
- Industry and government advisory committees
- Actively collaborate with national funding and mission agencies such as:
- ISRO, DRDO, DST, DBT, AICTE, ICAR, ANRF, MeitY
- Establish industry-sponsored research laboratories to:
- Address real-world problems
- Enable sponsored projects, consultancy, and product prototyping
- Facilitate technology readiness level (TRL) advancement

## Expected Outcomes

- Increased externally funded research projects
- Strengthened academia–industry–government collaboration
- Development of deployable technologies and prototypes

### 3.2 Promoting Innovation & Entrepreneurship

#### Strategic Objective

- To nurture a startup-driven innovation culture among students and faculty, translating research into societal and economic value.
- Action Plan
- Strengthen BIT Mesra's Technology Business Incubation (TBI) ecosystem by:
- Aligning with Startup India, Atal Innovation Mission, and national startup networks
- Expanding incubation facilities, maker spaces, and prototyping support
- Organize annual innovation events, including:
- Hackathons and ideathons focused on societal and industrial challenges
- Startup pitch competitions with industry and investor participation

#### Introduce structured seed funding and mentorship programs for:

- Student and faculty-led startups
- Proof-of-concept (PoC) and early-stage technology development
- Establish a Technology Transfer Office (TTO) to:
- Facilitate industry partnerships
- Manage IP licensing and commercialization
- Support startup spin-offs and revenue generation from patents

#### Expected Outcomes

- Increased number of startups, patents, and technology transfers
- Enhanced employability and entrepreneurial mindset among students
- Strengthened Institute–industry engagement

### 3.3 Increasing Patents & Publications

#### To improve research output quality, visibility, and global impact.

- Provide financial and technical support for:
- Indian and international patent filing
- Prior-art search and IP strategy development
- Introduce performance-linked incentives for:
- Publications in Scopus, SCI/SCIE-indexed, and high-impact journals
- Interdisciplinary and industry-collaborative research outputs
- Establish international collaborative research programs through:
- MoUs with reputed global universities and research institutes
- Joint supervision of PhD students and co-authored publications
- Offer travel and presentation grants to faculty and research scholars
- National and international conferences

- Workshops and research networking events

**Systematically map Sustainable Development Goals (SDGs) to:**

- Faculty research projects
- Student theses and dissertations
- Publications and funded research programs to ensure alignment with global priorities and societal impact.
- Expected Outcomes
- Increased patent filings and technology disclosures
- Higher citation impact and international research visibility
- SDG-aligned, socially relevant research outcomes

**4. Industry Collaboration & Placements**

**4.1 Building Strong Corporate Relations**

The Institute envisages expanding MoUs with top companies, both within the country and worldwide, to establish long-term partnerships for student internships and final placements. The Institute plans to establish an Executive Advisory Board consisting of representatives from various industry sectors. The Executive Board would help design curricula, student projects, and pedagogies to continuously improve the employability of graduates. The Institute plans to strengthen industry-academia linkages through collaborations with industry to offer joint certifications and customised work-integrated degree programs in Online/Hybrid mode, thereby strengthening application-oriented research, student internships, live projects, and assured placements. The Institute plans to strategically use the institute website and Social media pages to present detailed research profiles and current thrust areas of faculty research, enabling transparency, visibility, and easy access for industries to identify potential collaborators for corporate tie-ups, consultancy, and sponsored research projects.

**4.2 Enhancing Internships & Training**

- Make internships compulsory with credit-based evaluations.
- Collaborate with leading corporates for internship programs, industry-sponsored projects, and case study competitions to meet the skill gaps.
- Introduce soft skills and personality development training in partnership with corporate trainers.

**4.3 Improving Placement Strategies**

- Strengthen alumni networking for job referrals, mentorship, and funding support.
- Organize industry summits, career fairs, and leadership talks.
- Introduce domain-specific placement training programs

**5. Globalization & International Outreach**

**5.1 Expanding International Collaborations**

- Partner with global universities for dual-degree programs, exchange programs, and joint research initiatives.
- Invite international faculty, industry leaders, and researchers for guest lectures.

## 5.2 Enhancing Student Mobility

- Offer scholarships for international internships and research opportunities.
- Facilitate cultural and academic exchange programs with foreign institutions.

# 6. Community Engagement & Social Responsibility

## 6.1 Corporate Social Responsibility (CSR) & Social Initiatives

- Encourage student participation in rural development and sustainability projects.
- Strengthen NSS and NCC activities to promote leadership and service-learning.
- Promote diversity, inclusivity, and women's empowerment programs.
- Initiate community hand-holding programs as part of CSR-linked research and outreach, enabling the Institute to contribute to rural development, skill-building, sustainability, and inclusive growth through faculty and student engagement.
- The Institute will strengthen partnerships between industries and corporate organizations to implement CSR projects and engage students.
- Outreach programs will be conducted to address local community needs, including education, health, digital literacy, and environmental awareness.
- The collaboration with the local schools, NGOs, and Government bodies to share knowledge and resources.

## 6.2 Skill Development & Lifelong Learning

- Launch online certification programs and executive education courses.
- Organize skill development workshops for local communities and MSMEs.

# 7. Financial Strength & Sustainability

The Institute's financial policies will be formulated to support the Institute's academic vision, maintain a focus on research and development, and ensure robust processes that adhere to the established standards of internal control and financial transparency.

To keep abreast of the teaching and learning processes, there shall be an ongoing need to upgrade the laboratory and classroom with the latest technology and infrastructure. As per the thrust area decided by the Institution, the budget will be allocated, and the focus will also be on diversifying revenue sources to ensure long-term sustainability.

## 7.1 Resource Mobilization

- Strengthen alumni funding and endowment initiatives.
- Seek corporate sponsorships for research, infrastructure, and student scholarships.
- Develop paid consultancy services, executive training, and short-term courses to generate revenue.

## 8. IDP FRAMEWORK COMMITTEE

### 8.1. GOVERNANCE (Executive Council as per UGC 2023 Regulations):

In alignment with the UGC Guidelines for Institutional Development Plan, the Institute adheres to the principles of transparency, accountability, responsible autonomy, and stakeholder participation to ensure effective institutional functioning and sustained excellence. The **Executive Council (EC)** serves as the Institute's apex governing body and is responsible for overall policy formulation, strategic oversight, and governance in accordance with statutory and regulatory provisions. It also ensures alignment with the National Education Policy (NEP) 2020 and the mandates of the University Grants Commission. Through a well-defined governance framework and duly constituted committees, the Executive Council oversees academic, administrative, financial, and developmental matters, facilitates participatory decision-making, ensures effective risk management and quality assurance, and enables the systematic planning, implementation, and periodic review of the Institutional Development Plan in support of the Institute's vision, mission, and societal relevance. The details of the Executive Council (EC) of the Institute are provided in **Annexure 1**.

### 8.2. FINANCE AND FUNDING:

The **Institute Finance Committee** ensures sound financial governance through effective budgeting, efficient resource utilization, and robust accounting and audit mechanisms, while maintaining full compliance with statutory and regulatory requirements. Emphasis is placed on financial autonomy, complemented by accountability, diversified revenue streams, and long-term financial planning to enhance institutional sustainability. Through strategic financial oversight and appropriate committees, the Institute facilitates optimal allocation of funds, supports innovation and research, strengthens infrastructure, and enables the successful implementation of the Institutional Development Plan in alignment with its vision, mission, and societal commitments. The details of the Institute Finance Committee are given in **Annexure 2**.

### 8.3. ACADEMIC ENABLER:

The Institute places academic excellence at the core of its Institutional Development Plan by fostering a robust, inclusive, and learner-centric academic ecosystem. The **Academic Council (AC)** of the Institute is responsible for overseeing and guiding all academic matters, including curriculum design and revision, pedagogical innovations, academic regulations, and quality assurance, in consonance with the National Education Policy (NEP) 2020. Through flexible, multidisciplinary curricula, the integration of skill-based and vocational education, the adoption of digital and blended learning modes, and continuous faculty development, the Academic Council ensures the attainment of learning outcomes and continuous improvement in teaching-learning processes. This structured academic governance framework supports the holistic development of students, promotes academic rigor and innovation, and enables the effective implementation of the IDP in alignment with the Institute's vision and mission. The members of the Institute's Academic Council are listed in **Annexure 3**.

#### **8.4. RESEARCH, IP, & SUPPORTIVE:**

The Institute accords high priority to research, innovation, intellectual property creation, and supportive enablers as key drivers of institutional excellence and societal impact. The **Research Advisory Council (RAC)** of the Institute is responsible for providing strategic direction and oversight in all matters related to research, innovation, intellectual property management, and research support systems. The RAC facilitates the development of a vibrant research ecosystem by promoting quality research, interdisciplinary collaboration, industry and societal engagement, and ethical research practices, while also supporting intellectual property protection, technology transfer, and commercialization. Through well-defined policies, research governance mechanisms, and supportive and facilitative frameworks, the Institute ensures effective capacity building, resource optimization, and continuous monitoring of research outcomes, aligned with its vision, mission, and commitment to innovation and societal relevance. The details of the Institute's Research Advisory Council (RAC) are provided in **Annexure 4**.

#### **8.5. HUMAN RESOURCE:**

The Institute follows transparent, equitable, and merit-based human resource policies to attract, develop, motivate, and retain competent faculty and staff, while ensuring full compliance with statutory and regulatory requirements. To effectively administer human resource functions, two dedicated committees have been constituted under this framework: the **Committee for Faculty/Academic-related Matters** and the **Committee for Service Matters of Non-Academic Staff**. The Committee for Faculty/Academic-related Matters is responsible for overseeing faculty recruitment, career progression, performance appraisal, professional development, and other academic service-related matters. At the same time, the Committee for Service Matters of Non-Academic Staff manages issues pertaining to recruitment, service conditions, welfare, performance management, and capacity building of administrative and support personnel. Collectively, these committees promote participatory decision-making, accountability, and continuous improvement in human resource management, thereby fostering a supportive work environment. The details of the Committee for Faculty/Academic-related Matters and the Committee for Service Matters of Non-Academic Staff are provided in **Annexure 5**.

#### **8.6. NETWORKING AND COLLABORATIONS:**

The Institute recognizes networking and collaborations as critical enablers for academic excellence, research innovation, and societal engagement. The **Networking and Collaborations Committee** functions as the nodal body responsible for planning, facilitating, and overseeing partnerships with industry, academia, research organizations, alumni, government agencies, and community stakeholders at the national and international levels. Through structured collaborations, MoUs, joint academic and research initiatives, faculty and student exchanges, internships, consultancy, and community engagement programs, the Committee seeks to enhance knowledge sharing, resource optimization, and institutional visibility. By fostering meaningful and sustainable partnerships, the Institute strengthens its academic and research ecosystem, promotes global exposure and societal relevance. The members of the Networking and Collaborations Committee are provided in **Annexure 6**.

## **8.7. PHYSICAL INFRASTRUCTURE:**

The **Planning and Maintenance Committee** serves as the nodal body responsible for the planning, development, upgradation, and maintenance of the Institute's physical infrastructure in compliance with statutory, regulatory, and safety norms. The Committee ensures the creation of a functional, inclusive, and sustainable campus by providing adequate academic spaces, laboratories, research facilities, residential and common amenities, and support infrastructure, while emphasizing accessibility, safety, environmental sustainability, and efficient resource utilization. Through systematic planning, preventive maintenance, and continuous monitoring, the Institute strengthens its physical infrastructure to support quality teaching–learning, research activities, and campus life. The members of the Planning and Maintenance Committee are provided in **Annexure 7**.

## **8.8. DIGITAL INFRASTRUCTURE:**

The **Digital Infrastructure Committee** functions as the nodal body responsible for planning, development, implementation, and continuous upgradation of the Institute's ICT and digital ecosystem. The Committee oversees the provision of robust network connectivity, digital learning platforms, academic and administrative management systems, data security mechanisms, and technology-enabled services to support blended and online learning, research activities, and e-governance. By promoting the strategic use of digital technologies, ensuring cybersecurity, and enhancing accessibility and efficiency, the Institute strengthens its digital capabilities. The Members of the Digital Infrastructure Committee are listed in **Annexure 8**.

## 9 Three-Year Institutional Development Plan

The three-year Institutional Development Plan of BIT Mesra aims to establish a robust, transparent, and future-ready institutional ecosystem by strengthening governance, academic excellence, research and innovation, financial sustainability, human resources, infrastructure, digital systems, and strategic collaborations. The plan is expected to enhance institutional effectiveness, improve national and international rankings, foster a research-driven academic culture, strengthen stakeholder engagement, and ensure sustainable growth aligned with national priorities and global best practices.

### 9.1 GOVERNANCE

1. Ensure strong and effective Executive Council (EC) and Academic Council (AC) with clearly documented mandates, procedures, and decision-making authority.
2. Include industry professionals, reputed academicians, alumni, and student representatives in EC and AC to ensure diverse perspectives and accountability.
3. Document, standardize, and obtain approval for Standard Operating Procedures (SOPs) for all governance bodies.
4. Strengthen the Internal Quality Assurance Cell (IQAC) as a key decision-support unit for strategy formulation and quality monitoring.
5. Develop comprehensive governance policy manuals covering conflict of interest, research integrity, compliance, audit, and financial propriety.
6. Publish annual EC and AC reports highlighting audited performance outcomes, governance reviews, and strategic achievements.

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### 9.2 FINANCE AND FUNDING

1. Adherence to clear financial policies, SOPs, and delegation of financial powers across all academic and administrative units.
2. Strengthen the finance vertical through structured periodic reviews and compliance-tracking mechanisms.
3. Usage of ERP-based financial systems that cover budgeting, payroll, procurement, and audits to ensure transparency and accountability.
4. Conduct regular expenditure and efficiency audits to optimize recurring and capital costs.
5. Strengthen internal audit systems and ensure timely compliance with statutory and regulatory requirements.
6. Develop structured alumni giving programs for endowments, research chairs, scholarships, and infrastructure support.
7. Identifying sources of additional revenue by monetizing institutional expertise through consultancy, industry-oriented training programmes, certification, and online educational programs.
8. Establishment and operationalisation of an incubation and innovation hub, and generation of revenue for the same.
9. Mobilisation of financial resources and allocation to achieve the objectives of the Institute.

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### 9.3 ACADEMIC ENABLER

1. Conduct a comprehensive review of UG, PG, and PhD curricula to ensure alignment with Outcome-Based Education (OBE), NEP-2020, and industry needs.
2. Update and strengthen programs with curricula responsive to Industry 4.0 and emerging domains.
3. Integrate interdisciplinary and emerging technologies, including AI, data science, sustainability, and quantitative methods.
4. Standardize Course Outcomes (COs), Program Outcomes (POs), and assessment rubrics across all programs.

5. Ensure an optimal faculty–student ratio through strategic recruitment.
6. Conduct regular academic audits and peer reviews coordinated through IQAC.
7. Strengthen ICT-enabled teaching, blended learning, and modern pedagogical tools.
8. Systematically use student feedback and course evaluations to improve academic performance.
9. Encourage faculty participation in national teaching–learning initiatives and MOOCs.
10. Strengthen academia–industry partnerships for curriculum enrichment, internships, and projects.
11. Align academic practices with NBA, NAAC, and international accreditation standards.
12. Targeted improved NIRF and ranking performance, aiming to achieve a Top 25 engineering rank.
13. Enhancing Employability and Global Competence: Focus on improving student employability and global competence by embedding skill-based training, strong industry linkages, and opportunities for international exposure within the curriculum.
14. Regulatory and Policy Alignment: Periodically review and update statutes, ordinances, and institutional policies to ensure alignment with UGC guidelines and the National Education Policy (NEP) 2020, to strengthen transparency, consistency, and accountability in academic governance.

#### **9.4 RESEARCH, IP, & SUPPORTIVE**

BIT Mesra will strengthen its research and innovation ecosystem through policy-driven governance, capacity building, infrastructure support, and outcome-oriented incentives, ensuring sustainable growth in research quality, intellectual property, and societal impact.

##### **Policy, Governance and Research Integrity**

- BIT Mesra will formulate, approve, and notify comprehensive institutional policies covering research, consultancy, intellectual property rights (IPR), and research ethics. These policies will align with UGC, AICTE, DST, DBT, ANRF, and NEP 2020 guidelines and ensure clarity in ownership, revenue sharing, conflict of interest, and ethical compliance.
- The Research Advisory Committee / Research Council will be strengthened with clearly defined roles, mandates, and periodic review mechanisms. The Council will guide institutional research priorities, monitor performance, and ensure transparency and accountability in research governance.
- Standard Operating Procedures (SOPs) will be established for project submission, financial management, compliance, ethics clearance, consultancy execution, and IP disclosure, creating a streamlined, researcher-friendly administrative system.

##### **Research Performance Monitoring and Quality Enhancement**

- Key Performance Indicators (KPIs) will be clearly defined, monitored, and reviewed annually at the faculty, department, and institute levels. These will include:
- Quality publications and citations
- Sponsored research and consultancy
- Patents, technology disclosures, and commercialization outcomes
- A centralized digital mechanism will be implemented to track research outputs and enable data-driven decision-making.

##### **Funding Support and Capacity Building**

- BIT Mesra will extend internal seed funding up to ₹10 lakhs to support early-career faculty and high-risk, high-impact research ideas. Institutional matching support will be provided to leverage external funding from government agencies and industry.
- Regular capacity-building programs will be conducted on:
- Research methodology and ethics
- Competitive grant proposal writing

- Intellectual property awareness and technology commercialization
- These initiatives will enhance grant success rates and research quality.

#### **Student Research Integration**

- Undergraduate and postgraduate students will be systematically integrated into the research ecosystem through structured research projects, credit-based research courses, and faculty-mentored initiatives. Student research will be aligned with institutional thrust areas and national priorities, promoting early exposure to innovation and inquiry-based learning.

#### **Intellectual Property and Technology Transfer**

- The IPR Cell will be strengthened to provide end-to-end support, including prior-art search, patent drafting, filing, and prosecution. Financial support will be provided for IP documentation and filing costs.
- A strong pipeline will be created for technology transfer, licensing, and startup spin-offs, ensuring that research outputs translate into societal and economic value.

#### **Research Infrastructure and Shared Facilities**

- Common research facilities and shared laboratories will be upgraded, consolidated, and optimally utilized through transparent access, booking, and usage policies. This will maximize resource utilization, promote interdisciplinary research, and reduce duplication of infrastructure.

#### **Incentives, Recognition and Career Progression**

- Research performance-linked incentives will be introduced and aligned with:
- External funding success
- High-impact publications
- Patents, licensing, and technology transfer
- These incentives will be integrated with recognition, funding priority, and career progression mechanisms, fostering a culture of excellence and accountability.

#### **Industry, Alumni and Innovation Ecosystem**

- BIT Mesra will strengthen industry and alumni partnerships to support collaborative research, sponsored projects, consultancy, internships, and innovation challenges.
- A strong emphasis will be placed on entrepreneurship and startup culture, encouraging faculty and students to translate research into viable products, startups, and societal solutions through incubation, mentoring, and seed support.

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#### **9.5 HUMAN RESOURCE**

1. Review and standardize HR policies related to recruitment, promotion, appraisal, leave, and service conditions.
2. Clearly define roles, responsibilities, and reporting structures for academic, administrative, and technical staff.
3. Implement transparent, merit-based recruitment aligned with regulatory frameworks.
4. Introduce a structured performance appraisal system aligned with teaching quality, research output, service, and efficiency.
5. Establish transparent promotion criteria linked to academic and research performance.
6. Launch structured Faculty Development Programs (FDPs) in pedagogy, research methods, digital tools, and leadership.
7. Support higher studies, training, and international exposure for faculty members.
8. Conduct comprehensive induction and orientation programs for new recruits.
9. Maintain accurate and accessible digital HR records through HRMIS.
10. Establish an online grievance and feedback portal with a time-bound resolution tracking system.
11. Set up a mental health and well-being centre for faculty, staff, and students.

## 9.6 NETWORK AND COLLABORATIONS

1. Formulate and implement a comprehensive collaboration and MoU policy covering academic, research, industry, and international partnerships.
2. Map and review existing collaborations, MoUs, alumni networks, and industry linkages.
3. Identify priority sectors and strategic partners aligned with institutional strengths.
4. Strengthen the Industry Relations & Corporate Engagement Cell.
5. Promote internships, industrial training, guest lectures, and industry-sponsored projects.
6. Encourage faculty-to-faculty and inter-departmental collaborations for joint research and publications.
7. Support academic visits, seminars, and joint workshops.
8. Strengthen the alumni association as a partner for mentoring, placements, research, and fundraising.
9. Actively participate in national consortia, professional bodies, and academic networks.
10. Encourage faculty participation in national committees and technical forums.
11. Strengthen the placement ecosystem with defined KPIs for placement rates and median salary growth.
12. Establish international collaborations for student exchange, joint research, and academic mobility.
13. Develop a strategic communication and marketing plan to enhance institutional visibility.

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## 9.7 PHYSICAL INFRASTRUCTURE

1. Conduct a comprehensive audit of existing physical infrastructure, including buildings, laboratories, and utilities.
2. Prepare or update a campus infrastructure master plan aligned with academic and research priorities.
3. Ensure full compliance with fire, electrical, structural safety, and accessibility norms.
4. Upgrade classrooms, laboratories, and seminar halls with modern equipment and ICT facilities.
5. Strengthen common instrumentation facilities and shared research infrastructure.
6. Achieve relevant certifications (NABL, ISO, etc.) for key laboratories and facilities.
7. Develop sustainable, energy-efficient, and environment-friendly infrastructure.
8. Enhance hostels, libraries, sports, health, and recreational facilities.
9. Improve accessibility features for persons with disabilities.
10. Optimize space utilization through space audits and reallocation.
11. Prepare ESG /Green Campus / Smart campus reportings.

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## 9.8 DIGITAL INFRASTRUCTURE

1. Conduct a comprehensive audit of IT infrastructure, software systems, and digital services.
2. Develop and implement a digital transformation roadmap aligned with institutional priorities.
3. Ensure high-speed, reliable campus-wide internet and Wi-Fi connectivity.
4. Strengthen data centers, servers, backup systems, and disaster recovery mechanisms.
5. Upgrade and integrate ERP systems covering academics, finance, HR, admissions, examinations, and procurement.
6. Deploy and strengthen Learning Management Systems (LMS) for teaching, assessment, and feedback.
7. Support virtual classrooms, digital content development, and online assessments.
8. Establish robust cybersecurity policies, access controls, and network security systems.
9. Implement regular data backup and data protection protocols.
10. Provide continuous digital literacy and training programs for faculty, staff, and students.
11. Establish a responsive IT helpdesk and user support system.

## 10. Seven-Year Institutional Development Plan

The seven-year Institutional Development Plan of BIT Mesra aims to transition the Institute into a globally competitive, research-intensive, and innovation-driven university with resilient governance, diversified funding streams, interdisciplinary academics, strong industry integration, and international visibility. The plan is expected to strengthen institutional autonomy, enhance research impact and commercialization, attract global talent and resources, and position the Institute as a national leader with growing international recognition.

### 10.1 GOVERNANCE

- a) Systematically incorporate the recommendations of the Executive Council (EC) and Academic Council (AC) into institutional strategic plans and annual operating plans, ensuring alignment across academic, research, finance, HR, and compliance functions.
- b) Constitute external advisory boards at the university, faculty, and departmental levels comprising industry leaders, eminent academicians, and research experts to guide long-term governance priorities.
- c) Formalize administrative and policy liaisons with government bodies and regulators to strengthen compliance, institutional autonomy, and quality assurance frameworks.

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### 10.2 FINANCE AND FUNDING

- a) Reduce over-dependence on tuition fees and government grants by diversifying revenue streams.
- b) Attract funding from global philanthropic foundations, development agencies, and international donors.
- c) Establish innovation funds and venture partnerships to support startups, deep-tech research, and translational innovation.
- d) Promote industry-funded laboratories, sponsored research chairs, and centres of excellence.
- e) Encourage long-term MoUs with industry partners to ensure sustained and recurring financial support.

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### 10.3 ACADEMIC ENABLER

- a) Launch interdisciplinary degree programs, minors, and electives across engineering, sciences, management, quantitative data, and economics.
- b) Develop joint, dual-degree, and twinning programs with reputed international universities.
- c) Establish a Centre for Teaching, Learning, and Academic Innovation to promote pedagogical excellence.
- d) Institutionalize innovative teaching methodologies such as problem-based learning, design thinking, experiential learning, and flipped classrooms.
- e) Introduce online and blended academic programs targeted at working professionals and lifelong learners.
- f) Deliver transformational teaching–learning experiences that foster global competence, critical thinking, and lifelong learning.
- g) Design and implement curricula that integrate globally benchmarked and industry-relevant skills with strong local and contextual relevance.
- h) Promote innovation in pedagogy, assessment, and evaluation in alignment with international best practices.
- i) Establish comprehensive student support systems that enhance personal development, employability, and entrepreneurial excellence across all academic programmes.

## 10.4 RESEARCH, IP, & SUPPORTIVE

### a) Resource Mobilization for Research

- Identify and strengthen **institutional thrust areas and Centers of Excellence (CoEs)** aligned with national priorities (DST, DBT, ISRO, DRDO, ANRF, MeitY) to enhance competitive research funding.
- Promote joint research projects with industry, government laboratories, and global universities to increase sponsored research and consultancy.
- Introduce postdoctoral fellowships and visiting researcher programs to enhance research depth and continuity, and improve external funding success.
- Encourage industry-supported research and co-funded projects addressing societal and industrial challenges.

### b) Innovation Ecosystem

- Promote interdisciplinary and translational research across engineering, sciences, management, data science, and economics to generate innovative, problem-driven outcomes.
- Strengthen incubation and startup ecosystems through mentoring, seed funding, and industry engagement.
- Facilitate student and faculty participation in innovation challenges, hackathons, and prototype development.
- Encourage research-driven startups and spin-offs emerging from institutional IP.

### c) Research Publications and Quality Enhancement

- Foster collaborative and interdisciplinary publications with national and international partners.
- Improve research quality through postdoctoral and visiting faculty engagement, joint supervision, and mentoring.
- Encourage high-impact, outcome-oriented research aligned with the Institution's thrust areas and the SDGs.

### d) Extension Activities and Societal Impact

- Promote translational research and technology deployment addressing regional, national, and societal needs.
- Facilitate industry-government collaboration for field validation, pilot projects, and societal implementation of research outputs.
- Encourage research outputs aligned with Sustainable Development Goals (SDGs) and national development agendas.

### e) Consultancy and Industry Engagement

- Establish structured industry-linked research and consultancy models to translate research expertise into practical solutions.
- Promote joint development, testing, and deployment of technologies with industry partners.
- Leverage alumni networks for industry collaboration, consultancy, and innovation mentoring.

### f) Intellectual Property Rights (IPR) and Commercialization

- Transition from IP filing to IP commercialization through:
- Licensing of institute-owned technologies
- Technology transfer agreements
- Startup and spin-off creation
- Establish industry-linked IP commercialization pathways with defined lab-to-market processes.
- Implement transparent and incentive-based revenue-sharing mechanisms for IP creators, departments, and the Institute.
- Strengthen institutional support for IP management, protection, and monetization.

### g) Collaboration

- Strengthen national and international research collaborations with universities, research organizations, government laboratories, and industry.

- Promote joint projects, co-publications, faculty exchange, and researcher mobility programs.
- Identify, notify, and periodically review institutional research thrust areas and Centers of Excellence (CoEs) aligned with:
  - National missions and priorities (DST, DBT, ISRO, DRDO, ANRF, MeitY)
  - Core academic strengths and regional/societal needs
  - Promote interdisciplinary and translational research across engineering, sciences, management, data science, and economics to address complex real-world challenges and enhance societal impact.
- h) Foster joint research programs with:**
  - Industry partners and MSMEs
  - Government laboratories and R&D organizations
  - Leading global universities and research institutions with emphasis on funded projects, co-publications, and technology development.
- i) Introduce postdoctoral fellowships, visiting researcher programs, and distinguished scientist positions to:**
  - Enhance research depth and continuity
  - Attract global talent
  - Improve institutional research visibility and mentoring capacity
  - Transition from IP generation to IP commercialization by:
    - Licensing institute-owned technologies
    - Facilitating technology transfer and startup spin-offs
    - Advancing technologies across defined Technology Readiness Levels (TRLs)
- j) Establish industry-linked IP commercialization models with:**
  - Clear pathways from lab to market
  - Joint development, validation, and pilot deployment mechanisms
  - Participation of investors, incubators, and technology partners
  - Implement transparent and incentive-driven revenue-sharing mechanisms for IP creators, departments, and the Institute to encourage sustained innovation and ownership.
  - Strengthen incubation, startup, and innovation ecosystems by:
    - Expanding incubation and prototyping facilities
    - Providing mentorship, seed funding, and investor access
    - Supporting faculty and student-led startups based on institutional IP

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## 10.5 HUMAN RESOURCE

1. Develop competitive compensation structures, incentives, and recognition mechanisms to attract and retain high-performing faculty and staff.
2. Introduce research incentives, teaching excellence awards, and service recognition programs.
3. Create clear career progression pathways for academic, administrative, and technical personnel.
4. Support international exposure, sabbaticals, fellowships, and collaborative research opportunities.
5. Encourage interdisciplinary teaching and research engagement across departments and centres.
6. Strengthen performance-linked incentives tied to research grants, publications, innovation, and academic leadership.
7. Recognize and reward contributions to institutional development and governance.
8. Enhance technical staff competencies to support advanced laboratories and high-end research facilities.
9. Promote diversity, equity, and inclusion in recruitment, promotion, and leadership roles.

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## 10.6 NETWORK AND COLLABORATIONS

1. Establish joint research programs, dual/joint degree offerings, and faculty–student exchange programs with global partners.
2. Encourage co-supervised doctoral programs and international visiting faculty appointments.
3. Create industry-embedded academic programs, sponsored research chairs, and industry-funded laboratories.
4. Promote collaborative innovation, consultancy, and technology development projects.
5. Participate in multi-institutional, interdisciplinary research consortia at the national and international levels.
6. Target large competitive funding programs and mission-mode research initiatives.
7. Expand global alumni engagement through chapters, mentoring platforms, and philanthropic initiatives.
8. Leverage alumni expertise for curriculum development, governance inputs, and research collaboration.
9. Increase participation in international conferences, academic forums, and global education networks.
10. Strengthen institutional visibility and reputation through collaborative publications, joint events, and flagship initiatives.

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## 10.7 PHYSICAL INFRASTRUCTURE

1. Construct new academic blocks, advanced laboratories, and research centres in priority and emerging disciplines.
2. Establish centres of excellence equipped with state-of-the-art facilities.
3. Develop incubation centres, innovation hubs, and prototyping facilities.
4. Create dedicated spaces for industry collaboration and sponsored research.
5. Transform the library into a learning commons with digital resources, collaborative spaces, and extended access.
6. Expand access to e-resources, databases, and advanced research tools.
7. Modernize and expand student hostels, faculty/staff housing, and community facilities.
8. Enhance sports, recreational, and cultural infrastructure.
9. Implement renewable energy solutions and energy-efficient building practices.
10. Strengthen water conservation, waste management, and green landscaping initiatives.
11. Improve internal mobility infrastructure, including roads, walkways, parking, and sustainable transport options.
12. Ensure a fully barrier-free and inclusive campus design.

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## 10.8 DIGITAL INFRASTRUCTURE

1. Enable end-to-end e-governance across academic, administrative, and research workflows.
2. Introduce digital approval systems, document management platforms, and performance dashboards.
3. Provide high-performance computing (HPC), cloud infrastructure, and secure research data storage.
4. Automate admissions, examinations, evaluation, reporting, and compliance processes.
5. Minimize manual interventions to improve efficiency and turnaround times.
6. Strengthen cybersecurity frameworks through advanced threat detection, compliance mechanisms, and periodic audits.
7. Expand access to digital repositories, e-resources, and research databases.
8. Promote institutional repositories and open-access publishing initiatives.

## 11. Fifteen Years Institutional Development Plan

Over the next fifteen years, the Birla Institute of Technology aims to transform into a globally recognized, research-intensive, and socially responsible institution, renowned for its academic excellence, innovation, leadership, inclusive governance, and sustained global impact. The plan envisions BIT as a trusted international partner, a hub for advanced research and deep-tech innovation, and a model institution with resilient governance, financial autonomy, future-ready infrastructure, and a vibrant academic community.

### 11.1 GOVERNANCE

1. Achieve globally benchmarked governance standards emphasizing transparency, accountability, quality assurance, and ethical leadership.
2. Institutionalize the rotational inclusion of international academic and industry leaders in governance bodies to bring global perspectives and strengthen international partnerships.
3. Establish governance mechanisms that support institutional autonomy, strategic agility, and long-term sustainability.

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### 11.2 FINANCE AND FUNDING

1. Adopt long-term financial planning frameworks that align with the institutional vision and global ambitions.
2. Achieve a high degree of financial autonomy to enable rapid investment in emerging academic, research, and innovation priorities.
3. Become a core partner in large international research consortia and mega-projects.
4. Support innovation commercialization through equity participation, venture creation, and IP monetization.
5. Secure funding from international research grants, bilateral programs, and global philanthropic foundations.
6. Enable joint funding mechanisms with global partner universities and international agencies.

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### 11.3 ACADEMIC ENABLER

1. Establish the Institute as a global leader in select academic and research domains.
2. Achieve and sustain a strong presence in international rankings and global benchmarking frameworks.
3. Continuously evolve curricula to address future skills, societal challenges, and disruptive technologies.
4. Fully integrate education and research through discovery-driven and inquiry-based learning at all levels.
5. Develop globally competitive doctoral and postdoctoral programs.
6. Embed sustainability, ethics, inclusivity, and social responsibility across all academic programs.
7. Enable faculty to emerge as internationally recognized educators, researchers, and thought leaders.
8. Ensure that academic excellence becomes self-sustaining, globally benchmarked, and continuously renewed.

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### 11.4 RESEARCH, IP, & SUPPORTIVE

Position the Institute as a **globally recognized research and innovation hub** in selected strategic and emerging domains by developing internationally benchmarked Centers of Excellence and flagship research programs.

- a) Lead or co-lead **large-scale, multi-institutional, and international research consortia**, contributing to national missions and global scientific initiatives while shaping research agendas and policy directions.

**b) Establish a self-sustaining intellectual property and innovation ecosystem** with:

- Consistent patent generation
- Licensing and technology transfer revenue
- Reinvestment of IP income into research and innovation
- Support the creation and growth of deep-tech startups, spin-off companies, and translational enterprises based on institute-owned IP, addressing critical societal, industrial, and strategic challenges.
- Develop and continuously upgrade state-of-the-art, future-ready research facilities and advanced instrumentation, ensuring global competitiveness, interdisciplinary access, and technology readiness.
- Translate research outcomes into deployable societal solutions, evidence-based policy inputs, and impactful contributions to national missions, aligned with Sustainable Development Goals (SDGs) and India's long-term development priorities.

Strengthen strategic engagement and partnerships with:

- Government ministries and funding agencies
- Industry leaders and innovation-driven enterprises
- International universities, laboratories, and global organizations

**c) Institutionalize a research-driven culture** where:

- Excellence, integrity, and ethical conduct are foundational values
- Innovation, collaboration, and societal relevance are actively rewarded
- Attract, nurture, and retain globally competitive faculty, researchers, postdoctoral fellows, and research leaders through supportive policies, world-class infrastructure, and leadership opportunities.

**d) Develop state-of-the-art, future-ready research facilities and advanced instrumentation.**

**e) Translate research outcomes into practical societal solutions, informed policy contributions, and impactful national missions.**

**f) Strengthen strategic engagement with government agencies, industry partners, and global organizations.**

**g) Institutionalize a culture where research excellence, ethical conduct, and innovation are core values.**

**h) Attract and retain globally competitive faculty, researchers, and research leaders.**

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## 11.5 HUMAN RESOURCE

- a) Attract, develop, and retain globally recognized faculty and researchers.
- b) Enable flexible hiring models, including international appointments, joint positions, and visiting professorships.
- c) Create an ecosystem that supports high-impact research careers, postdoctoral fellows, and research scientists.
- d) Strengthen long-term faculty research support systems, including funding, infrastructure, and administrative facilitation.
- e) Establish a robust leadership development pipeline for academic and administrative governance.
- f) Foster long-term staff engagement, professional growth, and institutional loyalty.
- g) Implement comprehensive well-being, health, and retirement planning programs.
- h) Make excellence in teaching, research, innovation, and service a defining and sustained institutional characteristic.

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## 11.6 NETWORK AND COLLABORATIONS

1. Position the institute nationwide as a dominant centre in select academic, research, and innovation networks.

2. Develop deep, trust-based, long-term partnerships with leading national and global institutions.
3. Enable shared infrastructure, joint centres, and co-located research facilities with strategic partners.
4. Integrate academia–industry–startup–government collaboration into a cohesive innovation ecosystem.
5. Support joint incubation, venture creation, and technology commercialization initiatives.
6. Collaborate with government bodies, think tanks, NGOs, and international agencies for policy research and societal impact.
7. Establish a strong global alumni influence network spanning academia, industry, entrepreneurship, and public service.

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#### **11.7 PHYSICAL INFRASTRUCTURE**

1. Develop globally benchmarked research parks, advanced laboratories, and interdisciplinary academic complexes.
2. Enable shared and scalable facilities for large-scale, collaborative research initiatives.
3. Establish a fully integrated smart campus with AI-driven facility and resource management.
4. Adopt green building standards, sustainability principles, and circular economy practices.
5. Build infrastructure that is resilient to climate change, disasters, and future expansion needs.
6. Enable modular, flexible, and adaptive building designs.
7. Foster a vibrant, inclusive, and student-centric campus environment.
8. Regularly benchmark infrastructure against leading global universities.
9. Establish continuous renewal, modernization, and reinvestment cycles.

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#### **11.8 DIGITAL INFRASTRUCTURE**

1. Establish a future-ready digital ecosystem supporting global-scale education, research, and governance.
2. Deploy AI-enabled digital governance platforms for strategic decision-making and institutional analytics.
3. Provide next-generation computing infrastructure, including high-performance computing, cloud platforms, and secure data environments.
4. Enable advanced digital research collaboration tools and virtual research environments.
5. Ensure robust cybersecurity, data governance, and digital resilience aligned with global standards.
6. Promote open science, open-access publishing, and digital knowledge repositories.
7. Continuously upgrade digital systems to remain aligned with emerging global technologies and best practices.

# **ANNEXURES**



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

विधि अनु० १० अधिनियम १९५६ की धारा ३ के तहत मानित विश्वविद्यालय ॥ A Deemed to be University u/s 3 of UGC Act, 1956)  
मेसरा, राँची ८३५२१५ (भारत) ॥ MESRA, RANCHI 835 215 (INDIA)

### ANNEXURE 1

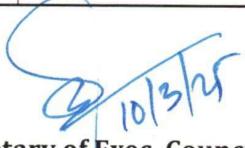
#### LIST OF EXECUTIVE COUNCIL MEMBERS

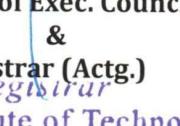
(As per MoA of the Institute and UGC (Inst. Deemed to be University) Regulations, 2023)

Sl.No.	Name	Designation	Role / Capacity
1	Prof. Indranil Manna	Vice Chancellor	Chairperson
2	Shri CK Birla	Nominee of HCT	Member (Chancellor)
3	Prof. Janat Shah Professor, Dept. of Management Indian Institute of Management Balicha, Udaipur-313001	Nominee of HCT	Member
4	Shri Rohit Saboo M/s. National Engineering Industries Limited, Jaipur (Rajasthan)	Nominee of GC	Member
5	Mr. Rajiv Kaul CEO, Vice Chairman CMS Info Systems CBD Belapur, Navi Mumbai	Nominee of GC	Member
6	Prof. Akshay Divedi Dept. of Mechanical Engg. & Indus. Engg. IIT Roorkee, Uttarakhand	Nominee of Commission	Member
7	Prof. Sandip Singh Solanki (DPGS)	Dean	Member
8	Prof. Ashoke Sharon (DOFA)	Dean	Member
9	Prof. Kunal Mukhopadhyay, HOD (BEBT)	Professor	Member
10	Dr. Sitanshu Sekhar Sahu (ECE)	Asso. Professor	Member
11	Dr. Gayatri Paul (PIE)	Asst. Professor	Member
12	Prof. Sudip Das	Registrar	Secretary
13	Shri Yogesh Goenka	Hon. Treasure	Special Invitee



Date: 10.03.2025  
Place: Mesra, Ranchi

  
Secretary of Exec. Council  
&

  
Registrar (Actg.)

Birla Institute of Technology  
Mesra, Ranchi-835215



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

विधि अनु० १० अधिनियम ५५६ की धारा ३के तहत मानित विश्वविद्यालय ॥ A Deemed to be University u/s 3 of UGC Act, 1956  
मेसरा, राँची ८३५२१५ (भारत) ॥ MESRA, RANCHI 835 215 (INDIA)

### LIST OF FINANCE COMMITTEE MEMBERS (As per MoA of the Institute and UGC (Inst. Deemed to be University) Regulations, 2023)

ANNEXURE 2

Sl.No.	Name	Designation	Role / Capacity
1	Prof. Indranil Manna	Vice Chancellor	Chairperson
2	Shri CK Birla	Nominee of HCT	Member (Chancellor)
3	Shri Rohit Saboo M/s. National Engineering Industries Limited, Jaipur (Rajasthan)	(Nominee of the EC)	Member
4	Prof. Raju Poddar (DRIE)	(Nominee of the EC)	Member
5	Prof. (Mrs.) Shradha Shivani	(Nominee of the EC)	Member
6	Shri Vijay Kumar Sharma, CA Vijay Kumar Sharma & Associates Near Shree Hanuman Mandir Nagrota Bhagwan, Shimla (H.P)	(Nominee of the Commission)	Member
7	Mr. Rajiv Kaul CEO, Vice Chairman CMS Info Systems CBD Belapur, Navi Mumbai	(Nominee of Chancellor)	Member
8	Prof. Janat Shah Professor, Dept. of Management Indian Institute of Management Balicha, Udaipur-313001	(Nominee of Chancellor)	Member
9	Shri Yogesh Goenka	(Nominee of Chancellor)	Member (Hon. Treasurer)
10	Mrs. Archana Mukherjee	Dy. Finance Officer	Secretary
11	Prof. Sudip Das	Registrar	Special Invitee

Date: 10.03.2025  
Place: Mesra, Ranchi



Registrar (Actg.)

Registrar  
Birla Institute of Technology  
Mesra, Ranchi-835215

10/3/25

## LIST OF ACADEMIC COUNCIL MEMBERS

(As per UGC (Inst. Deemed to be University) Regulations, 2023)

Date : 13.03.2025

VC	1	Dr. Indranil Manna	Vice Chancellor	BIT	Chairman
DEANS	2	Dr. S.S. Solanki	Dean	Postgraduate Studies	Member
	3	Dr. Sanjay Kr. Jha	Dean	Undergraduate Studies	Member
	4	Dr. Manish Kumar	Dean	Admissions, Accreditation & Coordination	Member
	5	Dr. Shradha Shivani	Dean	Alumni & International Relations	Member
	6	Dr. Ashoke Sharon	Dean	Faculty Affairs	Member
	7	Dr. Raju Poddar	Dean	Research, Innovation & Entrepreneurship	Member
	8	Dr. Bhaskar Karn	Dean	Student Affairs	Member
	9	Dr. Pulak Kumar Munshi	Dean	Infrastructure & Planning	Member
COE	10	Dr. Ritesh Kumar Singh	Controller of Exams.	Examination	Member
HEAD OF DEPARTMENTS	11	Dr. Satyaki Sarkar	Prof & HoD	Architecture & Planning	Member
	12	Dr. Kunal Mukhopadhyay	Prof & HoD	Bio-Engineering & Bio-Technology	Member
	13	Dr. G.T. Mohanraj	Asso. Prof & HoD	Chemical Engineering	Member
	14	Dr. Sumit Mishra	Prof & HoD	Chemistry	Member
	15	Dr. (Mrs.) Bindhu Lal	Prof & HoD	Civil & Env. Engg.	Member
	16	Dr. Abhijit Mustafi	Prof & HoD	Comp. Sc. & Engg.	Member
	17	Dr. Anindya Sen	Head	CQEDS	Member
	18	Dr. Sanjay Kumar	Prof & HoD	ECE	Member
	19	Dr. S.K. Mishra	Asso. Prof & HoD	EEE	Member
	20	Dr. Suprio Roy	Prof & HoD	Management/ HMCT	Member
	21	Dr. Abhinav Tandon	Asst. Prof & PIC	Mathematics	Member
	22	Dr. Apurba Kumar Roy	Asso. Prof & HoD	Mechanical Engg.	Member
	23	Dr. (Mrs.) Papiya Mitra Mazumder	Prof & HoD	Pharm. Sc. & Tech.	Member
	24	Dr. Rajeev Kumar Sinha	Asso. Prof & HoD	Physics	Member
	25	Dr. L.N. Patnaik	Asso. Prof & HoD	Production & Industrial Engineering	Member
	26	Dr. V.S. Rathore	Asso. Prof & HoD	Remote Sensing	Member
	27	Dr. Priyank Kumar	Prof In-charge	SE&R	Member
	28	Dr. G.T. Mohanraj	Head	Centre for Food Engg. & Tech.	Member
	29	Dr. Rohit Kumar Pandey	Asst. Prof. & PIC	Humanities & Social Sc.	Member
DIRECTORS (OC)	30	Dr. S.K. Ghorai	Director	Off-Campus, Deoghar	Member
	31	Dr. Peeyush Tewari	Director (Acting)	Off-Campus, Jaipur	Member
	32	Dr. Pranab Kumar	Asso. Professor	SBACA-Lalpur Unit	Member
	33	Dr. Rambabu Kodali	Prof. & Director	Off-Campus, Noida	Member
	34	Dr. Anand Kumar Sinha	Director	Off-Campus, Patna	Member
	35	Dr. Vijaya Laxmi	Director	University Polytechnic	Member



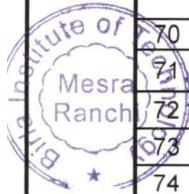
**BIRLA INSTITUTE OF TECHNOLOGY, MESRA RANCHI**

**LIST OF ACADEMIC COUNCIL MEMBERS**

**(As per UGC (Inst. Deemed to be University) Regulations, 2023)**

Date : 13.03.2025

PROFESSORS	S. No.	Name	Designation	Department	Category
					Category
	36	Dr.(Mrs.) Manjari Chakraborty	Professor	Architecture & Planning	Member
	37	Mrs.(Dr.) P. Padmanabhan	Professor	Bio-Engineering & Bio-Technology	Member
	38	Dr. Ramesh Chandra	Professor	Bio-Engineering & Bio-Technology	Member
	39	Dr. Vinod Kumar Nigam	Professor	Bio-Engineering & Bio-Technology	Member
	40	Dr. Rakesh Kumar Sinha	Professor	Bio-Engineering & Bio-Technology	Member
	41	Dr. Dev Mani Pandey	Professor	Bio-Engineering & Bio-Technology	Member
	42	Dr. Manish Kumar	Professor	Bio-Engineering & Bio-Technology	Member
	43	Dr. Raju Poddar	Professor	Bio-Engineering & Bio-Technology	Member
	44	Dr. (Mrs.) Sudipta Goswami	Professor	Chemical Engineering	Member
	45	Dr. Gautam Sarkhel	Professor	Chemical Engineering	Member
	46	Dr. Subhendu Naskar	Professor	Chemistry	Member
	47	Dr. Rajeev R. Sahay	Professor	Civil & Env. Engg.	Member
	48	Mrs.(Dr.) Vandana Bhattacharjee	Professor	Comp. Sc. & Engg.	Member
	49	Dr. Abhijit Mustafi	Professor	Comp. Sc. & Engg.	Member
	50	Dr. Sandip Dutta	Professor	Comp. Sc. & Engg.	Member
	51	Dr. Srikanta Pal	Professor	ECE	Member
	52	Dr.(Mrs.) Nisha Gupta	Professor	ECE	Member
	53	Dr. (Mrs.) Vibha Rani Gupta	Professor	ECE	Member
	54	Dr. Animul Islam	Professor	ECE	Member
	55	Dr. T. Ghose	Professor	EEE	Member
	56	Dr. (Ms.) Vijaya Laxmi	Professor	EEE	Member
	57	Dr. R.C. Jha	Professor	EEE	Member
	58	Dr. S.K. Jain	Professor	Mathematics	Member
	59	Dr. Seshadev Padhi	Professor	Mathematics	Member
	60	Dr. (Mrs.) Manju Bhagat	Professor	Management	Member
	61	Dr. R.N. Bhagat	Professor	Management	Member
	62	Dr. A.N. Jha	Professor	Management	Member
	63	Dr. Suprio Roy	Professor	Management	Member
	64	Dr. R.P. Sharma	Professor	Mechanical Engg.	Member
	65	Dr. Dipti P. Mishra	Professor	Mechanical Engg.	Member
	66	Dr. Arbind Kumar	Professor	Mechanical Engg.	Member
	67	Dr. Kaushik Kumar	Professor	Mechanical Engg.	Member
	68	Dr. Vinay Sharma	Professor	Production & Industrial Engineering	Member
	69	Dr. Sanjay Kumar Jha	Professor	Production & Industrial Engineering	Member
	70	Dr. K. Jayaram Kumar	Professor	Pharm. Sciences & Technology	Member
	71	Dr. Swastika Ganguly	Professor	Pharm. Sciences & Technology	Member
	72	Dr. Venkateshwan Jayaprakash	Professor	Pharm. Sciences & Technology	Member
	73	Dr. Animesh Ghosh	Professor	Pharm. Sciences & Technology	Member
	74	Dr. (Mrs.) Papiya Mitra Mazumder	Professor	Pharm. Sciences & Technology	Member
	75	Dr. (Mrs.) Sunita Keshri	Professor	Physics	Member
	76	Dr. S.K. Sinha	Professor	Physics	Member
	77	Dr. Nilanchal Patel	Professor	Remote Sensing	Member
	78	Dr. A.P. Krishna	Professor	Remote Sensing	Member
	79	Dr. Sudip Das	Professor	Space Engg. & Rocketry	Member



**BIRLA INSTITUTE OF TECHNOLOGY, MESRA RANCHI**

**LIST OF ACADEMIC COUNCIL MEMBERS**

**(As per UGC (Inst. Deemed to be University) Regulations, 2023)**

Date : 13.03.2025

PROFESSORS (OFF CAMPUS)	80	Dr. Arbind Kumar	Professor	Off-Campus, Deoghar Mechanical Engg.	Member
	81	Dr. Roopali Sharma	Professor	Off-Campus, Jaipur Management	Member
	82	Dr. Shree Prakash Lal	Professor	Off-Campus, Patna Production Engineering	Member
	83	Dr. Sudeshna Chakravarty	Professor	Off-Campus, Patna Civil & Env. Engg.	Member
	84	Dr. Ganesh Prasad Mishra	Professor	SBACA - Lalpur Unit	Member
	85	Dr. S.L. Gupta	Professor	Off-Campus, Noida Management	Member
	86	Dr. Asha Prasad	Professor	Off-Campus, Noida Management	Member
	87	Dr. Meenakshi Sharma	Professor	Off-Campus, Noida Management	Member
ASST.PROF.	88	Dr. G.T. Mohanraj	Asso. Prof.	Chemical Engineering	Member
	89	Dr. Pradip Kar	Asso. Prof.	Chemistry	Member
	90	Dr. Kirti Avishek	Asso. Prof.	Civil & Env. Engg.	Member
	91	Dr. Sudip Kumar Sahana	Asso. Prof.	Comp. Sc. & Engg.	Member
	92	Dr. Tanushree Bhattacharya	Asso. Prof.	Civil & Env. Engg.	Member
ASST.PROF.	93	Dr. Rohit Kumar Pandey	Asst. Prof.	Management /HSS	Member
	94	Dr. Anupam Roy	Asst. Prof.	Chemical Engineering	Member
	95	Dr. Barnali Dasgupta Ghosh	Asst. Prof.	Chemistry	Member
	96	Dr. Amritanjali	Asst. Prof.	Comp. Sc. & Engg.	Member
	97	Dr. Priyank Saxena	Asst. Prof.	ECE	Member
PERSON OF REPUTE FROM EDUCATIONISTS	98	Dr. Ajit Kumar Sinha	Vice Chancellor	Ranchi University, Ranchi	Member
	99	Prof. (Dr.) D.K. Singh	Vice Chancellor	Jhar. Univ. of Tech., Ranchi	Member
	100	Prof. P.P. Chattopadhyay	Director	NIAMT, Ranchi	Member
	101	Prof. Rajeev Srivastava	Director	IIIT, Ranchi	Member
	102	Dr. Deepak Kumar Srivastava	Director	IIM, Ranchi	Member
REGIS	103	Dr. Dr. Raj Kumar	Director	RIMS, Ranchi	Member
	104	Dr. Sudip Das (Ex-Officio)	Registrar (Actg.)	BIT	Secretary
SPL. INVITEE	105	Dr. Laxmi Narayan Pattnaik (Ex-officio)	Associate Dean	Post graduate Studies	Special Invitee
	106	Dr. Sukalyan Chakraborty (Ex-officio)	Associate Dean	Undergraduate Studies	Special Invitee
	107	Mr. Amrik Kundu (Ex-Officio)	Assistant Registrar	Academic Programme	Special Invitee



  
 13/3/25  
 Registrar  
 Birla Institute of Technology  
 Mesra, Ranchi-835215



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

(विद्या अनुमोदित अधिनियम १९५६ की धारा ३ के तहत मानित विश्वविद्यालय) || A Deemed to be University u/s.3 of UGC Act, 1956  
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Ref. No. GO/Estb/UGC/RAC/24-25/5066

### ANNEXURE 4

12<sup>th</sup> February, 2025

#### OFFICE ORDER

#### RECONSTITUTION OF RESEARCH ADVISORY COUNCIL

Research Advisory Council of this Institute is hereby reconstituted as under:

#### COMMITTEE FOR RESEARCH PROGRAMME AND POLICY DEVELOPMENT

Chairman	-	Prof. (Dr.) Subhasis Chaudhary Department of Electrical Engineering IIT, Bombay
Co-Chairperson (Ex-officio)	-	Dean of Research, Innovation & Entrepreneurship (DRIE)
Member	-	Dean of Faculty Affairs (DoFA)
Member	-	Dr. D. Sundar Professor, Department of Biochemical Engineering & Biotechnology

#### COMMITTEE FOR PRODUCT DEVELOPMENT, MONITORING & COMMERCIALIZATION

Co-Chairperson	Dr. Jayant K. Singh Department of Chemical Engineering IIT Kanpur
Member	Head, Department of Production and Industrial Engineering

The external members will be paid honorarium for attending the meeting as per norms.

All other content as notified vide Office Order No. GO/Estb/UGC/RAC/24-25/ 4480 dated 16<sup>th</sup> January, 2025 shall remain same.

This bears the approval of the Competent Authority.

Registrar

To,

- i) Chairman
- ii) All Members

Copy to:

1. P.S. to Vice Chancellor
2. Files



# बिरला प्रौद्योगिकी संस्थान • BIRLA INSTITUTE OF TECHNOLOGY

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Ref. No. GO/Estb/UGC/RAC/24-25/4480

16<sup>th</sup> January, 2025

## OFFICE ORDER

### RECONSTITUTION OF RESEARCH ADVISORY COUNCIL

In pursuance to UGC Guidelines for establishment of Research and Development Cell in Higher Education Institutions, the following Research Advisory Council of this Institute is hereby reconstituted as under:

Chairman

Vice Chancellor, BIT Mesra

I

#### FINANCE & INFRASTRUCTURE

1. Head, Department Management	Chairperson (Ex-officio)
2. Head, Department of Architecture	Co- Chairperson (Ex-officio)
3. Registrar	Member
4. Dy. Finance Officer	Member
5. Dr. Gautam Sarkhel Professor Department of Chemical Engineering	Member
6. Project In-charge Construction & Maintenance Cell (CMC)	Member
7. Assistant Registrar (Finance)	Member Secretary

II

#### RESEARCH PROGRAM, POLICY DEVELOPMENT

1. Dean of Research, Innovation & Entrepreneurship (DRIE)	Chairperson (Ex-officio)
2. Dean of Faculty Affairs (DoFA)	Co-Chairperson (Ex-officio)
3. Dr. Kunal Mukhopadhyay Prof. & Head Department of Bioengineering & Biotechnology	Member
4. Dr. Tirthadip Ghose Professor Department of Electrical & Electronics Engineering	Member
5. Dr. Sukalyan Chakraborty Associate Professor Department of Civil & Environmental Engineering	Member
6. Dr. Sudip Sahana Associate Professor Department of Computer Science & Engineering	Member
7. Dr. Rishi Sharma Assistant Professor Department of Physics	Member
8. Assistant Registrar (RDC)	Member Secretary

**III                    COLLABORATION & COMMUNITY**

1. Dean of Alumni & International Relations (DAIR)	Chairperson (Ex-officio)
2. Dean of Student Affairs (DoSA)	Co-Chairperson (Ex-officio)
3. Dr. Kirti Avishek Associate Professor Department of Civil & Environmental Engineering	Member
4. Dr. K. Sridhar Patnaik Associate Professor Department of Computer Science & Engineering	Member
5. Dr. (Mrs.) Richa Mishra Assistant Professor Department of Electronics & Communication Engineering	Member
6. Mr. Vishal H. Shah Assistant Professor Department of Electronics & Communication Engineering	Member
7. Dr. Anand Prasad Sinha ADRIE	Member Secretary

**IV                    PRODUCT DEVELOPMENT, MONITORING & COMMERCIALIZATION**

1. Dean of Research, Innovation & Entrepreneurship (DRIE)	Chairperson (Ex-officio)
2. Head, Department of Production and Industrial Engineering	Co-Chairperson (Ex-officio)
3. Dr. Anupam Roy Assistant Professor Department of Chemical Engineering	Member
4. Dr. Debomita Ghosh Assistant Professor Department of Electrical & Electronics Engineering	Member
5. Dr. Priyank Saxena Assistant Professor Department of Electronics & Communication Engineering	Member
6. Dr. Bappa Acherjee Assistant Professor Department of Production & Industrial Engineering	Member
7. Dr. Anand Prasad Sinha ADRIE	Member
8. Assistant Registrar (RDC)	Member Secretary



V

**IPR, LEGAL & ETHICAL MATTERS**

1. Dean of Research, Innovation & Entrepreneurship (DRIE)	Chairperson (Ex-officio)
2. Dr. Venkatasen J. Convenor, IPR Cell	Co-Chairperson (Ex-officio)
3. Dr. Bappa Achrejee Assistant Professor Department of Production & Industrial Engineering	Member
4. Dr. Arkadeb Mukhopadhyay Assistant Professor Department of Mechanical Engineering	Member
5. Dr. Anupam Roy Assistant Professor Department of Chemical Engineering	Member
6. Dr. Bapi Gorain Assistant Professor Department of Pharmaceutical Sciences & Technology	Member
7. Assistant Registrar (Legal)	Member Secretary

This bears the approval of the Competent Authority.



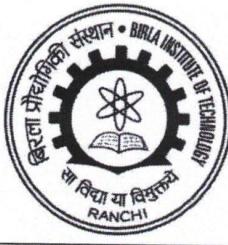
Registrar

To,

- i) Chairperson
- ii) All Members

Copy to:

- 1. P.S. to Vice Chancellor
- 2. Files



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

(विहार अनुदान अधिनियम 1956 की द्वारा इके तहत मानित विश्वविद्यालय) || A Deemed to be University u/s 3 of UGC Act, 1956)

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Ref. No. GO/Estb/Policy-Comm./25-26/4433

ANNEXURE 5

21<sup>st</sup> January 2026

### OFFICE ORDER

#### POLICY COMMITTEE OF THE DEAN OF FACULTY AFFAIRS (FACULTY/ACADEMIC RELATED MATTERS)

A Policy Committee of the Dean of Faculty Affairs (Faculty / Academic Related Matters) is constituted as follows:

Sl. No.	Designation	Role / Capacity
01	Dean of Faculty Affairs (DoFA)	Chairperson
02	Dean of Undergraduate Studies (DUGS)	Member
03	Dean of Research, Innovation and Entrepreneurship (DRIE)	Member
04	Director, IQAC	Member
05	Two Faculty Members (Nominated by DoFA)	Member
06	Associate Dean of Faculty Affairs (ADoFA)	Member
07	Assistant Registrar (FA)	Member Secretary

21/1/26  
Registrar

Copy to:

01. All Chairperson / Members
02. Assistant Registrar (GO)
03. P S to Vice Chancellor
04. File



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

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Ref. No. GO/Estb/Service-Matters/25-26/4434

21<sup>st</sup> January 2026

### OFFICE ORDER

#### COMMITTEE FOR SERVICE MATTERS OF NON-ACADEMIC STAFF

A Committee for Service Matters of Non-Academic Staff is constituted as follows:

Sl. No.	Designation	Role / Capacity
01	Registrar	Chairperson
02	Dean of Alumni and International Relations (DAIR)	Member
03	Dean of Infrastructure and Planning (DoIP)	Member
04	HoD, Electrical and Electronics Engineering	Member
05	Deputy Comptroller	Member
06	Deputy Registrar (Purchase)	Member
07	Assistant Registrar (Hostels)	Member
08	Assistant Registrar (HR)	Member Secretary

Registrar

Copy to:

01. All Chairperson / Members
02. Assistant Registrar (GO)
03. P S to Vice Chancellor
04. File



# बिरला प्रौद्योगिकी संस्थान

## BIRLA INSTITUTE OF TECHNOLOGY

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Ref. No. GO/Estb/Network/25-26/4432

ANNEXURE 6

21<sup>st</sup> January 2026

### OFFICE ORDER

#### NETWORKING AND COLLABORATION COMMITTEE

A Committee for Networking and Collaboration is constituted as follows:

Sl. No.	Designation	Role / Capacity
01	Dean of Faculty Affairs (DoFA)	Chairperson
02	Dean of Alumni and International Relations (DAIR)	Member
03	Dean of Postgraduate Studies (DPGS)	Member
04	Dean of Undergraduate Studies (DUGS)	Member
05	Dean of Research, Innovation and Entrepreneurship (DRIE)	Member
06	Registrar	Member
07	Finance Officer	Member
08	Assistant Registrar (Legal)	Member
09	Hod, Academic Department (as per requirement)	Invitee Member
10	Faculty with experience in international collaboration And research (Nominee by DoFA)	Invitee Member
11	Assistant Registrar (Faculty Affairs)	Member Secretary

  
Registrar

Copy to:

01. All Chairperson / Members
02. Assistant Registrar (GO)
03. P S to Vice Chancellor
04. File



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Ref. No. GO/Estd/B&WC/2025-26/4461 ANNEXURE 7 27<sup>th</sup> January 2026

## OFFICE ORDER

### BUILDING AND WORKS COMMITTEE

In supersession of the earlier Office Order No. GO/OO/2017-18/4833, dated 17<sup>th</sup> November 2017, on the above subject, the Works Committee is being reconstituted as follows:

(1)	Vice Chancellor	Chairperson
(2)	Honorary Treasurer	Member
(3)	Registrar	Member
(4)	Dean of Infrastructure & Planning (DoIP)	Member
(5)	Chief Engineer	Member
(6)	Finance Officer	Member
(7)	Deputy Registrar (Purchase)	Member
(8)	Assistant Engineer (O/o the DoIP)	Member Secretary

The Committee shall oversee all matters relating to policy planning and implementation concerning the construction and upkeep of the BIT campuses. The Member Secretary shall ensure a monthly review of all construction activity and shall submit a fortnightly Excel-based itemized progress report to the chairperson.

This has the approval of the Competent Authority.

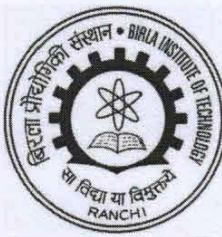
Registrar (Acting)

To,

The Chairperson  
All Members

Copy to:

1. All Dean(s) / HoD(s) / In-charges
2. Dy. Comptroller / Finance Officer
3. Assistant Registrar (GO)
4. P S to Vice Chancellor
5. Files



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Ref. No. GO/Estb/ICT-C/2025-26/ 401

## ANNEXURE 8

29<sup>th</sup> April 2025

### OFFICE ORDER

### ICT CORE COMMITTEE

A standing Committee is hereby constituted as under:

1. Dean of Admission, Accreditation & Coordination	Chairperson
2. Dean of Students Affairs	Member
3. Controller of Examination	Member
4. Head, Department of Computer Science & Engineering	Member
5. Head of Section, Career Development Cell	Member
6. Head of Section (ICT Cell)	Member
7. Director (IQAC)	Member
8. Registrar	Member
9. Associate Dean (AAC)	Member
10. Deputy Registrar (AAC)	Member
11. Assistant Registrar (AAC)	Member
12. Webmaster	Member Secretary

#### Scope of the Committee.

This Committee shall strategize and monitor the setup of an IT Cell in the Institute. This Committee shall play advisory and policy making role for the entire Software and IT hardware asset management of the Institute i.e., deployment, requirement analysis, and development activities. It shall undertake the task of updating & formulating suitable IT Policy, Cyber Security, etc. for the Institute with consideration of necessary requirements as per Regulatory norms in this regard, covering various Departments and Off-Campuses of the Institute.

It shall also look upon Social/ Professional Media Planning of the Institute. Institute ERP Management shall also come under purview of this Committee.

Any other relevant matters referred to by the Vice Chancellor, for consideration, from time to time.

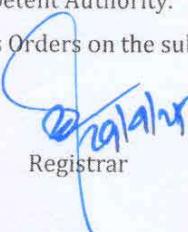
**Tenure:** Till further orders.

**Meetings and Quorum:** The Committee shall meet as often as may be necessary but at least once in three months. Attendance of at least seven members shall constitute the quorum for the meeting.

#### Role of Member Secretary:

- Scheduling and administration of meeting, record-keeping, and governance requirements.
- Making sure meetings are regularly organized and minutes recorded efficiently.
- Thorough communication and correspondence with all stakeholders.
- Minutes/Recommendations of the Committee shall be duly approved by the Competent Authority.

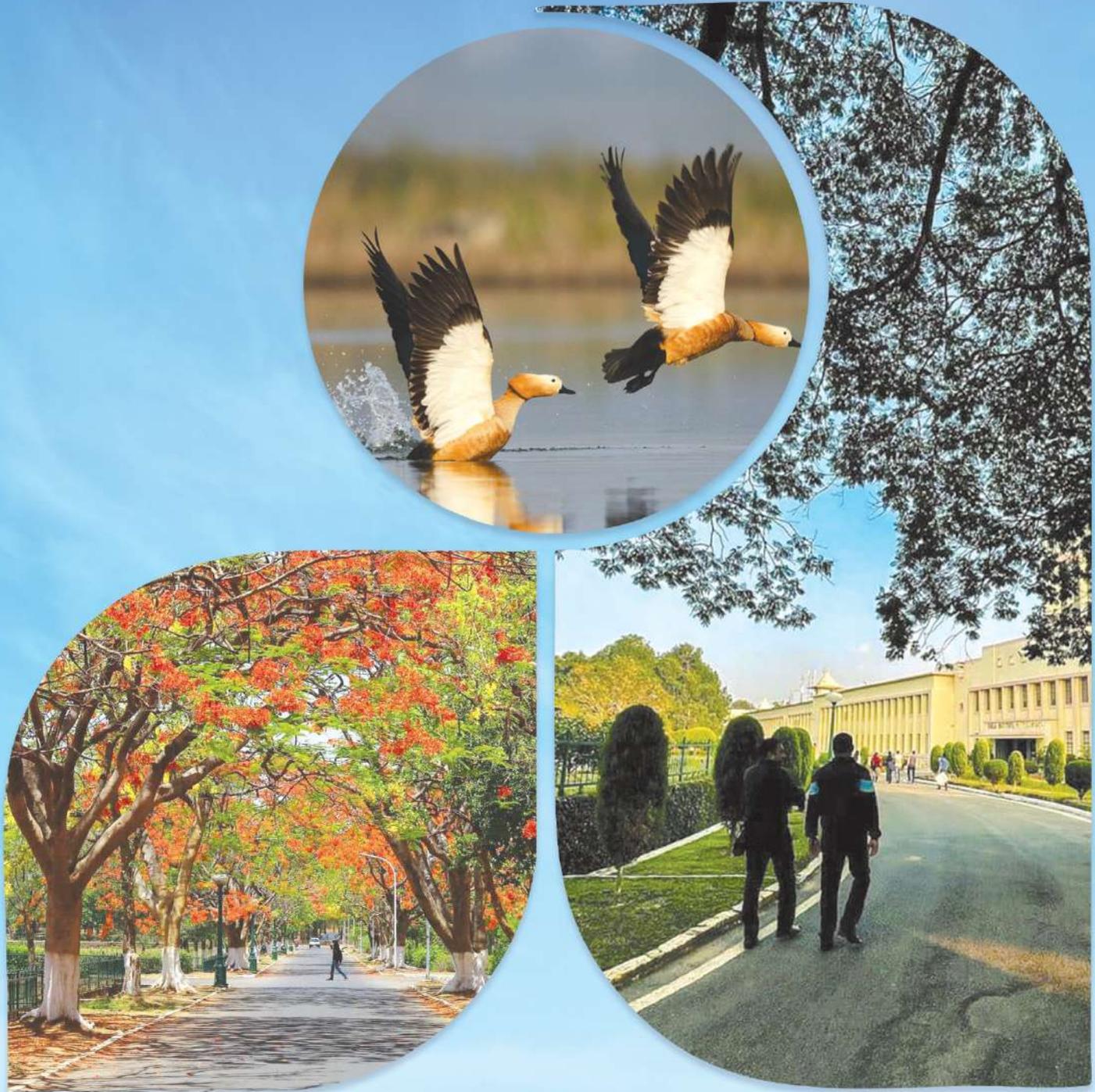
This is issued with the approval of the Competent Authority, and it supersedes all previous Orders on the subject.

  
Registrar

**The Chairman / All Members**

Copy to:

- All Dean(s) / Assoc. Dean(s) / Director (IQAC) / CoE / CoA
- All HoD(s) / In-Charge(s), Academic Departments / Sections
- Director(s) / In-Charge(s), BIT Off Campuses
- Director, University Polytechnic / BIT-STEP
- Dy. Comptroller / Dy. Finance Officer
- Dy. Registrar(s) / AO (E&HR) / Assistant Registrar(s)
- PS to VC
- File



**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI**  
**बिरला प्रौद्योगिकी संस्थान, मेसरा, राँची**

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[www.bitmesra.ac.in](http://www.bitmesra.ac.in)