

**Action Taken Report (ATR)
Based on Faculty Feedback**

Academic Year: 2019-20

Introduction:

This Action Taken Report (ATR) is based on the faculty feedback received for the academic year 2019-20 at ITM Gwalior. Faculty input highlighted several key areas related to teaching resources, professional development, research support, and administrative improvements. Based on these insights, ITM Gwalior has taken significant steps to enhance the academic environment and provide better support for faculty members to excel in their roles.

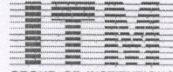
Key Feedback Areas and Actions Taken

Area of Feedback	Summary of Faculty Feedback	Action Taken by ITM Gwalior
Classroom Infrastructure	Faculty raised concerns about classroom infrastructure and the need for better teaching aids.	ITM upgraded classroom facilities, installing projectors, smart boards, and audio-visual aids to enhance interactive learning. The physical environment in classrooms was also improved with better seating arrangements and lighting.
Need for Enhanced Research Opportunities	Faculty requested increased support for research activities, including access to better resources and funding.	The institution expanded its access to research databases and international journals. Research grants were introduced to encourage faculty members to undertake innovative research and attend conferences.
Professional Development and Skill Enhancement	There was a demand for more professional development programs to help faculty stay updated on the latest teaching methodologies and subject knowledge.	ITM organized regular Faculty Development Programs (FDPs) focused on new teaching strategies, use of technology in education, and subject-specific training.
Curriculum Development and Flexibility	Faculty recommended more flexibility in the curriculum to accommodate emerging industry trends and new technologies.	ITM review the curriculum to incorporate industry-relevant certificate courses, including subjects like Data Science, Artificial Intelligence, and Digital Marketing.

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<p>Student Engagement and Motivation</p>	<p>Faculty mentioned challenges in keeping students engaged, particularly with increasing distractions and lack of focus among students.</p>	<p>Workshops on student engagement strategies, including the use of technology in classrooms and project-based learning, were organized. Faculty were provided with new teaching tools and methods, such as flipped classrooms and blended learning, to boost student interest and participation.</p>
<p>Work-Life Balance and Faculty Well-being</p>	<p>Faculty indicated a need for better work-life balance and more consideration for their well-being.</p>	<p>ITM Gwalior introduced a more flexible teaching schedule and workload management system to reduce stress. Wellness programs, including yoga and mental health awareness sessions, were offered to support faculty members' well-being.</p>

Conclusion:

The faculty feedback for the academic year 2019-20 highlighted several areas that required attention, including infrastructure improvements, professional development, administrative efficiency, and research support. ITM Gwalior took proactive measures to address these concerns, ensuring a better work environment for faculty and fostering improved academic performance for both teachers and students.

This report reflects ITM Gwalior's commitment to continually improving its academic offerings and providing a supportive environment for its faculty members to thrive.



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