



Action Taken Report (ATR) Based on Faculty Feedback Academic Year: 2023-24

Overview:

Faculty members at ITM Gwalior provided feedback on various aspects of their teaching environment, professional growth, and administrative processes for the academic year 2023-24. This feedback has been carefully analyzed, and appropriate actions have been taken to address their concerns and suggestions, ensuring the continuous development of a supportive academic environment.

Key Areas of Feedback and Actions Taken:

1. Infrastructure and Classroom Facilities

- **Feedback:** Faculty members reported issues with more infrastructures in certain classrooms, such as projectors, seating, and modern teaching tools.
- **Action Taken:** A thorough audit of all classrooms was conducted. Malfunctioning equipment was repaired or replaced, and classrooms were upgraded with new projectors, smart boards, and ergonomic seating arrangements. A budget was allocated for further infrastructure improvements, ensuring all classrooms meet modern teaching standards.

2. Administrative Support and Workload Distribution

- **Feedback:** Faculty members mentioned that administrative processes, including paperwork and approvals, were time-consuming. They also raised concerns about unequal workload distribution in terms of teaching hours and administrative responsibilities.
- **Action Taken:** An administrative task force was set up to streamline processes, reducing the paperwork burden on faculty. The MIS is upgraded to implement fast-track administrative requests. Additionally, a workload also reviewed to ensure more equitable distribution of teaching and administrative tasks.

3. Collaboration with Industry and Academia

- **Feedback:** Faculty members suggested enhancing collaborations with industry and academic institutions to improve research output and provide students with better industry exposure.
- **Action Taken:** MoUs with leading industry partners and academic institutions were renewed and expanded to foster joint research projects, guest lectures, and student internships. Faculties were encouraged to participate in industry-led projects, and specialized industry-academia collaboration teams were formed to facilitate these efforts.


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4. Technology and Digital Resources

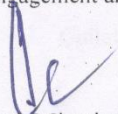
- **Feedback:** Some faculty members highlighted the need for improved access to digital resources, including online journals, research databases, and teaching platforms.
- **Action Taken:** The library's digital resource subscription was expanded to include more online journals and databases, providing faculty with easier access to research materials. Additionally, faculty members were trained in using digital teaching platforms, and all courses were integrated into the institution's Learning Management System (LMS) to enhance teaching efficiency.

5. Recognition and Rewards System

- **Feedback:** Some faculty members suggested that there should be more structured recognition and reward systems for their academic contributions, research publications, and innovative teaching practices.
- **Action Taken:** A comprehensive recognition and rewards system was established, including awards for best teaching practices, research publications, and student mentorship. Faculty members were recognized on teacher's day awards ceremony, and outstanding contributions were rewarded with monetary incentives and promotions as per HR Policy.

Conclusion:

In response to the feedback from faculty members, ITM Gwalior has taken significant steps to improve faculty welfare, professional development, research support, and teaching infrastructure. These actions demonstrate the institution's commitment to fostering an environment conducive to academic excellence and faculty satisfaction. Continuous monitoring and feedback mechanisms will ensure that these initiatives are effective and contribute positively to faculty engagement and success.


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