



**INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)**

Accreditation - (Cycle - 1)

**PEER TEAM REPORT ON
INSTITUTIONAL ACCREDITATION OF
SATYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT
VIZIANAGARAM
Andhra Pradesh
535001**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA**

Section I: GENERAL INFORMATION

1.Name & Address of the institution:	SATYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT VIZIANAGARAM Andhra Pradesh 535001	
2.Year of Establishment	2011	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	1	
Departments/Centres:	5	
Programmes/Course offered:	6	
Permanent Faculty Members:	79	
Permanent Support Staff:	39	
Students:	711	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. ICT in teaching learning process 2. Academic preview and review 3. Good Infrastructure	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 13-12-2019 To : 14-12-2019	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. BIJOY KUMAR NANDA	FormerProfessor,National Institute of Technology Rourkela
Member Co-ordinator:	DR. TABASSUM NAQVI	Professor,ALIGARH MUSLIM UNIVERSITY
Member:	DR. SHIVAJIRAO JADHAV	Professor,DR BABASAHEB AMBEDKAR TECHNOLOGICAL UNIVERSITY
NAAC Co - ordinator:	Dr. Priya N	

Section II: CRITERION WISE ANALYSIS

Observations (Strengths and/or Weaknesses) on each qualitative metrics of the key Indicator under the respective criterion (This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion 1 - Curricular Aspects (Key Indicator and Qualitative Metrics(QIM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QIM	The institution ensures effective curriculum delivery through a well planned and documented process
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QIM	Institution integrates cross- cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum
1.4	Feedback System

Qualitative analysis of Criterion 1

This is a private and self-financing institute offering Under Graduate (UG) and one Post Graduate (PG) program. Since last two years there is no enrolment against PG program. All programs are affiliated to the Jawaharlal National Technological University, Kakinada (JNTUK). The institute got 2(f) status from UGC in 2017. The curriculum is developed by JNTUK in the form of Program Outcomes (POs), Course Structure, Course Content, Course Outcomes (COs) and regulations for each program. The institute ensures curriculum delivery and realization of specified outcomes. CO progress is meticulously planned, delivered, and closely monitored to ensure smooth delivery of the curriculum. Planning for the course starts at least one month before the beginning of the Academic Semester. Course allotment is made through a transparent, logical and structured way to ensure interest and expertise of the teacher in a particular course. Teacher's previous year's faculty course assessment file report (FCAR). "Ulektz" software system is being used as a Learning Management Tool. First two/three units of each course made available on this system along with related quiz. TEL lectures are regularly shown to the students to motivate and enrich their knowledge for mastering various skills. Course Register is maintained to record the pace at which "Syllabus Coverage" is implemented in the class. Internal audits are undertaken at periodic intervals to ensure proper documentation.

The affiliating university has cross cutting courses in the curriculum such as gender sensitization, Environmental Studies, Human values and Professional Ethics and the institute follows the same. However, several initiatives are planned to reinforce the concepts like expert talks, NSS activities, and festival celebrations days etc. Various competitions like Elocution, Debate, Essay writing etc. are conducted to motivate students for lifelong learning and healthy atmosphere essential for their career building. SITAM leadership development club (SLDC) is playing role in grooming the students.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrics(QIM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Catering to Student Diversity
2.2.1 QIM	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners
2.3	Teaching- Learning Process
2.3.1 QIM	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
2.3.4 QIM	Innovation and creativity in teaching-learning
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QIM	Reforms in Continuous Internal Evaluation(CIE) system at the institutional level
2.5.2 QIM	Mechanism of internal assessment is transparent and robust in terms of frequency and variety
2.5.3 QIM	Mechanism to deal with examination related grievances is transparent, time-bound and efficient
2.5.4 QIM	The institution adheres to the academic calendar for the conduct of CIE
2.6	Student Performance and Learning Outcomes
2.6.1 QIM	Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students
2.6.2 QIM	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2

The slow and advanced learners are identified based on qualifying marks, communication, leadership skills, etc. The classes are conducted for slow learners and the advanced learners are encouraged to participate in various National International events, Seminars, Workshops, industrial training, innovative projects etc. The institute has a mentoring one hour per week is allotted for mentor-mentee interaction.

The institute arranges guest lectures, industrial tours, NPTEL course, model demonstration and virtual lab to develop experimental and collaborative learning. Industry projects are encouraged. Students also use National Digital Library DELNET and few Springer journals, SWAYAM, SAKSHAT portal, MOOC courses and participate in workshops, design and coding contests for knowledge enhancement.

Active learning, cooperative learning, inductive teaching learning, flipped class rooms, self-organized learning environment project based incremental learning are some of the learner centric methods adopted by the institute.

Continuous Internal Evaluation system is used in the institute as per the guidelines of the university. Internal marks attendance status are displayed in the departmental notice board and answer scripts are shown to the students. In discrepancy the matter is resolved by the concerned teacher or brought to the notice of higher committee for solution analysis meetings are conducted regularly. Examination cell of the institute deals with the grievances of the students

the university examinations.

The academic calendar of the institute is prepared by the Principal in consultation with the HODs before commencing the semester which includes schedule of internal examinations, institute functions and other extra-curricular activities. The departmental academic calendar is prepared by the HOD in consultation with the faculty members which includes seminars/workshops/conferences, value added courses, etc. The academic calendar is displayed in the departmental notice board and also made available online.

The COs are defined in the syllabus and published in academic regulations and institute website. Each department clearly defines Program Specific Outcomes (PSOs) and Course Outcomes (COs). Each CO is linked to one of the Program Outcomes. Specific performance criteria are used for quantitative measurement. The assessment of COs are made through internal examinations, assignments, seminars, projects and viva voce. The CO is evaluated based on the performance in internal assessments and university examinations of a course.

PO/PSO assessment is done as per the attainment calculations procedure laid by the university. Direct assessment is done through university examinations and internal assessments where 70 % and 30 % weightage are given to attainment through university examinations and internal assessments respectively. Indirect assessment is conducted through program exit survey (25 %), alumni survey (50 %) and employer survey (25 %). If targets are achieved then all the course outcomes are attained for that year. If not, the program is put in action plan to attain the target in subsequent years.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrics(QIM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QIM	Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QIM	Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years
3.5	Collaboration

Qualitative analysis of Criterion 3

The students of the institute are exposed to latest technical trends through tech-briefs, discussions, sci-fi and TEDx sessions in the first/second years. For the third and fourth year students, the creator tempo is created through project competitions, simulation studies. This tempo is further strengthened by I4 conference where students get a platform to meet other students from neighbouring institutions in presence of the industry persons and alumni, etc. The incubation centre at the institute supports the activities of innovation, entrepreneurship and business skills. The centre guides the entrepreneurs to get the government support. This centre has created the entrepreneurial spirit among the students and teachers. The incubation centre provides the infrastructure and housing for setting up a business. The in-house expertise and manpower help the incubated company to overcome the operational bottlenecks. The industry experts are invited to create an awareness among the students. The incubation centre co-ordinates the industry-institute interaction for its effectiveness. However, there is a scope for inviting more companies to strengthen the participation.

All the students of the institute are sensitized about techno-social responsibilities through extension activities. Several activities such as; Blood Donation Camps, Swachh Bharat Abhiyan, Cashless Transaction Practices, Tree Plantation, Road Cleanliness Awareness Programs, Voter Awareness Camps, Volunteering for Electoral Process, Eve-Teasing Awareness, Prosthetic Limb Donation Program, etc are promoted through the NSS cell of the institute. The students are encouraged to take part in various events and competitions in the affiliating colleges and other eminent institutions. The institute conducts infinity innovation challenges incorporated (I4) conference and celebrates Engineers' Day to create a technological spirit among the students. Various student chapters and departmental associations are available in the institute. They visit the NSS-adopted village to have an impact. The technology can be used to address social issues. The institute also conducts vocational courses for the unemployed students in order to create self-employment which is formalised through Deen Dayal Upadhyaya Gramin Kaushal Vikash Yojana (DDUGKVVY). The institute conducts skill development programs under APSSDC CM's Skill Excellence Centre.

Student Chapter linked to IEEE VSKP Sub Section

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrics(QIM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QIM	The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.
4.1.2 QIM	The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities
4.2	Library as a Learning Resource
4.2.1 QIM	Library is automated using Integrated Library Management System (ILMS)
4.2.2 QIM	Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment
4.3	IT Infrastructure
4.3.1 QIM	Institution frequently updates its IT facilities including Wi-Fi
4.4	Maintenance of Campus Infrastructure
4.4.2 QIM	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Qualitative analysis of Criterion 4

The institute has adequate infrastructure with academic wings for each department, administrative wings, sufficient laboratories, workshops, and computer centre, Few class rooms are with modern teaching aids, conference halls, medical centre, sports ground, tutorial rooms, incubation centre, CCTV camera at strategic locations, generator back-up, RO water purifier, fire extinguishers, first aid facilities, etc. There are separate in campus hostels for boys and girls.

The institute has outdoor games facilities like cricket, football, kho-kho, volleyball, handball, throwball, kabaddi and indoor games facilities such as table tennis, chess, carrom, Gym and hall for Yoga. Open air theatre and cultural rooms with musical instruments are also available for cultural events.

The institute library is fully automated having ILMS software with ECAP (Engineering College Automation Package) central library is a member of DELNET for getting e-resources, e-journals and e-books, National Digital Library and e-browsing centre. The library has the access to SCRIBD e-resources and is a member of SWAYAM NPTEL local library. Library also subscribed for few Springer journals. The library has a collection of few rare books and doctoral dissertations.

The institute takes initiatives to upgrade the IT facilities regularly and presently is having enough latest configuration with LAN connectivity. The institute is having few application software and few Free and Open Source Software are available for students use on windows and Linux operating systems. Internet facilities are available to the students and faculty members. Mbps leased line connection. Individual faculty members are not provided with computers or laptops.

There are various committees in the institute to look after the maintenance of physical, academic and support activities. The maintenance and repair of laboratory equipment/instruments are initiated by the respective lab in-charge as and when required. Cards of the instruments are maintained. AMCs are in place for maintaining equipment. The maintenance and housekeeping of the classrooms, laboratories, library and institute are taken care by external agency and non-teaching staff. Security of the institute is outsourced to an external agency.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrics(QIM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.3.2 QIM	Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution
5.4	Alumni Engagement
5.4.1 QIM	The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Qualitative analysis of Criterion 5

The institute encourages its students to be members of various committees at all levels. The students represent the Women's empowerment committee, Grievances redressal committee, Anti-ragging committee, Departmental student Training & Placement Committee, NSS, NCC, Institute events and Discipline Committee. Student members of IQAC views of the students and propagate the adopted quality policies. The student representatives help the Training & Placement Officer to smoothly organize the placement activities. Student members in the Anti-ragging committee assist the institute in implementing the anti-ragging measures. Student members of the grievance redressal committee present the cases of harassment and suppression of any single individual before the committee. The institute cultural, sports and technical events are coordinated and executed by the institute event committee under the supervision of faculty-in-charge. The NSS unit creates awareness of social problems among the students. The NCC women wing was established in the year 2017-2018. The involvement of students in various committees develop their leadership qualities.

The alumni association of the institute is registered and active. It is promoting interactions among the present students and management. The alumni network facilitates easy communications among the alumni and reconnect them with the Institute. The association helps in placement, project work, industry-institute interaction and mentoring the students. The students meet the alumni of their departments and take the suggestions for their career building. Some of the alumni are involved in the developmental activities of the institute. Senior alumni help in organizing specialized training sessions for the students and faculty members. The alumni database is there in the institute and the same is updated regularly.

Till date four alumni meetings have been conducted in the last five years. Further, the financial contributions of the alumni in the past five years have been very meagre in the tune of about one lakh. Several books have been donated to the departmental library.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrics(QIM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QIM	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution
6.1.2 QIM	The institution practices decentralization and participative management
6.2	Strategy Development and Deployment
6.2.1 QIM	Perspective/Strategic plan and Deployment documents are available in the institution
6.2.2 QIM	Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism
6.2.4 QIM	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions
6.3	Faculty Empowerment Strategies
6.3.1 QIM	The institution has effective welfare measures for teaching and non-teaching staff
6.3.5 QIM	Institution has Performance Appraisal System for teaching and non-teaching staff
6.4	Financial Management and Resource Mobilization
6.4.1 QIM	Institution conducts internal and external financial audits regularly
6.4.3 QIM	Institutional strategies for mobilisation of funds and the optimal utilisation of resources
6.5	Internal Quality Assurance System
6.5.1 QIM	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes
6.5.2 QIM	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms
6.5.5 QIM	Incremental improvements made during the preceding five years (<i>in case of first cycle</i>) Post accreditation quality initiatives (<i>second and subsequent cycles</i>)

Qualitative analysis of Criterion 6

The Governing Body (GB) of the institute is constituted as per the AICTE norms which develops and implements the vision, quality policy and strategic plan of the institution. The short and long-term goals are reviewed periodically through the Director and the Principal monitors teaching-learning process and good academic and administrative practices to safeguard the interests of the stakeholders.

The institute follows decentralized administration through various committees like internal academic audit committee, anti-ragging committee, anti-sexual harassment committee, hostel committee, placement & training committee, canteen committee, management information system committee, R & D committee, examination committee, women empowerment and grievance committee, etc. Economically backward fee supporting division is in place. The institute has a long-term strategic plan.

The GB meets periodically to discuss various issues relation to the development of the institute. The Director is the

of the college and reports to the GB all academic, administrative and financial matters. The Principal is the member s
the GB. Vice Principal (Aca) and Vice Principal (Admin) assists principal for smooth functioning. The HOD con
departmental activities in allotting the subjects, planning & organising seminars, guest lectures, industrial tours, cours
etc. IQAC checks the quality for development. The institute has a service rule and grievance redressal mechan

The institute has various committees like IQAC, R & D committee, Admission committee, Discipline committee,
complaint committee, Maintenance Committee, etc. for effective administration. These committees meet regularly a
the minutes.

The management of the institute implements monetary and non-monetary measures like group insurance, materni
paternity leave, staff loan, staff ward concession, leave for higher education, medical policy, bus facility, financial as
conferences abroad, subsidized food in the canteen and encourages faculty members to attend conferences and se

The faculty members submit their self-appraisal form at the end of the academic session to the HODs. The HODs an
assess their performance on various parameters. Administrative, support and technical staffs submit their self-apprai
the administrative officer. The administrative officer and principal assess their performance.

The internal audit is conducted half yearly and external audit at the end of the financial year by the chartered acco
Financial planning is exercised well in advance involving academic and administrative staff. Financial planning is re
approved by the GB. The main source of funding is the tuition fees of the students. Some amount is collected through
and if required the management supports.

The IQAC ensures quality standards in teaching learning and adopts the strategies like mentoring, orientation toward
strengthening industry-institute interaction, academic review, organizing various activities through NSS and integrat
teaching learning process for achieving this. The IQAC coordinates and monitors academic and administrative activ
IQAC, HODs and various other committees meets quarterly to review and take new initiatives. Academic audit is co
the departmental level.

The institute has taken quality enhancement initiatives like lab upgradation, modernization of project lab, industry
interaction, integration of ICT in teaching learning, NPTEL certification, e-learning facilities, etc. in the last five

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrics(QIM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.2 QIM	<p>1. Institution shows gender sensitivity in providing facilities such as:</p> <ol style="list-style-type: none"> 1. Safety and Security 2. Counselling 3. Common Room
7.1.5 QIM	<p>Waste Management steps including:</p> <ul style="list-style-type: none"> • Solid waste management • Liquid waste management • E-waste management
7.1.6 QIM	Rain water harvesting structures and utilization in the campus
7.1.7 QIM	<p>Green Practices</p> <ul style="list-style-type: none"> • Students, staff using <ol style="list-style-type: none"> a) Bicycles b) Public Transport c) Pedestrian friendly roads • Plastic-free campus • Paperless office • Green landscaping with trees and plants
7.1.18 QIM	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities
7.1.19 QIM	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions
7.2	Best Practices
7.2.1 QIM	Describe at least two institutional best practices (as per NAAC Format)
7.3	Institutional Distinctiveness
7.3.1 QIM	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Qualitative analysis of Criterion 7

Security guards are deployed in the campus and CCTV cameras and fire extinguishers are installed at strategic locations. Warning notices are prominently displayed in the campus. Ambulance and doctor are provided on needs. Women's redressal committee in place to address problems. Faculty members act as mentors for a group of students and counsellor provides expert counselling to the students on behavioural and academic issues. Separate boys' and girls' common rooms are available in the institute. Girl's common room is provided with sanitary napkin vending machine and first aid kit.

The solid waste from stationery and organic waste from garden & lawns are dumped into compost pits which is used in gardens and kitchen garden. Solid waste from the diary animals are used as the manure for flower beds and kitchen garden. Waste water from the toilets and washrooms is led to the septic tanks and waste water from kitchen is taken to the compost pits. Some part of e-waste is used for demonstration purpose in the labs and others and condemned batteries are properly disposed per the norms. Bio gas plant is in place.

The institute uses rain water harvesting technique to recharge the ground water level. Entire rainwater is captured, collected and directed for enhancing ground water level. Runoff from terrace is taken to bore wells through pipes. The surface runoff is collected and filled in dug well.

The faculty members and students are encouraged to use bicycles and public transport. The institute uses pedestrian roads and discourages use of plastic bags and cups. The office promotes paperless practices by putting the notices in the notice board, communicating through SMS, collection fees through ERP system & ECAP. The institute implements tree plantation every year to make the campus greenery and eco-friendly.

The institute organizes national festivals, birth and death anniversaries of great personalities and several important historic and cultural importance such as; Independence Day, Republic Day, Engineer's Day, Science Day, Teacher's Day, Ganesh Jayanti, Diwali, Dussehra, etc.

The institute maintains transparency in financial matters. Service conditions, procedure for recruitment and promotion are available in the department. Information regarding rules and regulations for students are available in the notice board and website. Parents meeting are conducted from time to time to communicate them regarding the academic and regular matters.

The institute follows four best practices such as integrating ICT in teaching learning process for better academic success, academic preview and academic review, creation of awareness among faculty and students about their social responsibilities, industry-institute relation towards skill development. These best practices have resulted positive gains in learners' knowledge, skill and attitude, improved communication skill, better understanding of the subjects, critical thinking skills, development of learning resources, innovative teaching learning style and adherence of academic calendar plan, etc.

The teachers create an environment conducive to each student. Mentors are allotted to the students to counsel them in academic and personal matters. Courses like Professional Ethics and Human Values are also introduced in the institute.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(SWOC)(up to 500 words)

Strength

Strength :

Dynamic and forward-looking management.

Effective innovative teaching learning process.

Good infrastructure with Green and Eco- friendly campus.

Motivated faculty members with good teamwork.

Well-equipped laboratories and computer centre.

Placement linkage from Gayatri Vidya Parishad is an admission attraction.

Well connected to city by public and private transport.

Good social network through implementation of social awareness programs in the nearby villages.

Deen Dayal Upadhyaya Gramin Kaushal Vikash Yojana (DDUGKVY) and APSSDC schemes are in place

TCS-ION centre is available in the institute for conducting various online tests

Weakness :

Poor Research and Development culture.

Faculty members with higher qualifications like PhD are less in numbers.

Number of MOUs with Industries are less.

Very few publications by faculty members as per UGC guidelines

Collaboration with industry and other reputed institutions are less.

Consultancy work are very few in number and needs to be improved.

Placement and training facilities of the students' in core sectors need to be enhanced.

Communication skill of the students in English is poor.

Alumni involvement needs improvement

Opportunities :

To strengthen industry interaction.

To offer more industry related projects.

To sign more MOUs with industries, research organisations and institutes of higher learning for development.

To provide more internship and skill development programs to the students.

To involve alumni in academic, placement and other activities in a larger scale.

To develop the opportunities for interdisciplinary and collaborative research.

To develop centre of excellence in the cutting-edge technology.

To expand the existing resources for renewable energy.

To strengthen the incubation centre and entrepreneurship development cell.

Challenges:

Continuous Upgradation of the laboratories.

Enhancing the employability of the students.

Attracting core and multi-national companies for campus recruitment.

Motivating a greater number of students towards entrepreneurship.

Improving product development and patenting.

Attracting students and faculty members from other states of India.

Improving communication and soft skills of the students for better employment.

Getting research projects and grants from various funding agencies including both Centre and State Governments.

Improving alumni participation in the institute developmental activities.

Increasing number of quality publications.

Competition from other institutions located in rban areas

Section IV: Recommendations for Quality Enhancement of the Institution

(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- Faculties with higher qualifications to be appointed and be motivated to upgrade their qualifications and skills
- Research & innovation ecosystem to be encouraged and faculties should focus on quality research publications
- Industry Institute interaction required to be further strengthened
- The scope of employment needs to be strengthened
- Emphasizing to strengthen the Entrepreneurship and Incubation centres
- More Alumni participation needed for the larger interest of students and growth of the institute
- Emphasizing more IPR activities, filing of Patents and Product development
- Centre of Excellence in the cutting- edge technology need to be opened.
- Communication and soft skills of the students need to be strengthened for better employment.
- Scope for renewable energy needs to be strengthened

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

Seal of the Institution

Sl.No	Name		Signature with date
1	DR. BIJOY KUMAR NANDA	Chairperson	
2	DR. TABASSUM NAQVI	Member Co-ordinator	
3	DR. SHIVAJIRAO JADHAV	Member	
4	Dr. Priya N	NAAC Co - ordinator	

Place

Date

NAAC