

REPORT ON TEACHERS' FEEDBACK (2018-2019)

In its continuing exercise of taking feedback from the stakeholders, the university gathered responses from the teachers, the primary stakeholder affected directly by the practices, policies and procedures followed at the university. With an aim to gauge the level of satisfaction of the faculty with respect to university, its policies, infrastructure preparedness and their work satisfaction levels of teachers are captured through a structured set of comprehensive questions for every academic year. The aim of the exercise is to comprehend the perception of teachers with respect to different aspects of university and its teaching learning environment and identify strengths and weaknesses of the entire teaching, learning and growing process, and build stronger capabilities for better performance on all fronts. In light of the continuing practice, the feedback about various criteria was gathered from teaching faculty of the university and the results have been tabulated and analyzed. For the same, a four-point rating scale has been utilized the results of which are shown in below given table.

Table: Responses of the teachers (in percentages) about different attributes on a four-point scale along with the weighted average mean score (WM)

S No	Attributes	SA	A	D	SD	WM
		4	3	2	1	
1	The vision, philosophy & objectives of the University are clearly spelled out.	60	35	5	0	3.55
2	Aims and objectives of the syllabi are well defined and clear to teachers and students	67.5	25	7.5	0	3.6
3	The course/ programmes of studies carry sufficient number of optional papers	60	30	10	0	3.5
4	Program outcomes of the syllabi are well defined	62.5	25	12.5	0	3.5
5	Curriculum has a good academic flexibility	55	35	10	0	3.45
6	The course content fulfils the needs of students	60	30	10	0	3.5
7	Need to fully review the syllabus	0	5	37.5	57.5	1.475
8	Students are disciplined and respectful to the teachers	65	30	5	0	3.6
9	University provides opportunities for continuous development of teachers	65	22.5	12.5	0	3.525
10	Equal opportunities are provided to all teachers	52.5	37.5	10	0	3.425
11	University has adequate medical facilities and is equipped to handle medical and other emergencies	62.5	37.5	0	0	3.625
12	Rest rooms, toilets, laboratories, playground, classrooms are clean and are well maintained	65	32.5	2.5	0	3.625
13	Clean drinking water is available	67.5	25	7.5	0	3.6
14	Laboratory requirements including equipments, chemicals and specimens are regularly provided	60	35	5	0	3.55
15	Computer facilities are made available for ICT based teaching to students	52.5	37.5	10	0	3.425

16	Good facilities and encouragement to the teachers for research	50	40	10	0	3.4
17	University facilitates and encourages the teachers to publish their research in high quality journals with high impact factor	55	42.5	2.5	0	3.525
18	Good facility and encouragement to the teachers for consultancy services	50	50	0	0	3.5
19	University pays attention to the green initiatives leading to environment improvement	57.5	35	7.5	0	3.5
20	Authorities are approachable and accessible	57.5	27.5	15	0	3.425
21	There is a mechanism for feedback, review and performance enhancement for the teachers	50	42.5	7.5	0	3.425
22	Recognition/Appreciation/Incentive for individual work is given.	32.5	40	25	2.5	3.025
23	Grievances of the teachers are properly addressed	35	57.5	7.5	0	3.275

The faculty feedback on different aspects shows very positive results where the value for weighted mean stands more than 3.4 on all dimensions except, one which is a statement relating to need to review syllabus and the other relating to recognition/appreciation/incentive for individual work. The teachers' response to the need to fully review the syllabus is 1.48 reflecting disagreement to the statement implying the satisfaction of teachers to the syllabus and its content. This disagreement to the statement also stems from the fact that review and revision of syllabus is a regular exercise to keep the content and coverage in line with latest developments. The teachers have posted strong agreement with respect to the provision of laboratory requirements, medical facilities, clean drinking water and disciplined and respectful students where the weighted mean score stands at 3.6 (very close to the perfect score of 4). The positive perception on these accounts of the teachers is a real strength for the university which speaks volumes of the proactive initiations of the university in not just meeting the challenges of present times but also emerging a winner. Basic facilities like provision for drinking water, rest rooms, toilets etc., laboratories for practical work are the prerequisites for congenial and productive work environment. For the teachers to be able to perform their fundamental duties to the best of their potential, a healthy and congenial work environment is the bare minimum necessity and this is very well catered to by the Guru Nanak Dev University. Students, the center point of the teaching learning exercise are reported to be disciplined and respectful towards teachers which lends the sense of satisfaction and positivity to the teachers and adds a dimension of satisfaction to the overall experience at the university. The direct interaction of

students is with the teachers and when teachers deal with a disciplined, dedicated and respectful class of students, their performance and motivation is bound to take a flight.

The explicitly defined vision, philosophy and objectives of the university have been reported to be comprehensible and relatable (which of course has been over the years) and speaks about the unambiguity on this account which keeps the strategic intent clear, crisp and achievable. Teachers' responses also help to clarify that the faculty is satisfied with the well-defined aims and objects of the syllabi, course content fulfilling the needs of students and clarity of programme outcomes supplemented by the academic flexibility offered to the students. The positive agreement of the teachers to these core issues involved in teaching contribute to the positive image of the university and prolific teaching learning environment. The university has been bolstering the confidence and faith of the teachers through active participation of teachers as decision maker in curriculum and syllabi related decisions. The university has been constantly committed towards instilling belongingness and self-esteem to the personality of teachers by providing them opportunities for academic growth through consultancies, facilitating environment for research, motivation to publish good research in journals of repute and making the authorities accessible and reachable. This, however, remains a continuing effort and university does not intend to compromise its academic integrity under any circumstances. The dedicated efforts of university authorities in building resilient and sufficient infrastructure in the name of classrooms, laboratories, toilets, playgrounds, medical facilities, computer and ICT facilities have contributed to a satisfied yet motivated teaching staff who have registered high levels of agreement with the presence and utility of these resources.

The impetus, both direct and indirect, by university for publishing high quality research has a strong positive support (weighted mean score of 3.4) from the facilitating environment and attitude of university for development and personal growth of the faculty members is not just satisfying but also contributes to instilling confidence and initiative for academic and research work to enhance self-worth and contribute to university's growth. University realizes the need for publications and research for personal growth, institutional repute and overall satisfaction and hence tries to create a congenial and facilitating environment for the same.

University has been frantically involved in creating a facilitating and positive environment to nurture a breed of satisfied and accomplished teachers who take pride in associating with the university. Largely the feedback from the teachers has been positive and encouraging though university doesn't intend to slip into complacency. The efforts will be continuous in line with concurrent practices and requirements.