

St. Xavier's College (Autonomous), Mumbai

Feedback Report

Stakeholders: Faculty

2018-19

Introduction:

The faculty members of St Xavier's College (Autonomous), Mumbai, were offered the opportunity to put forth their views on their teaching experience, institutional responsibilities and workload, professional development, job satisfaction and other aspects.

Mechanism of feedback:

A Google form was created with questions pertaining to the different aspects to be assessed. The weblink to this form was shared with senior college faculty members with a request to complete the form within the stipulated time. The feedback collected was analysed and results are presented below.

Aspects of the questionnaire:

The Faculty Feedback questionnaire comprised of following areas:

- General details – teaching experience, status of employment, number of years of experience, designation etc.
- Academic and professional background – Discipline of teaching, awards received
- Research – Funds for research, publications of papers, Publication of books, chapters in books
- Professional development areas
- Academic and research facilities in the campus
- Institutional responsibilities and workload
- Job satisfaction



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Summary of Results:

98 responses were recorded from the senior college faculty members of St Xavier's College (Autonomous), Mumbai. A quick look at the faculty profile:

Around 30% of the faculty members lie in the **age group** of 31 – 40 years, with an equal proportion lying in age groups 41 – 50 and 51-60 years, respectively. 15% of faculty are between 21-30 years.

60% of the staff members are **females**.

76% are full time **confirmed** staff, while 19% are full time ad hoc staff.

46% of faculty members have more than **10 years of teaching experience**.

Out of the confirmed staff, 60% already have a **doctoral degree**, while 28% of the rest have registered for / are on the verge of completing their PhDs.

More than 60% of the staff members actively engage in **research**, with 30% projects being funded by the college, 21% by UGC and such other government agencies, and 38% being self-funded. The research output is in the form of research **publications** (53% in SCOPUS and UGC journals) and book chapters.


90% of staff members are highly satisfied with the library facilities provided by the college, while most (around 60-65%) agree that there is scope for improvement in increasing research facilities and lab space, and 80% feel the need to appoint research assistants to facilitate quality research alongside teaching. Most teachers feel the need to **update** themselves **professionally** in terms of teaching students with special needs, for building industrial collaborations and the use of ICT in the teaching-learning-evaluation process.

A vast majority (close to 80%) are **largely satisfied** to teach at St Xavier's College (Autonomous), Mumbai, and were unlikely to leave their current job in search of other more lucrative jobs. Around 50% have expressed the wish to teach in the college post-retirement. The freedom to make decisions about the course content and choice of teaching methods, the assigned workload, job security and the relationship with management are some of the positives that were highlighted by the feedback received from faculty members.

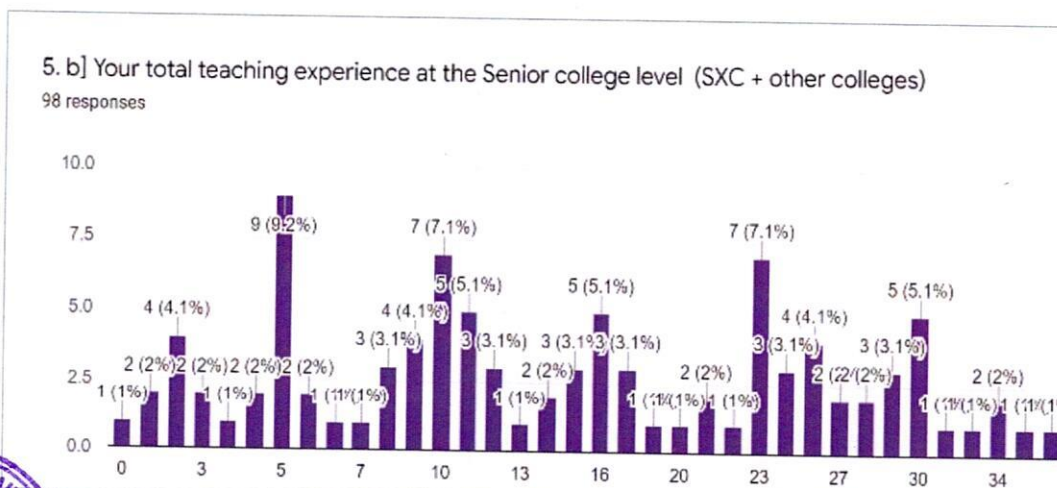
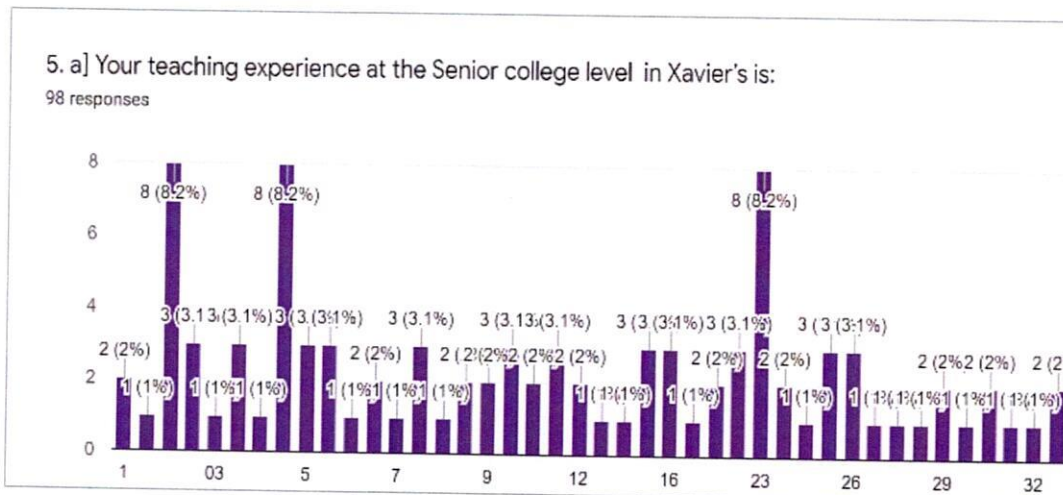
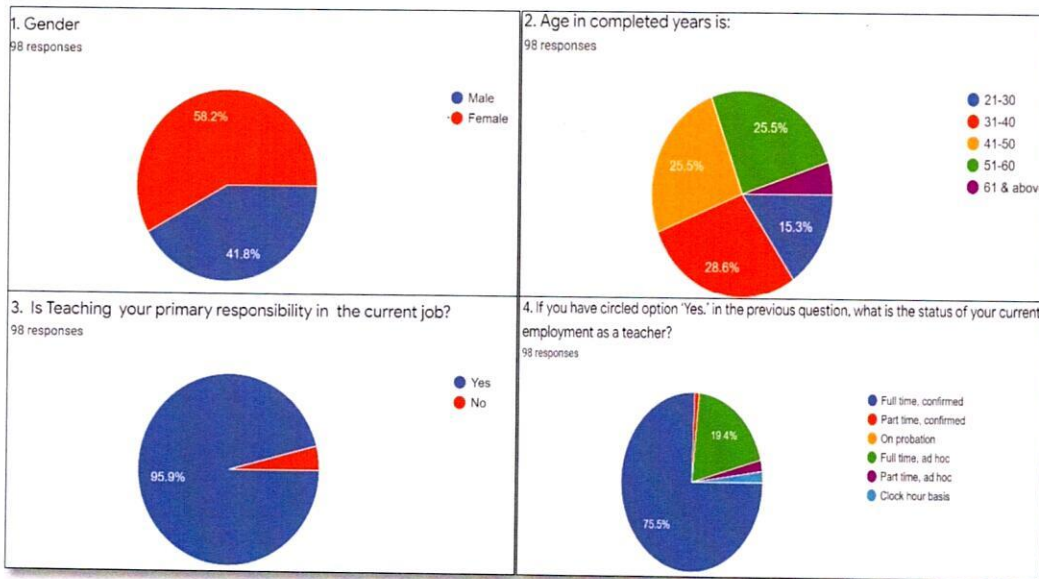
Results:

98 faculty members from different disciplines participated in the feedback session. The response obtained for specific questions are shown in the graphs below.



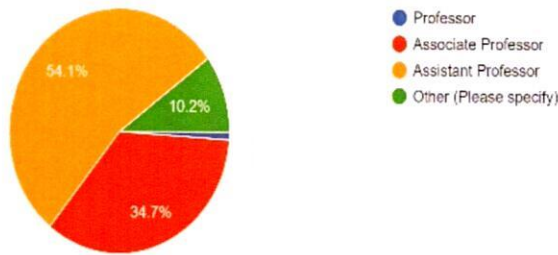

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General details – teaching experience, status of employment, number of years of experience, designation etc.

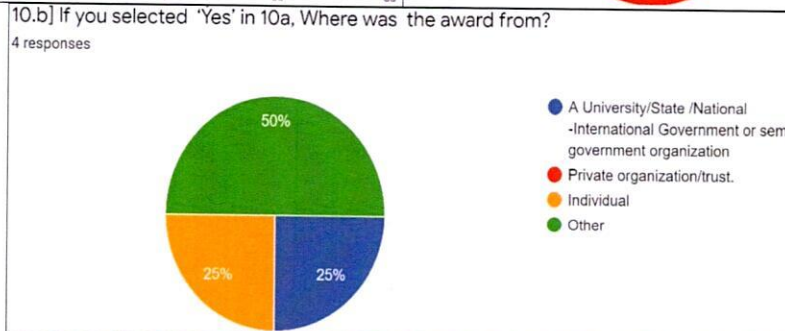
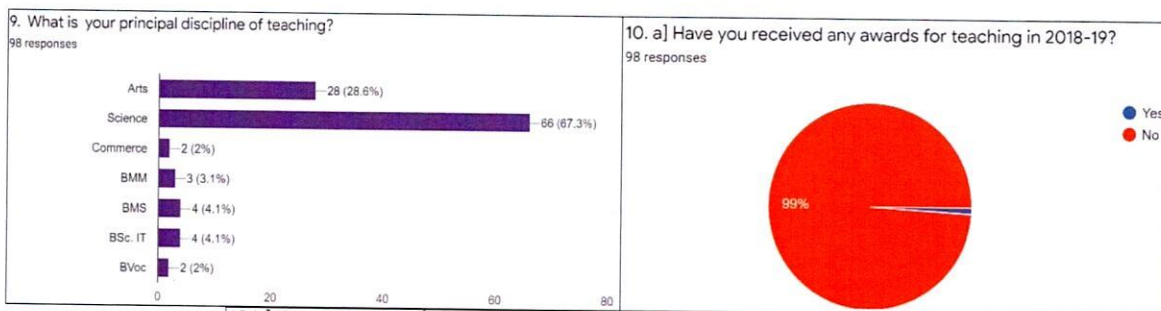
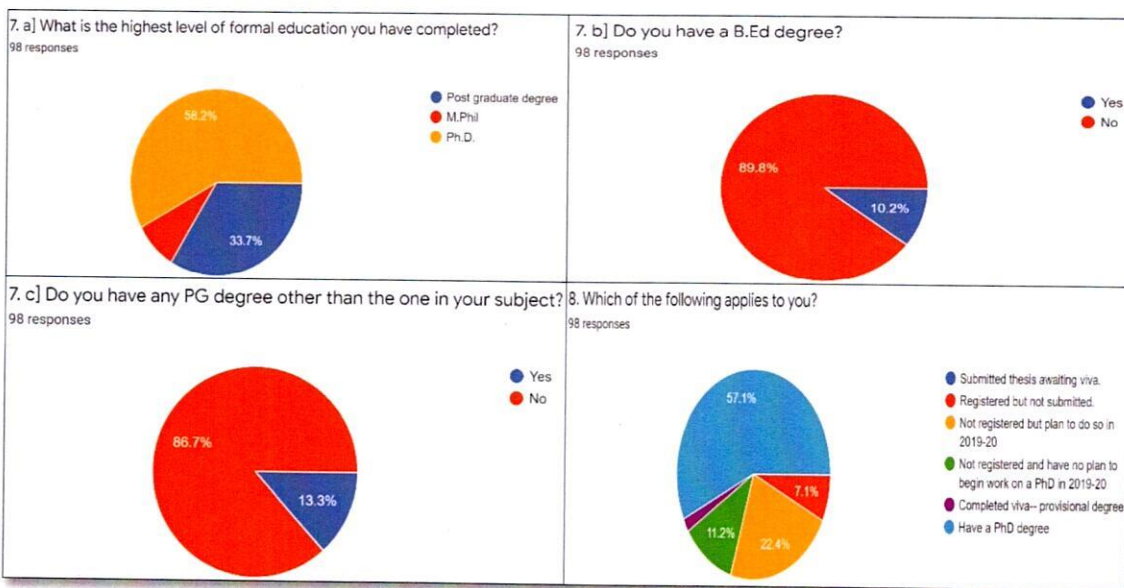


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5 a) What was your designation in this institution in the academic year 2018-19?
98 responses

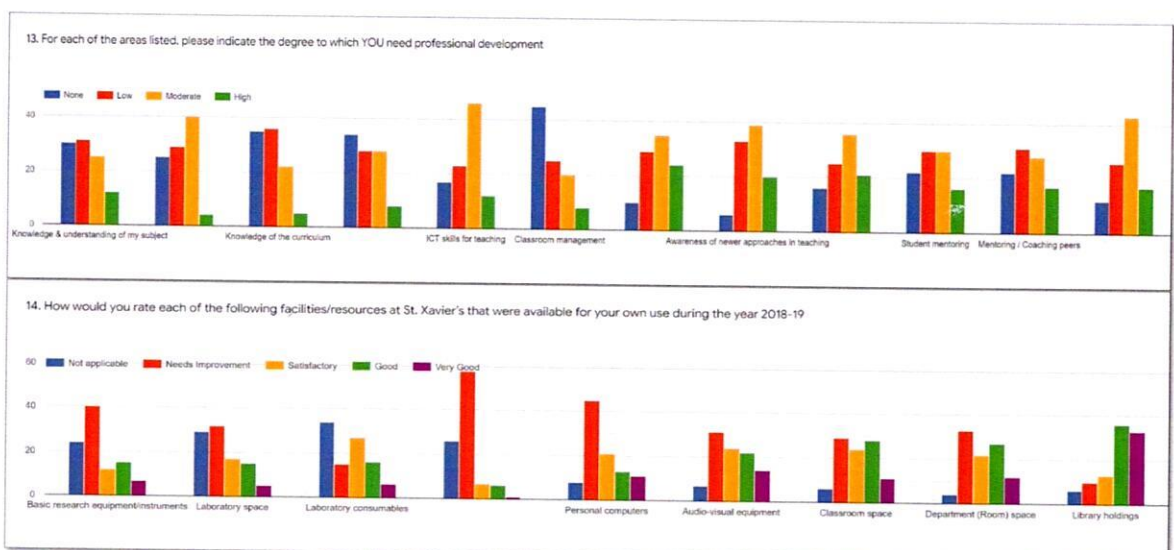
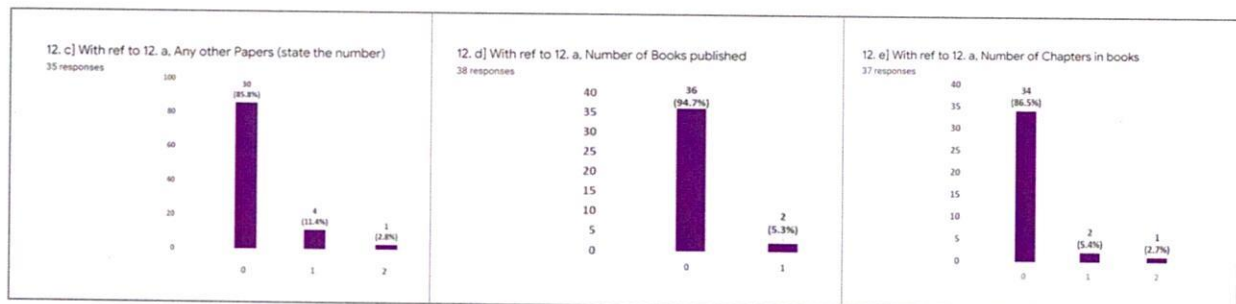
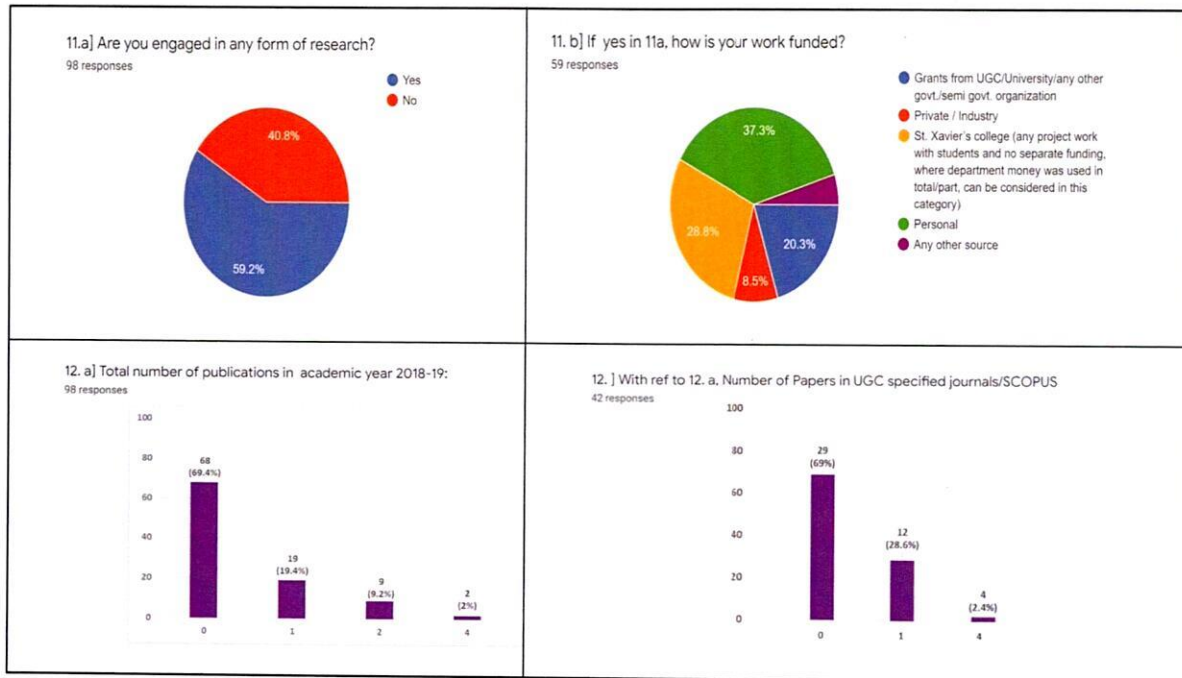


Academic and Professional background – Discipline of teaching, awards received

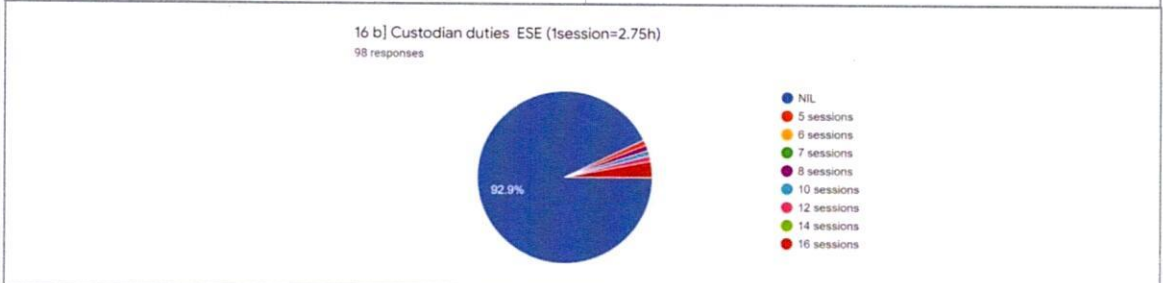
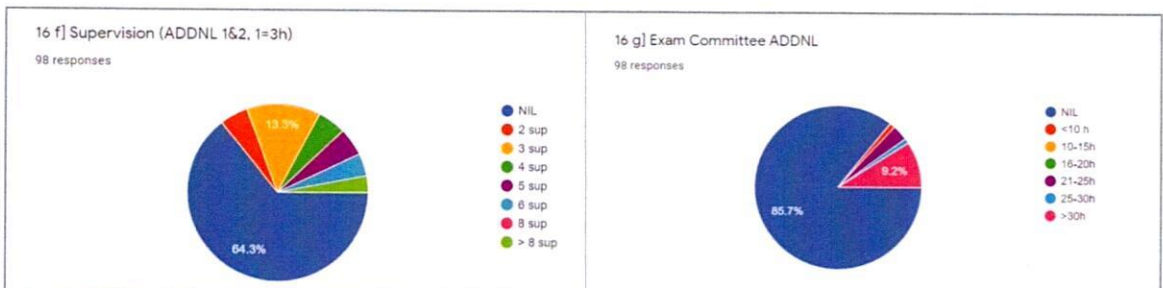
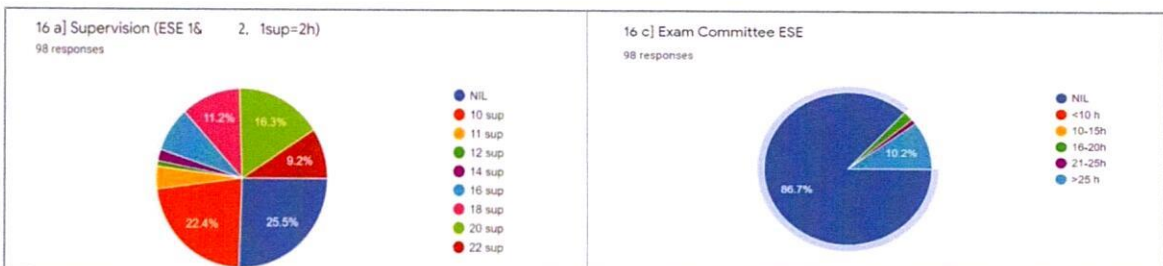
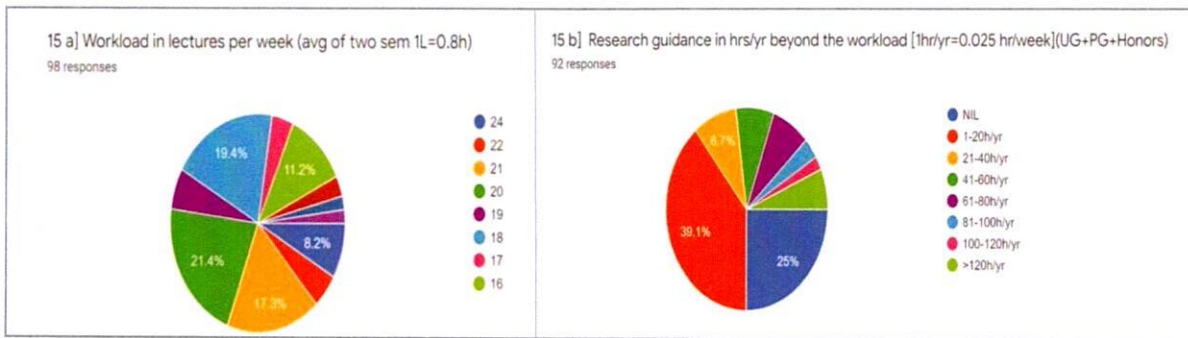


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Research – Funds for research, publications of papers, Publication of books, Chapters in books

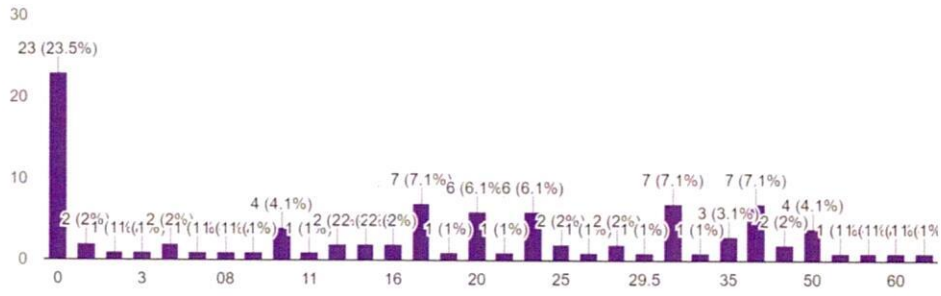


Institutional Responsibilities and Workload:



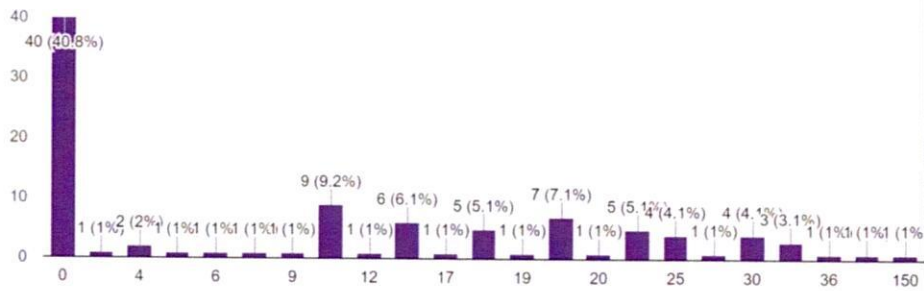
16 h] Total hrs of practical exam assessment in (FY+SY+TY) ESE-numerals only

98 responses



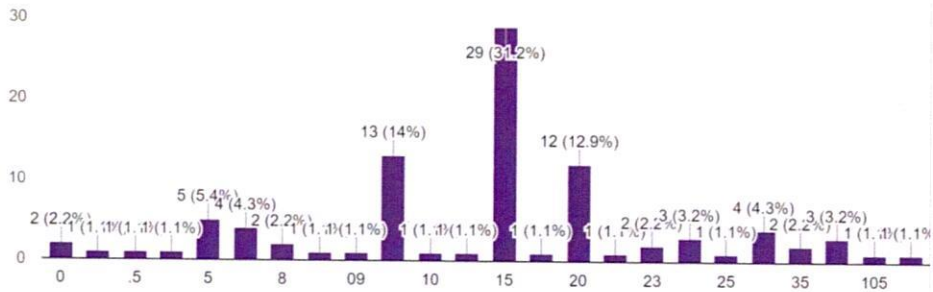
16 i] Total hrs of practical exam assessment in (FY+SY+TY) CIA- numerals only

98 responses



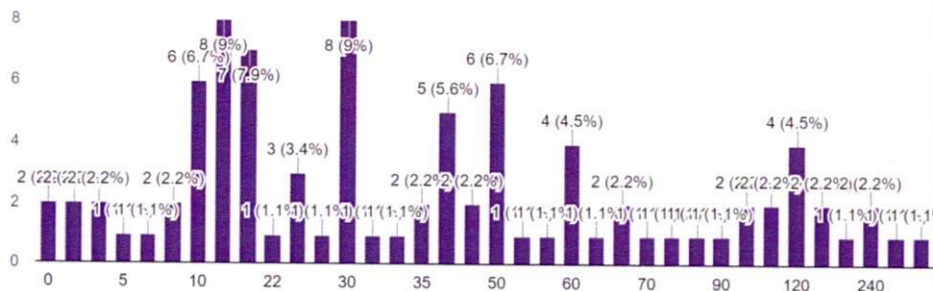
16 j] Average time required in minutes to assess one paper--numeral only

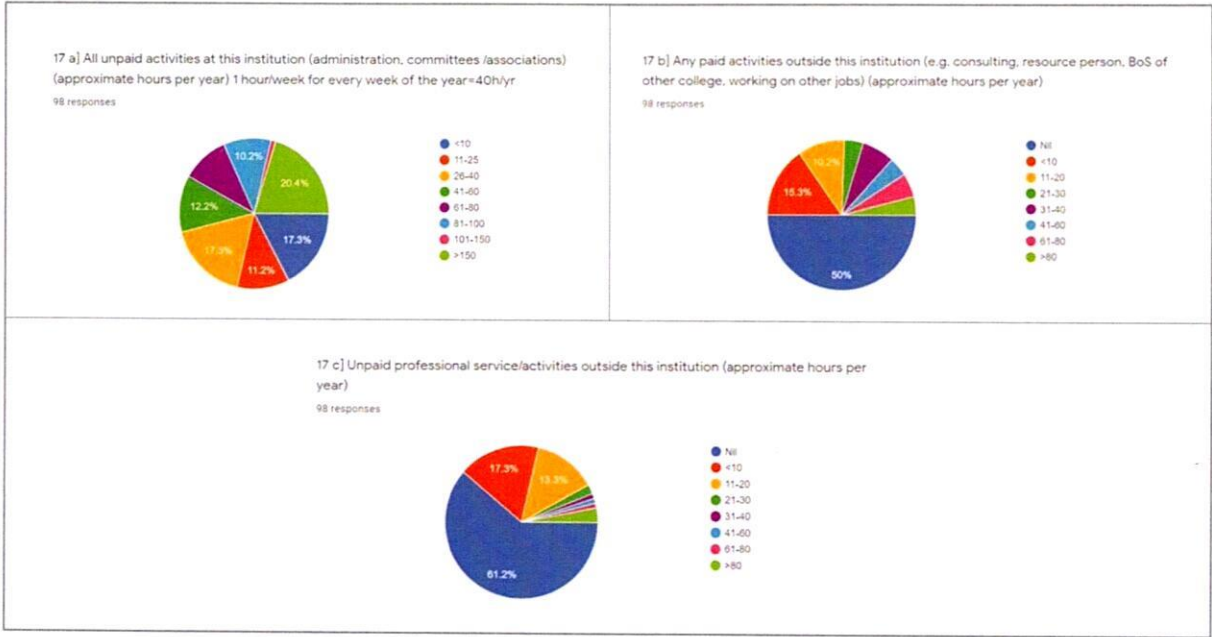
93 responses



16 k] Total time required in hours to set all [ESE+CIA+ADDNL-- your papers both semesters]

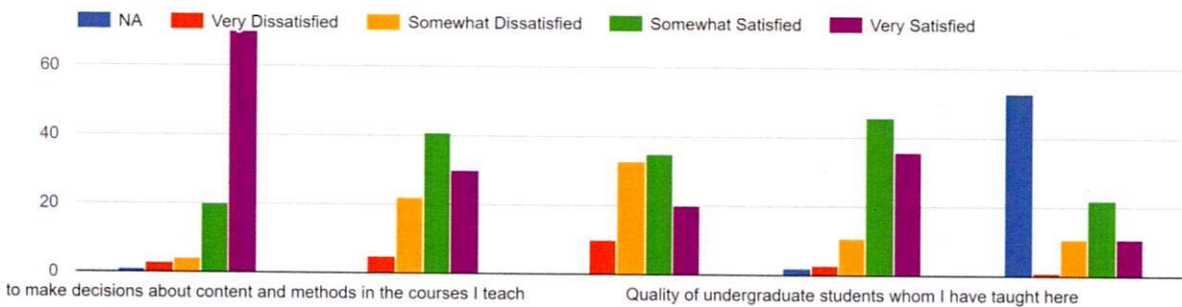
89 responses



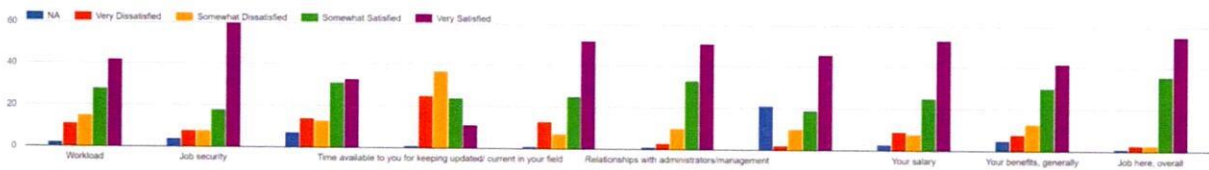


Job Satisfaction Issues:

19. How satisfied or dissatisfied are you with each of the following aspects at this institution?

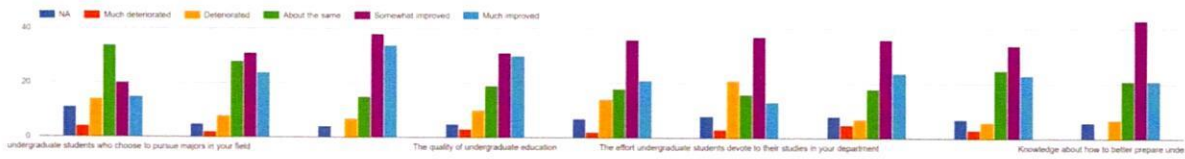


20. How satisfied or dissatisfied are you with the following aspects of your job at this institution?

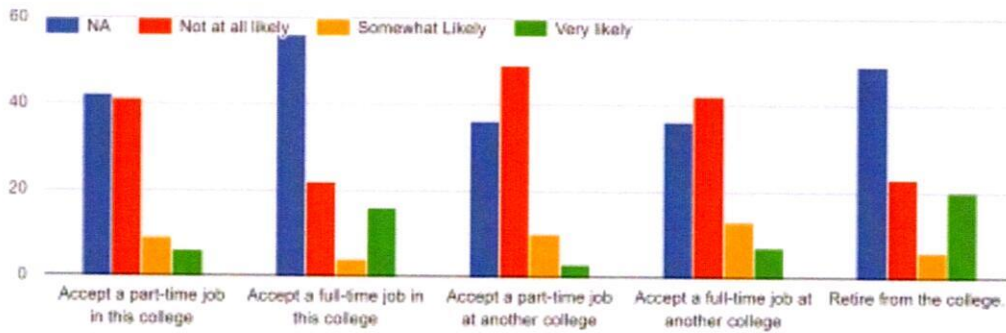


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21. In the last five years, how have each of these changed at your institution? (Select one for each)

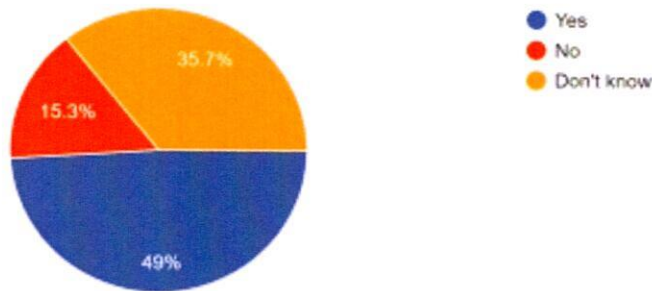


22. During the next three years (June 2019- June 2022), how likely is it that you will leave this job to ...



23. If you could elect to continue working at St. Xavier's after retirement on a part-time basis would you do so?

98 responses



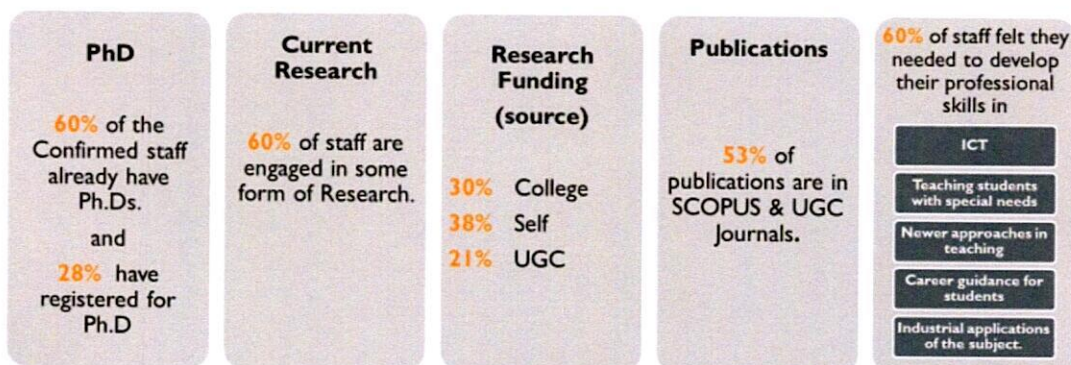
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STAFF PROFILE

- 60% are females
- 27% will retire in the next ten years
- 46% have less than 10 yrs teaching experience at SXC
- 76% are Full time confirmed staff

ACADEMIC / PROFESSIONAL BACKGROUND

Faculty



FACILITIES & RESOURCES AT SXC

Based on respondents for whom applicable

Faculty

THE POSITIVES

- LIBRARY HOLDINGS (90% - 81/90)
- LABORATORY CONSUMABLES (77% - 49/64)
- CLASSROOM SPACE (69% - 62/90)
- AUDIO VISUAL EQUIPMENT (65% - 58/ 89)
- DEPARTMENT ROOM SPACE (64% - 59/ 92)

NEEDS IMPROVEMENT

- LAB SPACE (46% - 32/69)
- PERSONAL COMPUTERS (51% - 45/ 89)
- RESEARCH EQUIPMENT (52% - 38/73)
- RESEARCH ASSISTANTS (80% - 57/71)

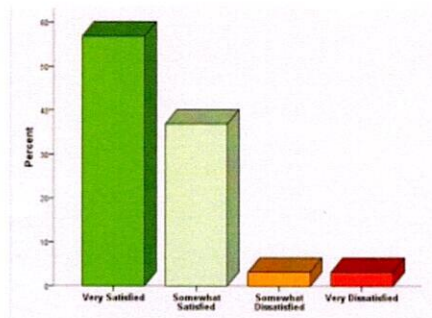


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FACULTY PERCEPTION

- Knowledge of how best to prepare UG students (69%)
- Ability of the institution to meet the educational needs of students (59%)
- Faculty who would be willing to work part time in Xavier's after retirement (50%)

Job Satisfaction at SXC



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