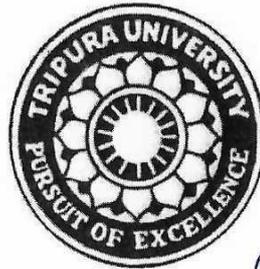
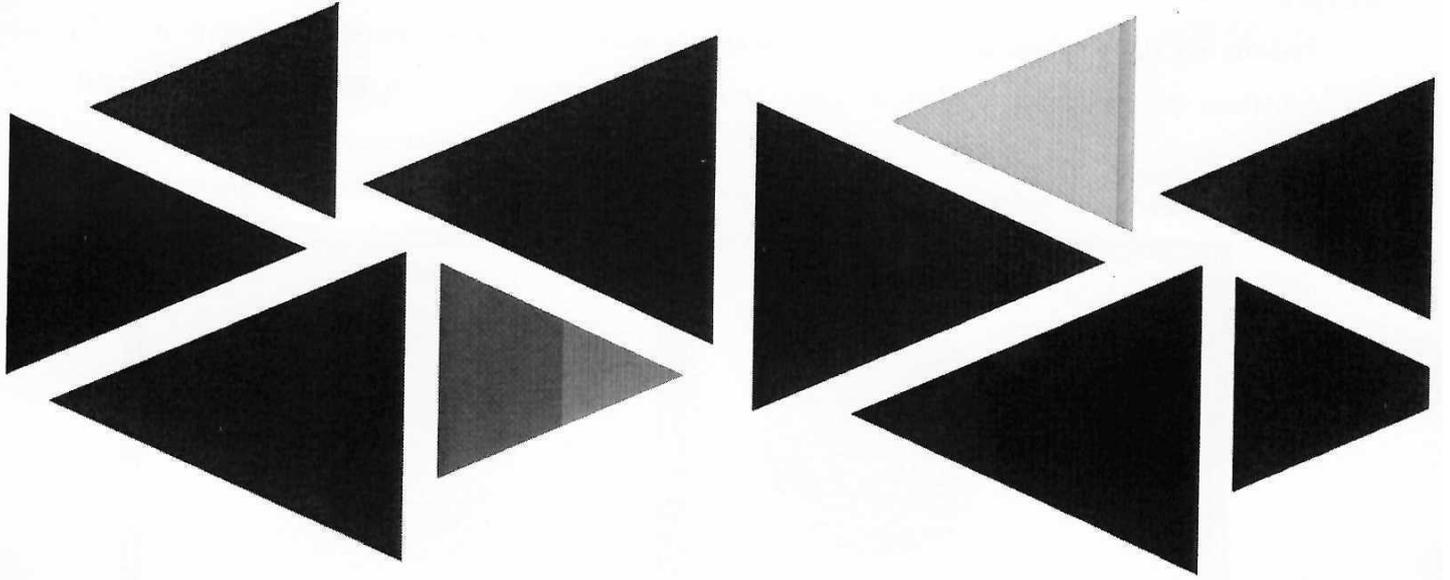




Faculty Feedback

2022-2023

Tripura University



Shaon Roy Choudhury

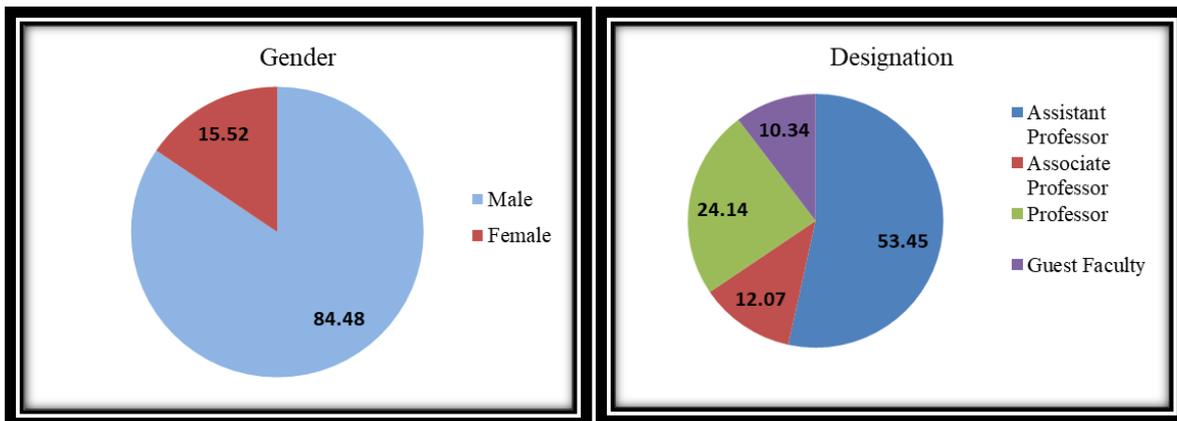
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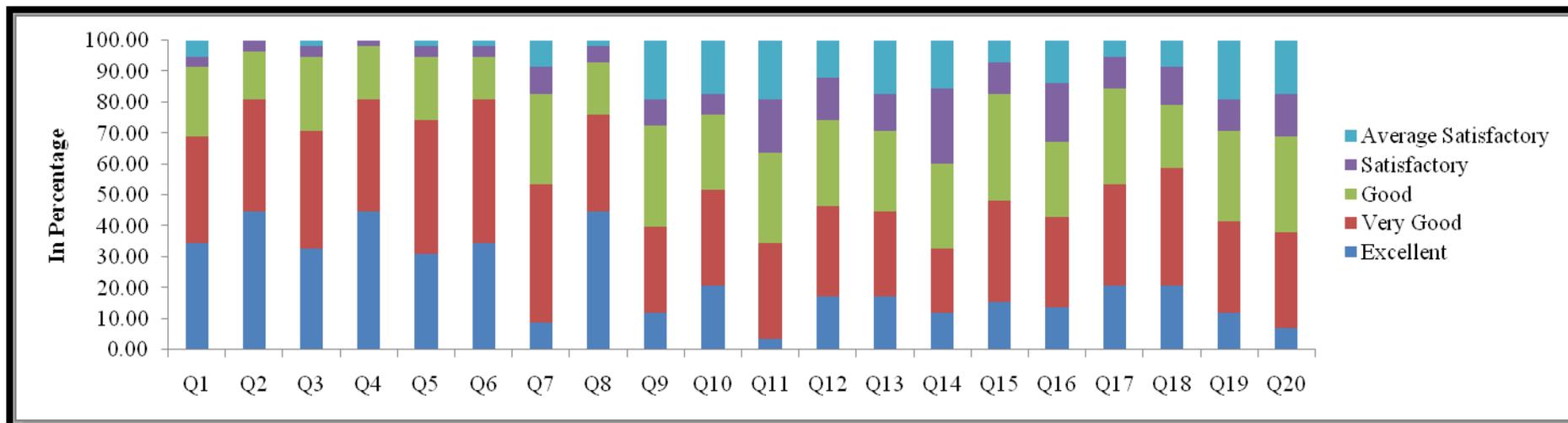
प्रो. गंगा प्रसाद प्रसाई
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The students are the pivotal point of a University system. It is for their overall development and academic training that the university works tirelessly, with the teachers directly interacting with the students; the supporting 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 faculties were collated, analyzed and the data were represented graphically (in percentage) 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	Average Satisfactory	Satisfactory	Good	Very Good	Excellent
Q1. The vision, philosophy & objectives of the University are known	34.48	34.48	22.41	3.45	5.17
Q2. Aims and objectives of the syllabi are well defined and clear to teachers and students	44.83	36.21	15.52	3.45	0
Q3 The course/ programme of studies carry sufficient number of optional papers.	32.76	37.93	24.14	3.45	1.72
Q4 Programs outcomes of the syllabi is well defined	44.83	36.21	17.24	1.72	
Q5 Curriculum is having good academic flexibility	31.03	43.10	20.69	3.45	1.72
Q6 The course content fulfils the need of students	34.48	46.55	13.79	3.45	1.72
Q7 Need to fully review the syllabus	8.62	44.83	29.31	8.62	8.62
Q8 Students are disciplined and respect the staff members	44.83	31.03	17.24	5.17	1.72
Q9 University provides opportunities for continuous development of Staff	12.07	27.59	32.76	8.62	18.97
Q10 Equal opportunities for all staff is provided	20.69	31.03	24.14	6.90	17.24
Q11 University has adequate medical facilities and is equipped to handle medical and other emergencies	3.45	31.03	29.31	17.24	18.97
Q12 Rest rooms, toilets, laboratory, playground, classrooms are clean and well maintained	17.24	29.31	27.59	13.79	12.07
Q13 Clean drinking water is available	17.24	27.59	25.86	12.07	17.24
Q14 Laboratory requirements including equipments, chemicals and specimens are regularly provided	12.07	20.69	27.59	24.14	15.52

Q15	Computer facilities are made available for ICT based teaching to students	15.52	32.76	34.48	10.34	6.90
Q16	Good facility and encouragement to the teachers for their research	13.79	29.31	24.14	18.97	13.79
Q17	University pays attention to conservation of the environment and has taken initiative on implementing waste management practices	20.69	32.76	31.03	10.34	5.17
Q18	Officers are approachable and accessible	20.69	37.93	20.69	12.07	8.62
Q19	There is a mechanism for feedback, review and performance enhancement for the faculties	12.07	29.31	29.31	10.34	18.97
Q20	There is a recognition/ Incentive/ Appreciation for the individual work	6.90	31.03	31.03	13.79	17.24

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

- Enhance qualified teacher and staff for departments through fresh recruitment. Give scope to departments to grow in size.
- Timely CAS promotions and appreciation for performers are necessary to elevate moral of teachers and staff.
- Internal Revenue generated by Engineering Departments (from extra fees paid by M.Tech/MCA students) should be used for their lab facilities. High end computer programming cannot be taught without high-end computers.
- The feedback form needs to be revised to accommodate the negative points too.
- While making plans, views of faculty should be weighted.
- Teachers actively engaged in research should be included in various committees / bodies.
- New faculty may be recruited for best quality of teaching.
- Additional Basic instruments, chemicals and glass goods are required for the departments to run the practical classes and the project works of the students.
- Elective paper examination should be on registration fee basis like NPTEL, where the collected money could be spent for Departmental activities, like seminar, workshop/ purchasing computer for Lab/ Seed money for teachers who are involved in that particular paper.
- Yearly Academic calendar is required.
- IQAC needs to frame a mechanism for identifying best researcher every year.
- Introducing new postgraduate (PG) and Ph.D. programs in specific areas of interest and expertise is desired. This expansion can attract a wider range of students and provide them with specialized knowledge, thereby enhancing their career prospects.
- To ensure that the faculty:student ratio remains optimal for effective learning and research supervision.
- Compliance with relevant standards, such as those set by organizations like the Pharmacy Council of India (PCI), is important for maintaining the quality of education and research. Ensuring access to sophisticated instruments and high-quality chemicals is essential for providing students with hands-on experience and exposure to real-world scenarios.
- Regular maintenance of laboratories and equipment to ensure that they are functioning properly and remain safe for student use is to be ensured.
- Establishing a maintenance schedule can help prevent downtime and ensure that equipment is in optimal working condition.
- To implement these changes there is need to conduct a thorough assessment of the current faculty:student ratio, program offerings, laboratory facilities, and equipment to identify areas that need improvement.
- Budget allocation for hiring new faculty, developing new courses, upgrading laboratories, and acquiring sophisticated instruments and chemicals should be further strengthened.
- Develop well-structured and up-to-date curricula for the new PG courses, aligning them with the latest advancements in the field.
- Ensure that all programs and facilities comply with the relevant regulations and standards set by accrediting bodies and councils like PCI.
- Establish a mechanism for continuous evaluation and improvement of the programs, facilities, and faculty performance based on student feedback, industry trends, and research outcomes.
- Utilizing stakeholder consultations as a foundation for decision-making and execution is crucial. In light of established benchmarks, it becomes imperative to set specific targets for each criterion and devise time-bound strategies to attain these objectives.
- A well-defined strategic plan is required for every stakeholder, aiming to accomplish an A++ ranking in the upcoming NAAC assessment cycle.
- University should focus more on campus development like adding well equipped fitness center and the development of the available water bodies in different form.

- Frequent interactive sessions between faculty members and authority are required to increase the sense of belongingness and cooperation among the stake holders.
- Regular update of university website is encouraged.
- Faculty strength needs to be increased by completing the recruitment of vacant posts, adoption of rolling advertising be adopted round the year.
- Leadership should have an eye for giving benefits to exceptional performers even if they are not showcasing their work.
- Steps should be taken to sanction extra faculties for the departments offering IMD program as the current sanctioned posts of all the PG departments are for PG program only.
- Steps should be taken to form a non-political student body, so that students can be given responsibilities of many student related activities.
- A proper assessment of available staff and resources needs to be done before readjusting the number of seats for different programs. Now that there are a number of institutes in Tripura offering PG programs, so we can even reduce the seats in different program (based on the assessment) in order to promote quality that is both essential for students and for the university.
- Required encouragement for teachers by providing annual research fund (INR 1 Lakh) which would be reflected as publications with valid impact factor.
- Faculty felicitation with certificates should be practiced annually for their different national and international achievements.
- Dedicated Electric power supply in well maintained condition to support the central instrumentation facilities and the laboratories is a priority to ensure prolonged working life of the expensive equipments.
- Additional smart boards in the remaining classroom.
- Additional space required for many departments with a strong need for renovation of the existing facilities to prevent the existing infrastructure from being abandoned.
- There is huge scope to improve in each and every sector/section of the University
- Guest faculties working full time need due appreciation for the same.