



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
Phone: 011-23231899 Website: <https://zhdce.ac.in/> E-mail: zhpge.college@gmail.com

Teaching Staff Feedback: Action Taken Report (Academic Year 2018-19)

S. No.	Criteria	Recommendations/ Action Taken
1	Timely disbursal of salaries.	The compensation for college employees is distributed by the Government of India, wherein a variety of incentives, salary increments, and additional benefits are allocated in compliance with the regulations governing central government personnel.
2	Role and responsibility.	The college provides all teaching staff members with the chance to undertake roles and responsibilities that match their interests via a democratic nomination process when forming committees within the staff council. These committees advocate for arranging regular skill enhancement workshops for both teaching and non-teaching staff, aiming to strengthen their competencies and empower them to assume roles and responsibilities that align with their preferences. Previous experience and performance are crucial factors considered when assigning additional duties and obligations to the staff.
3	Library facilities including books, journals, reading room, etc.	The college library is esteemed for its exceptional amenities, boasting a vast array of books and subscriptions to numerous journals and newspapers. Moreover, it provides access to online resources via the Delhi University Library System. Additionally, the library houses a unique collection of rare books, enriching its academic resources. To accommodate the requirements of faculty members, a dedicated reading room is available. The college further institutes a Library Committee composed of representatives from every department, ensuring varied viewpoints in the decision-making process. Each department receives a budget for acquiring books and other materials for the library, facilitating the ongoing enhancement of its collection.
4	Encouragements towards use of ICT and innovative pedagogy.	The college promptly integrates recent advancements in ICT. It offers Wi-Fi access through the Delhi University's internet system, ensuring high-speed internet connectivity for both students and staff via available computer resources. Additionally, the college library facilitates access to online resources through the Delhi University Library System. Each staff member and student receives a tailored Google account for educational institutions, providing access to a wide range of services. Many teachers employ innovative pedagogical techniques, including flipped classrooms, experiential learning, group discussions, debates, presentations, projects, fieldwork, blogs, vlogs, among others. To ensure continuous improvement, the college regularly introduces new ICT tools and conducts training sessions to acquaint teaching staff with the latest advancements in ICT and innovative pedagogical approaches.
5	ICT facilities in college.	The college provides Wi-Fi access via the Delhi University's internet system, ensuring both students and staff can connect to



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

Phone: 011-23231899

Website: <https://zhdce.ac.in/>

E-mail: zhpge.college@gmail.com

		high-speed internet while on campus. Additionally, computer facilities with high-speed internet connectivity are available to all users. The college library grants access to a plethora of online resources through the Delhi University Library System. Furthermore, each staff member and student receives a tailored Google account for educational use, allowing access to various services. Further exploration and implementation of ICT tools are encouraged to enhance the educational experience for both college staff and students.
6	Satisfaction with the work environment.	The faculty members of the college express satisfaction with their working environment, noting the cooperation, accessibility, and punctuality exhibited by their colleagues and administrative personnel. The college consistently organizes various formal events and informal gatherings for its staff to nurture a healthy work environment and cultivate a collegial atmosphere.
7	Timely promotion.	The last round of promotions was concluded in the academic year 2011-2012. The college strictly follows the promotion guidelines established by the University Grants Commission (UGC). As per these guidelines, a Screening-cum-Evaluation committee must be formed.
8	Opportunities for professional enrichment.	The college diligently fosters the professional advancement of its teaching staff by extending support for their engagement in workshops, conferences, seminars, Faculty Development Programs (FDPs), and analogous events designed to augment their professional competencies. Furthermore, staff members retain the prerogative to request reimbursement for expenses associated with their involvement in pertinent activities. Additionally, faculty members are entitled to paid duty leaves to facilitate their attendance at such events.
9	Timely processing of medical bill, LTC, etc.	The processing of medical bills, LTC, and other relevant matters adheres strictly to the rules and regulations specified by the Government of India.
10	Encouragement towards research and publication.	The college provides exceptional research facilities via its library and accompanying infrastructure. Faculty members are strongly encouraged to engage in seminars and conferences, with financial aid accessible to facilitate their participation, along with paid duty leaves. Teaching staff also have the opportunity to take study leaves and sabbaticals in accordance with established regulations. Furthermore, increments are awarded to holders of research degrees in accordance with the regulations outlined by the University Grants Commission (UGC).
11	Adequacy of classroom and seating capacity.	The college adheres strictly to the seat matrix approved by the University of Delhi, thereby ensuring the admission of students according to the allocated number of seats for each course. This practice maintains a balanced teacher-student ratio within the



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

Phone: 011-23231899

Website: <https://zhdce.ac.in/>

E-mail: zhpge.college@gmail.com

		institution. Additionally, following the sanctioned seat intake facilitates the management of suitable classroom capacity and seating arrangements. This approach enhances the educational experience for both students and staff without excessively burdening the college's infrastructure.
12	Interaction with students.	The college fosters constructive interaction between its teaching staff and students. In addition to departmental educators, the institution has instituted a mentor-mentee framework, wherein assigned mentor teachers offer assistance to students regarding their academic, professional, and personal matters. This system undergoes regular evaluations, and any significant issues raised during mentor-mentee sessions are promptly addressed and referred to the relevant authorities for resolution.
13	Encouragement for organizing academic, co-curricular and extra-curricular activities for overall development of students.	The college takes pride in hosting numerous departmental and college-level societies devoted to organizing a diverse range of academic, co-curricular, and extra-curricular activities aimed at fostering the holistic development of students. Financial assistance is provided to various societies by the college administration. Additionally, each department hosts a plethora of events for students throughout the academic year. It is worth noting that a substantial majority of students actively participate in and attend these events, thereby significantly contributing to their overall enrichment and development.

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