

CRITERION 6 – GOVERNANCE, LEADERSHIP AND MANAGEMENT

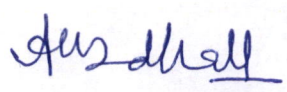
6.3 Faculty Empowerment Strategies

6.3.3 Q_nM Percentage of teaching and non-teaching staff participating in Faculty Development Programmes (FDP), professional development/ administrative training programs during the last five years

Report of the FDP / professional development / administrative training program for the year 2019 - 20 and the annual report highlighting the same

S. No.	Particulars	Page No.
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5	Annual report highlighting the FDPs and training programs	29- 35




Dr. Anuradha. M
 Principal
 Padmashree Institute of
 Management & Sciences



 **PADMASHREE**
INSTITUTE OF MANAGEMENT
AND SCIENCES

NATIONAL LEVEL FACULTY DEVELOPMENT PROGRAM
ORGANISED BY IQAC- PADMASHREE INSTITUTE OF MANAGEMENT AND SCIENCES

STRENGTHENING QUALITY RESEARCH IN HIGHER EDUCATION
19TH -24TH JULY 2019

KEY SPEAKERS
Dr S Shivakumara- IBAB, Bangalore
Dr Savithri M Bhat- BMSCE, Bangalore
Dr N Sathish Gowda- BUB
Dr Priyanka Mukherjee- IKP- Bangalore

Who can participate?
Academic , Industrial professionals
and Research Scholars

VENUE- PADMASHREE INSTITUTE OF MANAGEMENT AND SCIENCES, KIMMAGHATTA, BANGALORE
CONTACT- 8106654900
www.padmashree.org.in

CLICK HERE TO REGISTER

registration fee rs.500/- inclusive of transportation, lunch, kit, certificate

HIGHLIGHTS
19th -20th - Publications, IPR and Grant proposal writing
Participants who are registering for first two days -national seminar and workshop will be provided with free hands-on training for 3 days
21st- 24th - Hands-on training in Analytical, Molecular techniques and Nutritional Profiling

**NATIONAL LEVEL FACULTY DEVELOPMENT PROGRAM ON
 “STRENGTHENING QUALITY RESEARCH IN HIGHER EDUCATION”**

19th TO 24th JULY 2019

Program Schedule

Time	Session	Speakers
19/7/2019		
9:00 - 9:45 AM	Registration	
9.45 – 10:00 AM	Inauguration	
10:00 - 10:45 AM	Research Publication as a tool for Career Advancement	Dr. S.Shivakumara, Scientist, IBAB, Bangalore
10:45 to 11:30AM	Beginner’s Guide for Publications	Dr. Savithri.M.Bhat, BMS College of Engineering, Bangalore
11:30-11:45 AM	Tea Break	
11:45 AM- 01:00 PM	Hands on training on Scientific manuscripts	Dr.Roopashree S., PIMS, Bangalore
1:00– 2:00 PM.	Lunch	
2:00-2.45 PM	Significance of IPR in Research	Dr.Sathish Gowda University Law College, Bangalore University
2.45-4.00 PM	Hands on Workshop on Patents	Dr.Sudipta Kumar Mohanty PIMS, Bangalore
20/7/2019		
9.45-10.30 am	Translation of Academic Research to Reality- Funding Opportunities	Dr. Priyankana Mukherjee, IKP Knowledge park, Bangalore.
10.30-11.30 am	Art and Science of Grants and Fund Raising	Dr.M.Anuradha, Principal PIMS, Bangalore
11.30-11.45 am	Tea Break	

11.45 – 1.00 pm	Hands on Workshop on Research grant proposal writing	Dr.S.Nethra PIMS, Bangalore
1.00-2.00 pm	Lunch	
2.00-3.45 pm	Discussion	
3.45-4.30 pm	Valedictory and Certificate Distribution	

Hands on Training

Date	Training on	Faculty incharge
22.07.2019	Analytical techniques	Mrs. Subbalakshmi G.
23.07.2019	Molecular techniques	Dr Sudipta Kumar Mohanty
24.07.2019	Nutrition profiling	Dr Umalatha

List of Participants

S. No	Faculty Name	Contact Detail	Institute
1	Dr.K V Madhusudhan	botanymadhu@gmail.com	Govt. college of men, Karnool, Andhra Pradesh
2	A Leela Sairam	andhelaleelasairam@gmail.com	Govt. college of men, Karnool, Andhra Pradesh
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18	Navya Nagaraj	Navyarani22@gmail.com	Kuvempu University, Shivamoga
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41	Dr. Dhanalakshmi G	dhanu.bio@gmail.com	Padmashree Institute of Management and Sciences

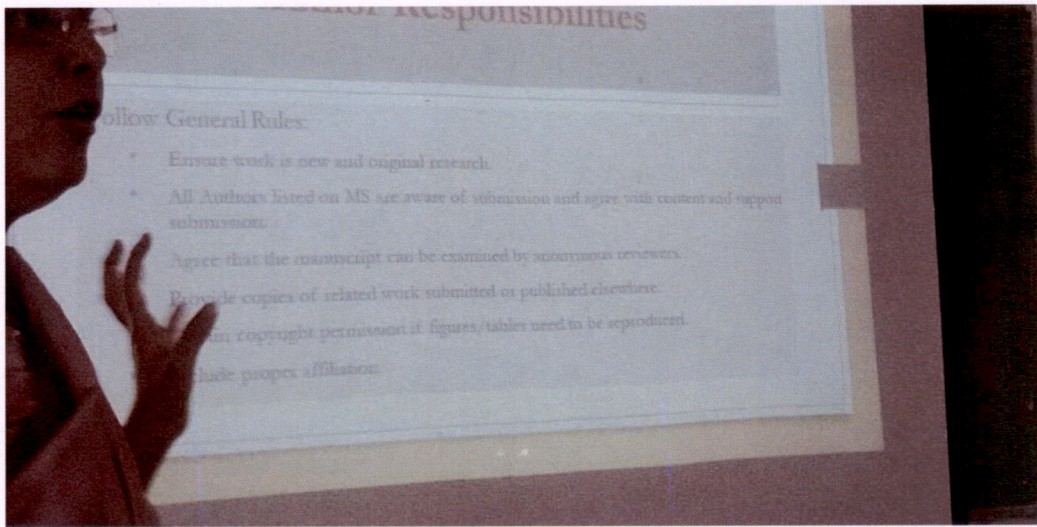
Photo Gallery: “Strengthening quality research in higher education”



Anuradha M

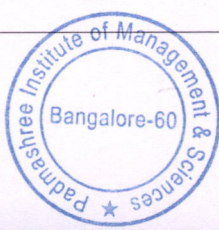
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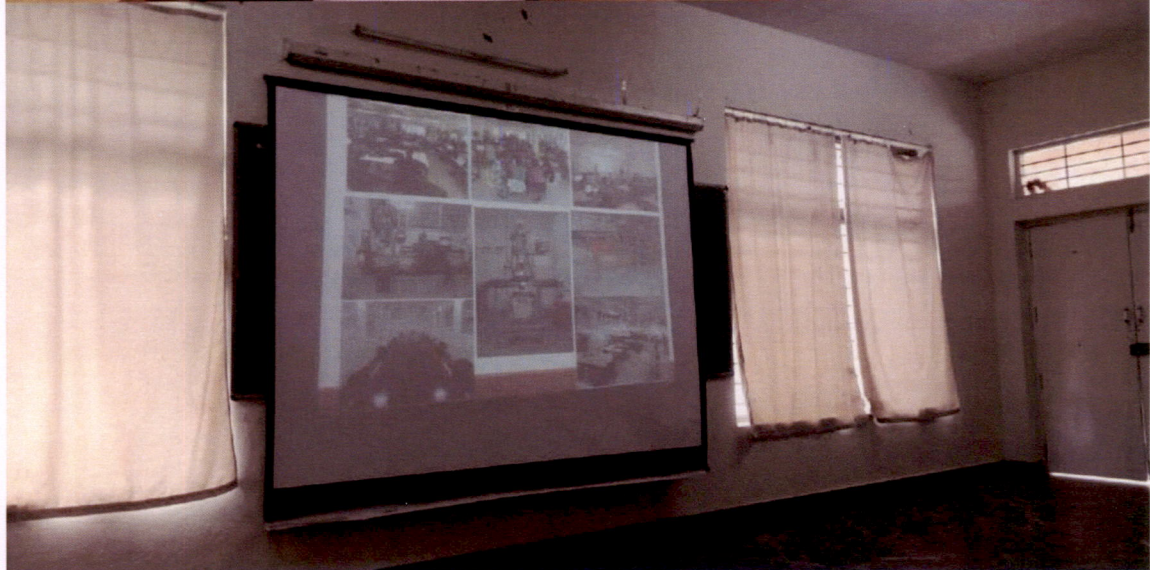




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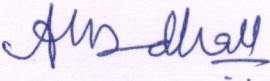




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Certificate of the participants





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Program Summary

National Level Faculty Development Program (FDP) on “Strengthening Quality Research in Higher Education” was organized by Padmashree Institute of Management and Sciences from 19th to 24th July 2019 at PIMS in association with K – Tech Innovation Hub and Biotechnology Skill Enhancement Programme (BISEP), Bengaluru. The FDP started with twodays of expert talks from industry and academia. The program on 19th July was inaugurated by Dr. S. Shivakumara, Scientist, IBAB. He gave his insights on the research publication writing and publishing in the indexed journals of Scopus, web of science which adds on to the career advancement. Followed by Dr. Shivakumara, Dr. Savithri M Bhat, BMS College of Engineering, Bangalore spoke on the basics of writing research papers, different components of research papers and the importance of following the guidelines for writing a research articles. In the afternoon session Dr. Sathish Gowda, University Law College Bangalore University Bangalore gave his talk on significance of IPR in research, types of IPR and gave examples of some case studies related to Intellectual Property rights in case of any legal violations.

On 20th July Dr. Priyanka spoke about the various funding opportunities available to carry out research in academic institutions. The session was very interactive and queries regarding funding agencies and means to apply for funds were discussed. After this session, Dr. Anuradha, enlightened the participants about grant proposal writing and applying to various national funding agencies to secure grants. On both 19th and 20th participants were given opportunity to get Hands on experience through the activities planned to gain knowledge in searching patents, writing a research article template and so on. From 22nd to 24th July, Hands on Workshop was organized on Analytical Techniques, Molecular techniques and Nutritional Profiling from the faculties of PIMS. Faculty from various academic institutes of Karnataka, outside Karnataka participated in the FDP. The FDP was contemplated to explore the basic dimensions of research, concomitant need for methodological issues in research publication, publication ethics, use and misuse of statistics in research, and availability of resources. This Faculty development program guided the participants to develop the skills to review literature, develop a hypothesis, frame research design, and comprehend the role and relevance of the tools for data collection and analysis. The hands on workshop helped the participants to learn about the basics of Chromatography techniques, Plant DNA isolation, Agarose gel electrophoresis and PCR. Through Proximate analysis of foods nutritional profiling was taught to the participants.




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FACULTY DEVELOPMENT PROGRAM ON

Case Study Methodology And Facilitation Skills In Management Teaching

Date - 20-08-2019 To 24-08-2019

Time - 10 am to 4 pm

Resource Person



Mrs. Shreya K Rao
Co-founder Higher Truth
Consulting



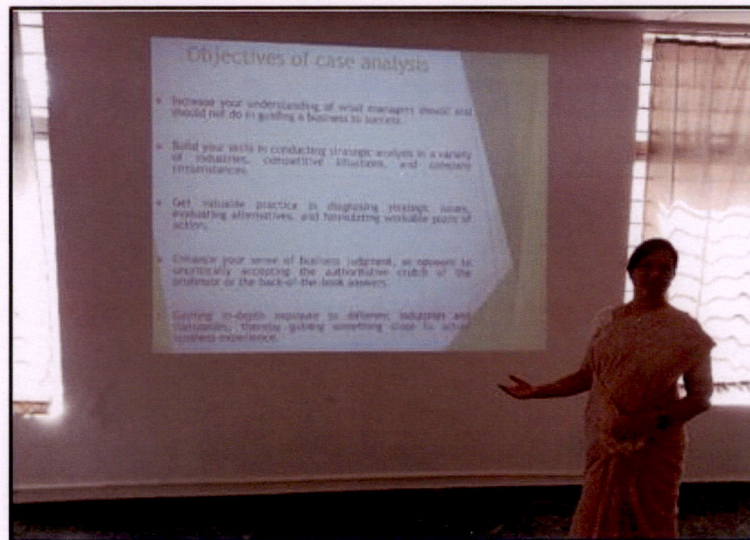
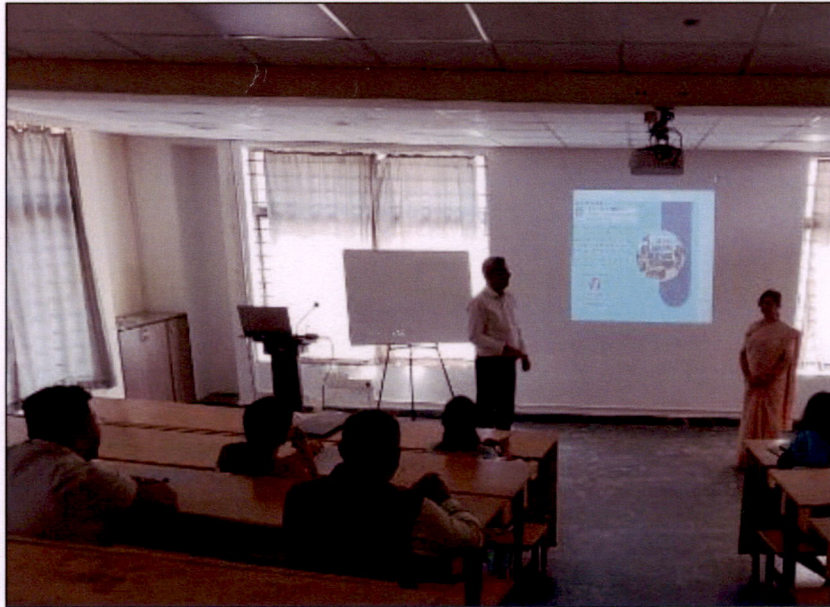
website: www.pims.org.in

**FACULTY DEVELOPMENT PROGRAM ON
 CASE STUDY METHODOLOGY AND FACILITATION SKILLS IN
 MANAGEMENT EDUCATION
 20th August to 24th August 2019**

Program scheduleResource Person/s: **Ms. Shreya K Rao**

Time Session	Session
20-08-2019	
10:00 to 10.30 AM	Inauguration
10:30 to 11.30 AM	Introduction to case study and facilitation skills
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Case study basics
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Case study analysis methodology
21-08-2019	
10:00 to 11.30 AM	Case study demonstration
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Case study usage in research
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Case study writing plan
22-08-2019	
10:00 to 11.30 AM	Discussion on challenges in using case method for teaching and research
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Discussion on challenges in using case method for teaching and research
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Case study teaching as a pedagogical tool
23-08-2019	
10:00 to 11.30 AM	Facilitation skills in academics
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Creativity and problem solving skills in the group
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Activity enhanced facilitation skills
24-08-2019	
10:00 to 11.30 AM	Group dynamics in achieving common goals
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Team working and time management
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Exchange of ideas for innovative opportunities

Photo gallery: faculty development program on Case study methodology and facilitation skills in management education



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Certificate of the participants



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List of participants

S. No.	Names
1	Ms. Rajani Balaji
2	Dr. Prasanna Byahatti
3	Dr. Eranna
4	Ms. Sarala H
5	Ms. Seema K S
6	Mr. Karthik P
7	Ms. Deepika
8	Ms. Ramya R
9	Ms. Dinu Raj
10	Mr. Manjasha C
11	Ms. Hemalatha L N

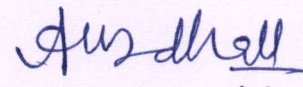
Program Summary

Case study methodology and facilitation skills in management education

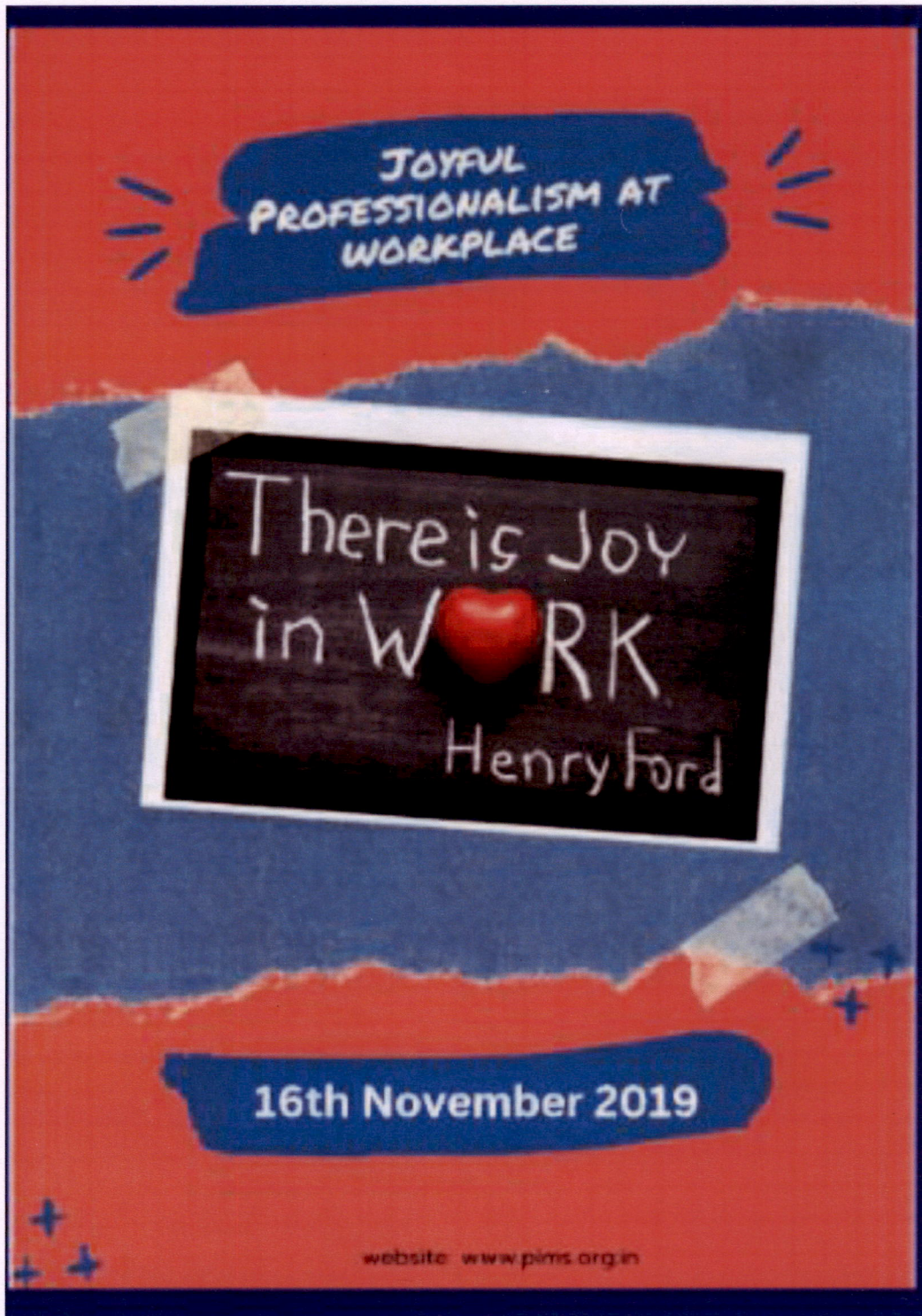
The case study method is an important pedagogical tool for management education. Decision-making in management involves a multidisciplinary approach and analysis of relevant information. Case studies bring managerial situations into the classrooms which can provide students with an understanding of the business environment. The case method of teaching is a powerful approach that opens new avenues in the minds of students when used in a systematic manner as most of the cases are real-life situations in which students are exposed to managerial problems and issues. It will enhance students' logical and analytical skills. It is important for teachers to acquire competence in this method. The FDP is intended to provide faculty with an idea about the case method of teaching.

An academicians or an educator with quality facilitation skills can get the entire group together and work on a given issue. The FDP equipped the faculties to train the students to work in teams and methods to achieve objectives and meet the common goals of the team. In an academic

environment, this can mean that students achieve more of their learning objectives, covering more material and gaining improved preparation for their degrees or training, so they will excel in the work environment.



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Non-teaching staff training on

JOYFUL PROFESSIONALISM AT WORKPLACE

Organized by Padmashree Institute of Management and Sciences

On November 16th, 2019

Program Schedule

S. No.	Title	Speaker	Date and Time
1	Start your work with a positive attitude	Dr. Shilpa P HOD, Dept. of Clinical Nutrition and Dietetics, Padmashree Institute of Management and Sciences	16/11//2019 10:00 AM – 11:00AM
Tea Break			
2	Ways to relax at the workplace through meditation	Dr. Indu B.K, Assistant Professor, Padmashree Institute of Management and Sciences	11:15 AM – 12:15 PM
Lunch			
3	Teamwork	Dr. Anuradha M, Principal, Padmashree Institute of Management and Sciences	1.30 PM – 3.00 PM

List of Participants

S. No.	Names	S. No.	Names
1	Mrs. Saraswathy P	7	Mr.Harisha.C.G
2	Mrs. Anisha Sunil	8	Mr Pradeep A L

3	Mrs Shobha T	9	Mr Sujana Poojari
4	Mr Shivaraju C K	10	Mrs .Manjula C
5	Mr.Ananda T M	11	Mr. Prakash B S
6	Mr. Girish.S	12	Mr. Prabhu V

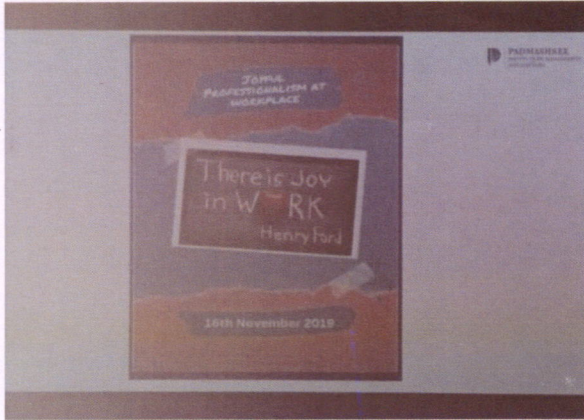
Program Summary

Padmashree Institute of Management and Sciences had organized the training for office staffs, on how to enjoy working. Dr. Shilpa interacted with staff about how vital it is to stay positive and joyful at work. She also insisted on how to keep yourself joyful throughout the day at work place by always having a smile on your face as positive gesture. She also said you should feel free to express your opinion while in any meetings. Using words like “Thank you” makes the task lighter and “sorry” makes the environment healthy because nobody is perfect. She also said sharing your experiences with your colleagues also improves your bonding and association with them. Helping each other at workplace also is a way of gratitude which makes the job easier and finish the work quickly. At the end of the session she made all the staff to speak few lines about their life’s journey. In second session, Dr Indu spoke about the importance of daily physical activity and one should have the habit of exercising at least for 20-30 minutes in a day. She also taught some simple exercises to do at workplace by sitting on chair. She taught some meditation techniques and breathing exercises to relax while working. The afternoon session was on team work. Dr Anuradha spoke about the importance working as a team. Teamwork helps achieve the goal and complete the task most effectively and efficiently. She said, in academic institution as there are multiple areas like admissions, finance, administration, student enquires etc, everybody has to work in association to accomplish the given work in time . She said it is important to have right attitude, dedication and commitment. She also mentioned that to stay joyful at work it is important to have your own space this leads to better productivity and happiness at work place.



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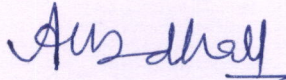
Photo gallery: Joyful professionalism at workplace



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FACULTY DEVELOPMENT PROGRAM

ON

**Data Analysis Using
Excel And SPSS**

Date - 24-02-20 TO 28-02-20

Time - 10 am to 4 pm

Resource Person



Mrs. Keerti Byahatti
Msc (Stat)



website: www.pims.org.in

FACULTY DEVELOPMENT PROGRAM ON DATA ANALYSIS USING EXCEL AND SPSS

24th to 28th February 2020

Program Schedule

Resource Person/s: **Mrs. Keerti Byahatti**

Time Session	Session
24-02-2020	
10:00 to 10.30 AM	Inauguration
10:30 to 11.30 AM	Creating and saving excel work book
	Data entry
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Relative References and Absolute References
	Hiding and unhiding columns
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Entering formulas in cells,
	Naming worksheets, formatting cells
	Copying and paste special
	Conditional formatting
	Creating charts like scatter, column bar pie charts, editing charts
25-02-2020 (Practical session)	
10:00 to 11.30 AM	Creating and saving excel work book
	Data entry
	Relative References and Absolute References
	Hiding and unhiding columns
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Entering formulas in cells
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Naming worksheets, formatting cells
	Copying and paste special
	Conditional formatting

	Creating charts like scatter, column bar pie charts, editing charts
26-02-2020	
10:00 to 11.30 AM	Pivot tables, their manipulation for sum count and other functions
	Filtering data , advanced filtering, sorting data
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Using pivot tables basic data analysis using tool pack.
	What if analysis
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Practical session
	Pivot tables, their manipulation for sum count and other functions
	Filtering data , advanced filtering, sorting data
	Using pivot tables basic data analysis using tool pack.
	What if analysis
27-02-2020 (Data analysis using SPSS)	
10:00 to 11.30 AM	SPSS Environment: data editor, output viewer, syntax editor – Data view window
	SPSS Syntax – Data creation – Importing data
	Variable types in SPSS and Defining variables
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Computing Variables - Recoding (Transforming) Variables: Recoding Categorical, String Variables using Automatic Recode
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Rank Cases - Sorting Data - Grouping or Splitting Data.
	Descriptive Statistics for Continuous Variables - The Explore procedure -Frequencies Procedure – Descriptives - Compare Means - Frequencies for Categorical Data.
	Inferential Statistics for Association: Pearson Correlation, Chi-square Test of Independence – Inferential Statistics for Comparing Means: One Sample T Test, Paired Samples T Test, Independent Samples T Test, One-Way ANOVA.

	Non-parametric tests
	Test for normality
	Regression analysis
28-02-2020 (Practical session)	
10:00 to 11.30 AM	SPSS Environment: data editor, output viewer, syntax editor – Data view window
	SPSS Syntax – Data creation – Importing data
	Variable types in SPSS and Defining variables
11:30 to 11:45 AM	Tea Break
11:45 to 12:30 PM	Computing Variables - Recoding (Transforming) Variables: Recoding Categorical, String Variables using Automatic Recode
12:30 to 1:30 PM	Lunch
1:30 to 4:00 PM	Rank Cases - Sorting Data - Grouping or Splitting Data.
	Descriptive Statistics for Continuous Variables - The Explore procedure -Frequencies Procedure – Descriptives - Compare Means - Frequencies for Categorical Data.
	Inferential Statistics for Association: Pearson Correlation, Chi-square Test of Independence – Inferential Statistics for Comparing Means: One Sample T Test, Paired Samples T Test, Independent Samples T Test, One-Way ANOVA.
	Non-parametric tests
	Test for normality
	Regression analysis

List of Participants

S. No.	Names
1	Ms. Rajani Balaji
2	Ms. Akhila N
3	Ms. Sarala H

4	Ms. Seema K S
5	Ms. Deepika
6	Ms. Ramya R
7	Ms. Dinu Raj
8	Dr. Prasanna
9	Mr. Karthik
10	Mr. Manjasha C
11	Ms. Hema L N

Program Summary

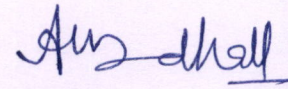
Data analysis is a process of inspecting, cleansing, transforming, and modelling raw data into actionable relevant information with the goal of helping businesses to make informed decisions. The procedure helps reduce the risks inherent in decision-making by providing useful insights and statistics, often presented in charts, images, tables, and graphs. Data and analytical methods are increasingly in demand, to cater to the requirement of the industry and to equip students. A 5 days FDP was conducted to the faculties of commerce and management.

Microsoft Excel

Excel is one of the most popular applications for data analysis. It is the most sought-after analytical tool equipped with built-in pivot tables. It is an all-in-one data management software that allows to easily import, explore, clean, analyze, and visualize the data. Excel allows to examine and interpret data in a variety of ways. Conditional formatting, ranges, tables, text functions, date functions, time functions, financial functions, Subtotals, quick analysis, formula auditing, inquire tool, what-if analysis, solvers, data model, pivot, power view and other excel commands, functions and tools can be used to analyze the data.

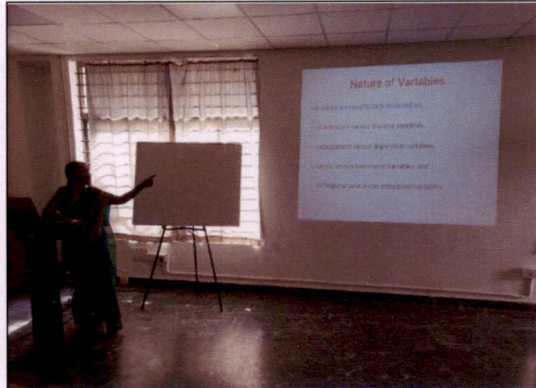
SPSS: SPSS stands for Statistical Package for the Social Sciences, and it's used by various kinds of researchers for complex statistical data analysis. SPSS provides data analysis for descriptive and bivariate statistics, numeral outcome predictions and predictions for identifying groups. The software also provides data transformation, graphing and direct marketing features. The

introductory level SPSS introduces SPSS environment, basic data preparation and management, descriptive statistics, and common statistical analysis (T-test, ANOVA, correlation, regression).

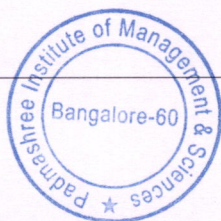
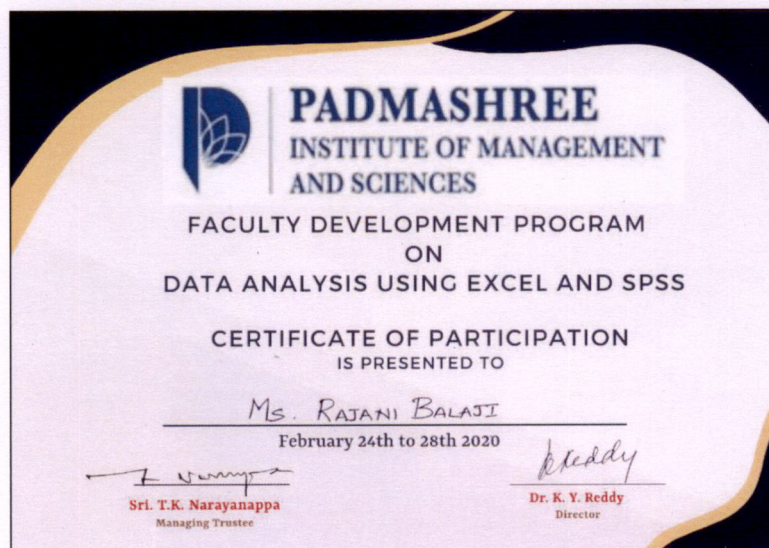


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Photo gallery: faculty development program on Data analysis using excel and SPSS



Certificate of the participants



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The Annual report 2019 – 20 is generated to showcase the major initiatives and events of the institution during the current academic year. The Vision and Mission of the institution aim to develop a quality system for conscious, consistent & catalytic programmed action to improve the academic and administrative performance of the college. The moral and ethical values envisioned by the college act as a guiding light for students throughout their life. Padmashree Institute of Management and Sciences offers students of a vibrant learning environment to assert skill development, self-sustainability, and leadership qualities to realize their true potential to meet the technological and developmental demands of the fast-evolving world.

IQAC activities

The IQAC contributes to the development & application of quality benchmarks/parameters for the various academic and administrative activities of the college. The cell has a major contribution in the organization of inter and intra-institutional workshops, seminars, and quality-related themes and the promotion of quality circles for the benefit of the academic fraternity. IQAC is responsible for co-coordinating quality-related activities, including the adaption and dissemination of good practices.

The academic year 2019 – 20 has signified with major events as listed below

S. No.	DATE	ACTIVITY
1	19/07/2019 to 24/07/2019	National level FDP on Strengthening quality research in higher education
2	29/07/2019	Orientation program for UG students
4	03/08/2019	Special lecture on "Career Option in Research" by Dr Indrani Karunasagar
5	20/08/2019 to 24/08/2019	FDP on Case study methodology and facilitation skills in management education
5	04/09/2019	Orientation program for PG students
6	09/09/2019	Workshop on the occasion of world suicide prevention day by Dr. Jagadish, Psychiatrist
7	19/10/2019	FSSAI licencing for PIMS hostel kitchen

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8	20/09/2019	Interaction with Experts from Nutraceuticals Industry
9	09/10/2019	Guest Lecture on Quality, Regulatory and Manufacturing functions in Lifescience industry in association with Biocon academy
10	24/01/2020	Lecture series on "Food and Nutraceuticals"
11	24/02.2020 to 28/02/2020	FDP on "Data Analysis using Excel and SPSS"
12	06/05/2020	Webinar on Social caring and sharing activity : Mask is a mantra to fight Covid -19
13	30/05/2020	Webinar and Demo on "The Fascinating World of Edible Mushrooms"
14	01/06/2020	National webinar on "Language & Literature - A Synthesis"
15	13/06/2020	International webinar on Digitalization in higher education: challenges and opportunities
16	20/06/2020	Webinar on "Sustainable urban waste management"
17	30/06/2020	Bizveda -2020



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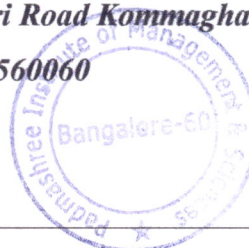
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FDP on Strengthening quality research in higher education

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FDP on Case study methodology and facilitation skills in management education

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1. **Complete digitalization of Academic, administrative and co-curricular activities to ensure E-campus :** COVID-19, pandemic crisis has urged for social distancing that stimulated and demanded the academic institutions to make a step further and adopt digitalization and new learning, teaching platforms. Padmashree Institute of Management and Sciences in collaboration with Heraizen Technologies has successfully integrated learning management systems, virtual/blended and personalized learning methods, learning analytics, student feedback provision, examination module with digital evaluation system to ensure uninterrupted learning process during the pandemic.
2. **Procurement of FSSAI licence to PIMS Hostel kitchen :** The central Kitchen facility supplies the ready food to all the hostels at Padmashree Institute of Management and Sciences, hence FSSAI Certification ensures the quality of the food ingredients and the preparation process to comply with the safety of food for human consumption. Officials from Karnataka Food Safety and Standards Authority who visited the kitchen facility have thoroughly examined and granted a certificate on 19th of October 2019 with 3 Star rating and Certified Padmashree Institute of Management and Sciences as Eat Right campus.
3. **Mental wellness Program for students :** The stress and restrictions associated with the Covid – 19 pandemic have put students at greater risk of developing mental health issues, which may significantly impair their academic success, social interactions and their future career and personal opportunities. In an effort to promote student well-being Padmashree Institute of Management and Sciences organized multiple virtual webinars on Stress management and mental wellness in collaboration with Abaya hospital and Sanathana Yoga Vignana Kendra. On 1st May 2020, Dr. Jagadish, Psychiatrist from Abaya hospital counselled the students and advised them to follow a regular sleep schedule, work towards maintaining good nutrition and regular schedules for meals, study and relaxation. On 23rd May 2020, A holistic approach to mental wellness was conducted by Dr Lokesh, Psychiatrist, Sneha Mano Vikasa Kendra and Mr Rajesh T S, Founder Director Sanathana Yoga Vignana Kendra. During the session the students practiced deep breathing, relaxation exercises and yoga to address the varied dimensions of physical and mental wellness.
4. **Non-teaching staff training on Joyful professionalism at workplace**

Padmashree Institute of Management and Sciences had organized the training for office staffs, on how to enjoy working. The training was about helping each other at workplace which is a way of gratitude which

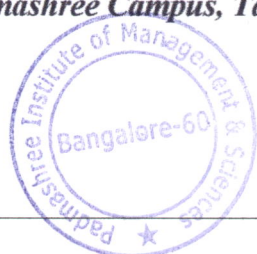
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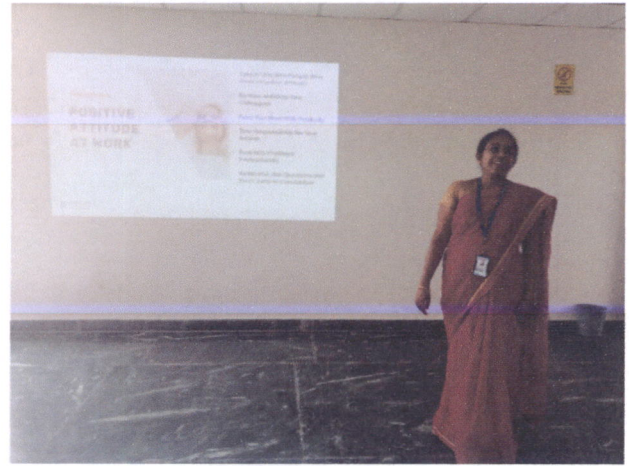
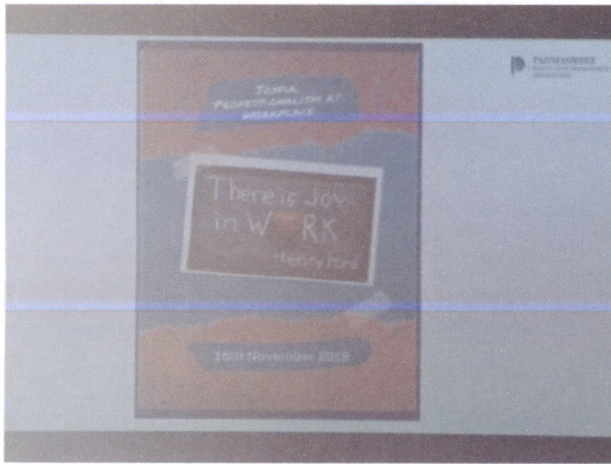
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makes the job easier and finish the work quickly. At the end of the session she made all the staff to speak few lines about their life’s journey. Training also included the session on importance of daily physical activity and one should have the habit of exercising at least for 20-30 minutes in a day. Staff were with taught some simple exercises to do at workplace by sitting on chair. They were also taught some meditation techniques and breathing exercises to relax while working. The afternoon session was on team work. Dr Anuradha spoke about the importance working as a team. Teamwork helps achieve the goal and complete the task most effectively and efficiently.

Non teaching staff training on joyful professionalism



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5. Introduction of Value added programs

Valued-Added training programs were organised by Padmashree Institute of Management and Sciences to bridge the skill gaps and make students industry ready. In addition to provide an opportunity for students to develop inter-disciplinary skills, increase the employability quotient and equipping the students with essential skills to succeed in life.

List of value added programmes conducted in 2019-2020.

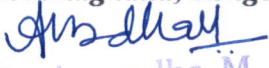
S. No.	Program	Number of Students enrolled
1	Soft skills for Research career	29
2	Campus to corporate	49
3	Mushroom Cultivation	46
4	Digital Literacy	129
5	Soft skills and personality development	134
6	Aptitude	72
7	Data Analytics	128
8	Wine Production	22
9	Solid waste Management	126

6. Collaborative Activities of IQAC

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