



ज़ाकिर हुसैन दिल्ली कॉलेज (सांध्य)

Zakir Husain Delhi College (Evening)

दिल्ली विश्वविद्यालय (University of Delhi)

जवाहरलाल नेहरू मार्ग, नई दिल्ली - ११०००२ Jawaharlal Nehru Marg, New Delhi - 110002

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Teaching Staff Feedback: Action Taken Report (Academic Year 2022-23)

S. No.	Criteria	Feedback	Recommendations/ Action Taken
1	Satisfaction with the work environment.	32% respondents reported being highly satisfied with their work environment, while 28% rated it as very good. Only 1% gave an average rating.	The faculty members of the college express contentment with their working milieu, observing that their colleagues and administrative personnel exhibit cooperation, accessibility, and timeliness in their engagements. The college systematically arranges diverse formal occasions and informal gatherings for its staff to foster a salubrious work environment and promote a collegial ambience.
2	Role and responsibility.	32% respondents reported being highly satisfied with their role and responsibilities, rating them as excellent or very good. Only 1% gave an average rating.	The college affords all teaching staff the opportunity to assume roles and responsibilities aligned with their interests through a democratic nomination process during the establishment of committees within the staff council. The committee advocates for the organization of periodic skill enhancement workshops for both teaching and non-teaching personnel to bolster their competencies, thereby enabling them to undertake roles and responsibilities that resonate with their preferences. Past experience and performance serve as key factors in the allocation of supplementary duties and obligations to the staff.
3	Interaction with students.	42% respondents reported excellent teacher-student interactions, with 0% indicating average or poor interactions.	The college promotes constructive engagement between its teaching staff and students. Alongside departmental educators, the institution has established a mentor-mentee



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			framework, wherein designated mentor teachers provide support to students regarding their academic, professional, and personal concerns. This system undergoes regular evaluations, and any notable issues identified during mentor-mentee sessions are promptly addressed and forwarded to the appropriate authorities for resolution.
4	Opportunities for professional enrichment.	30% respondents reported excellent satisfaction with professional enrichment, while 15% rated it as good.	The college actively promotes the professional development of its teaching staff. It offers assistance to educators in attending workshops, conferences, seminars, Faculty Development Programs (FDPs), and similar events conducive to professional enrichment. Additionally, staff members have the opportunity to seek reimbursement for financial expenses associated with their participation in relevant activities. Furthermore, faculty members are granted paid duty leaves to facilitate their attendance at such events.
5	Encouragement towards research and publication.	34% respondents reported excellent encouragement for research and publications, while 32% rated it as very good. Only 1% gave an average or poor rating.	The college offers outstanding research facilities through its library and complementary infrastructure. Faculty members are actively encouraged to participate in seminars and conferences, with financial assistance available to support their attendance, along with paid duty leaves. Teaching staff have the opportunity to take study leaves and sabbaticals in accordance with established regulations. Moreover, increments are granted to research degree holders in



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			accordance with the regulations set forth by the University Grants Commission (UGC).
6	Encouragements towards use of ICT and innovative pedagogy.	37% respondents provided an excellent response, while 31% rated it as very good. Only 1% gave an average rating, and 0% rated it as poor.	<p>The college promptly integrates recent advancements in Information and Communication Technology (ICT). It provides Wi-Fi access through the Delhi University's internet system and ensures high-speed internet connectivity for both students and staff through available computer resources. Moreover, the college library facilitates access to online resources via the Delhi University Library System. Every staff member and student is equipped with a Google account tailored for educational institutions, granting access to a wide array of services. Furthermore, all teaching staff and students are provided with Microsoft MS Teams accounts specifically designed for educational institutions, facilitating the implementation of various innovative pedagogical methods by educators.</p> <p>Students are offered the option to submit assignments and projects online, and numerous teachers employ innovative pedagogical techniques such as flipped classrooms, experiential learning, group discussions, debates, presentations, projects, fieldwork, blogs, vlogs, among others.</p> <p>To ensure continuous improvement, the college regularly introduces new ICT tools and conducts training</p>



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			sessions to acquaint teaching staff with the latest advancements in ICT and innovative pedagogical approaches.
7	Encouragement for organizing academic, co-curricular and extra-curricular activities for overall development of students.	39% respondents provided an excellent response, with 27% rating it as very good. Only 1% rated it as average, and there were no respondents who rated it as poor.	The college boasts several departmental and college-level societies dedicated to organizing a wide spectrum of academic, co-curricular, and extra-curricular activities aimed at fostering the holistic development of students. Financial support is extended to numerous societies by the college administration. Additionally, each department hosts a multitude of events for students throughout the academic year. It is noteworthy that a significant majority of students actively engage in and attend these events, thereby contributing to their overall enrichment and development.
8	Availability of resources present on campus.	32% the respondents reported an excellent response regarding the availability of resources on campus, with 27% rating it as very good. Only 2% gave an average response.	The college possesses various amenities including Wi-Fi access, a library, an accessible campus, a canteen, a Mother Dairy outlet, a Safal outlet, parking facilities, and sports amenities, among others. Nevertheless, the addition of student hostels and staff quarters to the roster of readily available resources remains pending.
9	Adequacy of classroom and seating capacity.	16% respondents reported an excellent response regarding the adequacy of classroom and seating capacity, with 28% rating it as good. Only 1% gave a poor response.	The college strictly follows the seat matrix sanctioned by the University of Delhi, ensuring admission of students based on the allotted number of seats for each course. This practice upholds a balanced teacher-student ratio within the institution. Furthermore,



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			adhering to the sanctioned seat intake facilitates the maintenance of appropriate classroom capacity and seating arrangements. This approach contributes to an enhanced educational experience for both students and staff, without unduly straining the college's infrastructure.
10	ICT facilities in college.	38% respondents provided an excellent response regarding the ICT facilities in the college, with 22% rating it as very good. Only 1% gave an average response.	The college offers Wi-Fi access through the Delhi University's internet system, ensuring both students and staff can connect to high-speed internet on campus. Moreover, computer facilities equipped with high-speed internet connectivity are accessible to all. The college library provides access to a wealth of online resources through the Delhi University Library System. Additionally, every staff member and student is provided with a Google account tailored for educational purposes, granting access to a range of services. Furthermore, both teaching staff and students have dedicated Microsoft MS Teams accounts designed specifically for educational use. Further exploration and introduction of ICT tools are recommended for the benefit of college staff and students.
11	College Infrastructure takes into consideration the special needs of persons with disabilities (washroom, lift, ramps ,etc.)	32% respondents provided an excellent response regarding the consideration of special needs for persons with disabilities in the college infrastructure (such as washrooms, lifts, ramps, etc.), with 26% rating it as very good. Only 1% gave	The college accommodates the requirements of individuals with disabilities by offering accessible infrastructure. This includes lifts installed in both the Academic Block and Science Block, as well as ramps throughout the campus to ensure accessibility for persons with disabilities.



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		an average response.	Furthermore, an active Equal Opportunities Cell within the college consistently offers recommendations for enhancing the college infrastructure to further improve accessibility.
12	Grievance redressal mechanism of college.	32% respondents provided an excellent response regarding the grievance redressal mechanism of the college, with 31% rating it as very good. Only 1% gave an average response.	The college maintains a robust grievance redressal mechanism that strictly adheres to various statutory requirements.
13	Timely disbursement of salaries.	60% respondents provided an excellent response regarding the timely disbursement of salaries, with 1% rating it as average. No respondents rated it as poor.	The salaries of college employees are disbursed by the Government of India, with various incentives, increments, and other benefits applied in accordance with the rules and regulations governing central government employees.
14	Timely processing of medical bill, LTC, etc.	30% respondents provided a good response regarding the timely processing of medical bills, LTC, etc., with 2% rating it as average and 1% as poor.	The processing of medical bills, LTC, and other related matters is conducted in accordance with the rules and regulations stipulated by the Government of India.
15	Timely promotion.	38% respondents provided a very positive response regarding timely promotions, with 1% rating it as average and 1% as poor.	The most recent round of promotions was finalized in April 2023. The college adheres to the guidelines set forth by the UGC for promotions. In accordance with these guidelines, new Screening-cum-Evaluation committee should be constituted, especially for newly-recruited teaching staff.
16	Library facilities including books, journals, reading room, etc.	40% respondents provided an excellent response regarding the library facilities, including books, journals, reading rooms, etc. Only 1% rated it as average, with no respondents rating it as	The college library is renowned for its outstanding facilities, featuring an extensive collection of books and subscriptions to a variety of journals and newspapers. Furthermore, it offers access to online resources through the Delhi University



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		poor.	Library System. Additionally, the library houses a special collection of rare books, enhancing its scholarly resources. To cater to the needs of faculty members, a dedicated reading room is provided. The college also establishes a Library Committee comprising representatives from each department, ensuring diverse perspectives in decision-making. Each department is allocated a budget to procure books and other resources for the library, facilitating continuous enrichment of its collection.
17	Cleanliness in College	22% respondents provided an excellent response regarding Cleanliness in College. Only 1% rated it as average, with no respondents rating it as poor.	Stringent directives have been issued to the sanitation staff to adhere to a predetermined schedule for the timely cleaning of all washrooms. Furthermore, in each washroom, a schedule chart has been prominently displayed and updated after every cleaning session. In a similar vein, the canteen staff has been instructed to uphold strict cleanliness standards by cleaning the premises at regular intervals throughout the day to ensure hygienic food delivery. Additionally, efforts have been made to minimize food wastage by encouraging staff members to be mindful of consumption. Moreover, the college infrastructure team has been tasked with strategically placing dustbins in front of the canteen area, employing appropriate color coding to facilitate the segregation of dry and wet food waste for efficient disposal.
18	Cleanliness and	29% respondents provided	The staff room is meticulously



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	comfort in staff Room.	an excellent response regarding Cleanliness and comfort in staff room. Only 2% rated it as average, with 1% respondents rating it as poor.	furnished and upholstered, offering a comfortable environment for faculty members. It is equipped with essential amenities including drinking water facilities, air conditioning, and a pantry for the convenience of the staff.
19	Cleanliness of washroom.	35% respondents provided a very good response regarding Cleanliness of washroom and 21% excellent. Only 3% rated it as average.	The sanitation staff has been issued stringent directives to ensure the punctual cleaning of all washrooms according to the prescribed schedule. Furthermore, a schedule chart has been affixed in each washroom, meticulously updated after each cleaning session.
20	Availability of drinking water facility.	25% respondents provided a good response regarding availability of drinking water facility and 24% average. Only 5% rated it as poor.	Students have access to clean drinking water at multiple points across the college premises, with several purified water dispensers conveniently positioned for both students and faculty members. Moreover, the college staff room is equipped with a dedicated water purifier and dispenser exclusively for the use of college staff.
21	Availability of parking facility.	29% respondents provided an excellent response regarding availability of parking facility and 31% very good. Only 1% rated it as average.	Parking facilities are provided for college staff at gates no. 2 and 3, with recent expansion efforts enhancing the available parking area.

Prof. (Dr.) Masroor Ahmad Beg
(Professor-Principal)