



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 2019-20)

S. No.	Criteria	Recommendations/ Action Taken
1	Encouragements towards use of ICT and innovative pedagogy.	This college demonstrates a strong commitment to integrating recent advancements in ICT into its educational environment. It provides ubiquitous Wi-Fi access through the Delhi University internet system, guaranteeing high-speed internet connectivity for both students and faculty through available computer resources. The college library further enhances access to information by facilitating the use of online resources via the Delhi University Library System. Every member of the college community, including students and staff, is equipped with a Google account specifically tailored for educational institutions, granting access to a vast array of services designed to support the learning process. Additionally, all teaching staff and students are provided with Microsoft MS Teams accounts configured for educational use. This facilitates the implementation of various innovative pedagogical methods by educators, fostering a dynamic and engaging learning environment. Students are empowered through the option to submit assignments and projects online, further promoting active participation. Furthermore, numerous instructors employ a diverse range of innovative pedagogical techniques, including flipped classrooms, experiential learning, group discussions, debates, presentations, and project-based learning. Fieldwork, blogs, and vlogs are also utilized to enrich the learning experience. Committed to continuous improvement, the college proactively introduces new ICT tools and conducts regular training sessions to ensure that the teaching staff remains acquainted with the latest advancements in ICT and innovative pedagogical approaches. This ongoing focus on professional development ensures that the college remains at the forefront of educational innovation.
2	Timely promotion.	The college's last round of faculty promotions concluded in the academic year 2011-2012. In adherence to the established guidelines set forth by the University Grants Commission (UGC) for faculty promotions, the college now requires the constitution of a Screening-cum-Evaluation Committee.
3	Satisfaction with the work environment.	College faculty report satisfaction with their work environment, citing cooperative, accessible, and timely interactions with colleagues and administration. The college systematically organizes various formal and informal events to cultivate a positive and collaborative atmosphere among its staff.
4	ICT facilities in college.	The college prioritizes seamless internet access by providing Wi-Fi connectivity throughout the campus, leveraging the Delhi University's high-speed internet infrastructure. This ensures ubiquitous access for



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		both students and staff. Additionally, readily accessible computer labs equipped with high-speed internet further enhance connectivity options. The college library extends access to a vast array of online resources through its integration with the Delhi University Library System. Furthermore, to empower the learning experience, all staff and students are equipped with dedicated accounts: Google accounts tailored for educational purposes and Microsoft MS Teams configured for educational use. These accounts provide access to a comprehensive suite of services designed to support teaching, learning, and collaboration. The college is committed to continuous improvement and welcomes further exploration and introduction of innovative ICT tools to benefit both faculty and students.
5	Timely processing of medical bill, LTC, etc.	The processing of medical bills, Leave Travel Concession (LTC) claims, and other relevant matters adheres to the rules and regulations established by the Government of India.
6	Availability of resources present on campus.	The college offers a range of amenities to support its students and staff, including Wi-Fi access, a well-equipped library, a fully accessible campus, a canteen, on-campus retail outlets, ample parking facilities, and sports amenities. However, the development of student housing and staff quarters remains a priority for the future.
7	Library facilities including books, journals, reading room, etc.	The college library boasts exceptional facilities, housing a comprehensive collection of books and subscriptions to a diverse range of scholarly journals and periodicals. Furthermore, it provides access to a wealth of online resources through its integration with the Delhi University Library System. Enhancing its scholarly appeal, the library also curates a special collection of rare books. To address the specific needs of faculty members, a dedicated reading room is available. The college fosters collaborative decision-making through a Library Committee comprised of representatives from each department. This committee ensures that diverse perspectives are incorporated into library-related choices. Each department is allocated a budget for the acquisition of books and other library resources, facilitating the continuous enrichment of the collection.
8	Encouragement towards research and publication.	The college fosters a robust research environment through its exceptional library resources and complementary infrastructure. Faculty are actively encouraged to participate in seminars and conferences. To facilitate such participation, the college offers financial assistance and provides paid leave for faculty to attend these events. Additionally, teaching staff are eligible for study leave and sabbaticals according to established regulations. Furthermore, the college recognizes the value of research by granting increments to faculty holding research degrees, as stipulated by the University Grants Commission (UGC) regulations.
9	Timely disbursement	The Government of India disburses the salaries of college employees.



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	of salaries.	These salaries are determined in accordance with the rules and regulations governing central government employees, including various incentives, increments, and other benefits.
10	Opportunities for professional enrichment.	The college demonstrates a strong commitment to the professional development of its faculty. It provides support for educators by facilitating their attendance at workshops, conferences, seminars, Faculty Development Programs (FDPs), and other events that contribute to their professional growth. Staff members are also eligible for reimbursement of financial expenses incurred while participating in relevant activities. Additionally, faculty are granted paid leave to facilitate their attendance at such events.
11	College Infrastructure takes into consideration the special needs of persons with disabilities (washroom, lift, ramps ,etc.)	The college is committed to fostering an inclusive learning environment by providing accessible infrastructure for individuals with disabilities. This commitment is evidenced by the installation of elevators in both the Academic Block and Science Block, along with strategically placed ramps throughout the campus to ensure seamless accessibility. Furthermore, the college's proactive Equal Opportunities Cell plays a vital role by consistently offering recommendations for further enhancements to the accessibility of the college infrastructure.
12	Encouragement for organizing academic, co-curricular and extra-curricular activities for overall development of students.	The college fosters a vibrant extracurricular landscape through departmental and college-wide student societies. These societies organize a diverse range of academic, co-curricular, and extracurricular activities, all designed to promote the holistic development of students. The college administration recognizes the importance of these activities and provides financial support to numerous societies. Furthermore, each department takes an active role, hosting a multitude of events for students throughout the academic year. Notably, a significant majority of students actively participate in and attend these events, enriching their overall experience and development.
13	Interaction with students.	The college fosters a culture of constructive engagement between teaching staff and students. In addition to departmental instructors, a formal mentor-mentee program has been established. Within this framework, designated mentor teachers offer guidance and support to students on academic, professional, and personal matters. The program undergoes regular evaluations to ensure its effectiveness. Any significant issues identified during mentor-mentee sessions are promptly addressed and referred to the appropriate authorities for resolution.
14	Adequacy of classroom and seating capacity.	The college adheres stringently to the seat matrix mandated by the University of Delhi. This ensures that student admissions strictly follow the allocated number of seats for each program. This practice fosters a balanced student-teacher ratio, which is crucial for effective instruction. Furthermore, adhering to the sanctioned seat intake



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		guarantees appropriate classroom capacity and seating arrangements. This, in turn, contributes to an optimal learning environment for both students and faculty without placing undue strain on the college's infrastructure.
15	Role and responsibility.	The college fosters faculty engagement by affording them the opportunity to assume roles and responsibilities aligned with their interests. This is achieved through a democratic nomination process during the formation of committees within the staff council. The staff council itself actively advocates for the organization of periodic skill enhancement workshops. These workshops benefit both teaching and non-teaching personnel by bolstering their competencies, thus enabling them to take on roles and responsibilities that resonate more closely with their preferences. When assigning supplementary duties and obligations, the college considers past experience and performance as key factors.

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