

REPORT ON TEACHERS' FEEDBACK (2019-2020)

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.	65	32.5	2.5	0	3.625
2	Aims and objectives of the syllabi are well defined and clear to teachers and students	70	25	5	0	3.65
3	The course/ programmes of studies carry sufficient number of optional papers	62.5	32.5	5	0	3.575
4	Program outcomes of the syllabi are well defined	65	27.5	7.5	0	3.575
5	Curriculum has a good academic flexibility	57.5	37.5	5	0	3.525
6	The course content fulfils the needs of students	62.5	30	7.5	0	3.55
7	Need to fully review the syllabus	0	0	42.5	57.5	1.425
8	Students are disciplined and respectful to the teachers	70	25	5	0	3.65
9	University provides opportunities for continuous development of teachers	67.5	25	7.5	0	3.6
10	Equal opportunities are provided to all teachers	60	35	5	0	3.55
11	University has adequate medical facilities and is equipped to handle medical and other emergencies	65	35	0	0	3.65
12	Rest rooms, toilets, laboratories, playground, classrooms are clean and are well maintained	62.5	32.5	2.5	0	3.525
13	Clean drinking water is available	70	25	5	0	3.65
14	Laboratory requirements including equipments, chemicals and specimens are regularly provided	62.5	35	2.5	0	3.6
15	Computer facilities are made available for ICT based teaching to students	57.5	35	7.5	0	3.5

16	Good facilities and encouragement to the teachers for research	55	35	10	0	3.45
17	University facilitates and encourages the teachers to publish their research in high quality journals with high impact factor	60	37.5	2.5	0	3.575
18	Good facility and encouragement to the teachers for consultancy services	60	40	0	0	3.6
19	University pays attention to the green initiatives leading to environment improvement	65	35	0	0	3.65
20	Authorities are approachable and accessible	57.5	32.5	10	0	3.475
21	There is a mechanism for feedback, review and performance enhancement for the teachers	52.5	40	7.5	0	3.45
22	Recognition/Appreciation/Incentive for individual work is given.	42.5	55	2.5	0	3.4
23	Grievances of the teachers are properly addressed	42.5	52.5	5	0	3.375

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. The teachers' response to the need to fully review the syllabus is 1.43 reflecting strong disagreement to the statement leading to believe that teachers' find the syllabus fine in its content and form and feel no need to review it. Rather review of syllabus is a very regular and routine practice where changes are made frequently to keep pace with national and global developments. The teachers have posted strong agreement with respect to the green initiatives, provision for consultancy services, laboratory requirements, medical facilities and clean drinking water 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. Green initiatives for environmental sustainability are the need of present times where every entity has to play its role and contribute to the conservation of energy. 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 of this account which keeps the strategic intent clear, crisp and achievable. Teachers' responses also help to clarify that the faculty is satisfied with respect to the course contents, programme outcome, academic flexibility of curriculum, clearly spelled out objectives of syllabi and adequate number of optional papers- core issues involved in teaching. Attempts have been made to include teachers as an active decision maker in curriculum and syllabi related decisions which unfolds in higher

satisfaction levels. The university has been constantly committed towards instilling rigor, comprehensiveness, dynamism and relevance to its course content together with enough room for flexibility and choices to create a curriculum of global standards. 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. 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 faculty, as gathered from the responses are also convinced and positive in relation to the facilities, encouragement and motivation provided for research and consultancy. The impetus, both direct and indirect, by university for publishing high quality research has a strong positive support (weighted mean score of 3.6) 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.

The teachers of the university strongly agree to the statement that the authorities are approachable and accessible and a satisfying mechanism for feedback, review and performance enhancement for the teachers which lend an air of equity, transparency and unbiasedness to the work environment. However, scope for improvement remains for some appreciation and recognition for individual work. Though the response for faculty doesn't slip into the disagreement zone or negative overall but with respect to this dimension some efforts could add to levels of work satisfaction amongst faculty. It is this recognition and a quickly accessible grievance redressal which can contribute to a wholesome experience for the teachers of the university. University is working towards personal recognitions through incentives like certificate of appreciation, accolades and public acknowledgment of good work through creative policies which are motivating and satisfying for its dedicated faculty.