

# TOWARDS AN EDUCATED INDIA:



## Stakeholders Expectations from the Faculty of an Academic Institution

faculty needs to be looked not only from the students perspective but also from the point of view of the different stakeholders of the institution.  
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**Higher Education Forum**

In any organisation, stakeholders play a very important role. The stakeholders in the case of any institute of learning can be said to be the management, statutory and regulatory bodies (university authorities, AICTE etc), parents, corporate, faculty, students, society, etc. Of all these stakeholders, the key players or the performers in any institution can be said to be the students and faculties. How do these stakeholders view the performance of these very important performers? What are the parameters that are used to measure the performance? This article looks at the expectations from one of the most important stakeholders ie the faculty.

2. Presentation and publication of research papers in well reputed ISSN journals
3. Participation and organisation of conferences/ seminars/ workshops
4. Contribution to in-house magazines
5. Contribution to FDP and MDP programmes
6. Contribution to institution building activities like contribution to NAAC assessment or NBA assessment, admissions, placements, etc
7. Identification of weak students and their counselling and mentoring

From the stakeholder perspective, the first and foremost is the student appraisal of the faculty. The objectives of the faculty feedback system (FBS) are to assess:  
 a. Teaching and learning effectiveness through a comprehensive and meaningful process  
 b. Strengths and weakness of the faculty so as to encourage professional growth and excellence  
 c. Performance for the purpose of retention and/or rewarding the faculty

The FBS normally measures various components including learning environment, instructional design, subject mastery, assessment procedure, among others.

The goal of any institute in assessing its faculty is to identify and correct inefficiencies within its operating system and provide the necessary direction in support of each faculty member for the assurance of quality and integrity and thus fulfill the expectations of the various stakeholders.

The faculty appraisal system is a comprehensive and a detailed activity which when introduced for the first time would take around three to four months before the first appraisal is completed and the report filed. Some key issues in such appraisals include:  
 1. Student feedback mechanism

papers. In today's context, publication of research papers is of prime importance. The UGC have circulated a draft plan for giving increments to faculty under the head career advancement. The UGC has mandated that a publication in journals having a high impact factor carries substantial higher points.

Organising conferences, workshops, faculty development programmes, and management development programmes are also some of the major activities required of the faculty members of any institution of higher learning. Through these activities, the advantages accrue both to the faculty as well as the institute. They help in augmenting the knowledge base of the faculty, strengthen their analytical and other skills, broaden their perspective and finally enhance their leadership abilities grooming them to possible future higher positions. Indirectly these will also help the student community as the teachers pass on the accrued competencies and skills to them through experience sharing and dissemination of knowledge.

The other crucial issue gaining importance in recent times relates to identification, counselling and mentoring of weak students. This becomes essential especially in urban schools that do not have hostel facilities. The stresses due to travel from the place of residence to the school and back as well as the need to complete assignments, prepare for the classes, etc can take a toll on some of the students. It is necessary to identify these students who are unable to take on the high level of stress caused out of the excess workload and counsel them. The faculty, therefore, is expected not only to be a good teacher measured in terms of his or her teaching ability but also in terms of being a good mentor.

In some of the higher learning institutes, the management have appointed

counsellors who visit these schools say, once or twice a week. Discussions with the students and parents have indicated that this system does not necessarily yield good results as normally a student who is under stress is unlikely to approach a counsellor and confide in him. The expectation from these stakeholders is that the faculty concerned should themselves act as counsellors and mentors.

The discussions with the management of several colleges and also with several officials of UGC/ AICTE indicate that there is an urgent need to improve the quality of the teaching professionals. The performance of the

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PLACEMENT ASSISTANCE

**News bites**

### Diploma scholarships

The KC Mahindra Education Trust has announced the Mahindra All India Talent Scholarship. Students who have passed class 10 or 12 and have secured admission in 2011 to government or recognised polytechnics for diploma courses can apply. Preference will be given to students from lower income families, disabled students and children of armed forces personnel. Send in your application with a self addressed envelope before July 28, 2011 to The Executive Director, KC Mahindra Education Trust, Cecil Court, 3rd Floor, Behind Regal Cinema, Mahakavi Bhushan Marg, Mumbai 400 001.

Scholarships of Rs 5000 per year for a maximum period of three years will be given to selected candidates. Application forms will be sent to eligible students. Once the students get the application form, it should be duly filled and sent along with the necessary enclosures to the above address before August 15, 2011. The interview date and venue will be intimated to the selected applicants. The cost of travel to the interview centre will be reimbursed to a certain extent.

### Environmental incentive

Bayer is inviting young environmentalists a chance to share details on their activities and win a trip to Germany. The company released the India application forms for the Bayer Young Environmental Envoy Programme 2011 last week. Participating students win a chance to participate in a field trip within the country. Two students will then be chosen to represent India along with youth delegates from other countries on an all - expense paid study trip to Germany from October 16-21, 2011. The week long study trip, will give students the unique opportunity to gain a firsthand experience of best environmental protection practices by the company, people and government in industrialised countries.

The programme is open to all Indian students within the age group of 18 - 24 years, holding a valid passport and actively involved in a current or completed environmental project. Further details on the criteria, joining procedures and application forms are available on the India section of the website [www.bayeryoungenvoy.com/en](http://www.bayeryoungenvoy.com/en). The last date for submission of entries is July 31, 2011.

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Applications are invited from candidates for the Institute level seats and Vacant Seats, if any, after CAP rounds for the MMS Course of the University of Mumbai. Applications to be submitted to the Institute within 10 days from the date of publication of this advertisement. For eligibility details logon to [www.dte.org.in](http://www.dte.org.in)

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 Plot no. 2, R.S.C. - 34, Gorai-2, Borivall (W), Mumbai-91. Tel: 022-28688184 (Approved by N.C.T.E. and Govt. of Maharashtra)

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4	1	5	00

  

OPEN	SC	ST	VJ	NTB	NTC	NTD	SBC	OBC	TOTAL
5	1	1	-	1	-	-	-	2	10

  

ARTS	COMMERCE	SCIENCE	MCVC
8	1	10	01

  

OPEN	SC	ST	VJ	NTB	NTC	NTD	SBC	OBC	TOTAL
10	2	2	-	2	-	-	-	4	20

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- M.A. (History, Sociology, Economics, Marathi, English & Hindi) ➤ M.A. (Education)
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• Scholarship/Freeship Scheme is available for Reserved Category Students (SC, ST, VJ, NT, SBC, OBC).

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F.Y.B.A., F.Y.B.Com.,	20th July to 12th August, 2011	02nd September to 16th September, 2011
F.Y.B.Sc (Comp.Sc.) F.Y.B.Sc. (I.T.)		
M.A., M.A. (Edu.), M.Sc. Part I (Maths/ I.T./ Comp.Sc.), M.Com. Part I (Accounts/ Management) PGDFM & PGDORM Part I	28th July to 16th August, 2011	19th September to 30th September, 2011

2) Application forms/Kits for Admissions to the following programmes will be available on Monday to Friday, except holidays between 11.00 AM to 2.30 PM, At "IDOL" (Ground Floor, Room No. 05) and its following admission centers\* only at Rs. 100/- In cash.

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**ADMISSION SCHEDULE**

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Programmes	First Round	Second Round* (with late fees of Rs. 150/-)
S.Y. & T.Y. B.A. S.Y. & T.Y. B.Com.	20th July to 12th August, 2011	02nd September to 16th September, 2011
M.A., M.Sc. Part I (Maths/ I.T./ Comp.Sc.), PGDFM & PGDORM Part II	28th July to 16th August, 2011	19th September to 30th September, 2011
M.A. Education & M.Com. Part II		
S.Y. & T.Y. B.Sc. Nautical Technology.	Dates will be announced after the declaration of IDOL result of F.Y. & S.Y. Nautical Technology.	

☐ M.C.A. First Year Admission dates will be announced after the declaration of Entrance Test Results, conducted by IDOL and declaration of degree exam of University held on May, 2011.  
 ☐ S.Y. & T.Y. B.Sc. I.T./Comp.Sc. & S.Y. / T.Y., M.C.A. admission form will be accepted within 15 days after the declaration of the lower exams results.

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**DATES FOR SUBMISSION OF OCTOBER, 2011 EXAM FORMS FOR REPEATERS**

B.A. & B.Com. (F.Y., S.Y. & T.Y.), M.A., M.A. - Education,	08th August to 18th August, 2011
M.Com., M.Sc. (Maths, I.T. & C.S.) Part - I & II	22nd to 26th August, 2011 (with late fees)

**Date: 20th July, 2011**  
 Dr. D. Harichandan  
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