

FACULTY SATISFACTION

This faculty satisfaction brief illustrates faculty satisfaction of the institutions in the states participating in the Technical/Engineering Education Quality Improvement project (TEQIP). The brief examines faculty satisfaction with emphasis on the following nine important aspects of faculty's working environment; (1) Overall Satisfaction, (2) Status & Satisfaction with incentives, recognition and administration, (3) Professional Development, (4) Improvement/quality in teaching-research infrastructure, (5) Satisfaction with quality of library, (6) Status & Satisfaction with teaching (self-reported), (7) Utility of and Satisfaction with Teachers Evaluation of Students, (8) Utility of and Satisfaction with Students Evaluations of Teachers, and (9) Extent of outside collaboration (community & network activities). It compares student satisfaction of state averages in each category with the national averages.

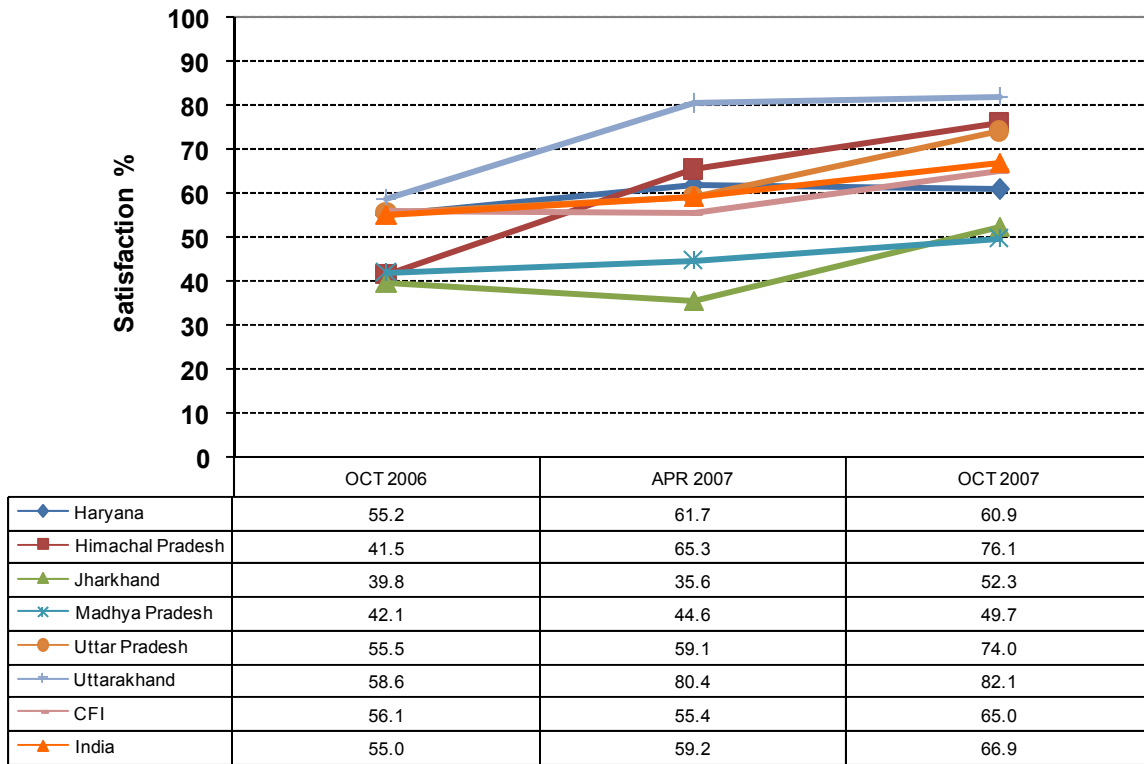
The survey was administered in three rounds from September 2006 to September 2007 to collect faculty opinions and perceptions about satisfaction of working environment in the institutions. On the average, 30 faculties from each of the participating 127 institutions were surveyed in each round. In every round approximately 3,800 faculty members from all project institutions answered 77 questions in complete confidentiality.

This brief summarizes the 70 most essential questions grouped into the above nine categories. The annex details the questions in each category. The faculty satisfaction, expressed in percent, is the average of the faculty satisfaction in each question in that category. Faculty satisfaction for each question is the share of faculties that answered either "Fully satisfied", "Very good", or "Yes".

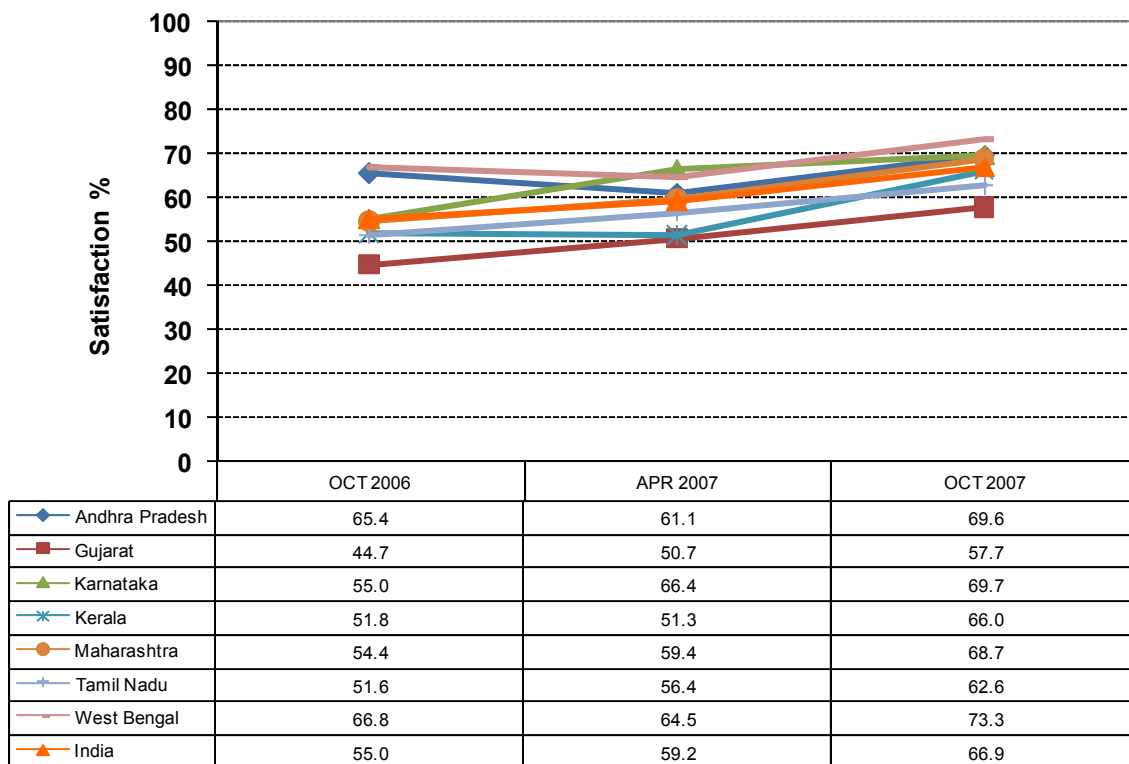
The faculty survey has important limitations in comparability across institutions and states, since faculty characteristics and expectations regarding quality of working environment may differ across time, institutions and states. Further, the composition of the faculty group that responded to the questionnaire may have changed as well. Therefore, the brief only partially and imperfectly reflects the quality of working environment at the institutions as perceived by the faculty. There are other important aspects of an education institution than teachers' satisfaction, and the results of survey should be combined with other information to evaluate the overall performance and quality of the institutions. We therefore caution against over-interpretation of this information.

Notwithstanding these shortcomings, this brief provides a broad picture of faculty satisfaction in the TEQIP institutions at state and national level and sheds light on opportunities for improvement. Institutional leaders, faculty, and government officials could use this information to improve faculty satisfaction and quality of engineering education to the benefit all.

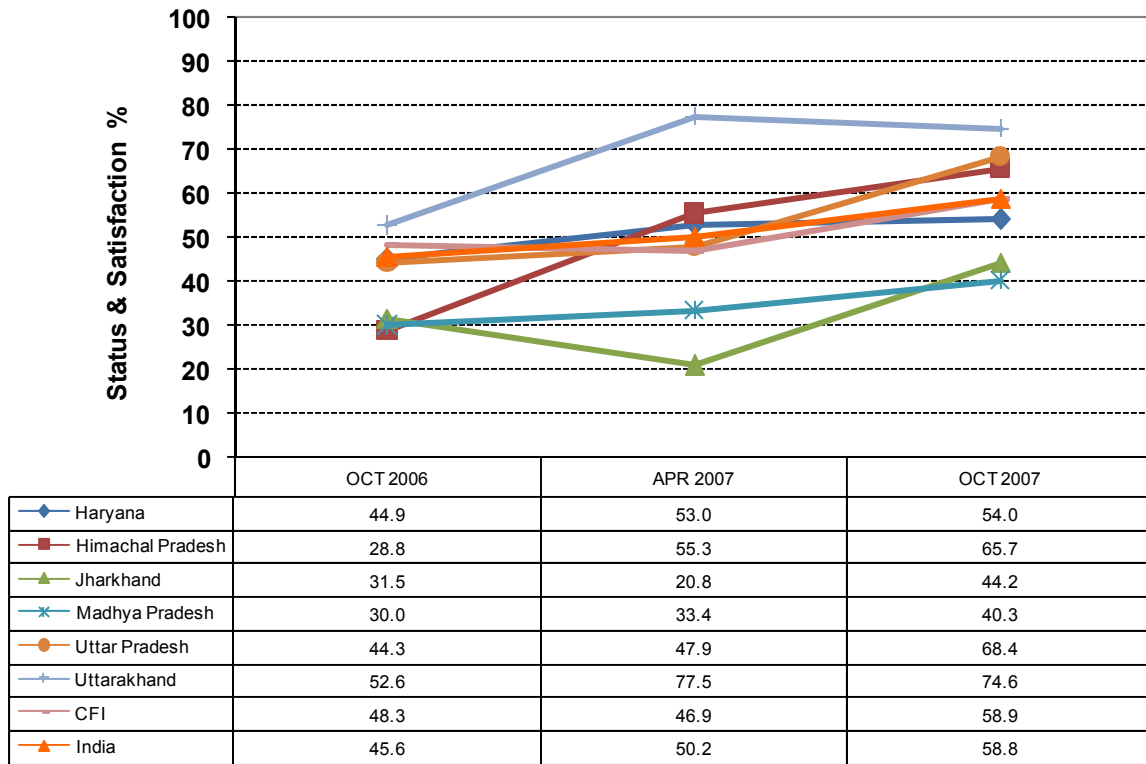
1. OVERALL SATISFACTION – NORTH INDIA



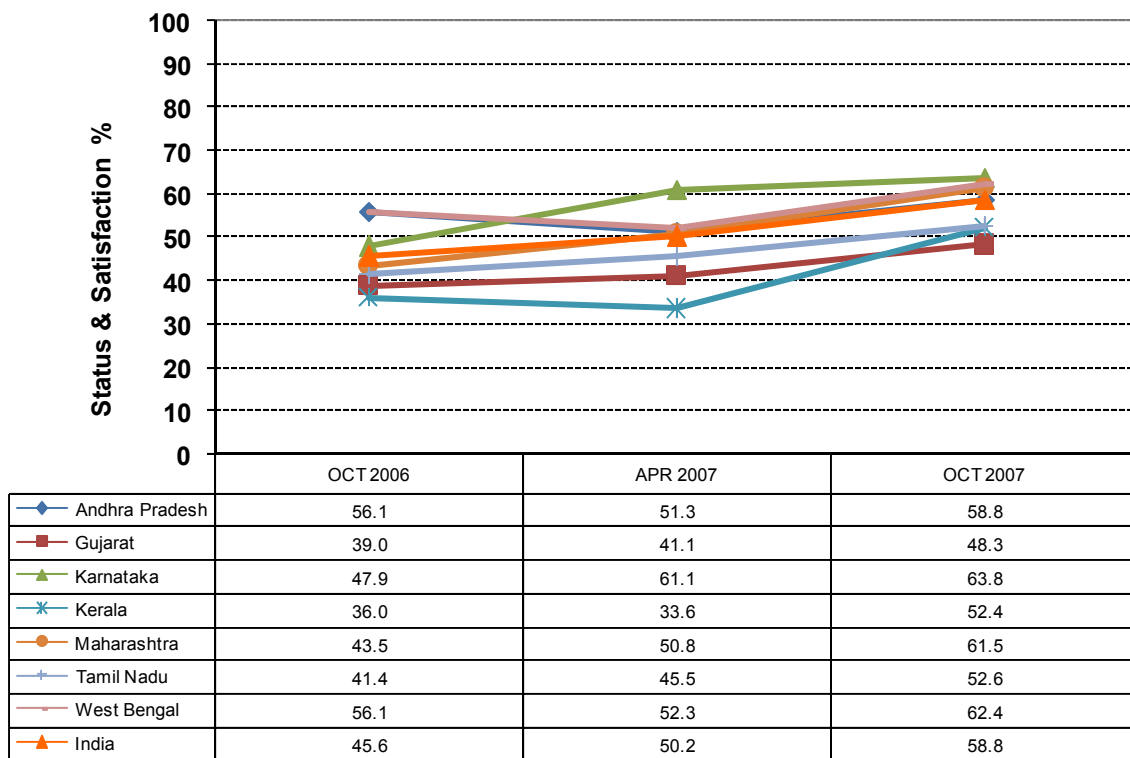
1. OVERALL SATISFACTION – SOUTH INDIA, WEST INDIA, EAST INDIA



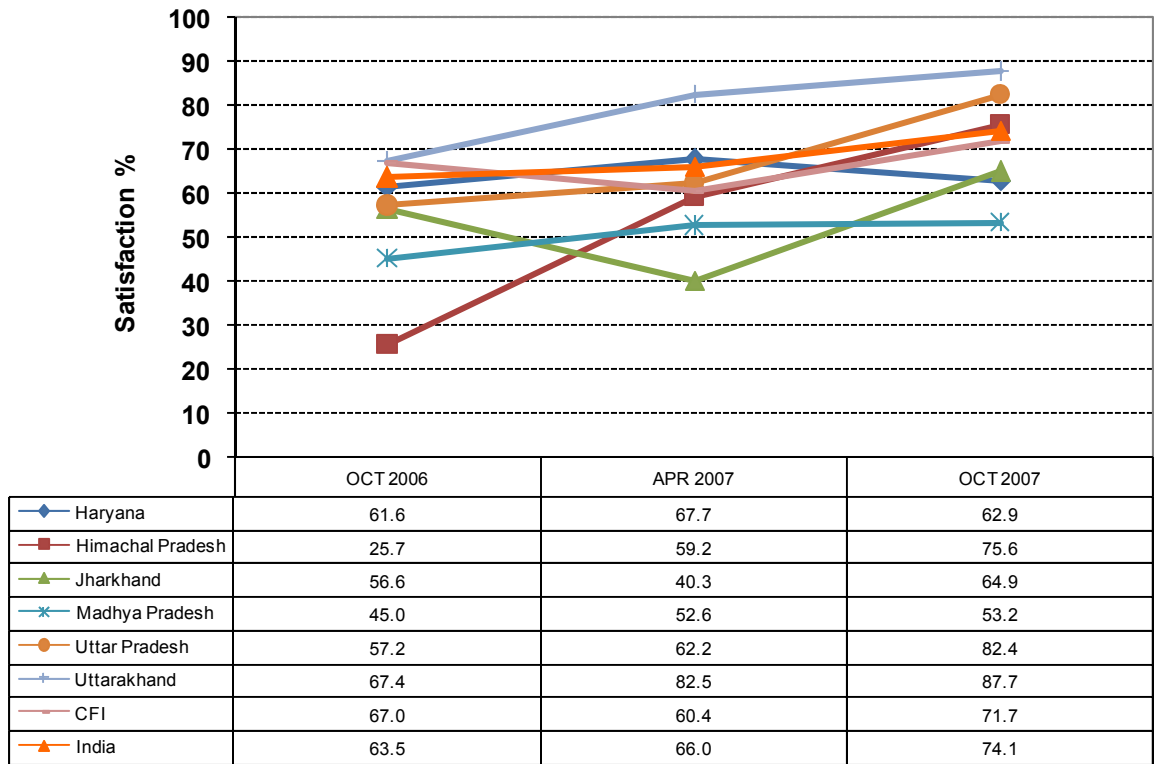
2. STATUS & SATISFACTION WITH INCENTIVES, RECOGNITION AND ADMINISTRATION- NORTH INDIA



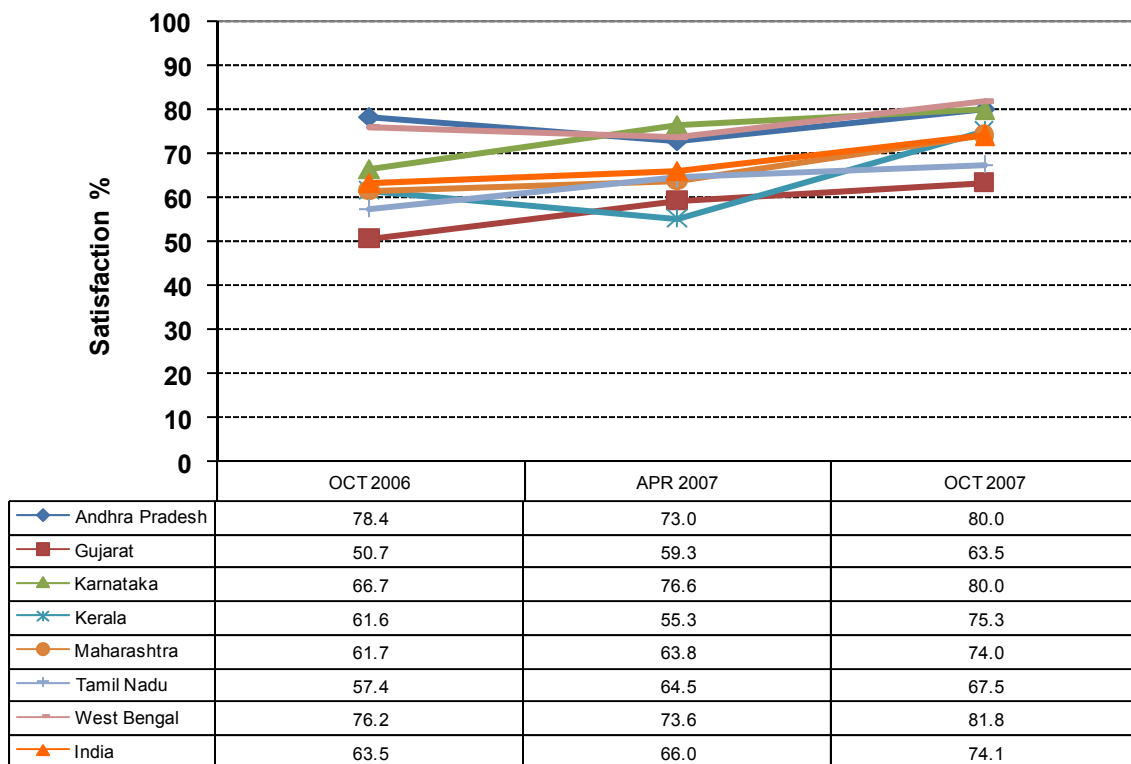
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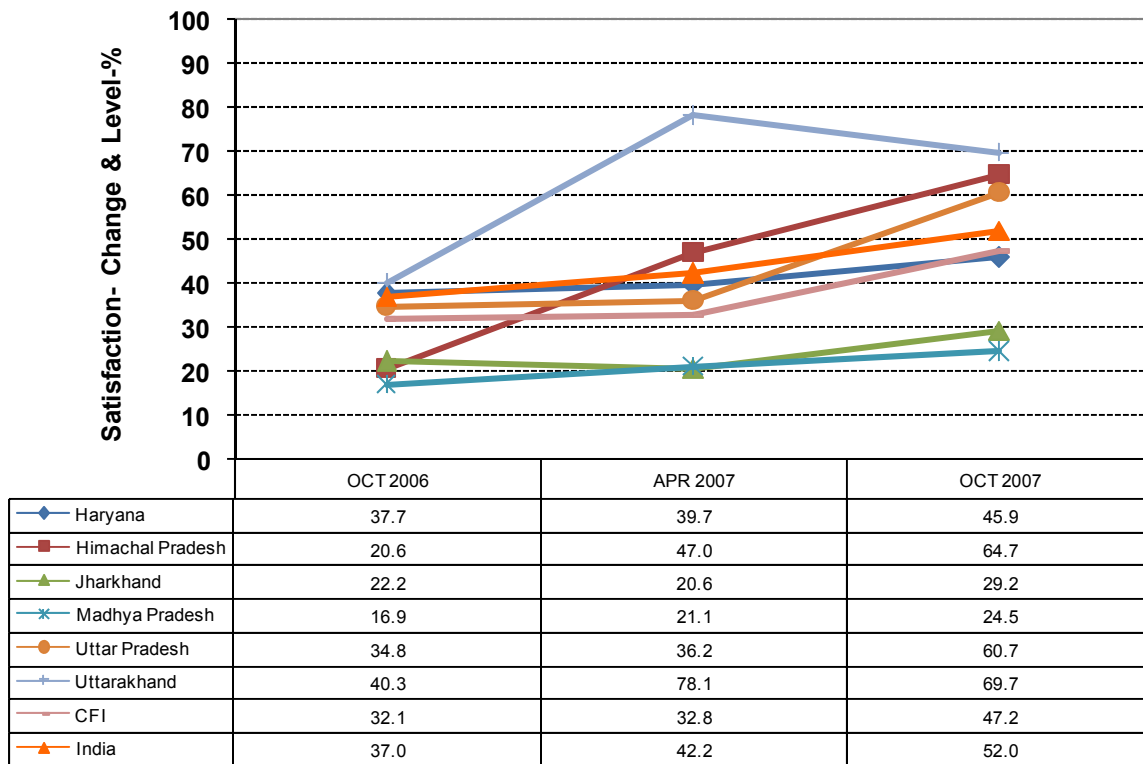
3. PROFESSIONAL DEVELOPMENT- NORTH INDIA



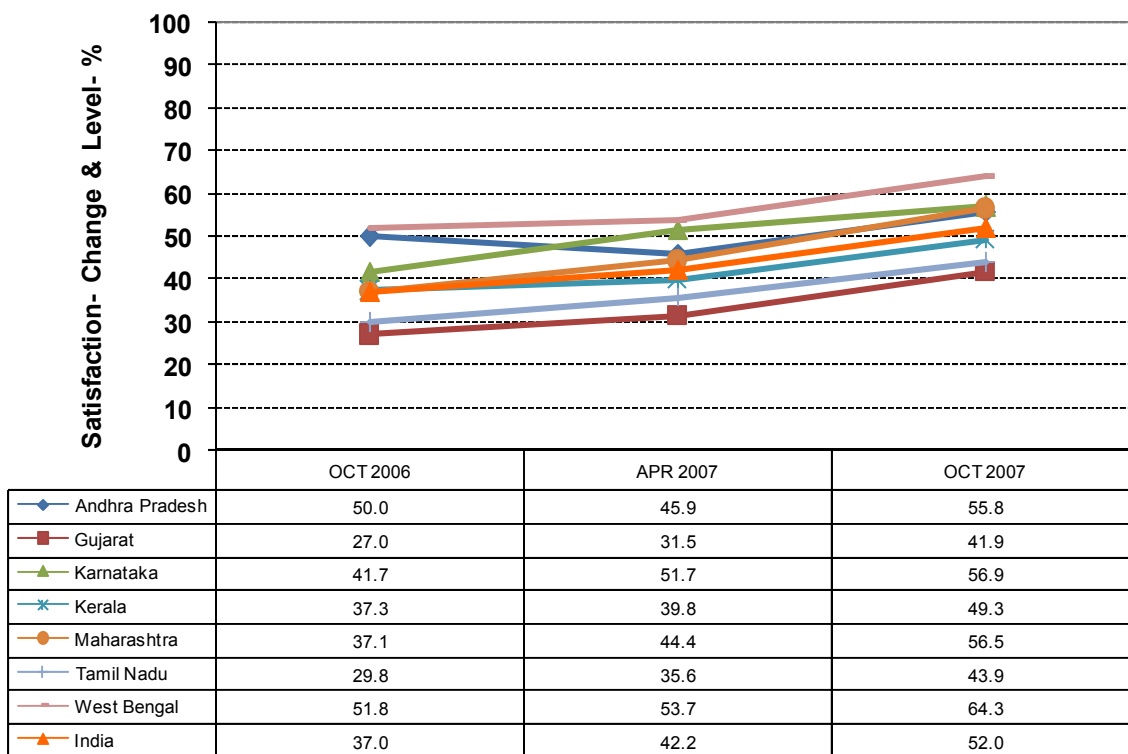
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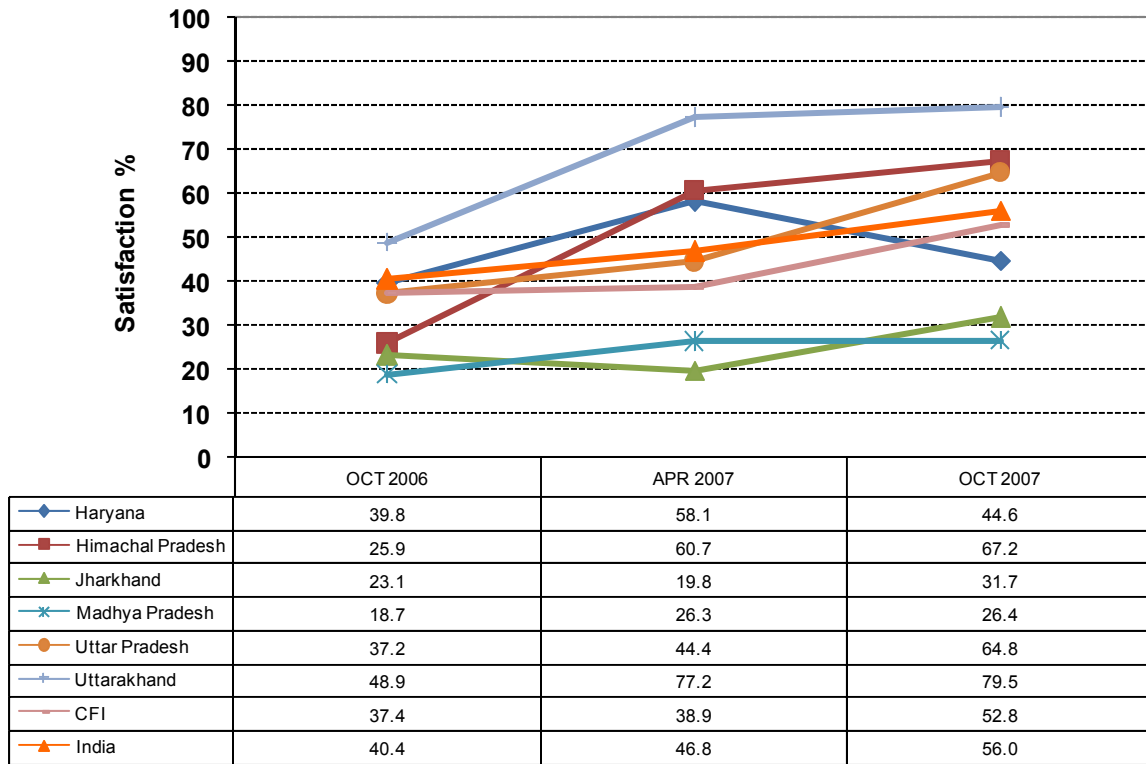
4. IMPROVEMENT/QUALITY IN TEACHING-RESEARCH INFRASTRUCTURE - NORTH INDIA



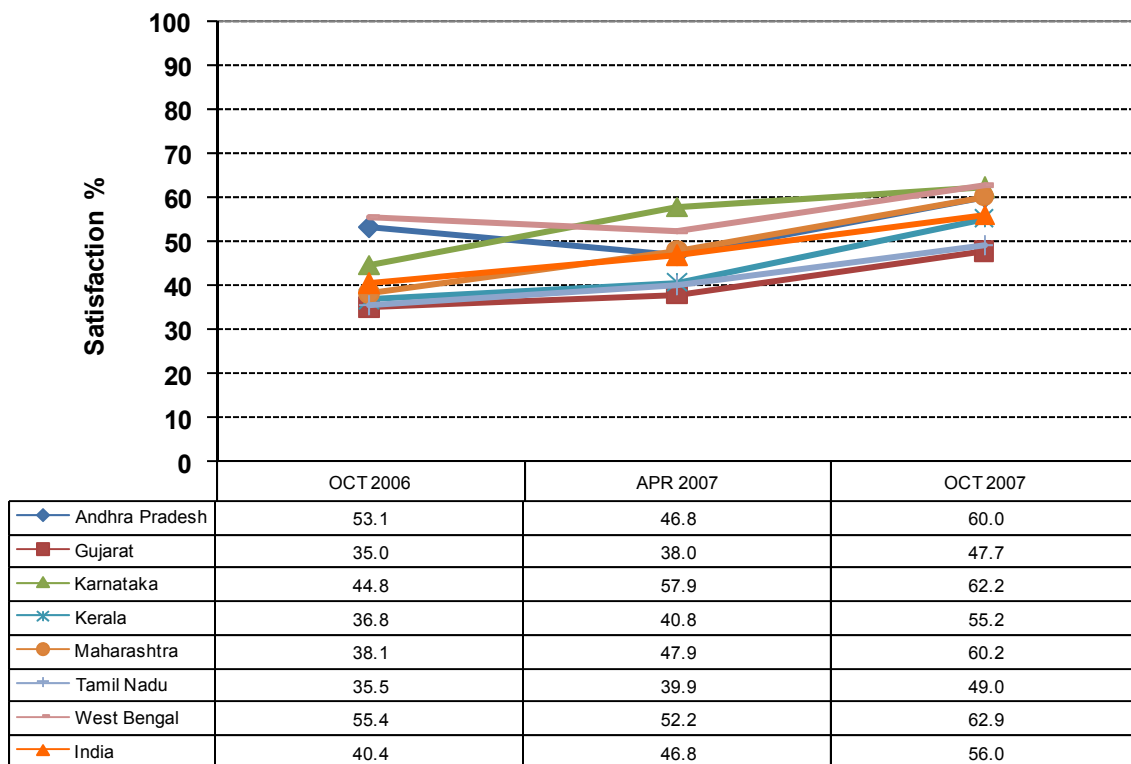
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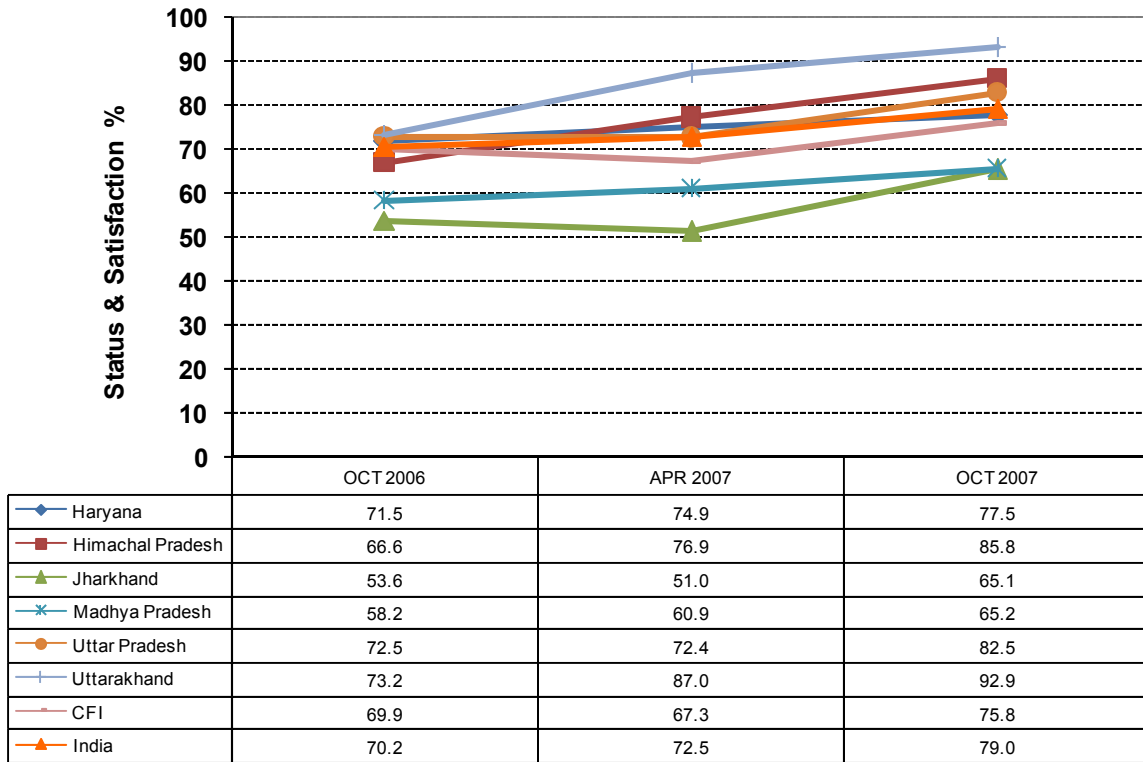
5. SATISFACTION WITH QUALITY OF LIBRARY - NORTH INDIA



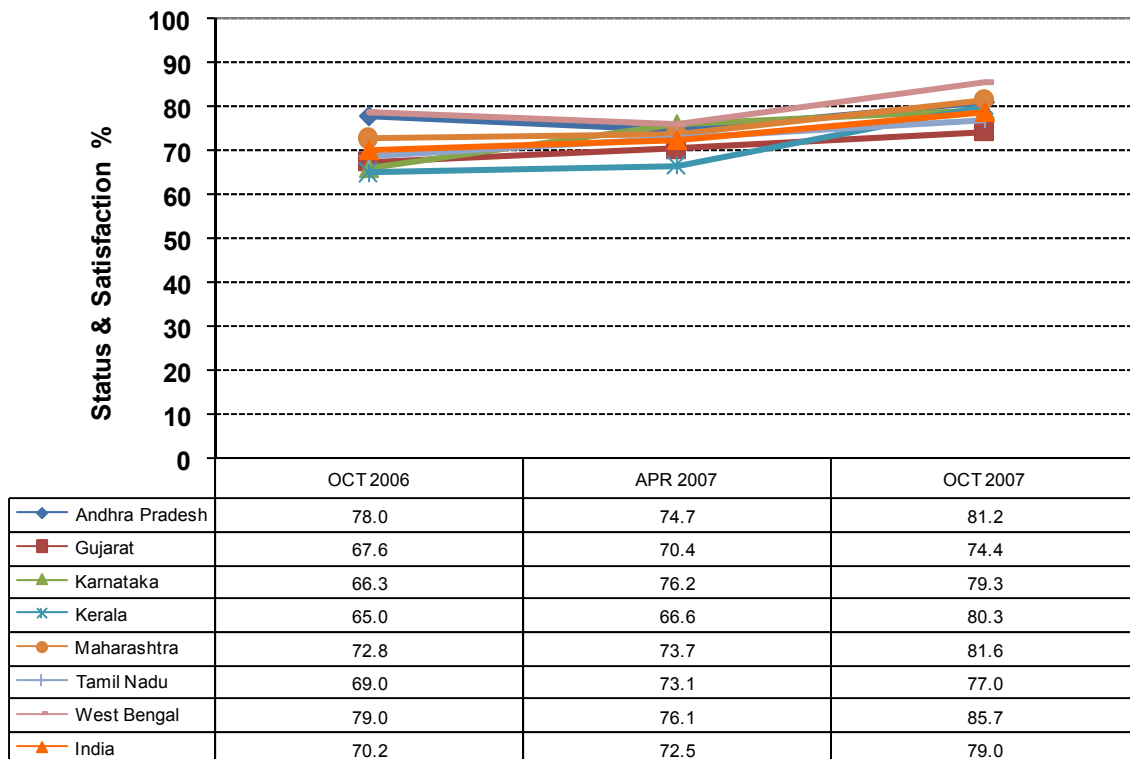
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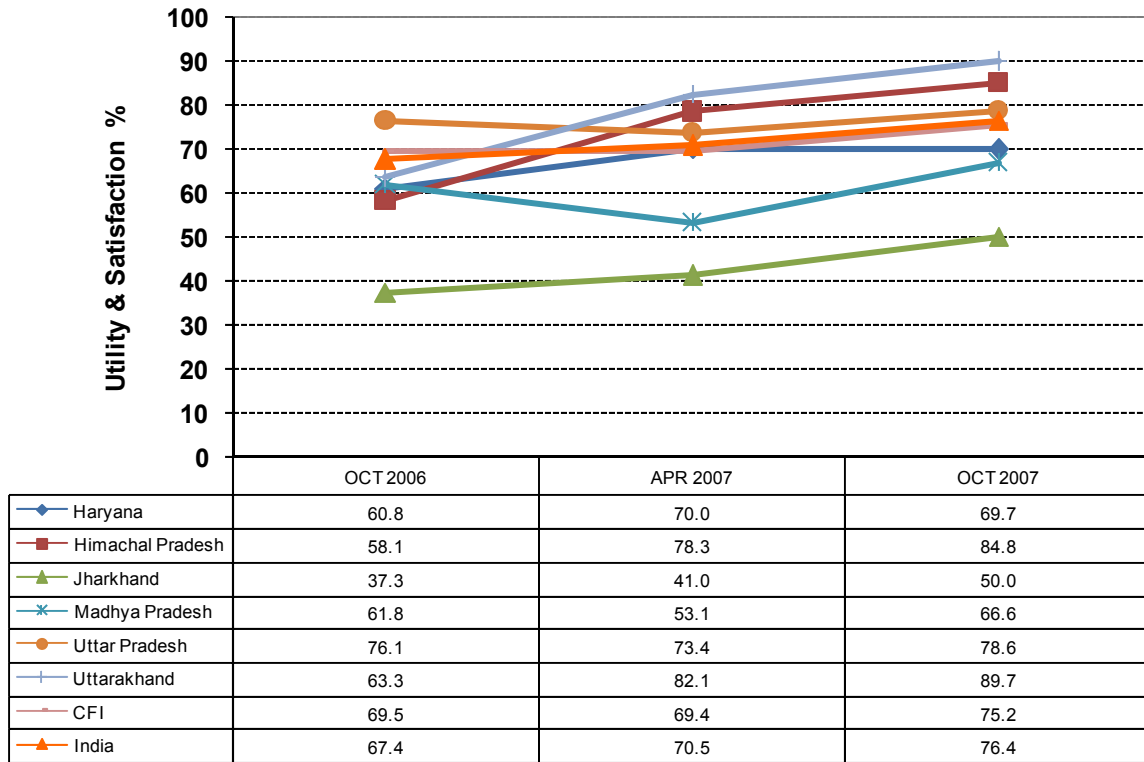
6. STATUS & SATISFACTION WITH TEACHING (SELF-REPORTED) - NORTH INDIA



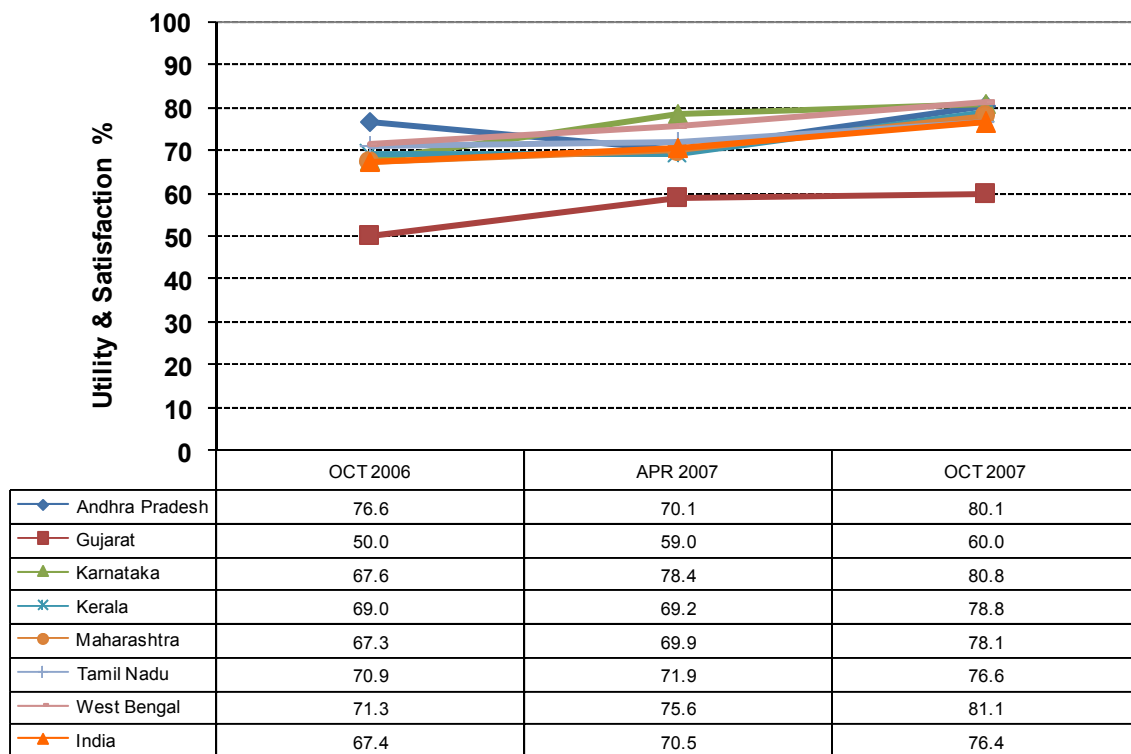
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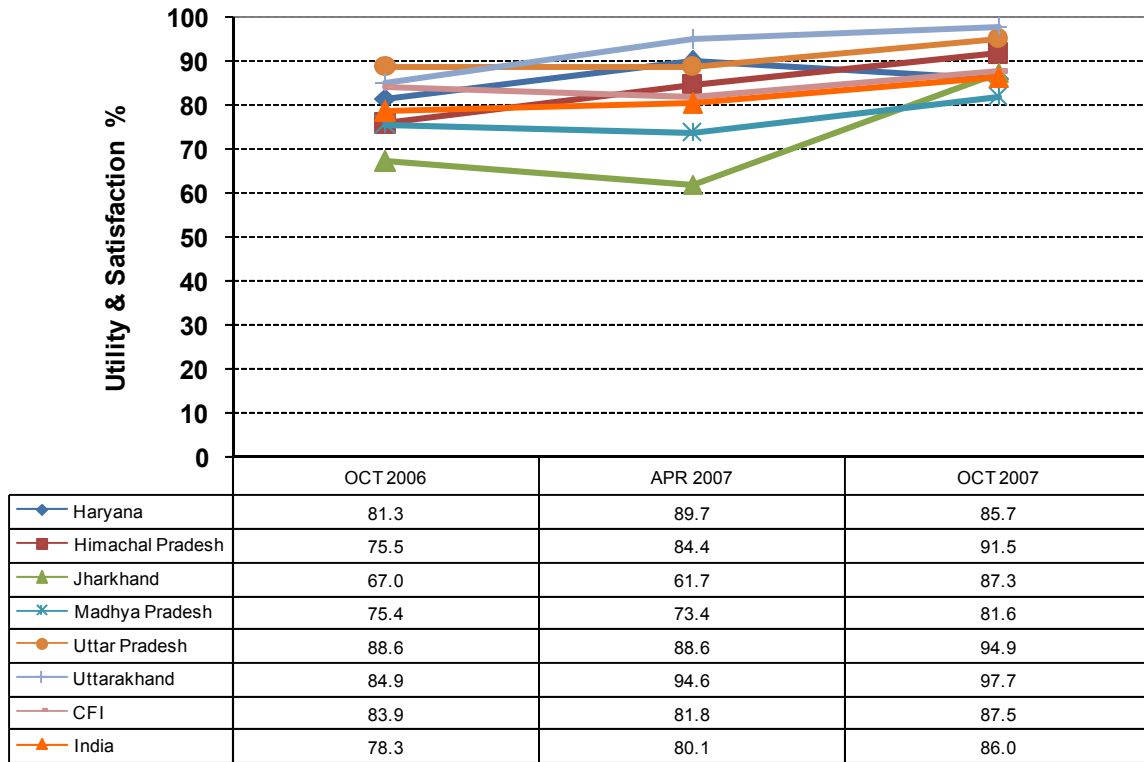
7. UTILITY OF AND SATISFACTION WITH TEACHERS EVALUATION OF STUDENTS - NORTH INDIA



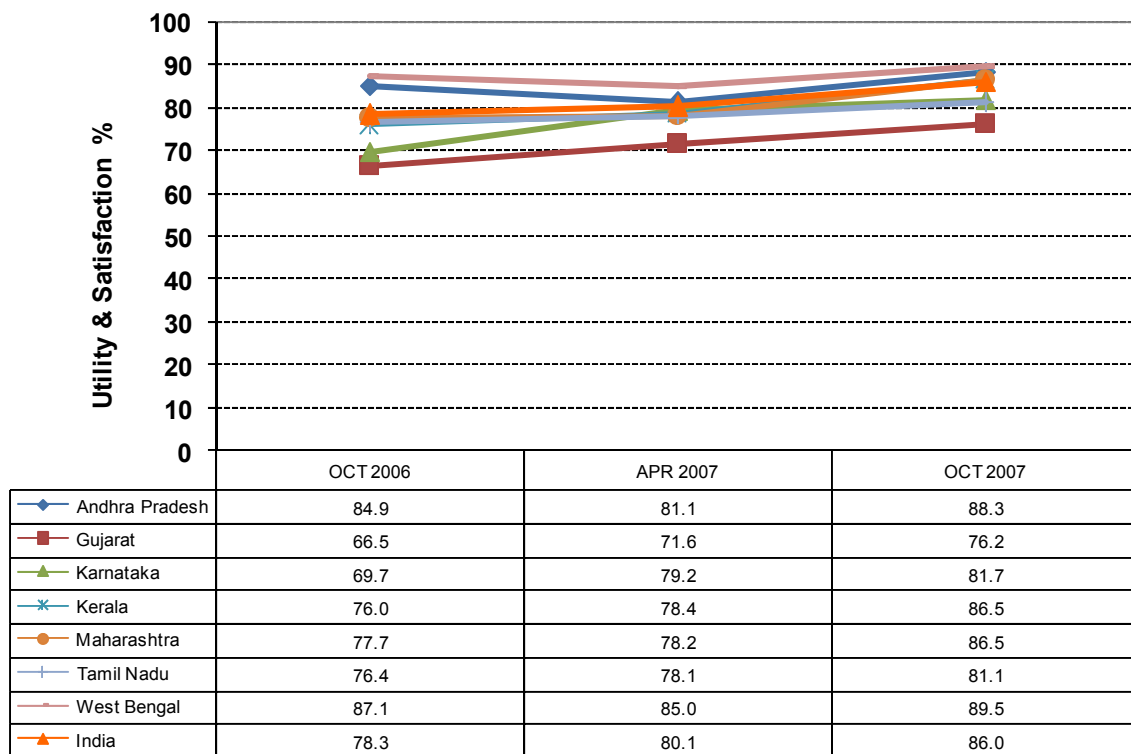
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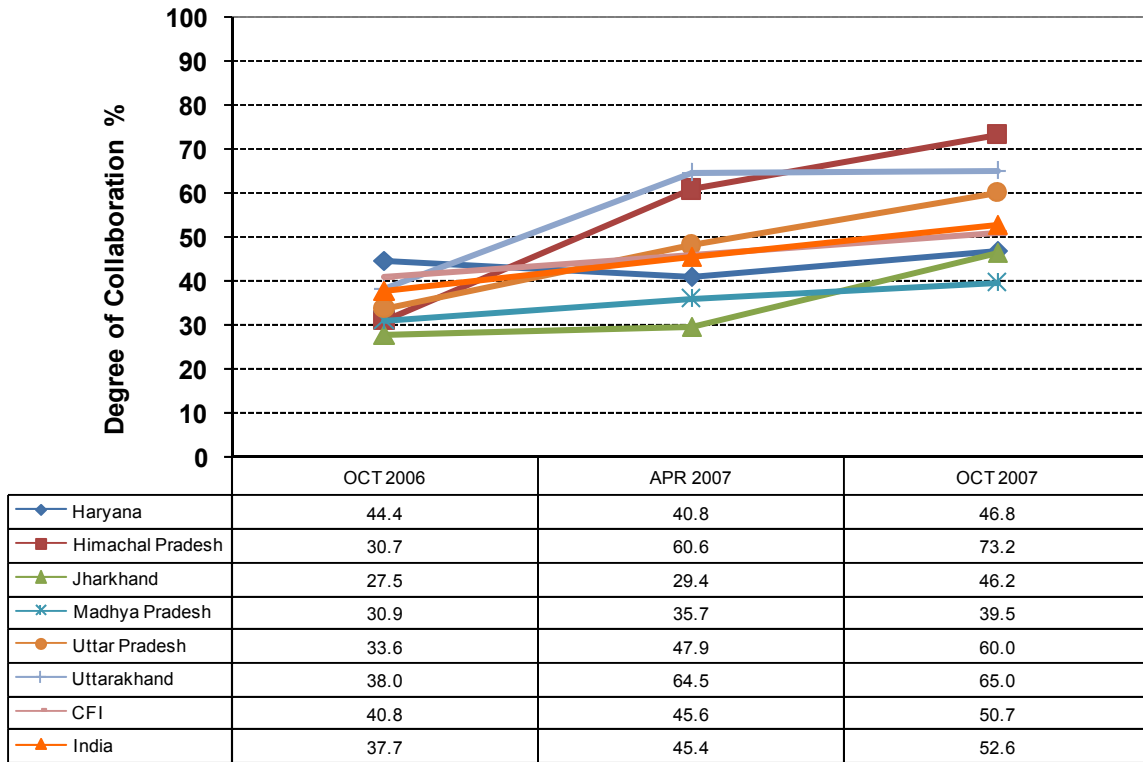
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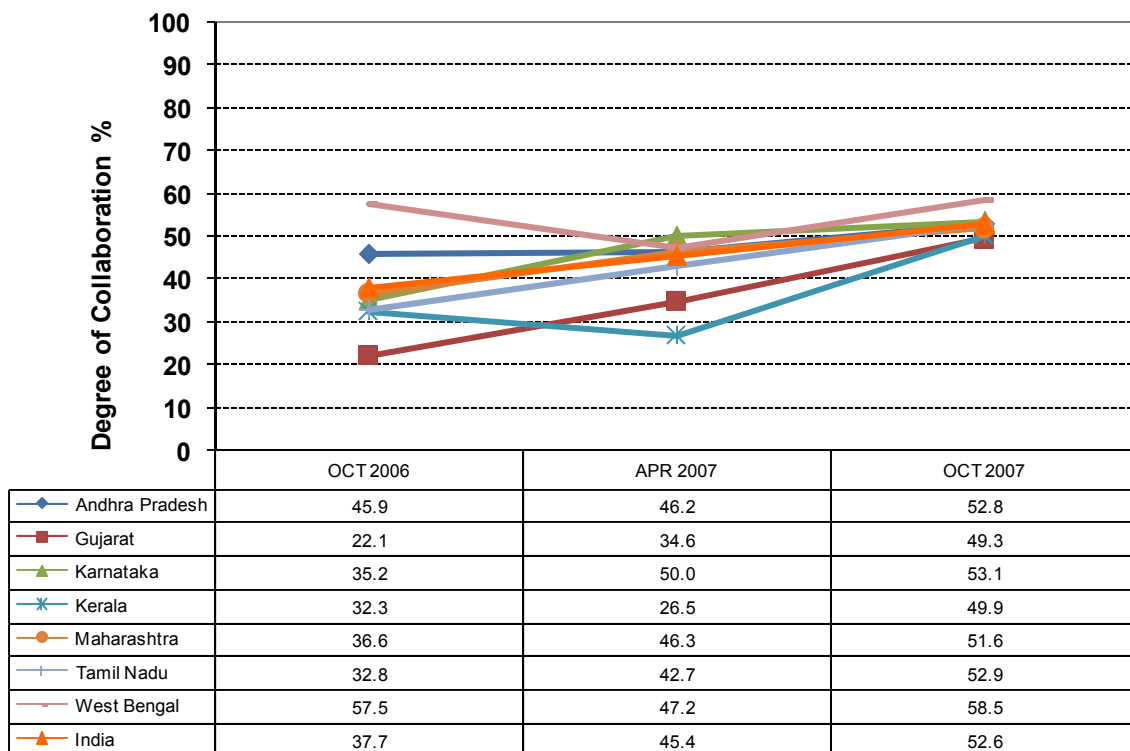
8. UTILITY OF AND SATISFACTION WITH STUDENTS EVALUATIONS OF TEACHERS - SOUTH INDIA, WEST INDIA, EAST INDIA



9. EXTENT OF OUTSIDE COLLABORATION (COMMUNITY & NETWORK ACTIVITIES) - NORTH INDIA



9. EXTENT OF OUTSIDE COLLABORATION (COMMUNITY & NETWORK ACTIVITIES) - SOUTH INDIA, WEST INDIA, EAST INDIA



ANNEX

QUESTIONS ASKED TO PARTICIPATED FACULTY

The annex list the specific questions asked to the participated faculty in each category. The faculty members were given multiple-choice questions. The choices are shown in the parenthesis after each question, e.g., Yes or No, Fully, Partially, or Not Adequate, etc. Faculty satisfaction for each question is the share of faculty that answered the highlighted choice in the parenthesis.

Take “3. *Professional Development*” as an example, suppose that 10 out of 30 faculty members answered *Yes* in the first question and 20 faculty out the same group replied *Yes* in the second question. The percentage of faculty satisfaction is 33.3% and 66.6% in the first and the second question respectively. The faculty satisfaction of this category is the average of these two figures. Hence, it is 50%. $(33.3\%+66.6\%)/2=50\%$

1. OVERALL SATISFACTION

The graph compares the institute with state and national average in overall faculty satisfaction. The figures in the graph are the average of the eight topic categories of faculty satisfaction.

2. STATUS & SATISFACTION WITH INCENTIVES, RECOGNITION AND ADMINISTRATION

Questions Asked:

- *Are you satisfied with the Incentives/Incentives/Benefits for Faculty given for the following? (Yes, No)*
 - a) Participation in consultancy projects
 - b) Securing sponsored projects
 - c) Obtaining patents
- *Are the following systems fully computerized? (Yes, No)*
 - a) Admission works
 - b) Finance & accounts
 - c) Service records
 - d) Salary disbursement
 - e) Examination system
- *Are you satisfied with the time taken by the authorities to respond to your requests for? (Yes, No)*
 - a) Leave application
 - b) Application for loans
- *What is your level of satisfaction regarding the following? (Full, Partial, Not adequate)*
 - a) Benefits like GPF, Insurance, etc
 - b) Medical facilities
 - c) Adequacy of Housing and its maintenance
 - d) Recreation facilities

3. PROFESSIONAL DEVELOPMENT

Questions Asked:

- *Are you satisfied with the Incentives/Incentives/Benefits for Faculty given for the following? (Yes, No)*
 - a) Participation in continuing education programs
- *Are you satisfied with the time taken by the authorities to respond to your requests for? (Yes, No)*
 - a) Application for higher study
 - b) Request to attend seminars/workshops/conferences in India
 - c) Request to attend seminars/workshops/conferences abroad

4. IMPROVEMENT/QUALITY IN TEACHING-RESEARCH INFRASTRUCTURE

Questions Asked:

- *Has there been any improvement or modernization of instruments in the laboratories related to your subject during the TEQIP period? (Yes, No)*
- *Has there been any improvement or modernization of equipments in the workshops related to your subject during the TEQIP period? (Yes, No)*
- *How is the ambience of the laboratories and workshops related to subjects taught by you with regard to the following if improved in last two years? (Very Good, Good, No Change)*
 - a) Adequacy of laboratory furniture
 - b) Sufficiency of lighting
 - c) Maintenance of instruments and equipments

- d) Maintenance of furniture, fans, walls, flooring, etc.
- e) Adequacy of safety measures
- f) Removal of obsolete and non repairable instruments/equipments
- *What is your opinion about the maintenance of the following undertaken during last 6 months? ($\geq 75\%$, $\geq 50\%$ & $< 75\%$, $< 50\%$)*
 - a) Academic buildings
 - b) Equipments
 - c) Instruments

5. SATISFACTION WITH QUALITY OF LIBRARY

Questions Asked:

- *What is your level of satisfaction with the institutional library available to you in terms of working hours? (Fully, Partially, Not Adequate)*
- *Are you satisfied with the ambience of the institutional library in terms of? (Fully, Partially, Not Adequate)*
 - a) Lighting
 - b) Furnishing and décor
 - c) Comfort
 - d) Maintenance of furniture, fans, walls, flooring etc.
- *What is your level of satisfaction of the following in the institutional library: (Fully, Partially, Not Adequate)*
 - a) Text books (Volumes and titles)
 - b) Reference books (Titles)
 - c) Journals
 - d) CD-ROMS
 - e) Photocopying facilities
 - f) Reading room facility

6. STATUS & SATISFACTION WITH TEACHING (SELF-REPORTED)

Questions Asked:

- *Are the contents of courses been taught by you up to date? (Yes, No)*
- *Did you cover the left out topics in your course? (Yes, No)*
- *Are you satisfied with the experimental/practical/design content in the subjects taught by you? (Fully, Partially, Not Adequate)*
- *Have you assigned /arranged the following activities to your students in the last 6 months? (Yes, No)*
 - a) Individual assignments
 - b) Real life projects
 - c) Training in soft skills like communications etc.
 - d) Interaction with external experts
 - e) Discussion with students outside the class room
- *Do you share Lesson Plan with the students? (Yes, No)*
- *What percentage of your lecture is dealt with audio-visual aids/ transparencies/ slides/hand outs etc. ($\geq 25\%$, $\geq 10\%$ & $< 25\%$, $< 10\%$)*
- *Were you satisfied with the technical content of final year project in the last year? (Yes, No)*

7. UTILITY OF AND SATISFACTION WITH TEACHERS EVALUATION OF STUDENTS

Questions Asked:

- *Have the following methods been adopted in continuous evaluation of students in the subjects taught by you in last semester? (Yes, No)*
 - a) Quizzes
 - b) Assignments
 - c) Mid-semester examination/ Unit tests
 - d) Presentations
 - e) Group project
- *Are you satisfied with the methods adopted in continuous evaluation of students in the subjects taught by you in the last semester? (Yes, No)*

8. UTILITY OF AND SATISFACTION WITH STUDENTS EVALUATIONS OF TEACHERS

Questions Asked:

- *Have you shared with your students the evaluation of mid-semester/ unit tests answer scripts in the subjects taught by you during last semester? (Yes, No)*
- *Has your performance as a teacher been appraised by students in the last semester in? (All subjects, Some subjects, No subject)*
- *Are you satisfied with the format used by students for appraisal of teacher's performance? (Fully, Partially, Not adequate)*
- *Did you find the appraisal useful carried out by students in last one year? (Yes, No)*

9. EXTENT OF OUTSIDE COLLABORATION (COMMUNITY & NETWORK ACTIVITIES)

Questions Asked:

- *Have you been involved with any sponsored research projects and consultancy work in last one year? (Yes, No)*
- *Have you ever been deputed to a network institution for an academic activity during the last 6 months? (Yes, No)*
- *Have you been involved in a joint activity with any of the networked institutions in the last 6 months? (Yes, No)*
- *How many joint activities (like training, seminars, joint research etc.) are being undertaken with a non-formal network institution in your subject area? (More than 2, 1-2, Not at all)*
- *Are you participating in any services being rendered to the community in the vicinity of your institution regarding the following? (Yes, No)*
 - a) Technical assistance
 - b) Technical advice
 - c) Knowledge enhancement
 - d) Skills development
 - e) Extension of technology