



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

**Academic Year: 2021-22**

**Introduction:**

This Action Taken Report (ATR) is prepared in response to the feedback provided by faculty members during the academic year 2021-22. The faculty feedback has been instrumental in identifying areas of improvement within the institution, from teaching methodologies to infrastructure and administrative support. Based on the inputs received, ITM Gwalior has undertaken a series of actions aimed at improving the teaching environment, faculty development, and overall academic experience.

**Key Feedback Areas and Actions Taken**

Area of Feedback	Summary of Faculty Feedback	Action Taken by ITM Gwalior
Technological Infrastructure	Faculty highlighted the need for upgraded technological infrastructure, including more robust IT support and better access to teaching tools.	ITM Gwalior upgraded the technological infrastructure by enhancing internet bandwidth, installing modern teaching aids like smart boards, and providing faculty access to advanced software for online and hybrid teaching. Additional IT staffs were also deployed for timely support.
Professional Development and Training	Faculty members expressed the need for more opportunities to engage in professional development and up skilling.	Faculty development programs (FDPs) were organized, focusing on the latest trends in pedagogy, research methodologies, and the use of technology in education. Faculties were also encouraged to attend conferences, with increased financial support.
Research Support and Resources	There were concerns about limited access to research resources, journals, and funding opportunities for faculty	ITM expanded its subscription to international research journals and databases to facilitate more in-depth research. A research grant system was also introduced to provide financial support for faculty-led research projects



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		publications.
Curriculum and Syllabus Flexibility	Faculty suggested more flexibility in updating the curriculum to incorporate emerging topics and industry trends.	The institution reviews the curriculum regularly and adds certificate/NPTEL courses to include emerging topics such as Artificial Intelligence, Data Analytics, and Sustainable Development. A faculty-driven curriculum committee was set up to ensure regular updates aligned with industry trends and academic advancements.
Workload and Time Management	Faculty members highlighted concerns about workloads and the need for better workload management and time allocation.	ITM implemented a more structured workload distribution system, ensuring an equitable balance between teaching, research, and administrative responsibilities. Time management workshops were organized to help faculty manage academic and non-academic tasks effectively.
Support for Online and Hybrid Teaching	Faculty expressed the need for better support and training for conducting online and hybrid classes effectively.	Comprehensive training programs were organized to equip faculty with the necessary skills for conducting effective online and hybrid classes. These programs covered topics like interactive online teaching, student engagement, and digital assessment tools.
Administrative Support and Communication	Faculty requested more streamlined administrative processes and better communication with management.	A dedicated faculty support MIS was created to address administrative concerns, with streamlined procedures for approvals and documentation. Regular faculty meetings with the management were instituted to ensure better communication and quicker resolution of issues.

  
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**Conclusion:**

The faculty feedback for the academic year 2021-22 played a crucial role in helping ITM Gwalior identify areas for improvement, particularly in terms of infrastructure, teaching support, and professional development. The actions taken have contributed to creating a more conducive teaching and research environment, improving both faculty satisfaction and academic outcomes.

This report reflects ITM Gwalior's commitment to fostering a positive and collaborative academic environment, where faculty members are supported in their professional growth and equipped with the necessary tools to deliver high-quality education.



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