# Mandatory Disclosure (As per Appendix 10 of APH: 2023-20

AICTE File No.

Date & Period of last approval Name of the Institution	Western /1-5099471/2010/NEW/10 July 2010 4 Jun 2024 Samarth Group of Institution's, Faculty of Engineering and
Address of the Institution	Management A/P: Belhe, Tal: Junnar, Dist: Pune, MS.
City & PIN Code	Belhe & 412 410
State / U Longitude & Latitude	Maharashtra State
Phone No. with STD	Longitude-74.188807, Latitude-9.128951 02132-276752/53/64
FAX No. with STD Code	02132-276751
Office Hours at the Institution	Monday to Saturday 09:15 AM TO 4:15 PM.
Academic Hours at the Institution	Monday to Saturday 09:15 AM TO 4.15 PM.
	sibmbelhe@rediffmail.com
E-Mail Website	www.sreir.org/engg
Nearest Railway Station (distance in KM.)	Ahmadnagar ( 60 K.M.)
Nearest Airport (distance in K.M.)	Pune (92 K.M.)
Type of Institution	Private-Self Financed
Category (1) of the Institution	
Category (2) of the Institution	
Name of the organization running the Institution	Samarth Rural Educational Institution's, Rajuri.
Type of the organization	Trust/Society
Address of the organization Registered	
with Registration date	A/P: Rajuri, Tal: Junnar, Dist: Pune, MS Pin-412410
Website of the organization	Bombay Pubilc Trust ACT 1950 Dt.
	www.sreir.org.in

Name of the affiliating University

Address

Website

Latest affiliation period

Name of Principal /

**Director Exact Designation** 

Phone number with STD code

FAX number with STD code

e-mail

**Highest Degree** 

Field of specialization

Governance

**Governing Body Members** 

## Frequency of meetings & date of last meeting

8 Academic Advisory Body

# 9 Frequency of meetings & date of ast meeting

Savitribai Phule Pune University Pune, Ganeshkhind, Pune, MS, PIN – 411 007.

www.unipune.ac.in

Session 2023-24

Dr. Navnath Sarjerao Narawade

Principal

02132-276752/51

02132-276752

sibmbelhe@rediffmail.com

Ph.D.( Electronic Engineering)

#### List of Governing Body members:

1.	Shri.Vasantrao Gangaram shelake	Chairman
2.	Shri.Dnyaneshwar Gangaram shelake	Nominee of the Trust
3.	Shri.Vivek Vasantrao shelake	Secretary
4.	Shri.Vallabh Vasantrao shelake	Nominee of the Trust
5.	Shri.Rajeev Viney Sawant	Nominee of the Trust
6	Regional officer	Ex-officio Member (AIC
7.	Joint Director as a Regional Officer	Ex-officio Memb (State
8.	Representative	Member (Nominee of Un
9.	Prof .Jagtap Ajay	Faculty Member
10.	Prof.Pradip Sakharam Gadekar	Faculty Member
11	Dr. Narawade N.S.	Principal (Member-Sec

# 05<sup>th</sup> Dec, 2019

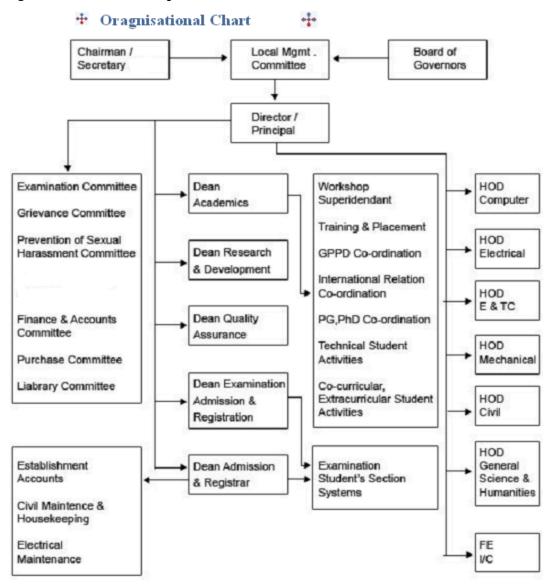
# At least Twice in a year. 22th Dec, 2019

- 1 Shri . Vasantrao Gangaram shelake
- <sup>2</sup> Shri. Dnyaneshwar Gangaram shelake
- 3 Prof. Vivek Vasantrao shelake
- <sup>4</sup> Prof. Vallabh Vasantrao shelake
- 5 Mr. Tulshiram Balkrishna Shinde
- <sub>6</sub> Miss sarika prabhakar Raut
- 7 Miss. Snehal vallabh Shelak
- 8 Prof.Kotari N.S.
- 9 Prof.Bhor Punam
- 10 Prof.Pradip sakharam Gadekar
- 11 Prof.Sneha Shegar
- 12 Mr. Prakash Suresh Kulkarni

13 Prof.Amol L. Khatode

14 Prof.Narawade J.Patil

#### Organizational chart and processes



Nature and Extent of involvement of Faculty and students in academic affairs/ improvements: Yes

Mechanism/ Norms and Procedure for democratic/ good Governance: Yes Student Feedback on Institutional Governance/ Faculty performance: Yes Grievance Redressal mechanism for Faculty, staff and students: Yes Establishment of Anti Ragging Committee: As per AICTE Norms : Yes Establishment of Online Grievance Redressal Mechanism: Yes

Establishment of Grievance Redressal Committee in the Institution and Appointment of OMBUDSMAN by the University: Yes Establishment of Internal Complaint Committee (ICC): Yes Establishment of Committee for SC/ ST: Yes

Internal Quality Assurance Cell :Yes

# **V. PROGRAMMES**

- a) Name of the programme approved by the AICTE: 4 Year Engineering Degree Course
- b) Name of the programme accredited by the AICTE: Institute has not yet applied for accreditation of its programmers
- c) Details of the programme approved by AICTE:
- i) Name: Engineering Degree Course B.E.
- ii) Number of seats: 360+18x+6x\* x

Tuition Fee Waiver Scheme seats \*+J&K seats 4 Years

- iii) Duration: 4 Years
- iv) Cut off marks/rank for admission during the last three years:

Eligibility for admission is as per Government Resolution, Higher and Technical Department, Government of Maharashtra, dated 3 1-10-2012

- vi) Fee: rs 84,000/-
- vii) Placement Facilities: The institution has staffed in 2010-11. Placement facilities have been provided from the academic year 2014 15 when the first batch has passed out.



Name of Teaching Staff*	: Dr. Navnath Sarjerao Narawade
Designation	: Principal/Director
Department	: Electronics Engineering
Date of Joining the Institution	: 07/10/2024
Qualifications	: BE. M.E., Ph.D.
Specialization	: Electronics Engineering / Technology.
Total Experience in Years	: Teaching: 25 Years. Research: 10 Years.
Papers Published in journals	: International: 35. National: 01.
Papers Published in Conferences	: International: 7. National: 02.
PhD Guide? Give field & University	: Yes, Electronics Engg

Projects: Guided

: 3 / (M.Tech: 120 and BE: 138)

Professional Memberships :.

# **Details of Faculty :**

Sr N O S	Name of teaching Staff	Designatio n	Depart ment	Date of Joining		Specializatio n:	Total Experien ce in Years	Photo
1	Dr.Navnath Sarjerao Narawade	Principal/P rofessor	Electro nics Enginee ring	07/10/2024	BE., M.E., PhD.	Electronics Engineering	24	
2	Prof.Deshmuk h Deepraj	Dean	E&TC Engg.	01/02/2014		E&TC Engg.	11	
3	Prof Gadekar P.S.	Assistant Professor	Applied Science	12/6/2008	Post Graduat e	Physics	8	
4	Prof. Magar S.B.	Assistant Professor	Applied Science	17/03/2015	Post Graduat e	Mathematic	3	
5	Prof.Khatode A.L.	HOD	Mechan ical Enginee ring	21/06/2012	Post Graduat e	Mechanical Engineering		

6	Prof Naik K.S.	Assistant Professor	Mechan ical Enginee ring	24/06/2013	Post Graduat e	Mechanical Engineering	
7	Prof.Nehe Sandip Sampat	Assistant Professor	Mechan ical Enginee ring	18/06/2014	Post Graduat e	Mechanical Engineering	
8	Prof. Balappa B Hadagali	Assistant Professor	Mechan ical Enginee ring	17/12/2013	Post Graduat e	Mechanical Engineering	
9	Prof. Chandre Vikas	Assistant Professor	Mechan ical Enginee ring		Post Graduat e	Mechanical Engineering	
1 0	Prof.Ghadge S.S.	Assistant Professor	Mechan ical Enginee ring		Post Graduat e	Mechanical Engineering	
1 1	Prof.Jagtap S.R.	Assistant Professor	Mechan ical Enginee ring		Post Graduat e	Mechanical Engineering	
1 2	Prof. Arun Pattanashetti	Assistant Professor	Mechan ical Enginee ring		Post Graduat e	Mechanical Engineering	

			Mechan ical Enginee	Post	Mechanical Engineering	
1 3	Prof Patil.R.R.	Assistant Professor	ring	Graduat e		
1 4	Prof. Sachin Nanasaheb Shelke	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	
1 5	Prof. Kalayankar Ramsagar	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	
1 6	Prof. Shingote Sayaram	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Computer Engineering	<b>R</b>
1 7	Prof.Shivashar anayya Hiremath	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	
1 8	Prof.Doke Chetan	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	
1 9	Prof.Kanade Kiran	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	
2 0	Prof.Udgire Manojkumar	Assistant Professor	Mechan ical Enginee ring	Post Graduat e	Mechanical Engineering	

	1	1					
2	Prof.Kolhe Bhausaheb P.	Assistant Professor	Mechan ical Enginee ring	Pos Gra e		Mechanical Engineering	
2 2	Prof.Kolhe Bharat B.	Assistant Professor	Mechan ical Enginee ring	Pos Gra e		Mechanical Engineering	
2 3	Prof.Patil Shirikant	Assistant Professor	Mechan ical Enginee ring	Pos Gra e		Mechanical Engineering	B
2 4	prof.Rote R . A.	Assistant Professor	Comput er Enginee ring	Pos Gra e		Computer Engineering	
2 5	prof.Shelke S. K.	Assistant Professor	Comput er Enginee ring	Pos Gra e		Computer Engineering	
2 6	prof.Ghodke A. V.	Assistant Professor	Comput er Enginee ring	Pos Gra e		Computer Engineering	
2 7	prof.Vikramad ity V.M.	Assistant Professor	Comput er Enginee ring	Pos Gra e		Computer Engineering	
2 8	prof.Mahajan P. A.	Assistant Professor	Comput er Enginee ring	Pos Gra e	st aduat	Computer Engineering	
2 9	Prof. Bhushan M. Borhade	Assistant Professor	Comput er Enginee ring	Pos Gra e		Computer Engineering	

			Comput er			Computer		
3 0	prof.Archana Jondhale	Assistant Professor	er Enginee ring		Post Graduat e	Engineering		
3 1	prof.Phulwad e Vaibhav	Assistant Professor	Comput er Enginee ring		Post Graduat e	Computer Engineering		
3 2	Prof.Kavya H.M.	Assistant Professor	Comput er Enginee ring		Post Graduat e	Computer Engineering		
3 3	SATPUTE PRAVIN CHIMAJI	Asst. Prof.	Civil	13/02/2012	D.C.E,B. E.(Civil) ,M.E.(St ructure*)	Structure	3 Yrs. Teaching , 1.5 Yrs. Industry	
3 4	KHOSE MAHESH KALYAN	Head of Departme nt	Civil	26/09/2012	B.E.(Civ il),M.E .(Structu re*)	Structure	4 Yrs. Teaching , 2 Yrs. Industry	
3 5	MORALE ANGAD VINAYAK	Asst. Prof.	Civil	09/07/2013	B.E.(Civ il),M.E .(Structu re*)	Structure	4.5 Yrs. Teaching , 1 Yrs. Industry	
3 6	BHOR AMOL SUNIL	Asst. Prof.	Civil	1/1/2013	B.E.(Civ il),M.E.( CM*)	Construction management	3 Yrs. Teaching	
3 7	Prof.KAKAD RUTUJA RUTURAJ	Asst. Prof.	Civil	22/06/2015	B.E.(Civ il),M.E .(Enviro nment *)	Environment	0.5 Yrs. Teaching	

3 8	Prof.Khating Ashwini A.	Asst. Prof.	Civil		B.E.(Civ il),M.E .(Enviro nment *)	Environment	0.5 Yrs. Teaching	
3 9	Prof. SHELKE PANKAJ NANASAHEB	Asst. Prof.	Civil	26/06/2015	B.E.(Civ il),M.E. (Structur e*)	Structure	4 Yrs. Teaching	
4	Prof.Bargaje Shiram S.	Assistant Professor	Civil Enginee ring		Post Graduat e	Civil Engineering		
4	Prof.Navale Ravindra B.	Assistant Professor	Civil Enginee ring		Post Graduat e	Civil Engineering		
4 2	Prof M.R. Shimpi	HOD	Comp uter Engine ering	01/02/201 2	ME	Computer Engineerin g	5	
4 3	Prof. R.R.Rathod	Assistant Professo r	Comp uter Engine ering	24/06/201 5	BE(CSE ) ME(Ap pear)	SOFTWAR E ENGINEERI NG	6 YR	
4 4	Prof. R.J.Rasal	Assistant Professo r	Comp uter Engine ering	23 rd july 2015	M.E.	COMPUTE R ENGINEERI NG	5.6yrs	
4 5	Prof.D.V.Dh awase	Assistant Professo r	Comp uter Engine ering	03/07/201 5	M.E.	Computer Engineerin g	3	

4 6	Prof.Y.S.Don gare	Assistant Professo r	Comp uter Engine ering	04/01/201 6	M.E.	Computer Engineerin g	2.5 YR	
4 7	Prof.Kothari N.S.	HOD	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
4 8	Prof.Kulkarni A.S.	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
4 9	Prof.Mahajan. P.S.	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 0	Prof.Dumbare S.T.	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 1	Prof.Kharde Sonal	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 2	Prof.Rohile Suvarna	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 3	Prof.Dumbre Vrushali A.	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 4	Prof. A. S. Polgavande	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		

5 5	Prof. Pavan Gavade	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5	Prof. Parbhane R. S.	Assistant Professor	E & Tc Enginee ring		Post Graduat e	E & Tc Engineering		
5 7	Mis.Namita Kalyan Shinde	Assistant Professor	Electical Enginee ring	02/06/2016	Post Graduat e	Electical Engineering		
5 8	Mr.Swapnil Ramchandra Gadekar	Assistant Professor	Electical Enginee ring	02/06/2016	Post Graduat e	Electical Engineering		
5 9	Mr.Patil Shrikant Vijaykumar	Assistant Professor	Electical Enginee ring	21/06/2014	Post Graduat e	Electical Engineering		
6 0	Miss.Arti Pradip Chaugule	Assistant Professor	Civil Enginee ring	02/06/2016	Post Graduat e	Civil Engineering		
6 1	Miss.Nagale Poonam Suresh	Assistant Professor	Comput er Enginee ring	02/06/2016	Post Graduat e	Computer Engineering		
6 2	Miss.Hase Pramila Dhanraj	Assistant Professor	Mechan ical Enginee ring	16/09/2017	Post Graduat e	Mechanical Engineering		
1	Dr. Gholap L. B.	Dean	MBA	01/05/2017	Bsci, MCM, PGDBM , MMS, P.hd	Marketing Management	010 Year	

2	Prof. Rajeev Sawant	Assot. Professor	MBA	01/08/2009	B.Pharm , MA,PG DBM,M MS	Marketing Management	23 Year, Industry & 6 Year Teaching	
3	Prof.Mahesh Bhaskar	Assot. Professor	MBA	01/08/2009	B.com, MBA	Marketing Management & HR Management	01 Year, Industry & 6 Year Teaching	9
4	Prof.Rustum Darade	Assot. Professor	MBA	11/08/2010	Bsci, MBA	Marketing Management & Retail Chain Management	5 Year	
5	Prof.Hemant Rayate	Asst. Professor	MBA	28/04/2014	B.com, M.com, MBA	Financial Management & International Busi. Mangt.	03 Year	
6	Prof. Vallabh Shelke	Asst. Professor	MBA	28/04/2014	Bsci, MBA	Marketing Management	06 Year	
7	Prof.Snehal Musale	Asst. Professor	MBA	28/04/2014	MCM, MBA	Computer Management & HR Management	03 Year	
8	Prof.Raut Priti p.	Asst. Professor	MBA	09/08/2010	BBA, MBA	Financial Management	05 Year	
9	Prof. Asim Y.Momin	Asst. Professor	MBA	16/08/2010	B.com, MBA	HR Management	05 Year	
1 0	Prof.Bagade Meghna	Asst. Professor	MBA	01/07/2011	B.com, MBA	Marketing Management	04 Year	

1	Prof.Vishvas Shilpa D.	Asst. Professor	MBA	01/08/2009	B.com, MBA	Financial Management	06 Year	
1 2	Prof.Borchate Ganesh	Asst. Professor	MBA	01/07/2011	B.com, MBA	Management	04 Year	
1 3	Prof.Tajne S	Asst. Professor	MBA	01/07/2018	B.com, MBA	Management	01 Year	
1 4	Prof.Bhange P.	Asst. Professor	MBA	01/07/2018	B.com, MBA	Management	01 Year	

# VIII) FEE

i) Details of fee

Sr. No-	Category	Fixed by the State Fee	Being charged by the
		Committee 2021-2022	Institution 2021-2022
1	Admission / Development Fee	9133/-	9133/-
2	Tuition Fee	74867/-	74867/-
3	University fee (Examination fee,	As per University of Pune	As per University of Pune
	Registration fee etc.)	rules	rules
4	Hostel fee (Rent etc.)	0	0
5	Laboratory fee	0	0
6	Library fee	0	0
7	Any other	0	0
	Total	84,000/-	84,000/-

Ii) Time schedule for payment of fee for enter the programmer –At the time of admission in each academic year.

lii) No. of fee waivers granted with amount and name of students: 3 per programmer, as per AICTE notification

iv) No. of scholarship offered by institute: As per State Government. Rules, all backward class candidates are given scholarship / free ship benefit. In addition, tuition fess concessions are given to wards of Economically Backward Class, Primary/ Secondary and Higher Secondary teaching staff.

v) Criteria for fee waivers /scholarships – As per State Government. Rules.

vi) Estimated cost of Boarding in Hostels – approximate boarding expenses Rs. 2400/-per month.

#### IX. ADMISSION.

Numbe	r of seats sanctioned with the year o	of approval.

Sr. No	Name of Course	Year of Starting / Approval	Sanctioned Intake
1	Mechanical Engineering	2010	60
2	Automobile Engineering	2010	60
3	Electronics and Tele Communication Engineering	2010	60
4	Computer Engineering	2010	60
5	Civil Engineering	2010	60
6	Electrical Engineering	2020	30
7	Artificial Intelligence and Machine learning	2021	60

in addition, as per the AICTE notification, 03 seats of TFWS are allotted for all courses, and as per State Govt. rules, maximum I seat is allotted for J&K migrant for each course. in addition, there may be few seats allotted by Stale Go\'I. for Govt. of India nominees.

. Number of applications received during last two years for admission under Management Quota and number admitted. - Not applicable, no management quota is available.

#### X. ADMISSION PROCEDURE

For all admission related information, please refer the web site of Directorate of Technical Education. Maharashtra Stale. Mumbai

Website address for admission process - http://www.dtemaharashtra.gov.in/ or wrryw.dte.org.in

#### **XI. CRITERIA AND WEIGHTAGES FOR ADMISSION**

For all admission related information, please refer the web site of Directorate of Technical Education, Maharashtra State, and Mumbai

Website address for admission process - http://www.dtemaharashtra.gov.in/ or wlYw.dte.org.in

#### List of Applicants

List of candidate whose applications have been received along with percentile/percentage score for each of the qualifying examination in separate categories for open seats. List of candidate who have applied along with percentage and percentile score for Management quota seats

#### Results of Admission Under Management seats/Vacant seats

Composition of selection team for admission under Management Quota with the brief profile of members (This information be made available in the public domain after the admission process is over)

Score of the individual candidate admitted arranged in order or merit

List of candidate who have been offered admission

Waiting list of the candidate in order of merit to be operative from the last date of joining of the first list candidate

List of the candidate who joined within the date, vacancy position in each category before operation of waiting list

#### Information of Infrastructure and Other Resources Available

Number of class rooms and size of each: As per AICTE Norms. Number of Tutorial rooms and size of each: As per AICTE Norms. Number of Laboratories and size of each: As per AICTE Norms. Number of Drawing Halls with capacity of each: As per AICTE Norms. Number of computer centers with capacity of each: As per AICTE Norms. Central Examination Facility, Numbers of rooms and capacity of each: As per AICTE Norms. Occupancy Certificate: Yes. Fire and Safety Certificate: Yes Hostel Facilities: Yes

#### Library

		Number of	Number of	Journals	
SI. No.	Course(s)	Number of volumes (E-Copies)	volumes (Hard Copies)	National	International (Prints form& E-Journals)
1	Mechanical	3278	3254	3	Digital Online
2.	Automobile Engineering	1630	1613		Library 5000
2	Computer Engineering	1920	1801	3	E-Journals,
3	Electronics & Telecommunication Engineering	2045	1807	3	E-Books, NPTEL, And Other
4	Civil Engineering	1845	1773	3	"YOUTUBE" Video Lectures, "Course
5	Applied Science	254	112	3	wise collections"
6	MBA	520	4085	6	for various
	Total	11,492	14,445	21	subjects.

# Laboratory and Workshop

List of Major Equipment/Facilities in each Laboratory/ Workshop: As per AICTE Norms

List of Experimental Setup in each Laboratory/ Workshop

# **Computing Facilities**

Internet Bandwidth

Number and configuration of System

Total number of system connected by LAN Total number of system connected by WAN Major software packages available Special purpose facilities available

Innovation Cell: Yes

Social Media Cell: Yes

Compliance of the National Academic Depository (NAD), applicable to PGCM/ PGDM Institutions and University Departments: **Nil** 

# List of facilities available

Games and Sports Facilities Extra-Curricular Activities Soft Skill Development Facilities

#### **Teaching Learning Process**

Curricula and syllabus for each of the Programmers as approved by the University

Academic Calendar of the University

Academic Time Table with the name of the Faculty members handling the Course

Teaching Load of each Faculty

Internal Continuous Evaluation System and place

Student's assessment of Faculty, System in place

### For each Post Graduate Courses MBA & Dual Degree give the following:

Title of the Course: MBA & Dual Degree

Curricula and Syllabi : As per Affiliation University

Laboratory facilities exclusive to the Post Graduate Course: As per Affiliation University

# Special Purpose

Software, all design tools in case: As per Affiliation University Academic Calendar and frame work: As per Affiliation University

# Enrollment of students in the last 3 years

Sr No	Branch	Academic Year	Intake Student	Enrollment of student
1	МЕСН	2019-2020	60	163
2	Civil	2019-2020	60	178
3	E&tc	2019-2020	30	83
4	Comp	2019-2020	60	133
5	MBA	2019-2020	120	120

#### Academic Year :2019-2020

Academic Year :2020-2021

Sr No	Branch	Academic Year	Intake Student	Enrollment of student
1	MECH	2020-2021	60	187
2	Civil	2020-2021	60	201
3	E&tc	2020-2021	30	100
4	Comp	2020-2021	60	188
5	Electrical	2020-2021	30	2
6	MBA	2020-2021	120	120

Academic Year :2021-2022

Sr No	Branch	Academic Year	Intake Student	Enrollment of student
1	МЕСН	2021-2022	60	207
2	Civil	2021-2022	60	213
3	E&tc	2021-2022	30	120
4	Comp	2021-2022	60	211
5	Electrical	2021-2022	30	38
6	MBA	2021-2022	120	120

#### List of Research Projects/ Consultancy Works

Number of Projects carried out, funding agency, Grant received

Publications (if any) out of research in last three years out of masters projects

Industry Linkage

MoUs with Industries (Minimum 3): TATA Motors, TAFE, Bridgestone, Mahindra Tractors, Toyota

LoA and subsequent EoA till the current Academic Year **:As per up to 2019-2020** 

Accounted audited statement for the last three years: Available As per norms

#### Best Practices adopted:

1) Stress Management,	9) Maha arogya shibir
2) Communication Skills,	10) Leadership
3) Teamwork,	11) Ethics and Integrity
4) Decision Making,	12) Negotiation Skills
5) Dynamism & Enterpreurship	13) Time Management
6) Interpersonal Skills	14) Volunteering Spirit
7) Analytical & Problem Solving	15) Initiative
8) Creativity and Innovation	