

XIII LOOKING AHEAD

Preamble

The year 2010 saw the Institute starting several initiatives in its march to move to greater heights. The task forces formed to work for the 'Vision 2020 : Mission 2012' project have been doing a commendable job. There is a lot of enthusiasm among faculty, students and staff in these initiatives. The task forces have come out with a number of recommendations and they are now being converted into implementations. As higher education scenario in the country is going through several changes, BITS is gearing up to meet the challenges and become one of the leading universities in the world. From a predominantly teaching focused university till date, the Institute is now taking steps to strengthen its research programmes along with teaching. This will enable the Institute to become a research-led university and able to attract research focused faculty to its campuses.

Vision 2020: Mission 2012

The Mission 2012 project launched in 2009 under the Institute's new strategic plan focuses on six thrust areas:

1. **Academic Programs and Pedagogy:** Considerable progress has been made in benchmarking the BITS academic curriculum with the leading academic programmes in the world. Steps are being undertaken to redesign the BITS academic curriculum to meet the requirements of the changing environment, while retaining the key strengths of the existing curriculum.
2. **Research and Consultancy:** The focus on Research will be enhanced in the coming years. The research infrastructure in the campuses will be upgraded. Faculty members will be encouraged to seek greater fund support from government agencies and industries to take up research in advanced areas. Enabling conditions for faculty to spend time in Industries and reputed organizations are being created through policies such as sabbatical leave policy.
3. **People:** Attracting the best faculty to work in the campuses of the institute is the key to the success. A focused effort to recruit talented research-focused faculty is being put in place. A new performance appraisal system is also under preparation.
4. **Campus Life:** The engagement survey, conducted in all campuses with the help of Gallup, has brought up several areas of strengths and areas that need greater focus. In the coming months, these will be analyzed and, with the participation of all stake holders, steps will be initiated to increase the overall engagement and satisfaction of faculty, staff and students.
5. **Infrastructure and Facilities:** The institute has started 3 new campuses in the last decade. These campuses will require constant maintenance and upgradation of its infrastructure. The Pilani campus will undergo a comprehensive modernization of its infrastructure in the coming years. Re-architecting of old buildings, upgrading the offices, laboratories, and class rooms will be taken up. A new ERP system for helping in the overall administration of the Institute is expected to be in operation before end of 2011.
6. **University Administration:** The multi-campus nature of the Institute poses unique challenges in administration. A comprehensive review of the existing administrative and academic structure is underway. New non-teaching positions are being created to help the faculty to reduce their involvement in routine administration and thereby focus on teaching and research.

Linkages with Industries through Practice School and WIL Programs

The Practice School (PS) programme of BITS has been a strong component of its academic curriculum and has been appreciated by many. Creating opportunities for all students of BITS seeking to participate in PS is a challenge. Committed teams of faculty have been working for its success and the

Institute is confident of maintaining its leading position in providing industry internship to students through its PS programme.

The Work-Integrated Learning Programs (WILP) of the Institute continues to attract interest from leading Industries. The Institute, through its innovative curriculum design, has taken a leading position in offering unique value propositions to working professionals under this scheme. BITS will focus on enriching these programs in the coming years and continue to devise and offer new programs for the human resource development needs of the Industries.

Conclusion

While the 'Mission 2012' project focuses on the action steps in the short term, a comprehensive long term plan for the Institute is being prepared as a part of Vision 2020 strategic plan. With active support from the sponsors, the senior management, faculty, staff and students are wholeheartedly participating in all these efforts. The Alumni of BITS has been always highly passionate and continue to be a constant source of support in all its endeavors.