



ST JOSEPH'S UNIVERSITY

36, Lalbagh Road, Bengaluru-560027, Karnataka, India
A Public-Private-Partnership University under RUSA 2.0 of MHRD (Government of India),
established by the Karnataka Govt. Act No. 24 of 2021

Meeting Title: Meeting of the IQAC Committee

Title	IQAC Meeting 2025 (SJU/IQAC/MC/01/2025-26)
Agenda	<ol style="list-style-type: none">1. Prayer2. Welcome3. Minutes of the last meeting (Shared with members)4. Action Plan taken up by the IQAC.5. IDP (Institutional development plan): Proposals6. Feedback from IQAC representatives: A report of the Satisfaction survey7. Any Other Matter with the Permission of the Chair

Date: Saturday, 5 April, 2025

Timing: 11:00 a.m. – 12:20 p.m.

Venue: Boardroom

Attendees: Detailed in the end.

Proceedings and Deliberations:

1. Review of the Minutes of the previous meeting:

The minutes of the last meeting were shared with the members and approved. The minutes have been , uploaded on the SJU website Under the IQAC banner

2. ATR completed from the last meeting:

2.1 By April 15, 2025, data from all the departments will be collected for AQAR. As NAAC was going through some changes, data has been collected for 2022-2023.

2.2 A letter to the Ministry to account for the College Research data in the NIRF and a Scopus-linked page for the College as well as the University were sent. Research data from the College and the University have been merged into St. Joseph's University in the Scopus website, with a significant increase in the number of Scopus publications.

2.3 Reforms based on the NAAC requirement have been planned. A list of qualifiers has been received from the Pro-Vice-Chancellor's office. The final version of the NAAC component will be intimated by email.

2.4 The improvement of the Placement component is an ongoing process; infrastructure needs to be upgraded and lab-based computers installed.

2.5 The HR Office will record the data of the visiting faculty and implement the systematic resignation process.

2.6 The 360-degree evaluation of the staff with a few remaining will soon be completed. Feedback is received from all the Deans. The VC's appraisal of all the administrators is almost completed. The reports will be sent to the Vice-Chancellor and the Chancellor for evaluation. The process will be re-evaluated in the Deans' meeting.

2.7 The India Today ranking applications have been completed with nine files uploaded for BCA, BBA, B. Com, MSW, BSW, Mass Communication, Sciences, Arts and Commerce. The data has been verified with the respective Head of Departments by the IQAC office, and copies of the printed applications will be sent after the meeting.

2.8 The mapping of Bloom's taxonomy has been completed for 92 papers from 18 departments for the October 2024 exams. The report generation will be accessed by the Head of Departments on Linways. Every student's performance in each of Bloom's levels is mapped. The training for all staff was completed last year, School-wise. It was resolved by the members that Bloom's taxonomy would be mandatory for all the Question papers and part of the assignments.

2.9 Mapping of the outcomes and the institutional developmental plan will be proposed in the next meeting.

3. IDP: Proposals for SJU drafted by IQAC:

3.1 For the institution-specific IDP, data is required, and planning is essential.

3.2 Last year, about 500 out of 5000 students were selected in the placement drive. Skill training for students is to be increased. The departments will arrange for students to attend the skilling programme during the semester, and a registration fee is charged. The amount will be refunded on attendance of the entire programme.

3.3 One of the quantifiers is the upskilling of teachers. Initiation of the FDP – 1/2 programmes per School is proposed.

3.4 To increase the visiting faculty list, a minimum of 2 industry professionals (Ph.D. /, professor of practice with a Master's degree/ MBA) per department is required. The industry-visiting faculty's visit for 4-8 hours, with 2 laboratory sessions per semester, could help in workload reduction. These visits will be recorded and encouraged, but will not be mandatory for the departments.

3.5 The NIRF has introduced one more criterion which is Sustainability and Green initiatives. Permission was requested for the initiation of the plan for the upcoming academic year 2025-Two IQAC-nominated members would be looking into this.

4. Feedback from IQAC Representatives – A Report on the Satisfaction Survey:

Feedback will be gathered through separate reports from students, alumni, and parents for the NAAC. The student satisfaction survey must be conducted yearly and is a mandate by the UGC. The Testing report, submitted by the IQAC student representatives from different Shifts, includes the following:

Areas	Ratings	% of students
Curriculum that provides inter-disciplinary knowledge.	Good	more than 60%
Curriculum in terms of enhancing learning capabilities	Satisfied	more than 60%
Curriculum that helps prepare for higher education and competitive exams	Good	about 50%
Overall Syllabi	Excellent, Good	more than 70%
ICT facilities	Moderately satisfied	more than 70%
Availability of books for students with references to the course offered	Moderately to very satisfied	more than 70%
Restroom facilities	Satisfactory	more than 70%
Greenery and cleanliness	Good	more than 70%
Sports and Extracurricular	Excellent, Good	more than 70%

The Questionnaires will be finalised after discussion with the Deans and incorporation of suggestions. Feedback on the Outreach programmes has yet to be collected.

The Quality of Teaching will be discussed further in the Deans' Meeting.

Suggestions:

- The Satisfaction cum Happiness index should be an important component.
- The adoption of a Developer System has gone into the recommendation of the API.
- Theoretical-based subjects could also have practical components.
- Journal subscriptions to the top journals in the world could be increased.
- Faculty who are publishing should be encouraged to upload their papers to the University repository. This will improve the Research output.
- Usage of the SPSS software in the library with advanced features will benefit research students and faculty
- For better time management and the avoidance of long queues at the canteen, students can download the app developed by the Shift-III students.

5. Any other matter with the permission of the Chair:

5.1 Initiation of the department audit as well as an academic-level audit and documentation.

5.2 For the SWOT analysis, a workable template will be shared with the departments.

5.3 Assessments for practicals can be conducted department-wise. Linways or Google Forms could be used by the Heads of departments for conducting faculty evaluation on practical aspects.

5.4 Disposal of old chemicals can be done in consultation with leading hospitals and institutions.

5.5 The dress code for staff and students is to be strictly adhered to.

5.6 Placement training should begin from the first semester. Soft skills training in communication, critical thinking, teamwork, etc. are highly in demand by industries.

6. Vote of thanks:

Dr Madappa MB, IQAC Director, thanked the Vice-Chancellor, Pro-Vice-Chancellors, the Deans and his dedicated IQAC team for their unwavering support throughout the year.



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[erstwhile ST JOSEPH'S COLLEGE(AUTONOMOUS)]

#36, Lalbagh road, Bengaluru - 560027, Recognized as 'College Of Excellence' by UGC
RE-ACCREDITED WITH A++ GRADE & 3.79/4.00 CGPA BY NAAC
Awarded DBT Star Status and DST FIST Grant
by Ministry of Science and Technology, Govt



The Internal Quality Assurance Cell Meeting held at St Joseph's University on 5th April, 2025

Members L to R First Row: Dr Paramesh Mallegowda, Dr Libi Thomas, Dr Madappa M.B, Mr A Jude Oswin , Prof. Gulshan Chhabra, Rev. Dr Victor Lobo SJ, Mr Sunil Vishwanath, Mr Nagesh, Dr Ronald J. Mascarenhas, Dr Regina Mathias;

Members L to R Second Row: Dr Mini mark Bonjour, Dr B.G. Prashanthi, Dr Vaishnavi M, Dr Grace Prabhakar, Dr Tulika Bhattacharya;

Members L to R Third Row: Dr A Mohan, Mr Selwyn Paul J, Dr Priya S, Dr Padma Nandanani Kariath, Dr S. Rama Gokula Krishnan, Dr Tadipigari Mahesh Babu, Mr Abraham Daniel M, Dr Melwin Colaco, Mr Anil P, Dr Rabbi Akkiba Angiras, Mr Venu Gopal, Rev. Fr Francis Pinto SJ, Rev. Fr Denzil E. Lobo SJ;

Members L to R Fourth Row: Dr Jayashankar M, Dr Parinitha L Shinde, Ms Poonam R. Ahuja, Ms Raj Kiran S;



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TITLE : IQAC MEETING 2025 (SJU/IQAC/MC/01/2024-25)
AGENDA :

- MINUTES OF THE LAST MEETING (SHARED WITH MEMNERS)
- ATR COMPLETED FROM LAST MEETING
- IDP: PROPOSALS FOR SJU DRAFTED BY IQAC
- FEEDBACK FROM IQAC REPRESENTATIVES- A REPORT ON THE SATISFACTION SURVEY
- ANY OTHER MATTER WITH THE PERMISSION OF THE CHAIR

VENUE : BOARD ROOM
DATE : 5th APRIL, 2025
TIME : 11:00 am

ATTENDANCE SHEET

NAME	DESIGNATION	SIGNATURE
Rev. Dr Victor Lobo, SJ	Vice-Chancellor and Chairman	
Dr Madappa M. B.	Director	
Dr W Jothy	NAAC Coordinator	
Alumni	Mr A Jude Oswin	
Industrialist	Prof. Gulshan Chhabra	
Parent Representative	Mr Sunil Vishwanath	
Society Member	Mr Nagesh	
Dr Ronald J. Mascarenhas	Pro-Vice-Chancellor	
Dr Regina Mathias	Pro-Vice-Chancellor	
Dr Melwin Colaco	Registrar	
Dr C Mohanadas	Controller of Examination	
Rev. Fr Denzil Lobo, SJ	Dean, School of Information Technology	
Rev. Dr Richard Rego, SJ	Dean, School of Communication and Media Studies	(Dr. Parvitha Shinde for Dr Rego)
Rev. Dr Roshan Castelino, SJ	Dean, Research and Innovation Council	Fr. A. D. (Alumna) for Rev. Dr. Castelino
Dr Arul Mani	Dean, School of Languages and Literatures	
Dr Tulika Bhattacharya	Acting Dean, School of Humanities	
Dr Rabbi Akkiba Angiras	Dean, School of Physical Sciences	
Dr Libi Thomas	Dean, School of Chemical Sciences	
Dr Beatrice Sequeira	Dean, School of Life Sciences	
Rev. Dr Augustine Lourdu	Dean, School of Social Work	
Dr V Christo Selvan	Dean, School of Business	
Rev. Fr Arun D'Souza, SJ	Finance officer and Library Director	
Rev. Fr Francis Pinto, SJ	Director, Shift 3	
Dr Padma Nandanani Karioth	Criterion 1 - Curricular Design	
Dr Paramesh Mallegowda	Criterion 2 - Faculty resources	
Dr Jayashankar M	Criterion 3 - Infrastructure	
Mr Cyril	Criterion 4 - Financial Resources & Management	
Ms Poonam R. Ahuja	Criterion 5 - Learning & Teaching	
Mr Prem B G	Criterion 6 - Extended Curricular Engagements	



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Dr Vaishnavi. M	Criterion 7- Governance and Administration	Vaishnavi
Dr B G Prashanthi	Criterion 8- Student Outcomes	
Dr A. Mohan	Criterion 9 - Research & Innovation Outcomes	A. Mohan
Dr S Rama Gokula Krishnan	Criterion 10 - Sustainability Outcomes	
Ms Swathi S Narayan	Secretary	
Mr Abraham Daniel	Data Entry Operator	
Dr Priya S	Member, Shift 3	
Dr Mahesh Babu	Member, Shift 3	
Mr Raj Kiran	Member, Shift 3	
Col. K. Cyril Menon	Chief Human Resources officer	
Mr Venugopal	PRO	
Mr Anil P	Placement Officer	
Capt Akshay Deepakrao Mandlik	1 Kar Armd Sqn NCC	
Sqn Ldr Dr K. Paul Newman	1 Kar Air Sqn NCC	
Mr Selwyn Paul J	NSS Program Coordinator	
Ms Hazel Mary	Physical Education Director	
Ms Emilda D'Souza	Office Superintendent	

Bernard Rodrigues
Michael P

Accountant
Accountant/Nodal officer

Accountant



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Meeting Title: Meeting of the IQAC Committee

Title	IQAC Meeting 2025 (SJU/IQAC/MC/02/2025-26)
Agenda	<ol style="list-style-type: none">1. Prayer2. Welcome3. Minutes of the last meeting (Shared with members)4. ATR taken up by the IQAC.5. Review of institutional performance with special reference to NIRF and three new rankings6. Academic and Administrative Audit implementation.7. Swayam, Student progression, placements, and satisfaction surveys.8. Evaluation reforms, students satisfaction survey.9. Green audit and quality enhancement initiatives.10. Other matter

Date: 25th March, 2026

Venue: BOARD ROOM

Time: 3:00 PM

Attendees: Detailed in the end.

PROCEEDINGS OF THE MEETING

The second IQAC Core Committee Meeting for the academic year 2025–26 commenced under the chairmanship of Rev. Dr Victor Lobo, SJ, Vice-Chancellor and Chairman. The agenda items were presented and deliberated in detail.

1. Review of the Minutes of the previous meeting:

The minutes of the last meeting were shared with the members and approved. The minutes have been , uploaded on the SJU website Under the IQAC banner

2. ATR completed from the last meeting:

2.1 Staff evaluations Completed for odd sem 2025 after end semester exams. Deans Hod and Hr evaluation is over for the probationary staff.

2.2 The NIRF ranking results. The Last NIRF ranking results were discussed. The Key strategies will be discussed further in the meeting

2.3 The India today, The Week ranking and Outlook magazine results. The results in the private ranking were good for the university. Members have appreciated the work taken in for the same.

2.4 Complete documentation of Research equipment on campus with list accessibility to all Deans and HOD.

2.5 Mandatory public disclosures data was collated with the help of university officials. It is live as a list on the website.

2.6 Placement components have been strengthened. (Linways utility and infrastructure)

2.7 Disability support cell has been formed. The policy will be taken to the Policy Review Committee .

2.8 UBA was established at SJU and an initial grant of 50,000 was received. Fr.Augutine is the nodal office for the SJU initiatives.

2.9 For the first time we have applied for NIRF SDG institutions ranking and NIRF innovation ranking.

2.10 OBE syllabus has been collected, checking is ongoing. Work has been organised by the NAAC coordinator.

2.11 The university has decided to go for the QS iGauge India ranking.

2.12 With Pro VC office completed the application for the QS I Gauge India ranking.

2.13 Applied for the following rankings :The India today magazine ranking : Best university, B.Sc, BA, MA Mass communication ,BCA ,MSW Social work, B.com, BBA. The Week Hansa research ranking for :Best University, Mass communication, Sciences, Humanities and Commerce.

2.14 IQAC representative meeting conducted.

2.15 Meeting with all staff of all schools. API and our NIRF standings was explained (shift 3 and languages is pending)

2.16 Assisted the CHRO office In preparation for applications for promotions.

2.17 Collection AQAR 2023-24, 2024-25, is ongoing.

2.18 The KSHEC visit to SJU : PPT and document preparation completed with the help of the registrar office.

2.19 Block B training initiatives from IQAC.

2.20 Presented BEST PRACTICES poster in AIU chancellors meet

2.21 SJU has won the JAAI Awards (The Federation of Jesuit Alumni Associations of India (JAAI) from Glory to alma-mater 2026.

3. NIRF: Key concerns regarding NIRF ranking parameters were discussed. It was observed that from 2025 onwards, the University has shown improved performance in several indicators.

3.1 Faculty Recruitment and Strengthening

Dr Madappa M.B., IQAC Director, proposed the appointment of three adjunct faculty members in departments based on requirement, with recruitment/promotion processes to begin from April 2026. Dr V. Christo Selvan, Dean, School of Business, suggested that candidates possessing PhD qualifications along with industry experience should be considered during recruitment. Dr Madappa M.B. further emphasized that the institution must strengthen the number of PhD-qualified faculty members and prioritize such recruitment in the future. Ms Kanishka

suggested exploring the appointment of Professors of Practice in suitable departments instead of adjunct faculty.

3.2 Research, Publications, and Scholarships:

Concerns regarding faculty publications, research productivity, and quality output were discussed. Members suggested integrating publication expectations into recruitment and faculty appraisal systems. It was also noted that scholarship provisions had already improved significantly, and further enhancement should be pursued.

3.3. Student Performance and Academic Outcomes

The committee observed that the number of fourth-year students graduating successfully remained low and stressed the need to ensure 100% completion rates. Bloom's Taxonomy implementation in question papers, assessments, and curriculum mapping was discussed. Departments were encouraged to adopt Bloom's levels comprehensively.

3.4 Innovation, Incubation, and Entrepreneurship

The committee noted that the University would receive points under innovation-related ranking parameters, in future ranking ,making innovation initiatives compulsory and strategic. It was resolved that the Innovation Council webpage should be updated immediately. The increase in incubation support funds was appreciated. Members emphasized the importance of conducting innovative Faculty Development Programmes (FDPs) and initiating at least two seed-funded projects. Mr A Jude Oswin, Alumni Representative, stated that students often have strong ideas but lack implementation guidance. He recommended structured incubation and entrepreneurship training for students.

4. Academic and Administrative Audit

The committee was informed that the Academic and Administrative Audit (AAA) Framework had been fully prepared and was ready for implementation across departments. The roll out will be in the month of June 2026. The committee discussed that wherever required, external experts should be engaged for evaluations so that impartiality and quality standards are maintained.

5. SWAYAM / Online Learning Initiatives: Mr Cyril, Criterion 4 Coordinator – Financial Resources and Management, informed the committee that plans regarding implementing SWAYAM courses into curriculum had already been discussed with the Registrar and would be implemented shortly.

6. Placements and Student Progression

It was resolved that a professional Placement Brochure should be developed for every school/department to enhance employer outreach and placement branding. The committee also

discussed improving student progression data collection after convocation to bridge reporting gaps.

7. Evaluation Reforms: 360-degree evaluation system

The continuation of the 360-degree evaluation system was also approved, as it had been successfully implemented earlier.

8 Student Satisfaction Survey

It was recommended that student satisfaction surveys initially be conducted among UG and PG students, as the feedback would help strengthen admissions processes and student support systems.

9. Green Audit and Sustainability

The committee resolved to proceed with the **Green Audit** process and intensify sustainability practices across campus.

10. Other matter : Suggestions from Members

Prof Gulshan Chhabra, Industrialist, suggested that measurable indicators should be developed for experiential learning, industry-based learning, and FDP effectiveness. Graphical dashboards could be useful for monitoring progress.

Mr Sunil Vishwanath, Parent Representative, discussed startup incubation initiatives and suggested that such programmes should begin at an appropriate academic time without affecting regular academic schedules.

Dr V. Christo Selvan informed the committee that 4–5 new courses had been identified for introduction in 2025. Initial groundwork had already been completed for programmes such as M.Com, and similar expansion was proposed for B.Com.

CONCLUSION

Dr Madappa MB concluded the meeting by expressing gratitude to the *Vice-Chancellor*, *Pro-Vice-Chancellors*, *external members*, *Deans*, and members for their active participation and valuable insights.



THE INTERNAL QUALITY ASSURANCE CELL MEETING HELD AT ST JOSEPH'S UNIVERSITY ON 20TH MARCH, 2026

Members L to R First Row : Fr. Roshan Castelino SJ, Mr A Jude Oswin, Regina Mathias, Prof. Gulshan Chhabra, Mr Nagesh, Rev. Dr Victor Lobo SJ, Mr Sunil Vishwanath, Dr Ronald J. Mascarenhas, Dr Madappa M.B, Dr. Syed Wajeed

Members R to L Second Row : Ms Mary Lissy, Ms Swathi S Narayan, Dr. Vaishnavi M, Ms Poonam R. Ahuja, Dr Priya S, Dr B G Prashanthi, Dr Padma Nandan, Dr Chandni Bhambhani, Dr Vijolla Pavana Mendonca, Dr Neeta Gerosa Pereira, Dr Nalini G Sundaram, Ms Navya Denis, Dr Susan Mary Philip, Dr Suhas D, Dr W Jothy, Dr Ali, Dr Paramesha Mallegowda, Dr Hariharan R, Dr Mohan A

Members L to R Third Row: Dr Kanishka, Dr Christo Selvan, Mr Abraham Daniel M, Dr Alan Godfrey A, Dr Rama Gokula Krishnan, Dr Pramod KM, Mr Cyril, Dr Nevil D'Souza, Dr Paul Newman, Dr Mohd Yousuf Rather, Ms Emilda D'Souza, Lt. Dr Lokesha A, Mr Micheal, Dr Jayashankar M

ST JOSEPH'S UNIVERSITY, BENGALURU


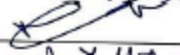
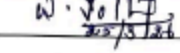


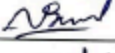
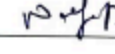

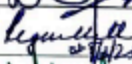


Internal Quality Assurance Cell (IQAC)




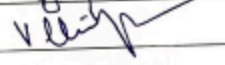
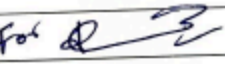
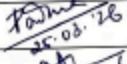
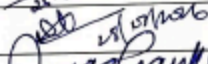

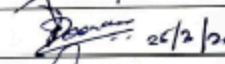

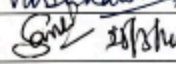


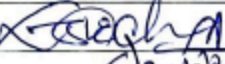



Attendance Sheet

- **Date:** Wednesday, 25th March 2026
- **Time:** 3:00 PM
- **Venue:** Board Room

Agenda

1. ATR from last meeting
2. Discussion on :
 1. NIRF submission Key concerns
 2. NIRF innovation ranking data presentation
 3. NIRF SDG institutions requirements
3. AAA: Academic and Administrative Audit
4. Placement brochure submission
5. Other work ahead
6. Any other matter with the permission of the chair

NAME	DESIGNATION	SIGNATURE
Rev. Dr Victor Lobo, SJ	Vice-Chancellor and Chairman	
Dr Madappa M.B.	IQAC Director	
Dr W. Jothy	NAAC Coordinator	 W. Jothy 25/3/26
NOMINATED MEMBERS		
Mr A Jude Oswin	Alumni	
Prof Gulshan Chhabra	Industrialist	
Mr Sunil Vishwanath	Parent Representative	
Mr Nagesh	Society Member	
MEMBERS		
Prof. Dr Ronald J. Mascarenhas	Pro-Vice-Chancellor	
Dr Regina Mathias	Pro-Vice-Chancellor	
Dr Syed Wajeed	Registrar	
Dr Godwin D'Souza	Controller of Examination	
Rev. Dr Melwin Pinto, SJ	Dean, School of Communication and Media Studies	
Rev. Dr Roshan Castelino, SJ	Dean, Research and Innovation Council	

Dr Arul Mani	Dean, School of Languages and Literatures	
Dr A. M. Bojamma	Dean, School of Information Technology	
Prof. Dr Paul Newman	Dean, School of Humanities and Social Sciences	
Dr Rabbi Akkiba Angiras	Dean, School of Physical Sciences	
Dr Nalini G. Sundaram	Dean, School of Chemical Sciences	Nalini G
Dr Susan Mary Philip	Dean, School of Life Sciences	
Dr Alan Godfrey	Dean, School of Social Work	
Dr V. Christo Selvan	Dean, School of Business	
Rev. Fr. Arun D'Souza, SJ	Finance Officer and Library Director	
Rev. Fr. Francis Pinto, SJ	Director, Shift 3	For 
CRITERIA COORDINATORS		
Dr Padma Nandanani Karioth	Criterion 1 - Curricular Design	
Dr Paramesh Mallegowda	Criterion 2 - Faculty Resources	
Dr Jayashankar M	Criterion 3 - Infrastructure	Jayashankar 25/3/26
Mr Cyril	Criterion 4 - Financial Resources and Management	
Ms Poonam R. Ahuja	Criterion 5 - Learning & Teaching	
Mr Prem B G	Criterion 6 - Extended Curricular Engagements	
Dr Vaishnavi. M	Criterion 7- Governance and Administration	Vaishnavi 25/3/26
Dr B G Prashanthi	Criterion 8 - Student Outcomes	
Dr A. Mohan	Criterion 9 - Research & Innovation Outcomes	A. Mohan
Dr S Rama Gokula Krishnan	Criterion 10 - Sustainability Outcomes	
ATTRIBUTE COORDINATORS		
Dr Hariharan	1. Curriculum Design	
Ms Navya Dennis	2. Faculty Resources	Navya
Dr Neeta Gerosa Pereira	3. Infrastructure	Neeta
Lt. Dr Lokesh A	4. Financial Resources & Management	
Dr Viyolla Pavana Mendonce	5. Learning & Teaching	
Ms Wilma Laveena D'Souza	6. Extended Curricular Engagements	
Dr Priya S (Shift-3)	7. Governance and Administration	

Dr Nevil Pradeep D'Souza	8. Student Outcomes	<i>[Signature]</i>
Dr Suhas D P	9. Research & Innovation Outcomes	<i>[Signature]</i> 25/03/26
Dr Mohamad Yousuf Rather	10. Sustainability Outcomes (Green Initiatives)	<i>[Signature]</i> 25/03/2026
Ms Swathi S. Narayan	Secretary	<i>[Signature]</i>
Mr Abraham Daniel	Data-entry Operator	
Ms. Mary lissy	IQAC Office	
SPECIAL INVITEES		
Dr KS Ali	University Librarian	<i>[Signature]</i>
Col K Cyril Menon	Chief Human Resources Officer	<i>[Signature]</i>
Mr Anil P	Placement Officer	<i>[Signature]</i>
Ms Emilda D'Souza	Office Superintendent	<i>[Signature]</i>
Mr Venugopal Padavu	PRO	
Mr Michael P	Accountant	<i>[Signature]</i>

Dr Pramod, IIC

IIC

Dr Chandu Bhambhaw

[Signature]
Chandu