

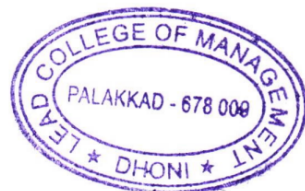
Decision Making Group:

MINUTES OF MEETING HELD ON March 19, 2023@ 1900 hrs. DMG / 2023: 4/2022-23: FACULTY FEEDBACK

Please find below the minutes of the meeting and points noted with reference to the faculty survey conducted by IQAC and the report which were shared with you. We have noted the top 6 concerns and addressed them here. Other points will be discussed separately for the academic year 2023-24 later when the changes planned are deployed and a second cycle feedback is taken:

Survey finding	Gap notices	Action plan/ process deployment
Faculty seeking more teaching learning training	Several new faculty have joined and current faculty need exposure to best practices,	a 5 day FDP a.s.a.p to cover this and IQAC to create mini workshops/ FDPS on micro-teaching and classroom skills development . A mentoring system for new faculty to be incorporated wef 2023-24 and made a mandate in faculty handbook
Faculty workload unbalanced	This is accepted. Whilst additional faculty hire is ongoing, the time-table rationalization needs to be looked into	Faculty appraisal system and work-credit alignment based on Academic, Research, Management of LEAD admin and Society contribution will be incorporated in the framework.
HR Policy	There is no clarity or consistency in approach	Both SOPs, Processes and Handbooks have since been revised and put in place. Leave management system, attendance systems have been codified. Compensation system is being reviewed for AY 2023/24
Recognition and Support for Research and Self Development	This is accepted. There is need to create a research culture and a framework.	The proposed revised Faculty Appreciation Matrix being implemented w.e.f. AY 2023/24 will provide both for work credits, incentives and clear guideline to promote and foster research,
Faculty exposure to the outside world and best practices	This is accepted. A new faculty empowerment scheme is being introduced as Faculty Secondment Program where faculty can work in an industry/corporation for a month with a professional in the domain area and all expenses will be reimbursed with allowances. This will be implemented immediately from May onwards and a once in two year cycle is mandated.	
In campus facilities and health and safety concerns.	New hostel block completion is nearing and additional investments have been made to ensure adequate power supply . This will help mitigate the situation. Off-campus accommodation is also now being offered. AY 2023/24 we are planning to construct a studio apartment block opposite the campus.	

A review of progress and additional points will be taken up in July 2023 . Already the HR manual, Faculty Appreciation Matrix, HR policies , Research and Intellectual contribution matrix have been developed and are being deployed progressively.

Dr. Thomas George K
Director

March 21, 2023

cc: QLEAD

Ms . Yasmin, Dr. Krishnakumar and Dr. Umesh Chandrasekhar to close the documentation and briefing of faculty members. FDP calender to be prepared for AY 2023/24.



Faculty Survey Report 2022-23

30/3/2023

—

Table of Contents

Overview	2
Key Findings	2
Institutional Engagement	2
Teaching Engagement	4
Work Environment	5
Recognition and Support for Research and Self Development	7
Feedback on Services	9
Individual Feedback and suggestions for improvements:	13

DR. UMESH CHANDRASEKHAR
IQAC

Overview

A survey was conducted covering the period of 2022-2023 of all full time faculty members at LEAD College of Management.

The survey had three categories for seeking feedback:

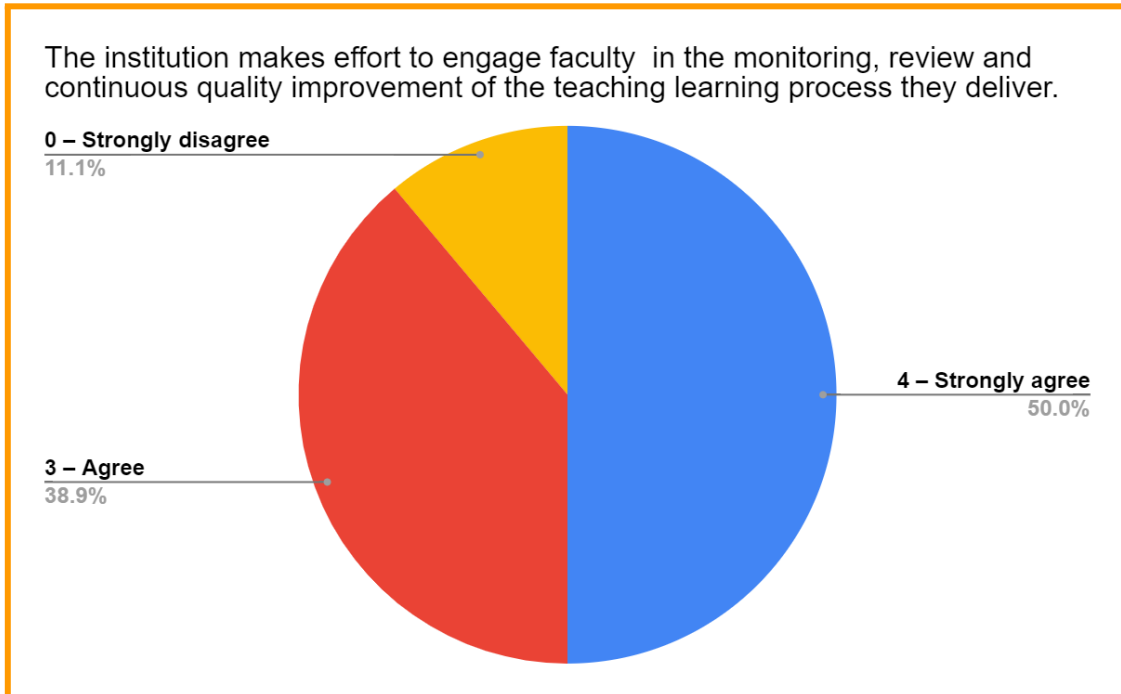
- Institutional Engagement
- Self assessment and development
- Support system provided

Over 90% of the faculty members responded and the names, joining dates and genders have been masked to ensure confidentiality.

Red Flagging of responses has been indicated if the top two positive responses are less than 70% factoring)

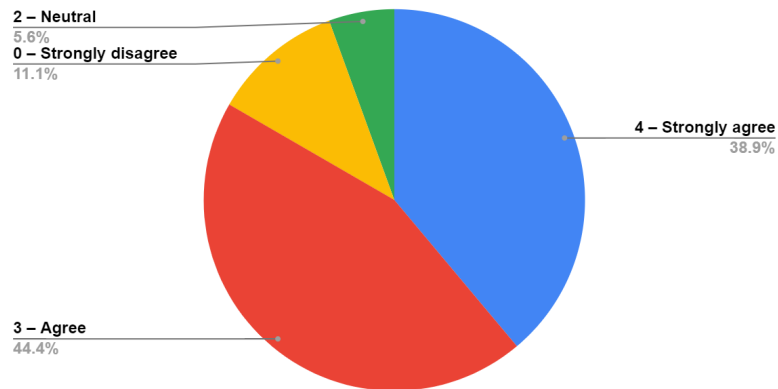
Key Findings

Institutional Engagement

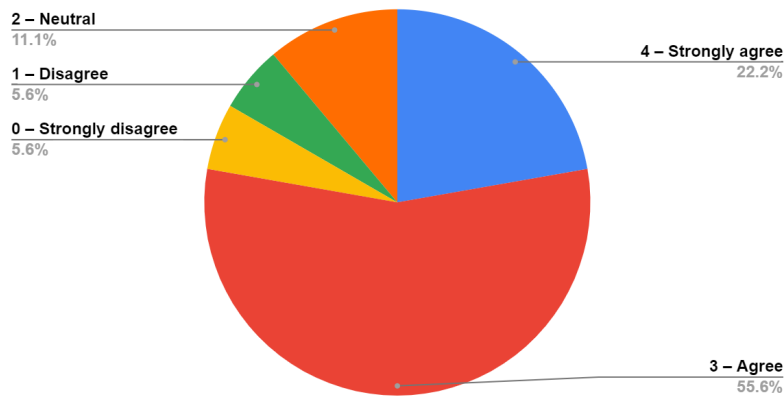


Faculty members overall felt that the institute makes an effort to engage faculty members in the academic processes.

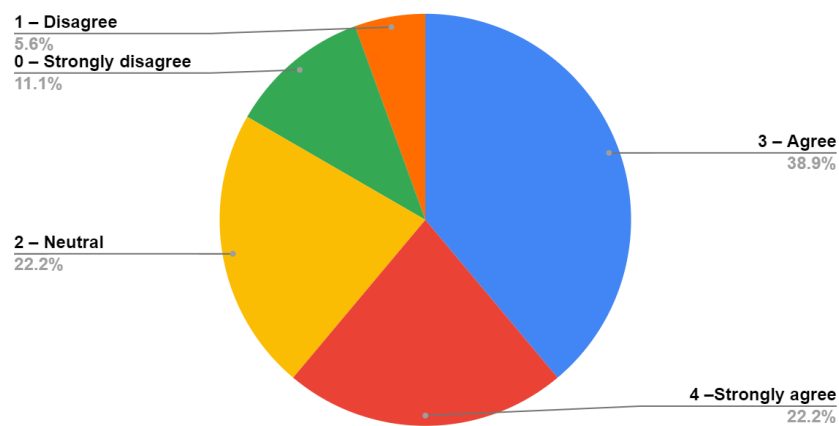
The institution makes effort to train me and help me improve my skills.



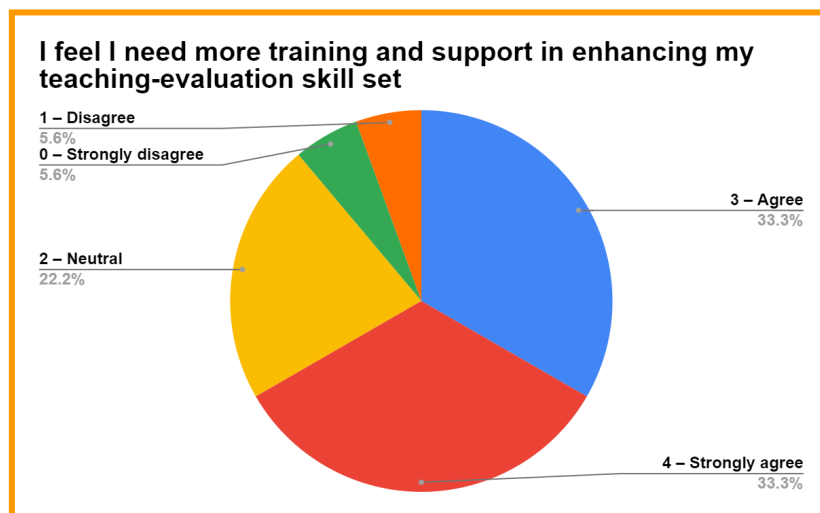
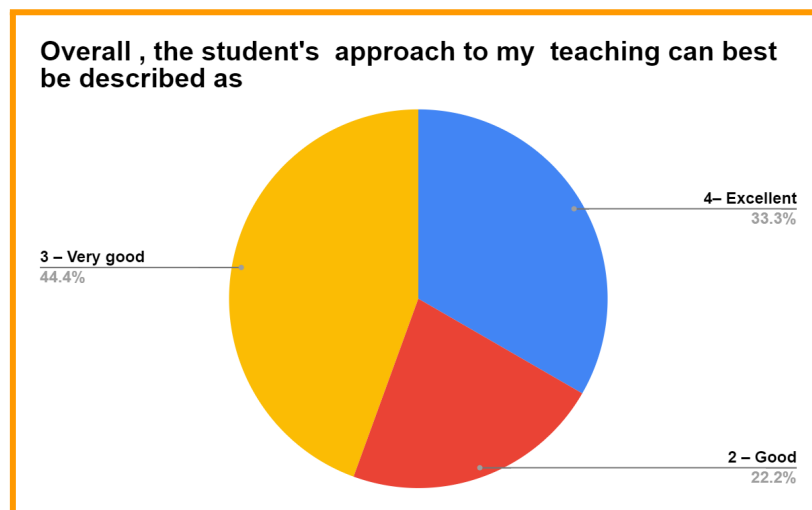
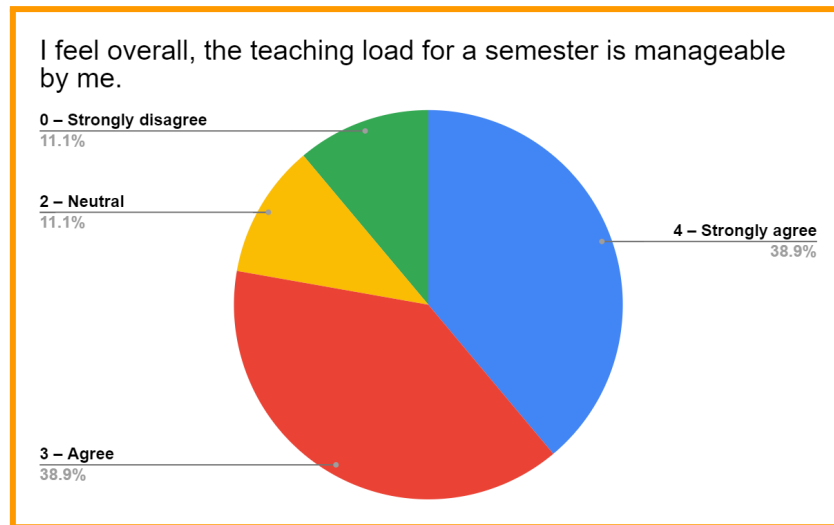
The institution has set clear targets for me to achieve and I think this is fair.



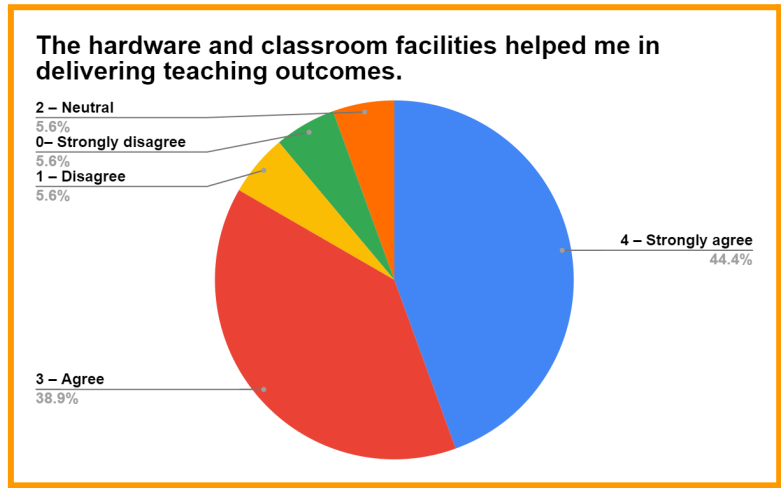
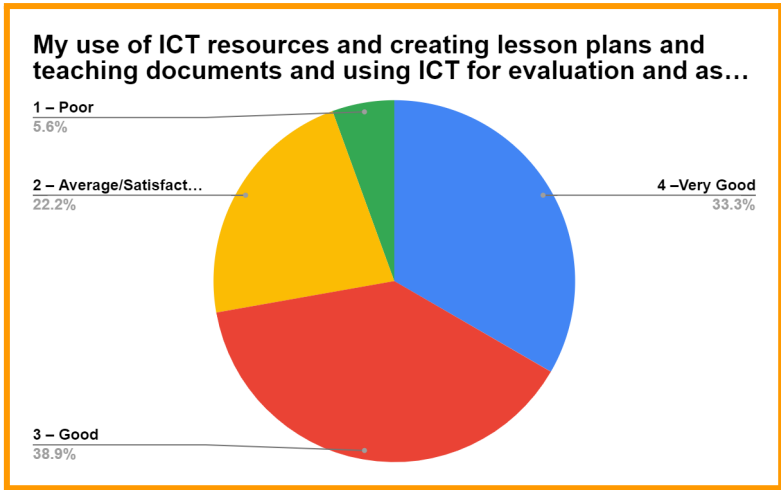
The overall quality of support I receive for pursuing research interest at LEAD institute is good.



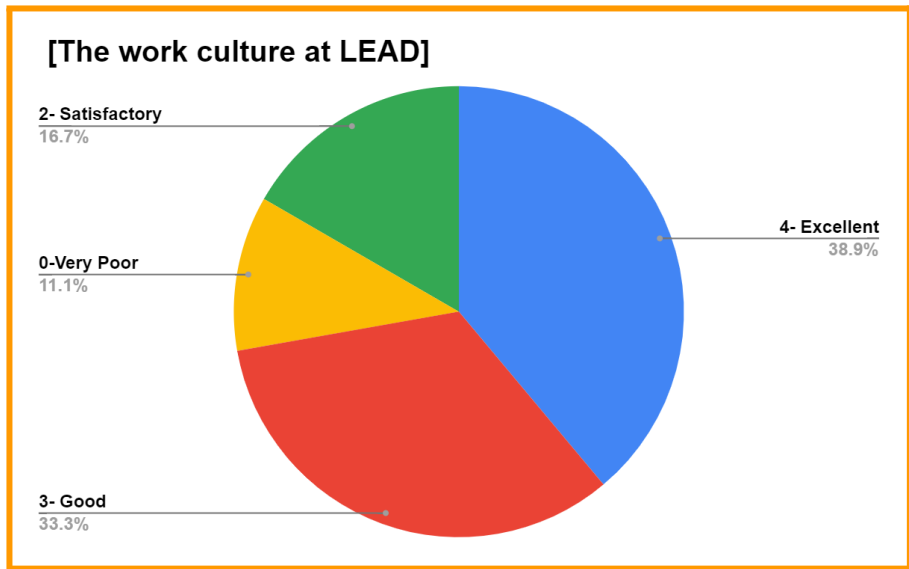
Teaching Engagement

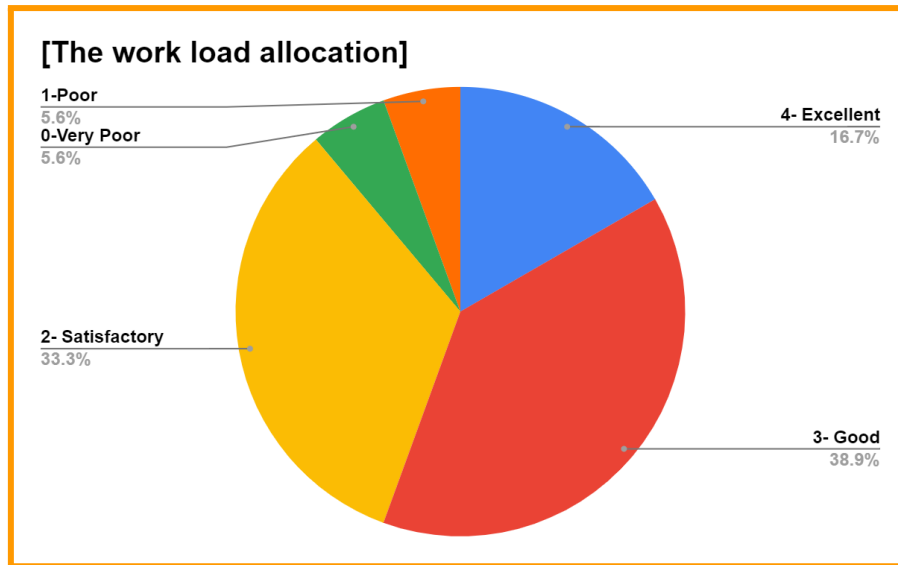


Faculty members are clear that more training is needed.



Work Environment

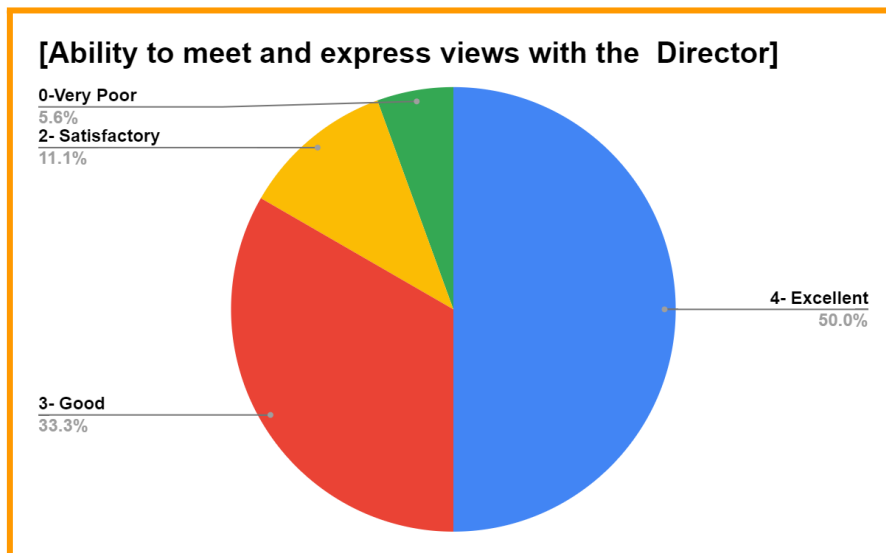


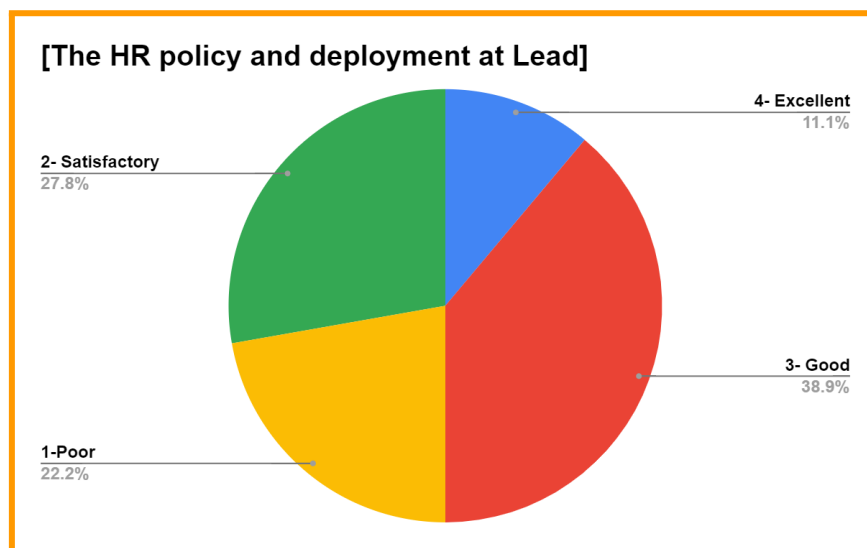
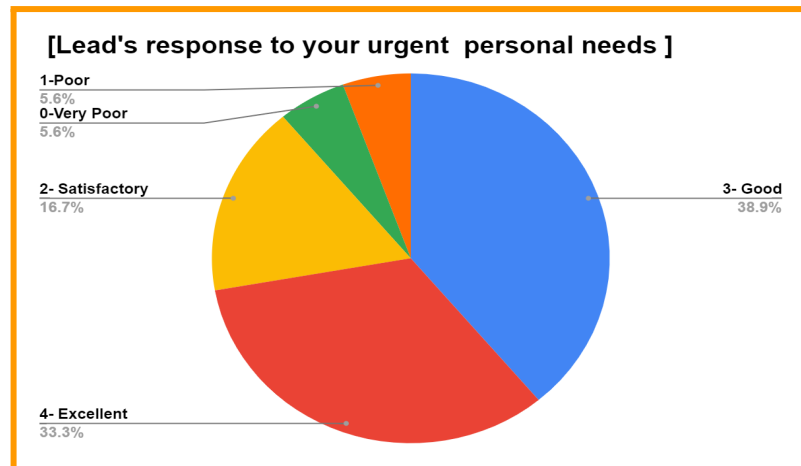


This is red flagged as over 50% feel the workload allocation is not good/excellent.



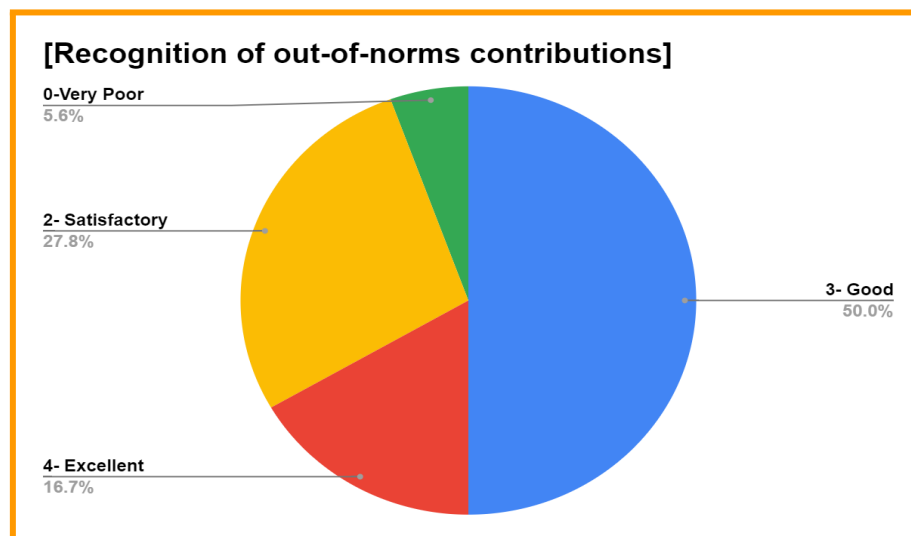
This is red flagged and SPOs and specific KRA/KPIs needed to be put in place.

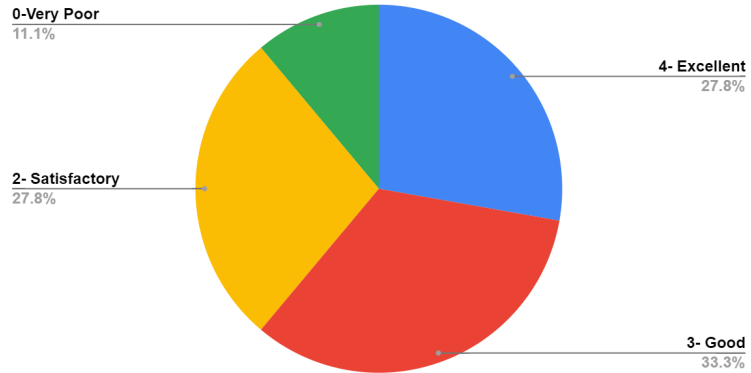
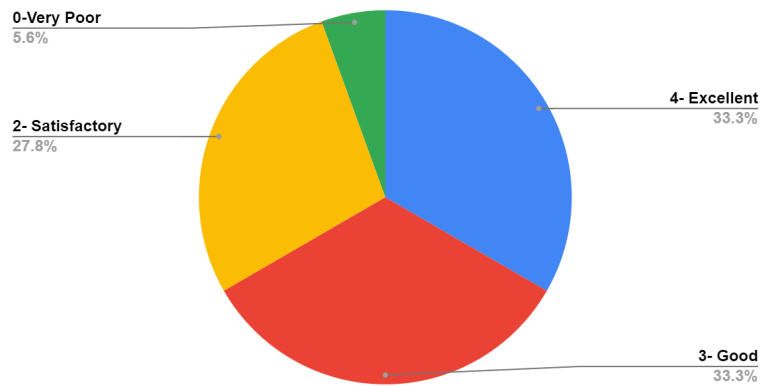
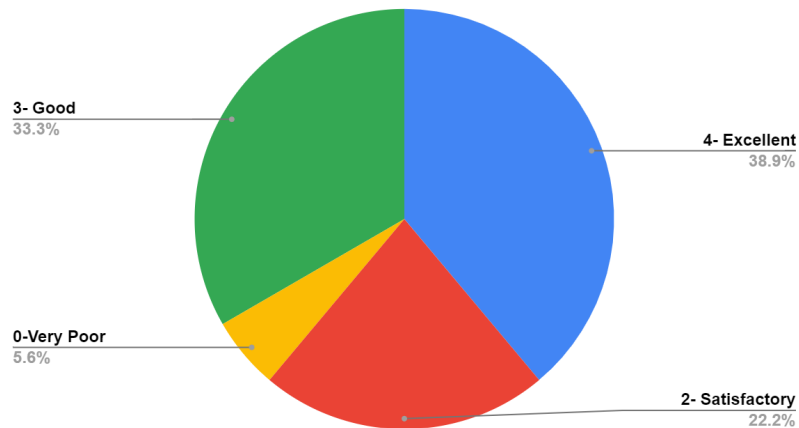


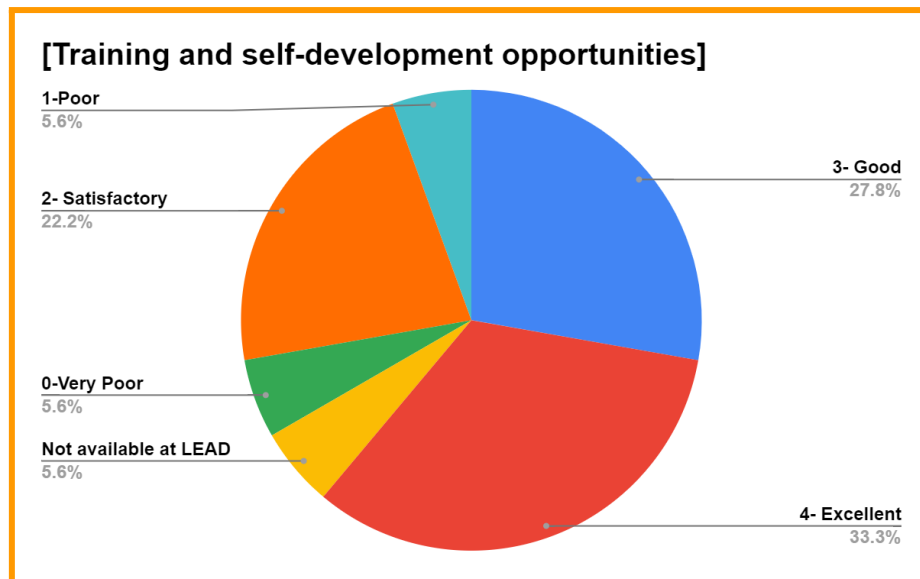


This is a major issue and needs to be addressed.

Recognition and Support for Research and Self Development

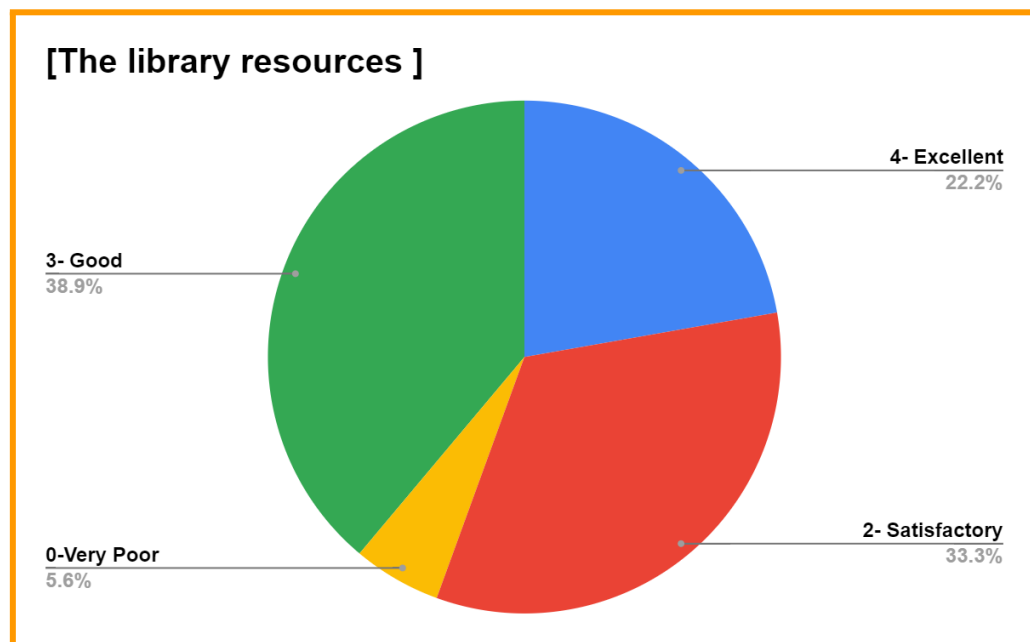


[Support monetary/non monetary for pursuing research and publications]**[Support monetary/non monetary for attending and presenting in conferences]****[Support monetary/non monetary for initiating FDP/MDP]**

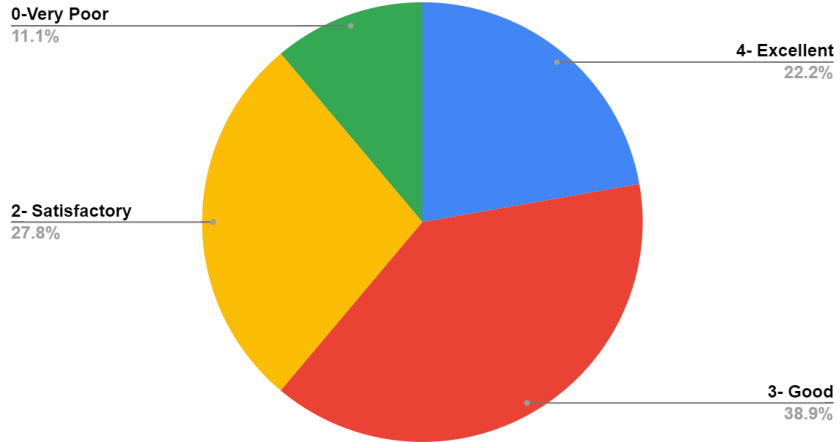


This is red-flagged and indicates the need to close the loop post-faculty appraisal and create a training need analysis.

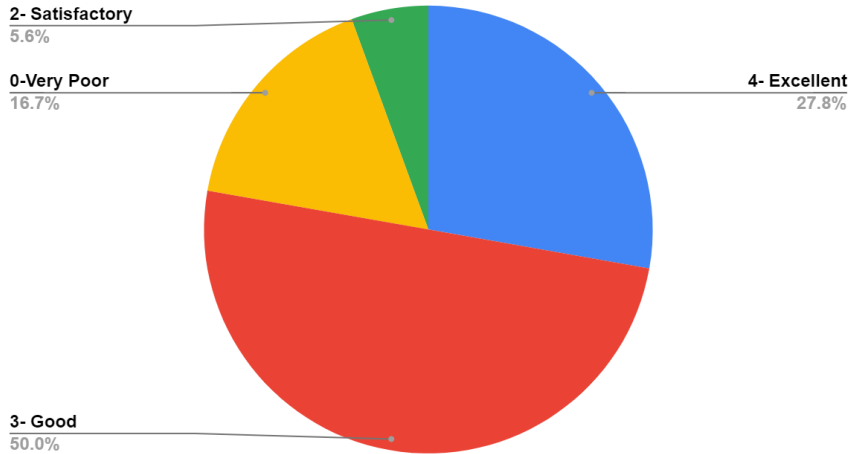
Feedback on Services



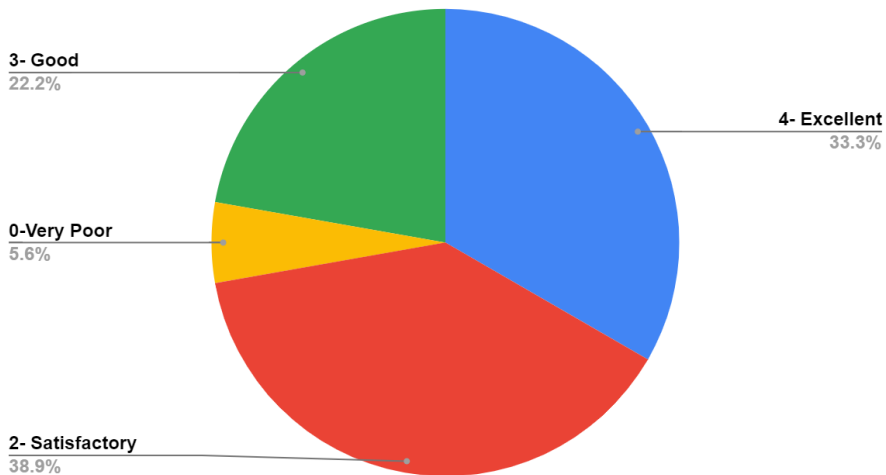
[The class room infrastructure]

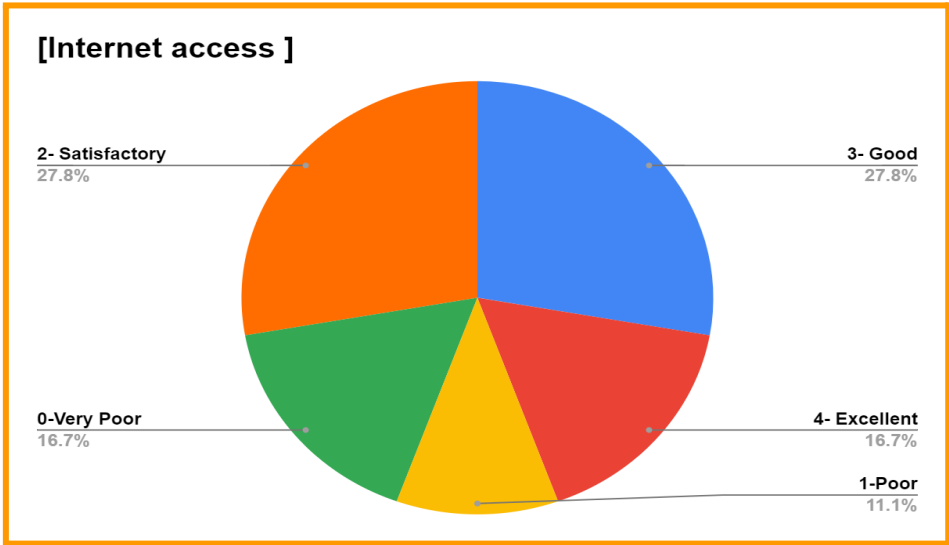
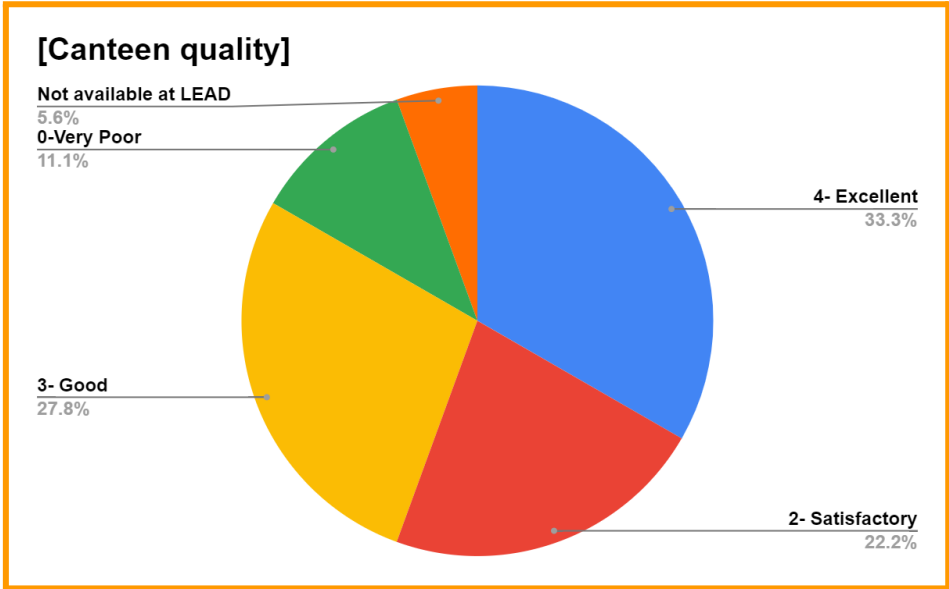
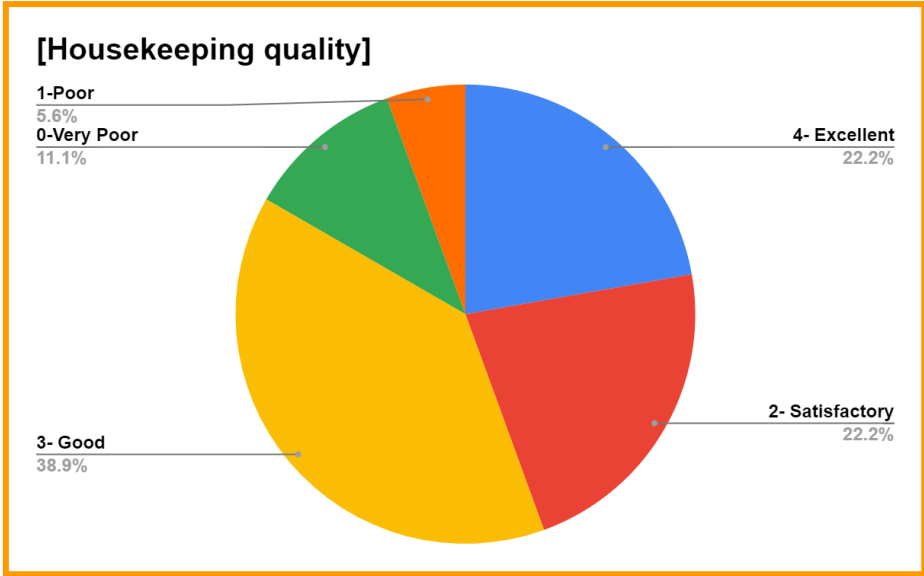


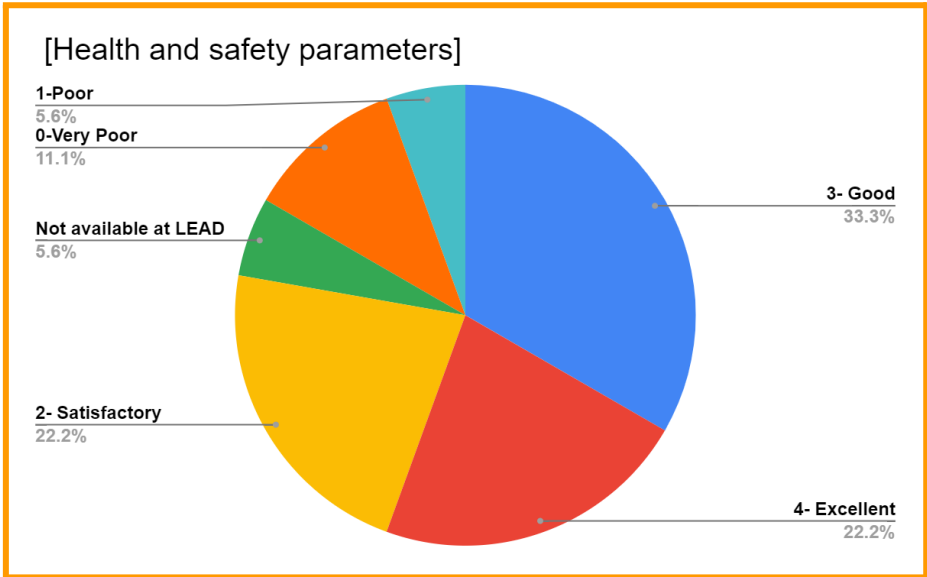
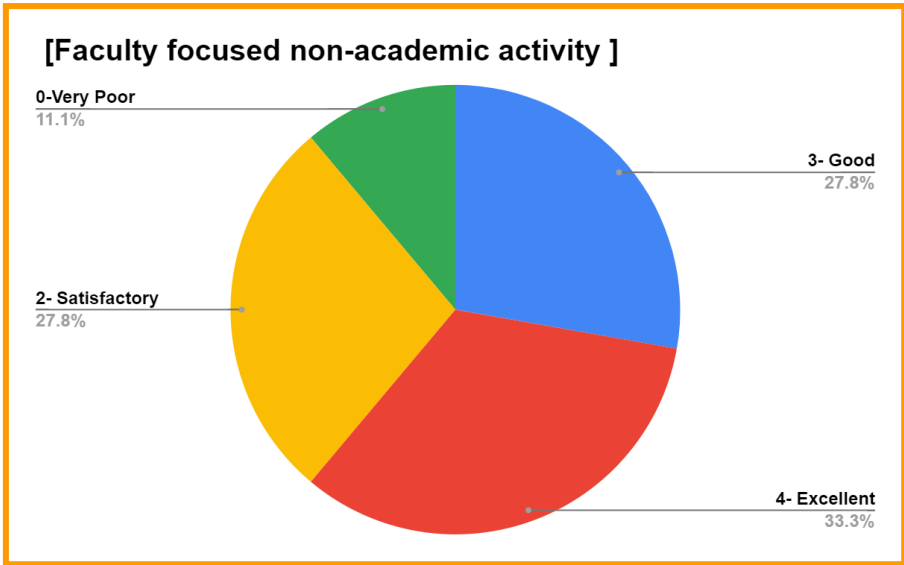
[Administrative support]



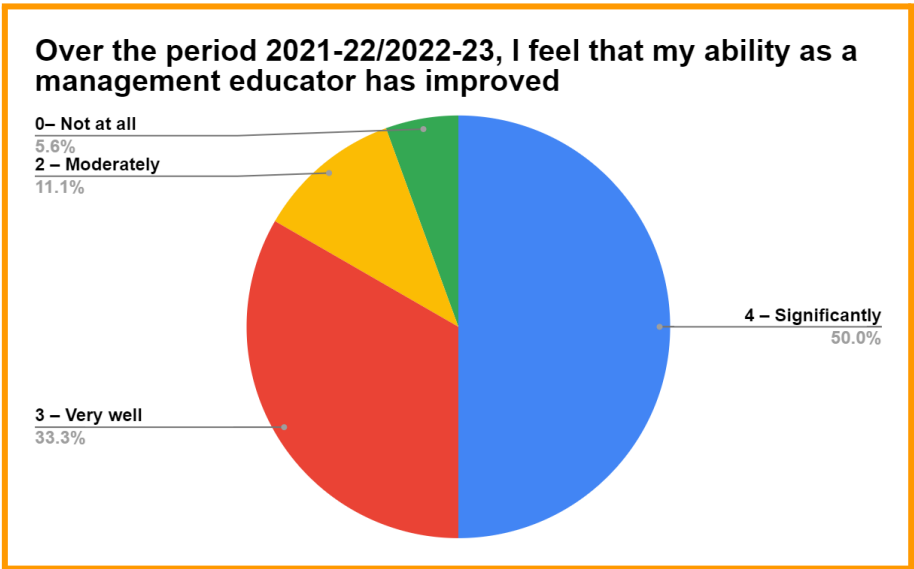
[Financial processes e.g. bills, advances etc.]







This needs to be addressed as there are concerns in this area. Detailed analysis is called for.



Faculty overall feel that their academic experience at LEAD has improved their abilities as a management educator.

Individual Feedback and suggestions for improvements:

Please write below any suggestions (up to 3) you have for LEAD to improve the experience for faculty

- More guest lectures and workshops are needed to help students improve their skills.
- Provide personalized support: LEAD could offer personalized support to faculty members, particularly those who are new to the platform or may be struggling to navigate it. This could include one-on-one training sessions, on-demand support, and resources tailored to the needs of each faculty member.
- More support for conducting the research work.
- "Weekly off,
- Semester time table
- More clarity required in the job description.
- Time and better support for research activities.
- No process of intellectual exchange and collaborative learning.
- Class timing at night can be stopped
- Proper scheduling should be maintained for all Academic activities.
- Class hours given to the faculty is highly erratic and absurd.

Please state below any other important point we may have missed above and which you feel is relevant

- For evaluating the faculty performance apart from the student feedback expert review and peer review should be conducted.
- Faculty members lack the exposure and need to see how things are carried out in notable competitors.
- Scale of pay does not commensurate with experience and exposure (No Proper HR Policy).
- Poor learning development support in terms of learning resources like databases, EBSCO.
- The students totally lack communication skills and behavior not up to the mark of a BSchool.
- Proper scheduling for academic activities is the concern.

DR. UMESH CHANDRASEKHAR

IQAC