# Faculty Feedback

# 2023-2024

# Tripura University



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29/1/25

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The students are the pivotal point of a University system. It is for their overall development and academic training that the university works tirelessly, with the teachers directly interacting with the students; the supporting staff, examination section, and the administration facilitating this process by making the overall journey from admission to passing out smooth and effective for the students. For smooth functioning of the entire system, each segment has to be allowed to work with reasonable comfort with an idea about the assessment of their performance at the institution. While student's performance is assessed during examinations, the performance of the teachers and the staff in terms of the perspective of the students, alumni and parents are assessed through their feedback which is collected online each year. It is essential to create a general awareness among the community about the university functioning and attempts to strengthening its teaching learning activity. In this context it is also pertinent to obtain the feedback from the related community (alumni and parents of the students) about the University. In that process, feedback is collected from all stakeholders namely students, alumni, parents, faculty and administrative staff about their perception about the University functioning. To ensure that the teachers and the staff are provided the working environment conducive to effective performance, their feedback about the University is also collected in a similar manner. In order to strength the University system further and ensure satisfaction of all the stakeholders it is essential to not only obtain their feedback, but to analyze them carefully and ensure adequate measures to reduce the weaknesses and threats while converting the opportunities into strength.

The feedbacks received from the faculty were collated, analyzed and the data were represented graphically (in percentage) as shown below.

The gender and designation based distribution of the responses are depicted below as pie charts.
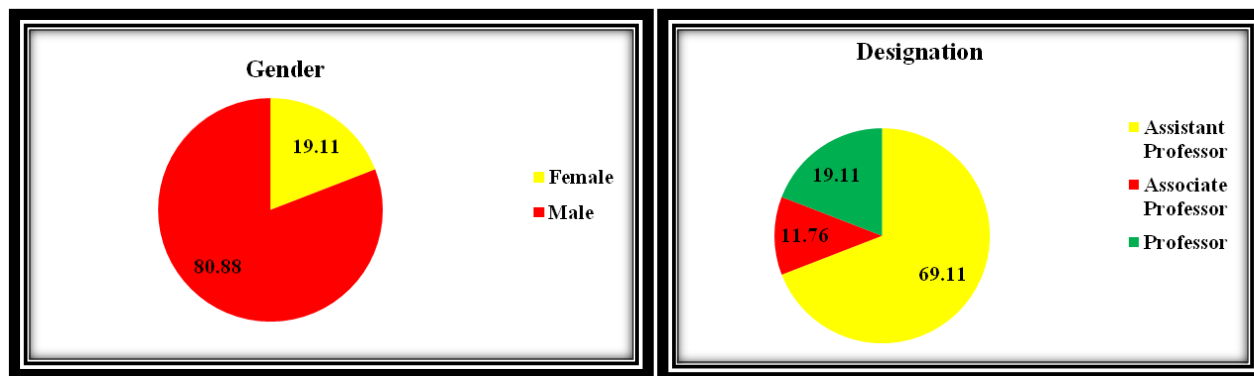


The responses to the other queries are provided below in the form of Table with the percentage of response under each option. The same is also represented graphically below.
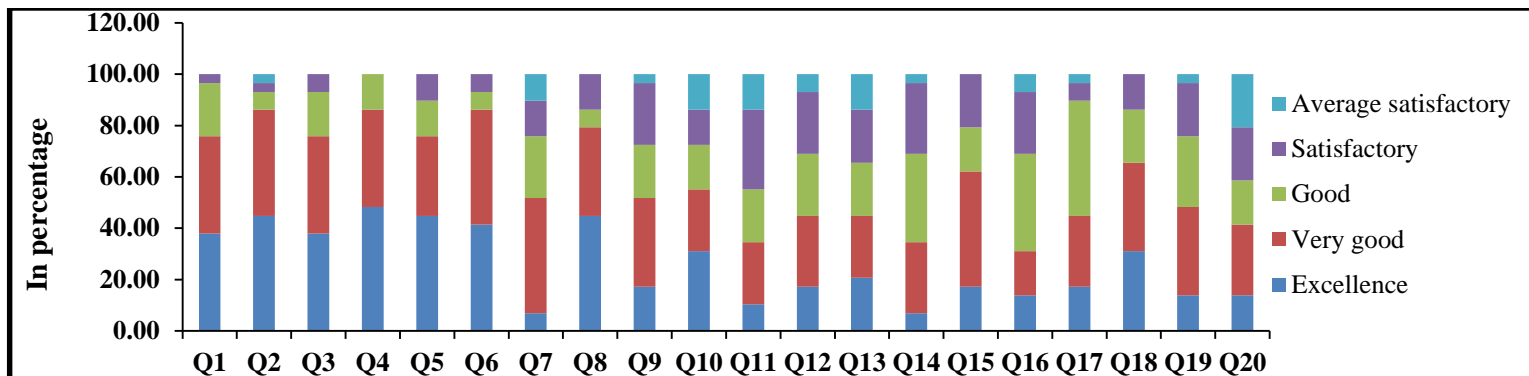
| | Questions | Excellent | Very Good | Good | Satisfactory | Average Satisfactory |
|---|---|---|---|---|---|---|
| Q1. | The Vision, philosophy & objectives of the University are known | 37.93 | 37.93 | 20.69 | 3.45 | 0 |
| Q2. | Aims and objectives of the syllabi are well defined and clear to teachers and students | 44.83 | 41.38 | 6.89 | 3.45 | 3.45 |
| Q3 | The course/ programme of studies carry sufficient number of optional papers. | 37.93 | 37.93 | 17.24 | 6.89 | 0 |
| Q4 | Programs outcomes of the syllabi is well defined | 48.28 | 37.93 | 13.79 | 0 | 0 |
| Q5 | Curriculum is having good academic flexibility | 44.83 | 31.03 | 13.79 | 10.34 | 0 |
| Q6 | The course content fulfils the need of students | 41.38 | 44.83 | 6.89 | 6.89 | 0 |
| Q7 | Need to fully review the syllabus | 6.9 | 44.83 | 24.14 | 13.79 | 10.35 |
| Q8 | Students are disciplined and respect the Staff members | 44.83 | 34.48 | 6.89 | 13.79 | 0 |
| Q9 | University provides opportunities for continuous development of Staff | 17.24 | 34.48 | 20.69 | 24.14 | 3.45 |
| Q10 | Equal opportunities for all staff is provided | 31.03 | 24.14 | 17.24 | 13.79 | 13.79 |
| Q11 | University has adequate medical facilities and is equipped to handle medical and other emergencies | 10.34 | 24.14 | 20.69 | 31.03 | 13.79 |
| Q12 | Rest rooms, toilets, laboratory, playground, classrooms are clean and well maintained | 17.24 | 27.59 | 24.14 | 24.14 | 6.89 |
| Q13 | Clean drinking water is available | 20.69 | 24.14 | 20.69 | 20.69 | 13.79 |
| Q14 | Laboratory requirements including equipments, chemicals and specimens are regularly provided | 6.89 | 27.59 | 34.48 | 27.59 | 3.45 |
| Q15 | Computer facilities are made available for ICT based teaching to students | 17.24 | 44.83 | 17.24 | 20.69 | 0 |
| Q16 | Good facility and encouragement to the teachers for their research | 13.79 | 17.24 | 37.93 | 24.14 | 6.89 |
| Q17 | University pays attention to conservation of environment and has taken initiative on implementing waste management practices | 17.24 | 27.58 | 44.83 | 6.89 | 3.45 |
| Q18 | Officers are approachable and accessible | 31.03 | 34.48 | 20.69 | 13.79 | 0 |
| Q19 | There is a mechanism for feedback, review and performance enhancement for the faculties | 13.79 | 34.48 | 27.58 | 20.69 | 3.45 |
| Q20 | There is recognition/ Incentive/ Appreciation of individual work | 13.79 | 27.58 | 17.24 | 20.69 | 20.69 |

Suggestions for further improvement received from the faculty are provided below.

1. Need to develop an objectively verifiable robust system to encourage the star performers (teachers) for their quality research. The University administration should pay more attention in compliance of UGC Regulations in letter and spirit to improve the teaching, learning and research environment.

2. Declared 18 earned leave for faculty were withdrawn without taking consent from faculty, such kind of unhealthy environment and behaviour is not expected from higher authority as it de-motivates faculty appraisal,

3. Earlier an amount of Rs 20K/year was allotted to present paper on National Conference and once in a 3 years 50K was sanctioned to attend International Conference. It should be continued for betterment of the faculty. This would encourage faculty to attend professional development seminars, workshops, symposia.

4. UG syllabus according to the NEP 2020 has been introduced. Now it can be implemented for PG syllabus according to the NEP 2020.

5. According to present demand of media industries, we need well equipped digital media studio where student can develop their media skill of video editing, Podcast, social media contents generation, News Paper and magazine publication exercise etc.

6. Computer based PG courses should be offered with higher academic fee which should be permitted to be used for developing computing facilities. M-Tech/MCA teaching requires high end computers in the department.

7. Faculty recruitment is essential as early as possible.

8. For establishing research work, there should be start-up grant for newly joined faculties that could be very useful to start their research and develop the lab before getting projects.

9. It would be useful if the faculty are provided electronic accessories, to prepare for both teaching and research work.

10. More attention is required for over all development of campus with further emphasis on research activities.

11. University should take care of clean drinking water supply to all the stakeholders with properly covered overhead tanks to avoid severe health issues.

12. Proper initiative should be taken to solve the space problem of departments to fulfil expectations of the students, scholars and the faculties regarding class rooms and research work.

13. Power backup and related issues like replacement of non-functional UPS by a new one should be considered urgently as major portion of the departments remain dark during power cut. It obviously hampers the normal activities of the department.

14. File remains pending in the office for long period which is unfortunate.

15. The questionnaire needs to be modified to provide objective response.

16. Value education and life skill courses should be introduced for overall development of the

students.

17. Academic calendar should be notified at the beginning of every Academic year and should be strictly followed.

18. Annual cultural and sports fest should be organised every year.

19. Convocation should be organised every year at one particular period (a particular month, week or day).

20. There is a shortage of non-teaching staff. Immediate step should be taken to get new efficient Non-teaching employees in different departments and offices of the university.

These suggestions will be placed before the appropriate body and adequate measures will be taken for further improvement and we shall work towards converting our weakness to our strength. A satisfied teaching fraternity can contribute to the improvement of the teaching–learning activity and overall development of the University.

# Action Taken

1. The university authority has taken care of this suggestion without any violation of UGC norms.
2. The administration will be communicated regarding this grievance.
3. There has been reduction in the funding received by the University. However, process of supporting continues with faculty members from various streams receiving financial assistance.
4. The modification of the syllabus is on the basis of requirement of the concerned departments. The suggestion will be informed to the NEP 2022 implementing committee.
5. We are having the media lab. New faculties have been recruited in the department. Now the department can take appropriate initiatives for the benefit of the students.
6. The computer-based PG courses offering departments need to put up the proposal before the administration for the same through the respective Dean.
7. Faculty recruitment drive has been started. 40 faculties have already been recruited with the process still continuing for the vacant posts.
8. Under UGC all the fellowships have been stopped. However, the university is trying its best by providing the infrastructure for office, teaching and also laboratory based departmental requisition.
9. The electronics accessories have been provided to different departments which are meant for the use of the faculties for teaching activities.
10. Authorities have been working on these aspects.
11. Clear drinking water facility has been provided at different locations of the university in addition to those available in the departments and sections.
12. Initiatives have already been taken to address the current issue taking into consideration the available space in the University.
13. UPS is provided to different departments, but not at the computer center. Hence, whenever there is power failure, the internet connectivity is lost. Many of the departmental UPS needs maintenance. The latter is often an issue due to non-responsive vendors. The administration will be informed in this regard to further improve the existing conditions.
14. The files processing has improved in the online system and hopeful that it will be further improved in future. Administration will be approached to have a separate online mechanism to receive and address grievance regarding file movement, if any.
15. The modifications will be incorporated. Suggestions if any, are welcomed. It is done taking into account those existing in other institutions.
16. The faculties should take care of this point and propose the courses through their department. The skill-based courses can be notified by the IQAC. Many skill courses have been initiated through Shanti Kali Skill Development Center in the current year with participation from various departments.
17. For the past couple of years, it is being notified at the beginning of academic year.
18. Annual cultural and sports are organized and notified from time at time.

19. In the last year the convocation has been done twice to clear the backlogs. Henceforth it will be an annual event of the University.
20. The drive is going on and some recruitments has already been made. The process of recruitment is continuing and is expected to be completed soon.
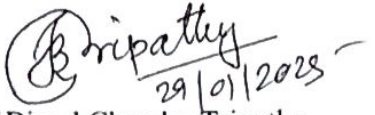
Prof Debabrata Mitra
Former Vice Chancellor Dakshin Dinajpur University
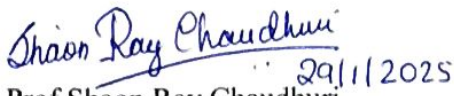Faculty, Department of Management, North Bengal University

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