

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

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HITEC UNIVERSITY TAXILA

FACULTY SATISFACTION SURVEY

PRESENTATION – Spring 2023 and Fall 2023



Directorate of Quality Assurance and Collaborations

Faculty Satisfaction Survey Form

Form No. QAC-03

HITEC UNIVERSITY TAXILA
DIRECTORATE OF QUALITY ASSURANCE & COLLABORATION

Faculty Survey Form
(To be filled by faculty members)

Semester: _____

Name & Department (Optional): _____

Designation: Professor Associate Professor Assistant Professor Lecturer

The purpose of this survey is to assess faculty members' level of job satisfaction. Your feedback is solicited to improve the policy-framework of the university to help you progress and excel in your profession.

Please indicate your choice about the following statements as given below:

1: Highly Unsatisfied 2: Unsatisfied, 3: Uncertain, 4: Satisfied, 5: Highly Satisfied

Statements	Score
1. You are satisfied with your pursuits like teaching, research and the secondary duties	
2. The overall environment in the department provides intellectual stimulation for improvement.	
3. The overall workload is reasonable.	
4. The cooperation you receive from your department / colleagues.	
5. Whenever needed, the mentoring is available to you.	
6. You are satisfied with the encouragement given for inter-disciplinary initiatives	
7. You are satisfied with the opportunities given to voice concerns/provide feedback	
8. You are satisfied with receiving recognition for individual accomplishments	
9. You are satisfied with the administrative support from the university	
10. You are quite clear about the faculty promotion policies and processes	
11. You are satisfied with the opportunities available for professional growth in teaching and research	
12. You are satisfied with the speed of redressal of complaints in the University	
13. Your salary package is commensurate with your qualification and experience	
14. Your perception about job-security in the present position	
15. Your primary and secondary duties permit you to have sufficient quality-time for yourself and your family	

Q16. Please suggest three factors which could improve your motivation as a faculty member



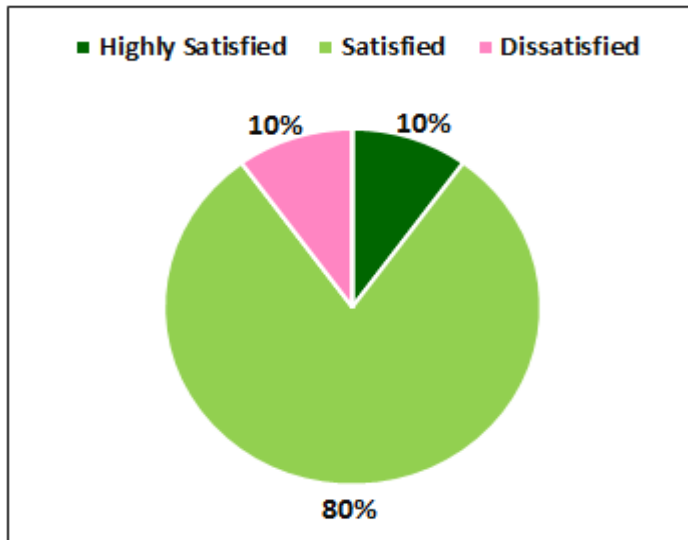
HITEC UNIVERSITY TAXILA

**1- Faculty Feedback Survey Results and
Analysis
Spring 2023 and Fall 2023**

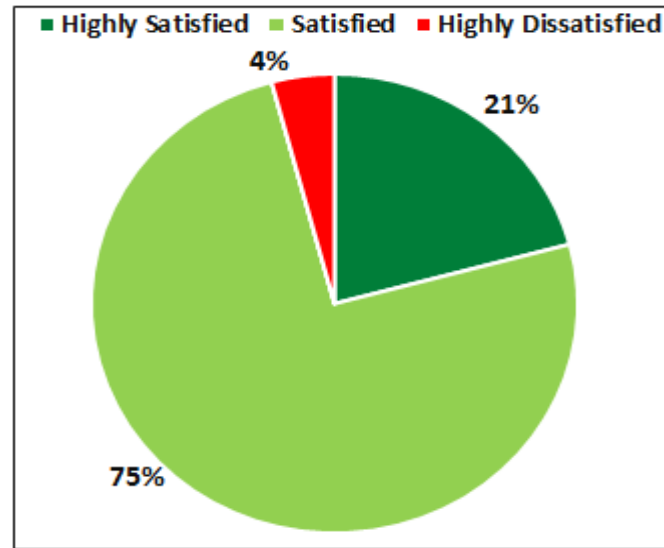
Directorate of Quality Assurance and Collaborations

Q1. You are satisfied with your pursuits like teaching, research and the secondary duties

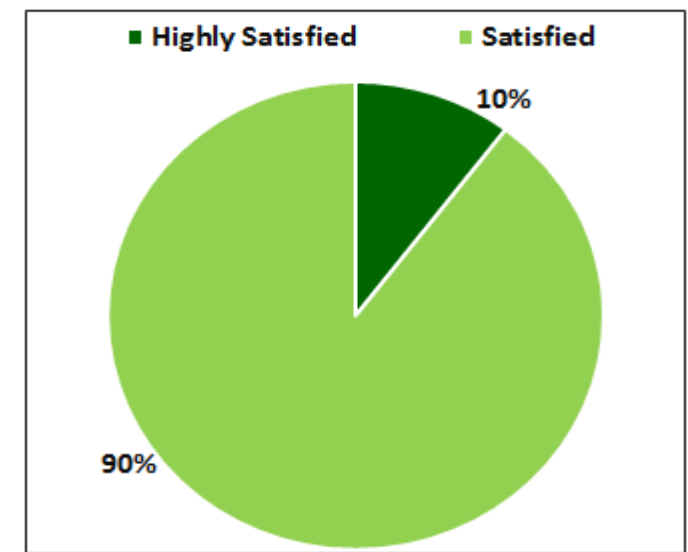
EED



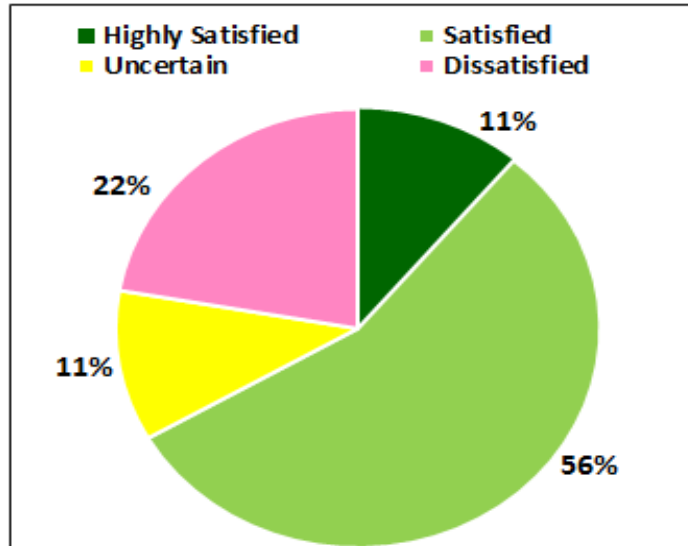
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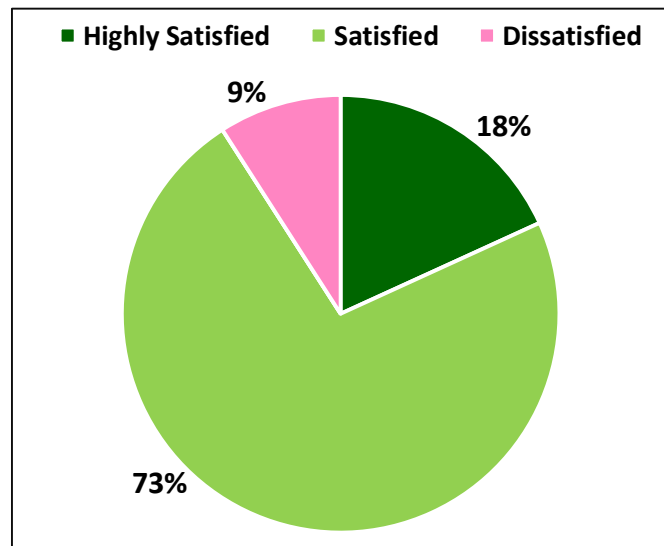
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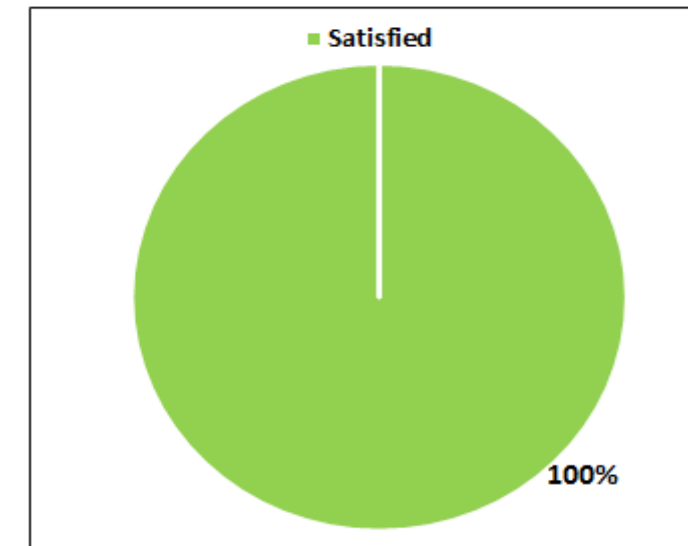
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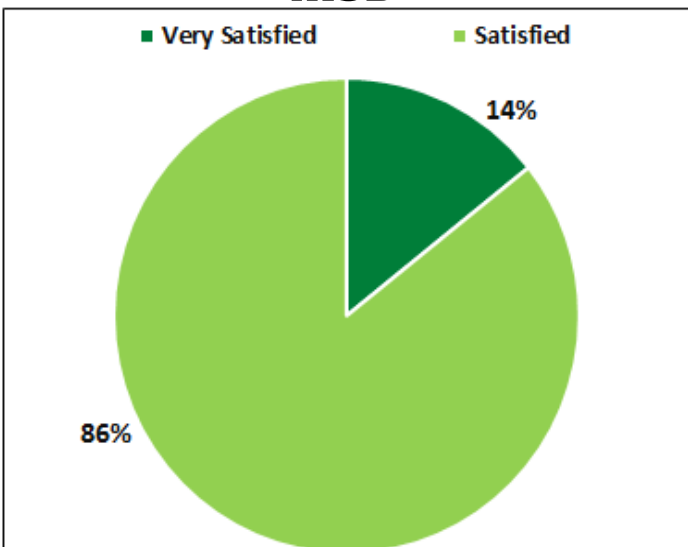
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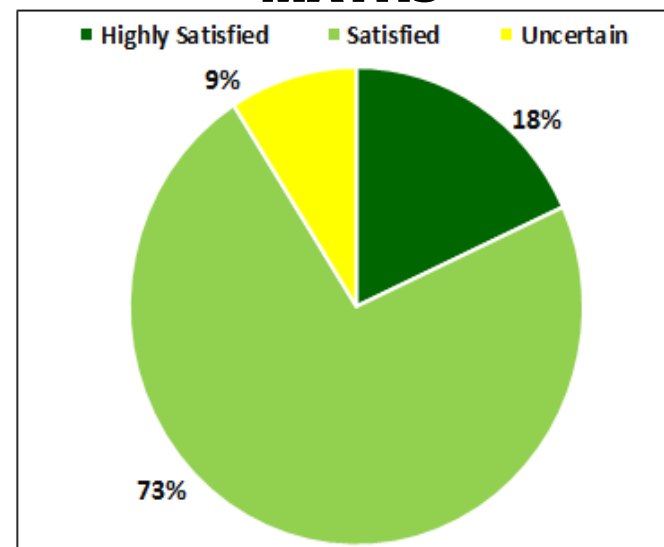
Biomedical



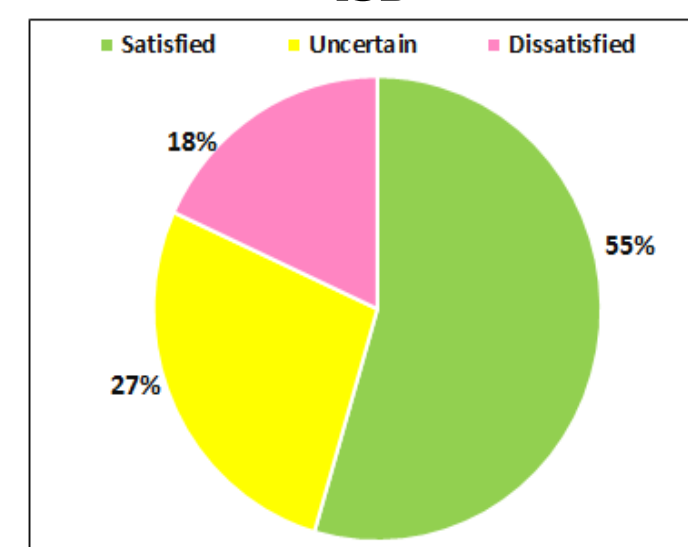
MSD



MATHS



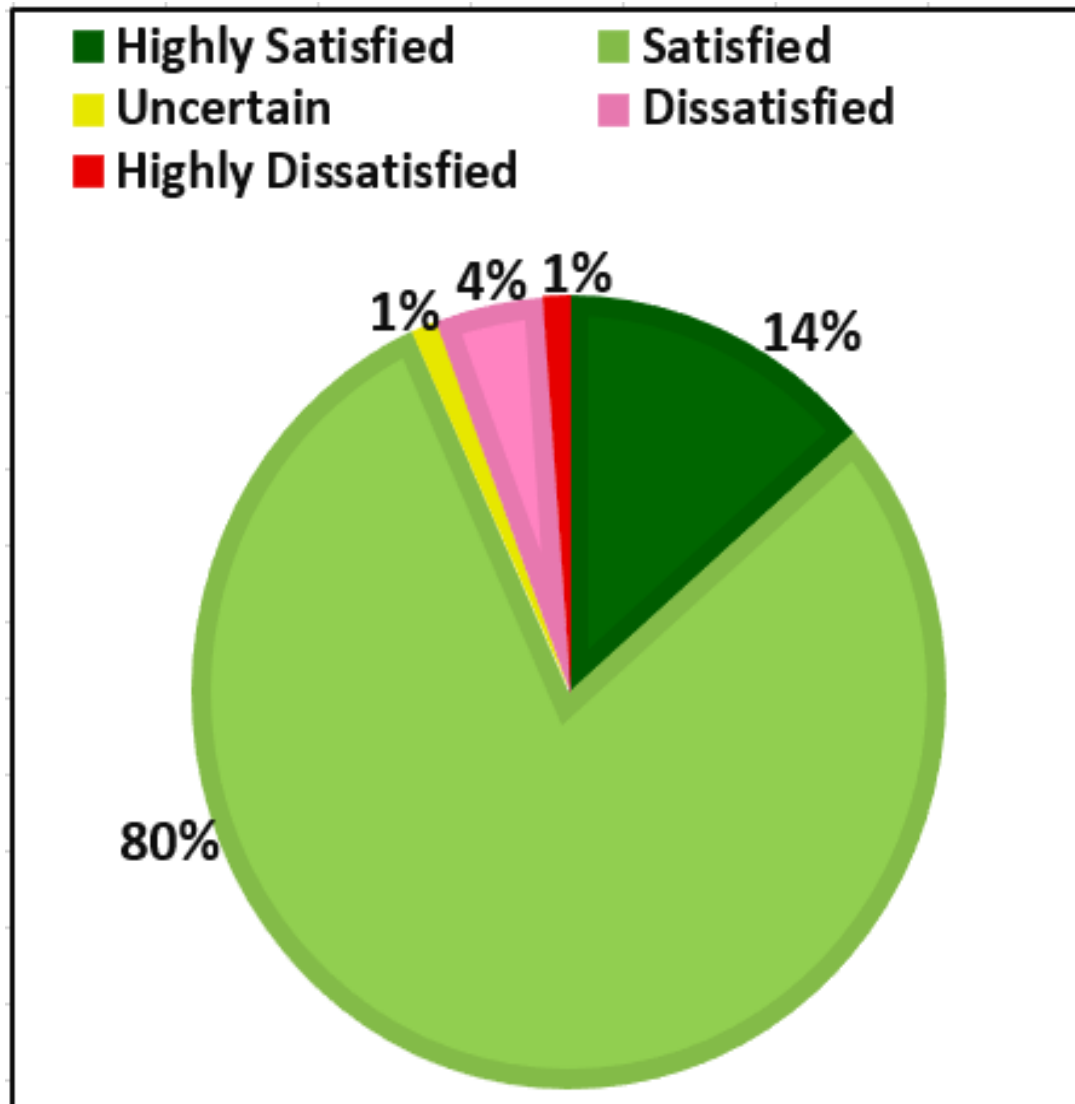
ISD



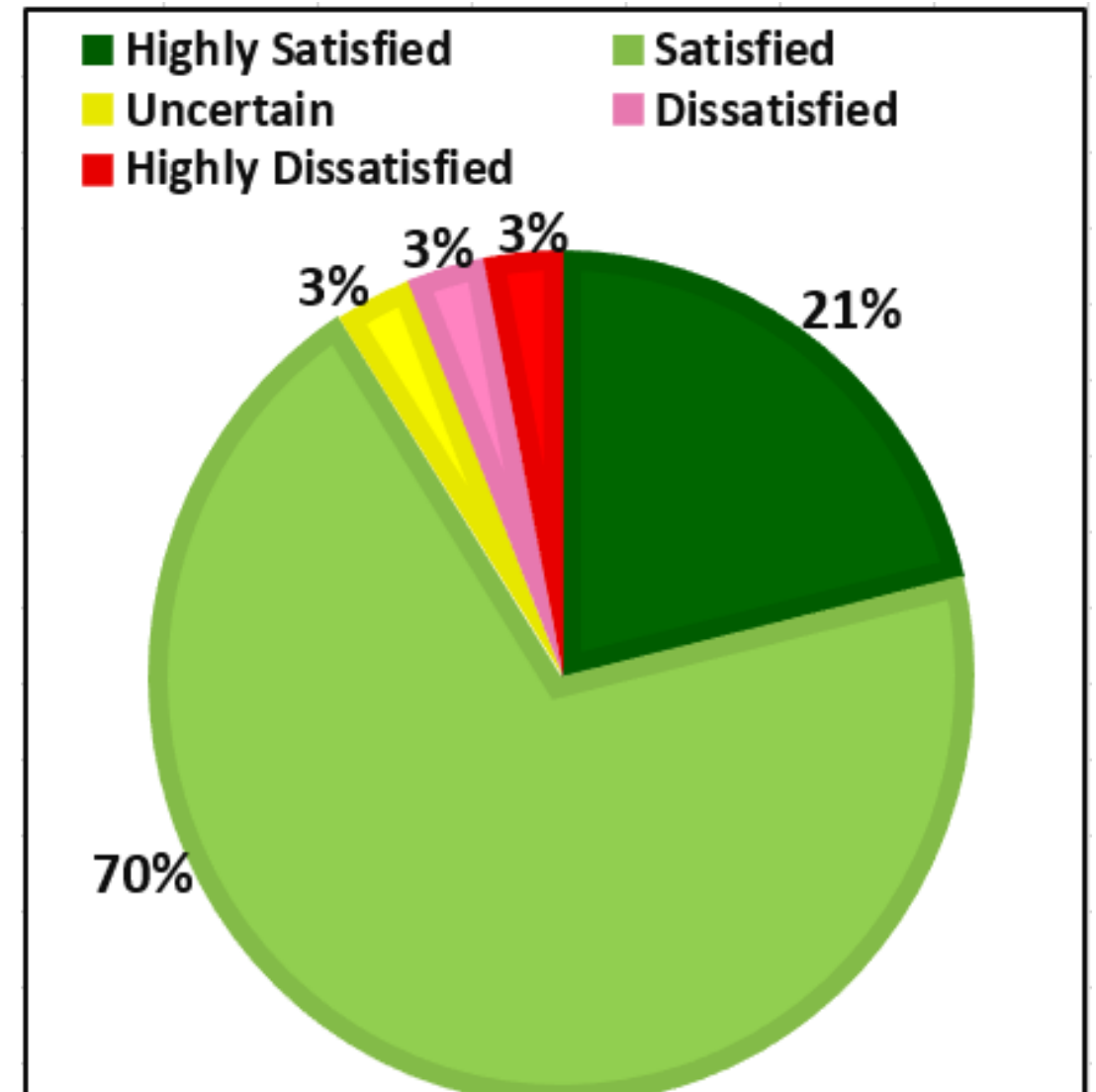
Q1. You are satisfied with your pursuits like teaching, research and the secondary duties

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



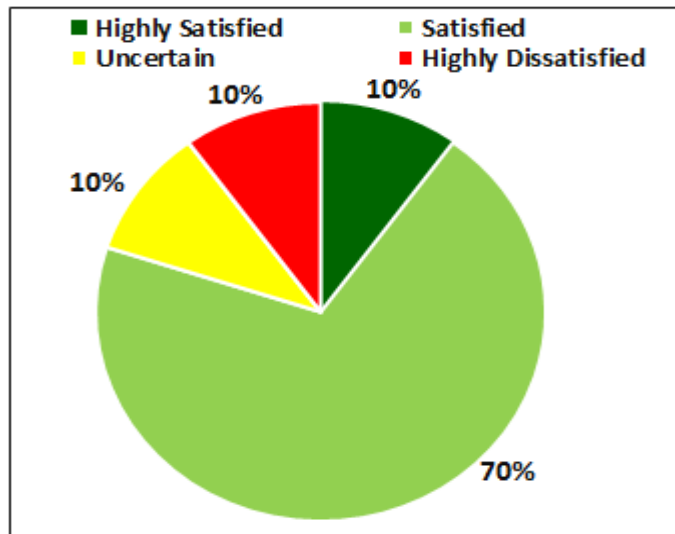
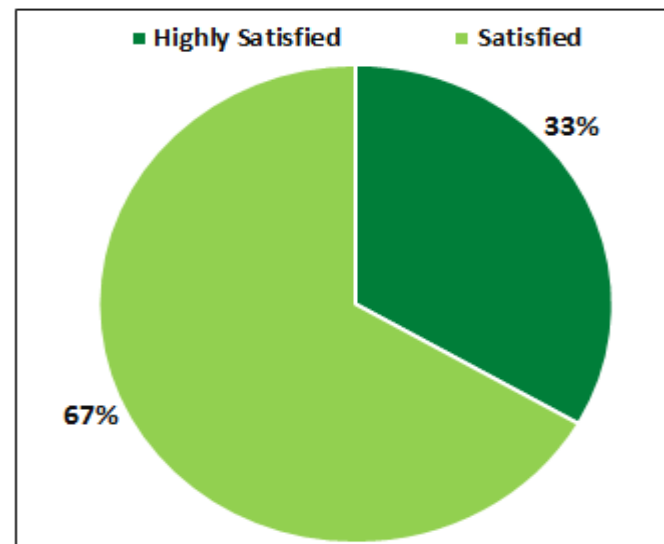
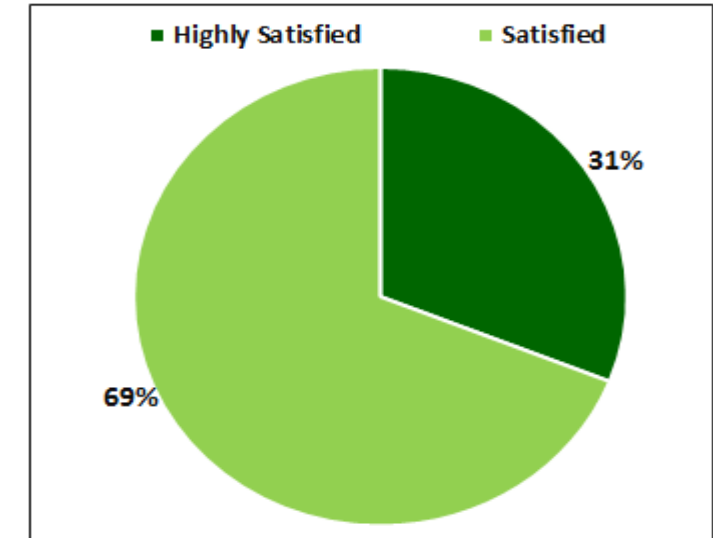
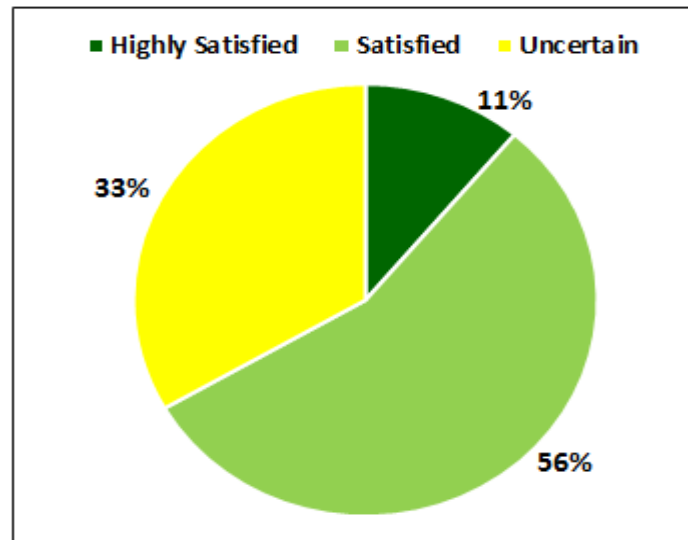
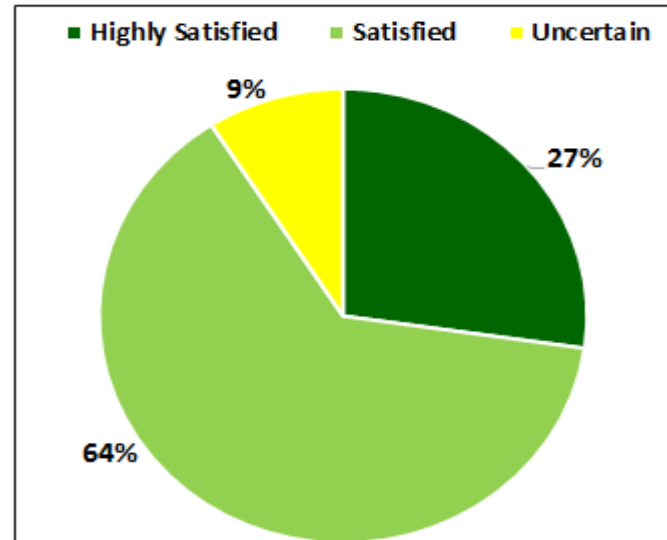
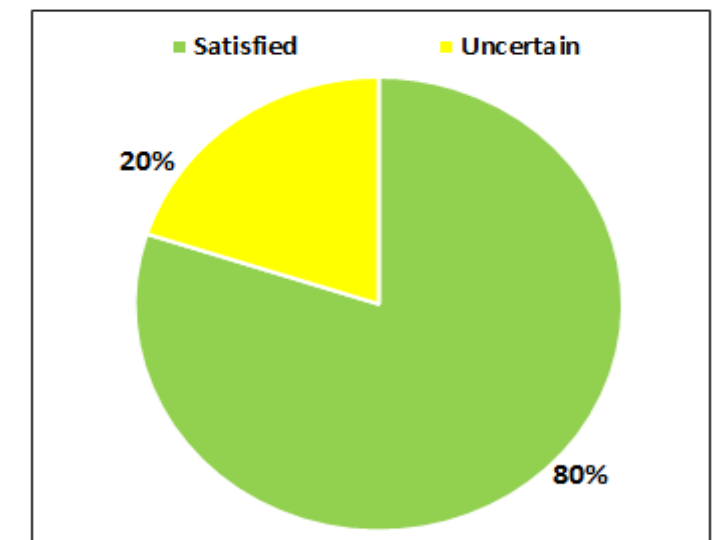
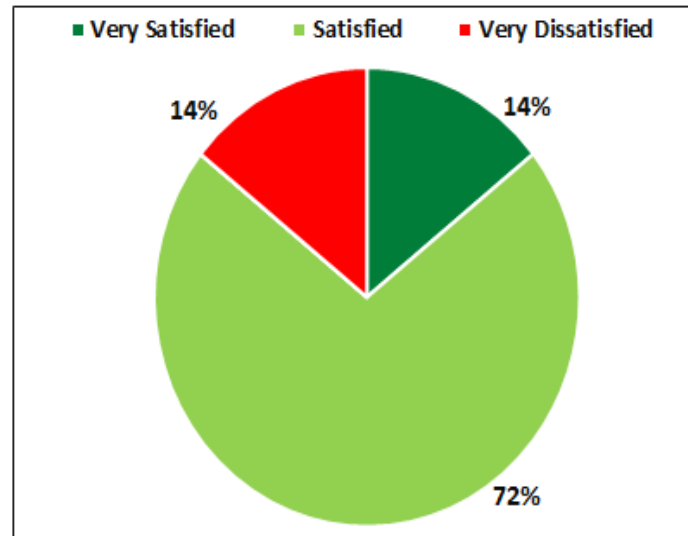
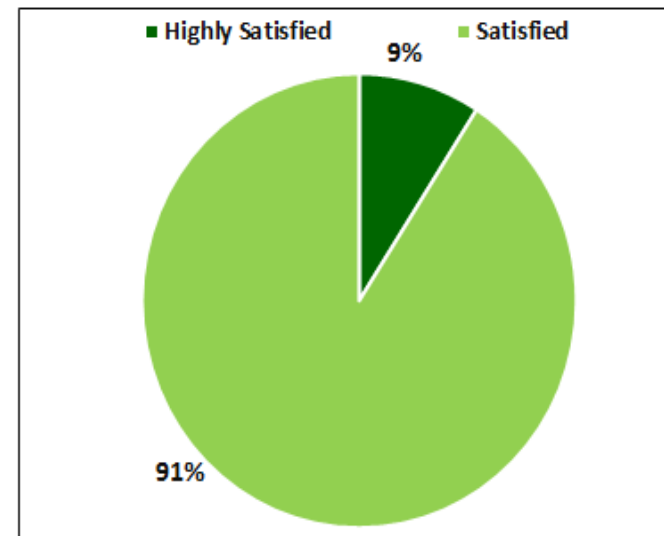
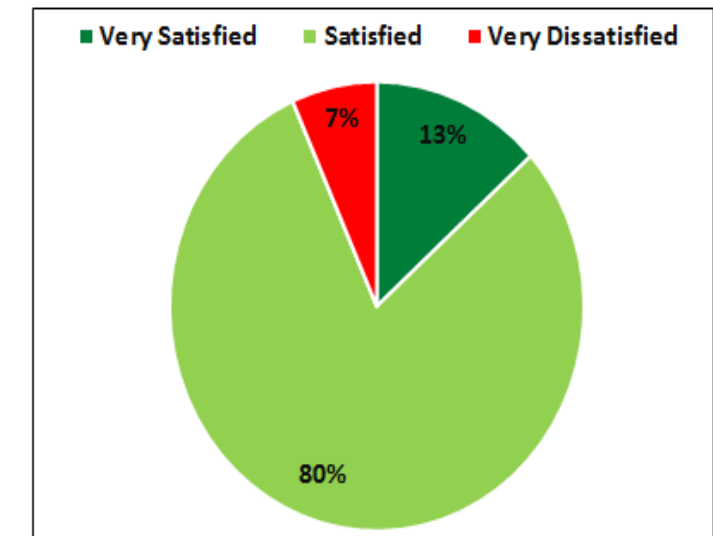
Q1. You are satisfied with your pursuits like teaching, research and the secondary duties

COMMENTS

We aren't supported by department regarding research budget to continue research activities. We have to use platform of different universities for research activities.

I am not satisfied with the secondary duties given by the university. Our duty as Lecturer is to teach students. We have nothing to do with the admission campaign and teaching Madrassa students. These secondary duties should be given to the relevant department.

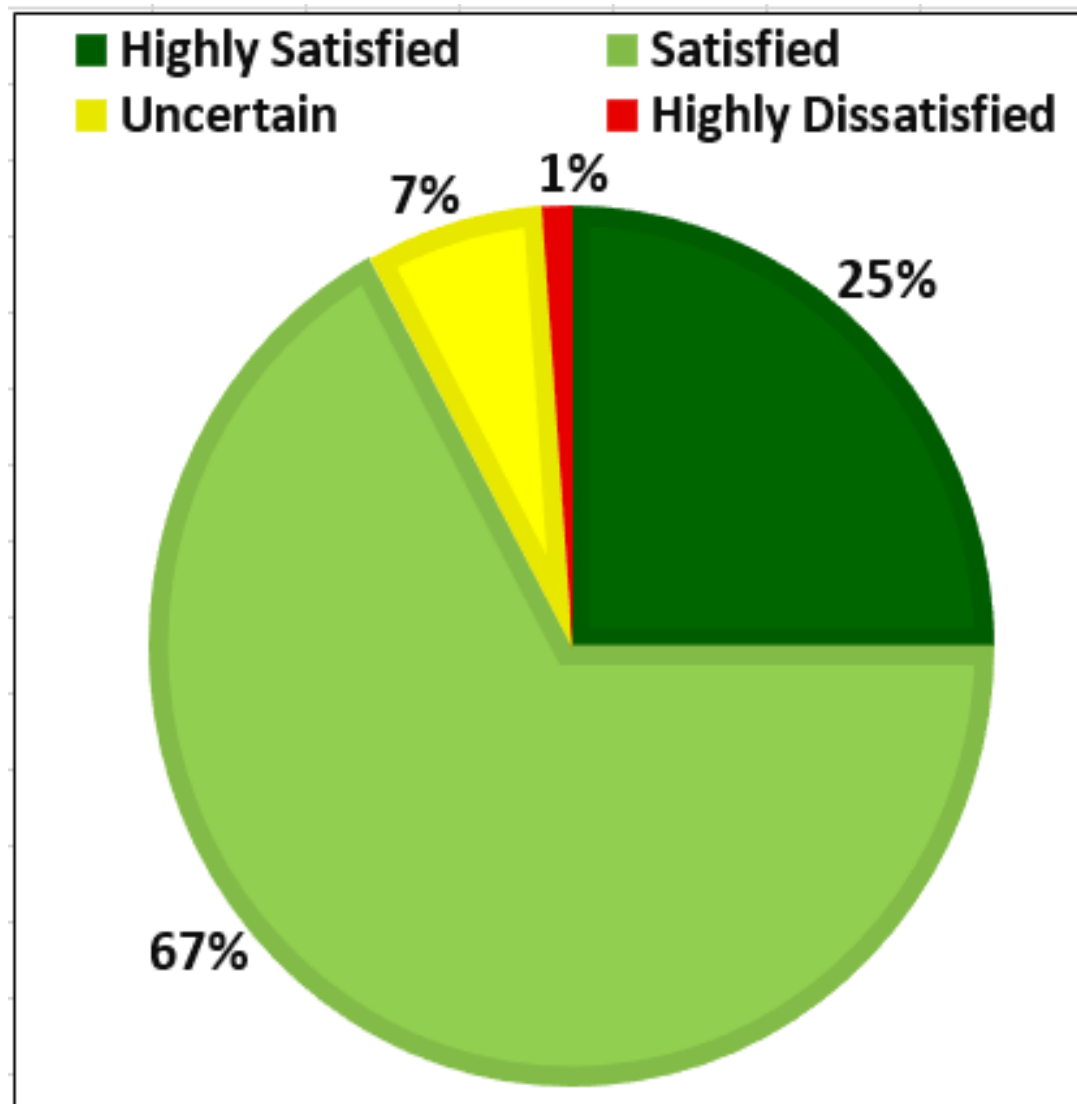
Q2. The overall environment in the department provide intellectual stimulation for improvement

EED**MED****CSD****CED****CIVIL****Biomedical****MSD****MATHS****ISD**

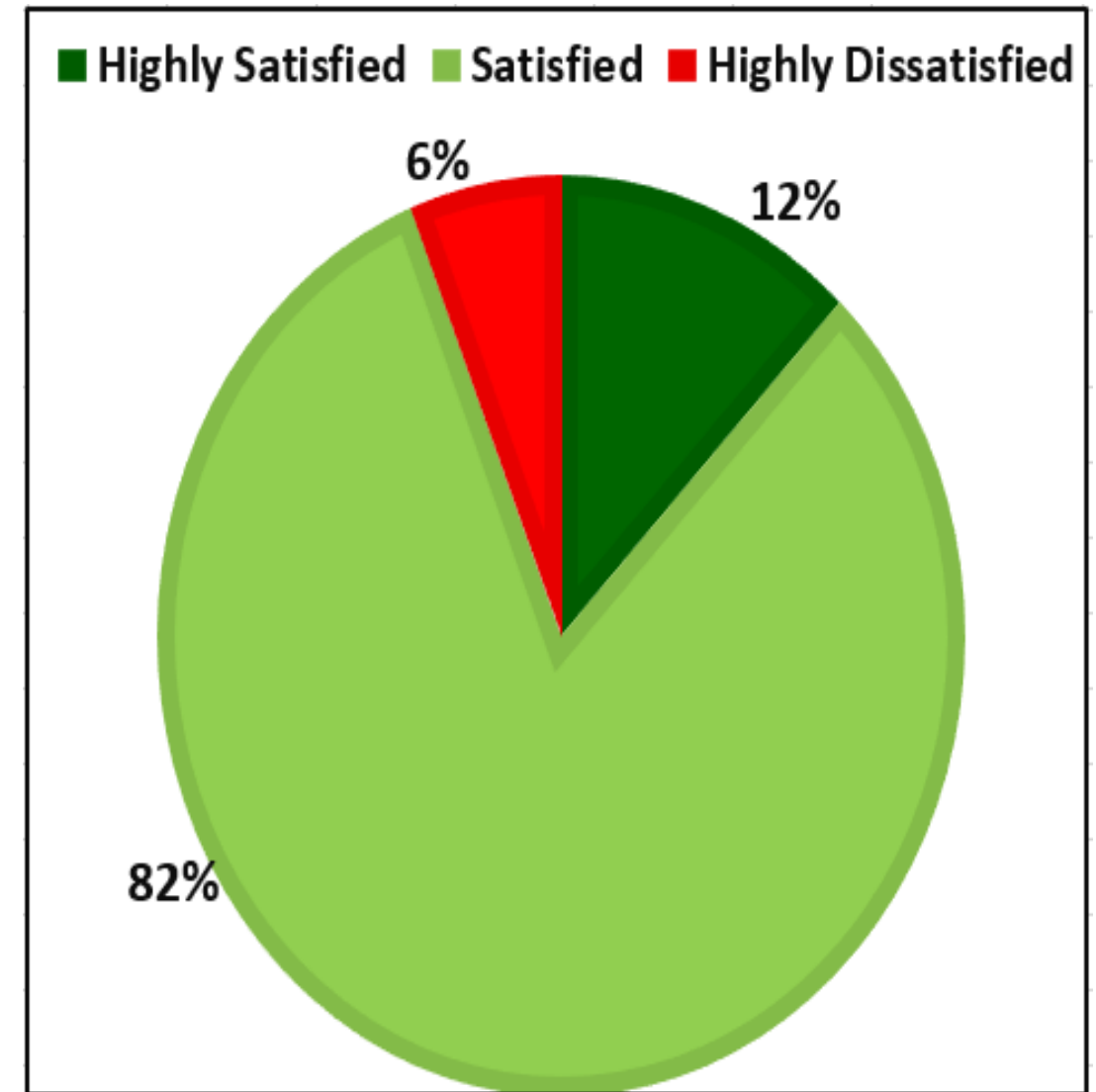
Q2. The overall environment in the department provide intellectual stimulation for improvement

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences

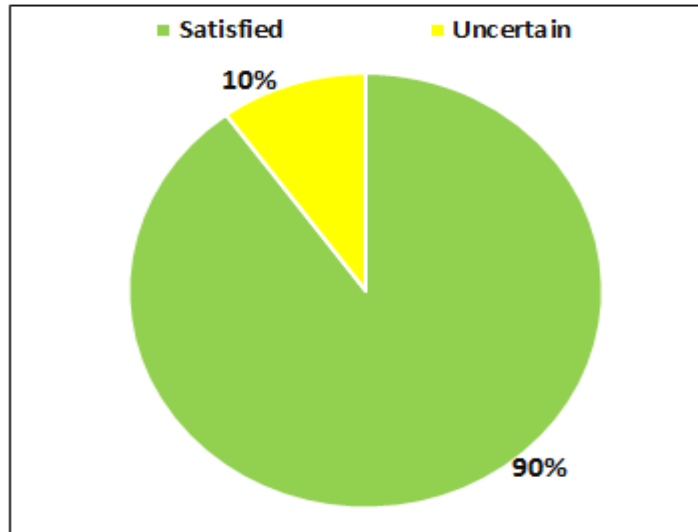
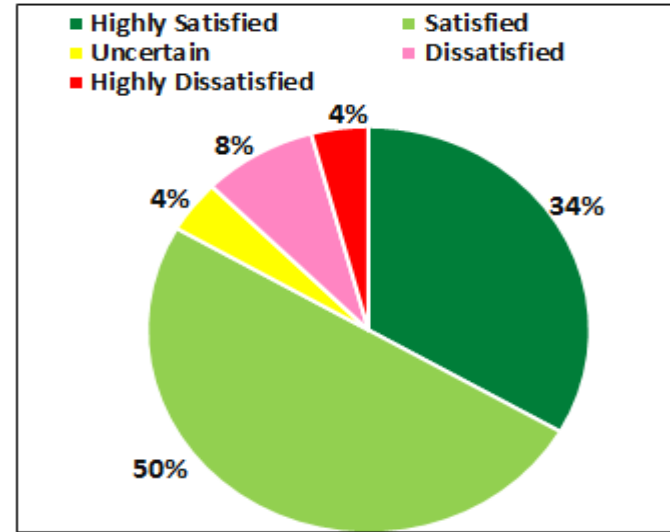
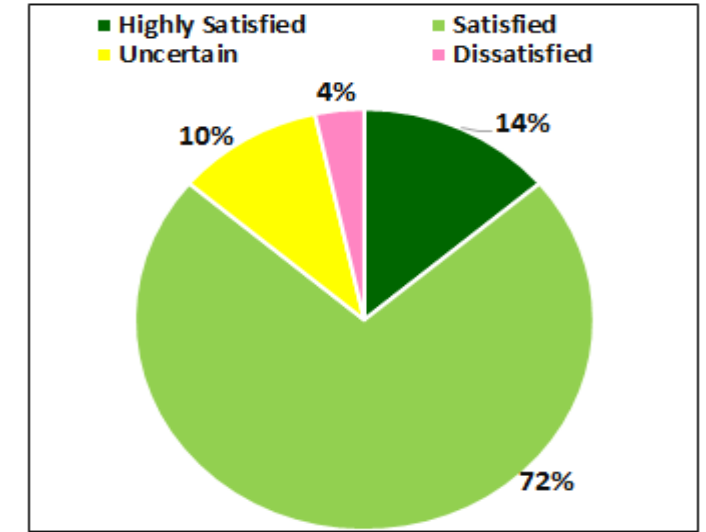
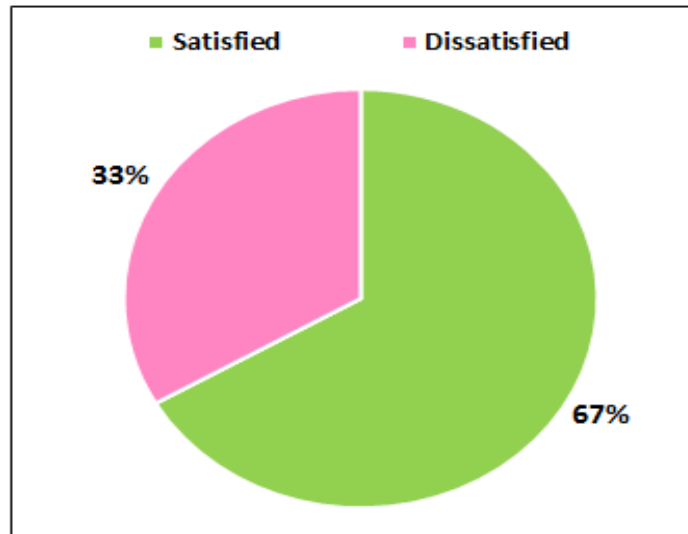
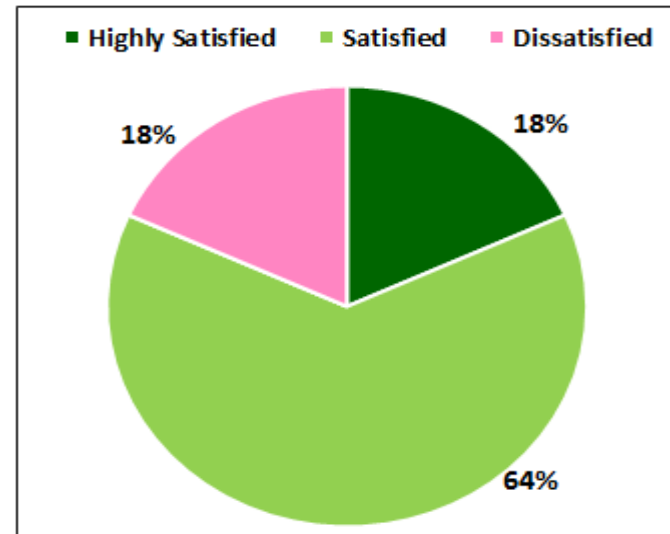
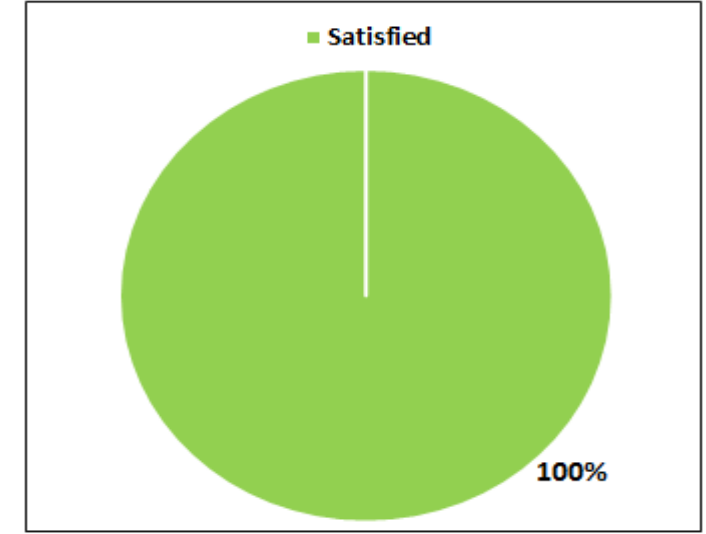
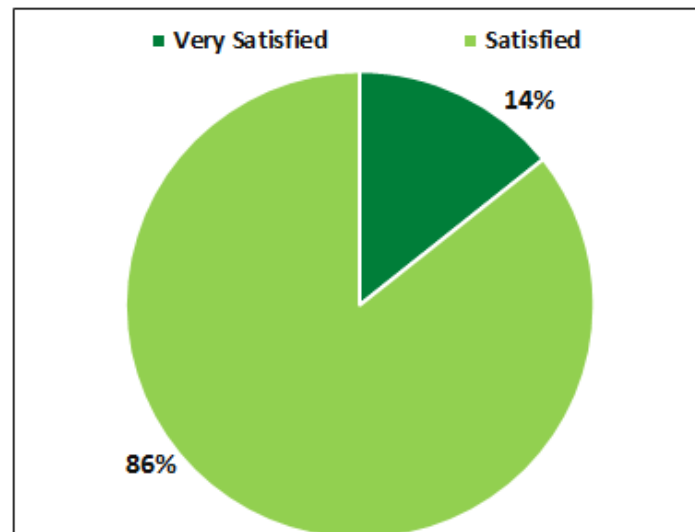
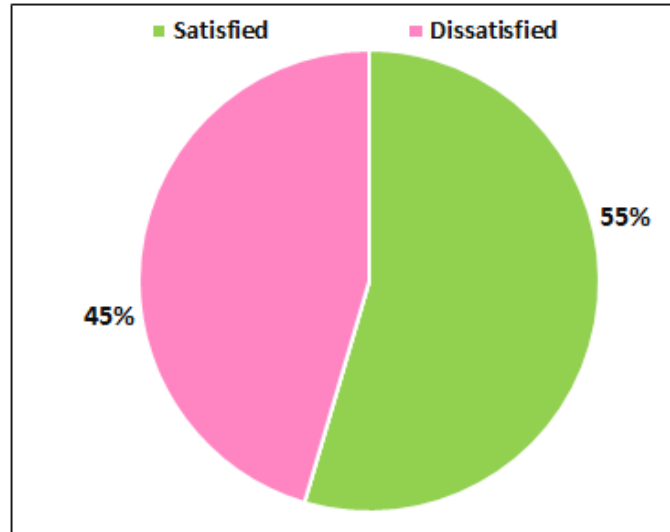
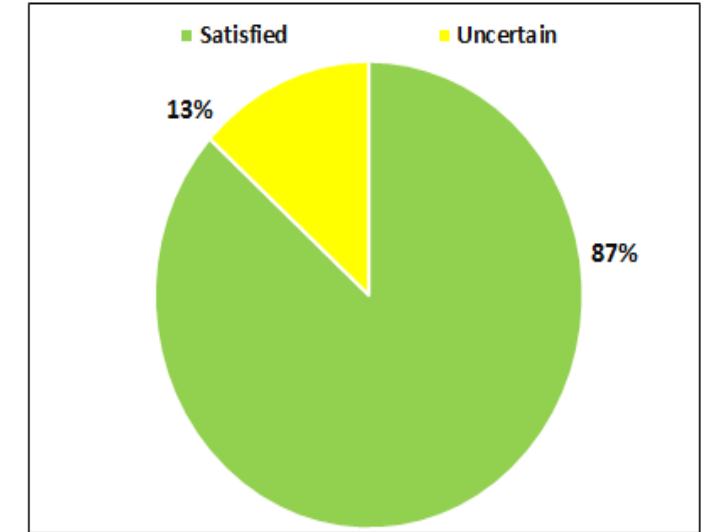


Q2. The overall environment in the department provide intellectual stimulation for improvement

COMMENTS

Overloaded with departmental work, very difficult to manage and there is no time for research.

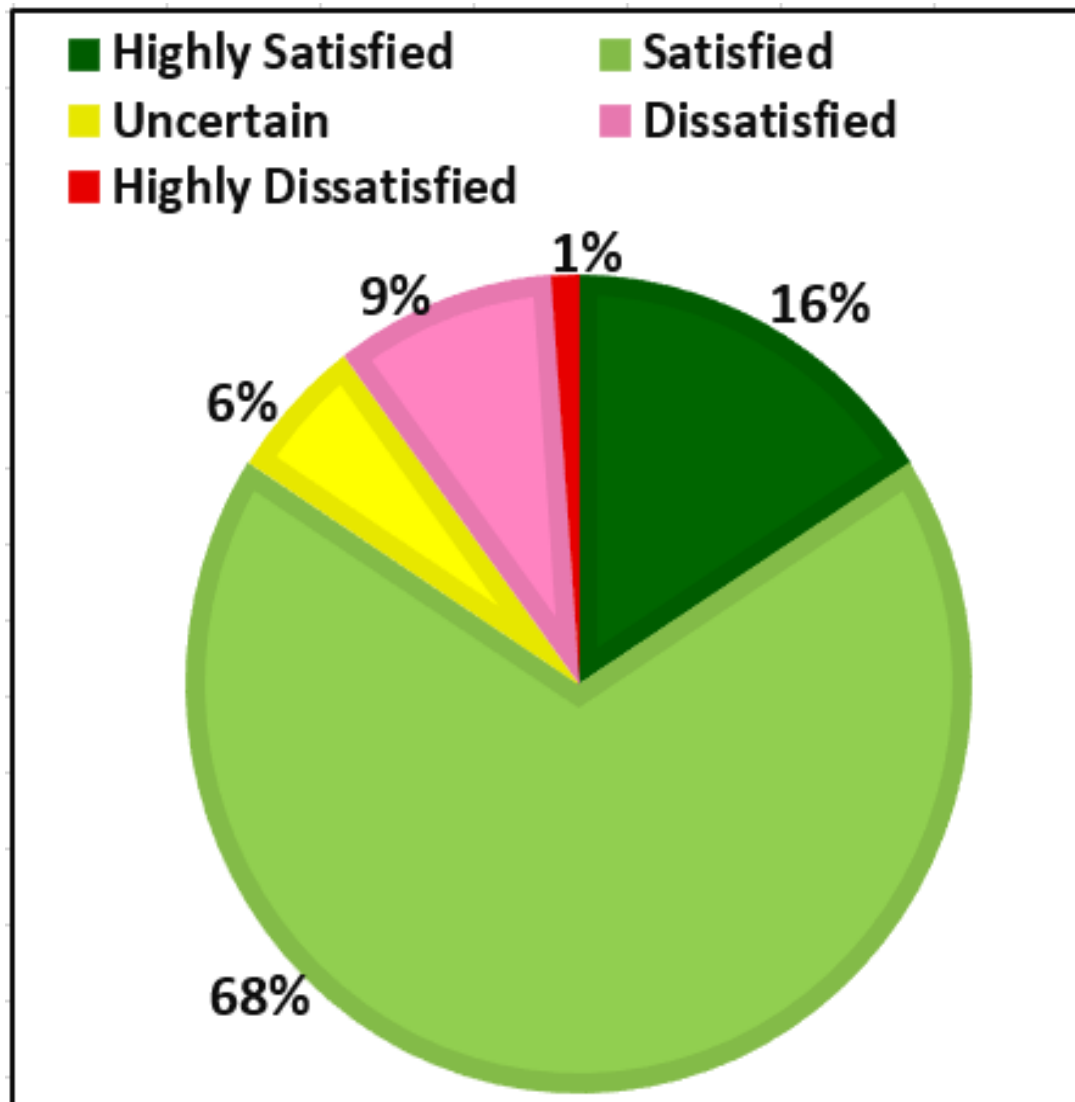
Q3. The overall workload is reasonable

EED**MED****CSD****CED****CIVIL****Biomedical****MSD****MATHS****ISD**

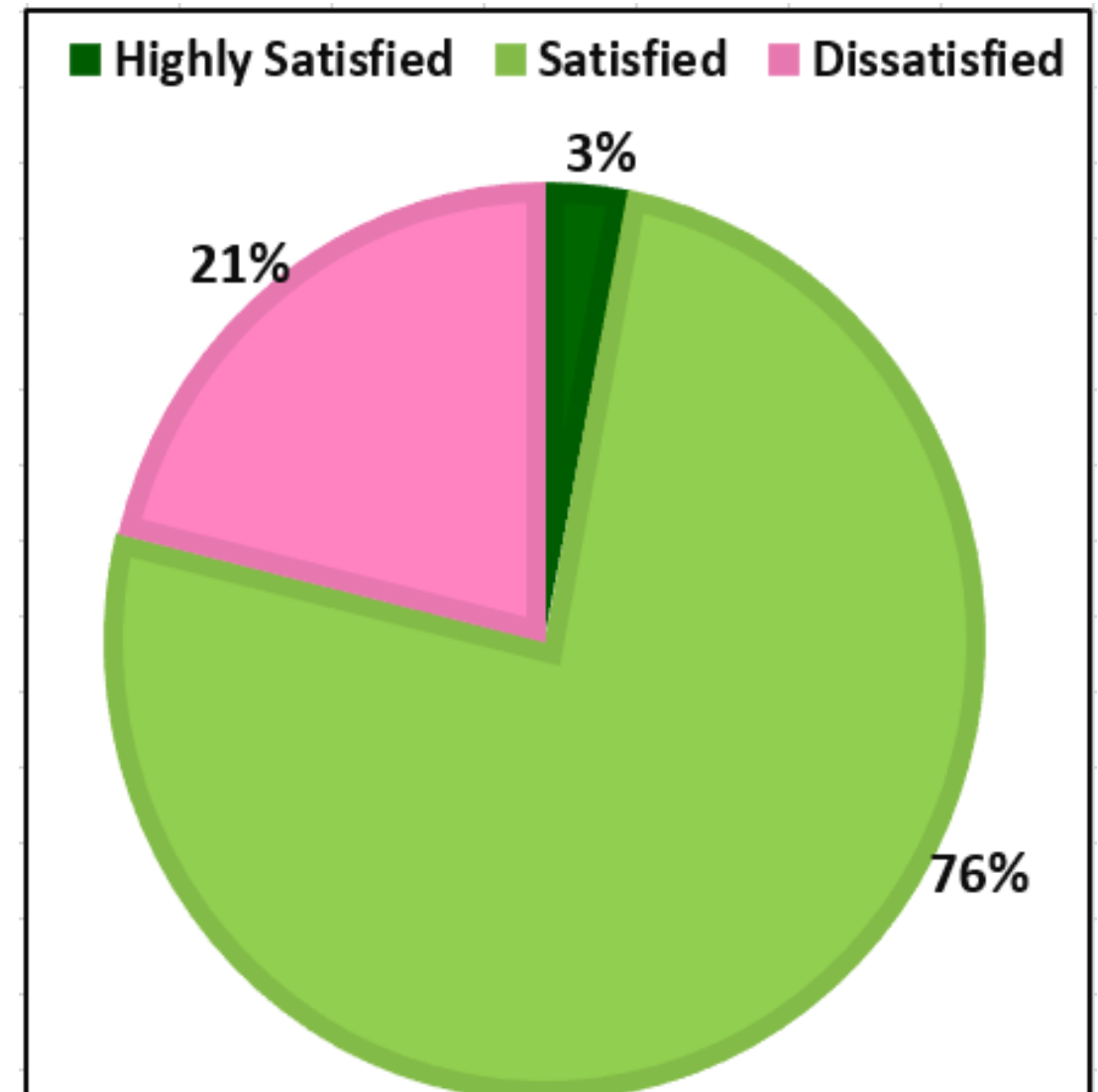
Q3. The overall workload is reasonable

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q3. The overall workload is reasonable

COMMENTS

Workload isn't equally distributed. Senior faculty members involve us in departmental committees everywhere. They already have six credit hour load and regarding admin duties they use junior faculty as a tool. I think justified load should be given to all because we don't have to teach only twelve credit hours but also lot of departmental activities. Promotion criteria is based on research activities. Current scenario of department is creating aggressive environment among juniors. We are not able to perform our duties due to departmental politics.

The rest of the university is fine, but the courses we teach should be maximum of 12 credits hours due to which our research work is suffered.

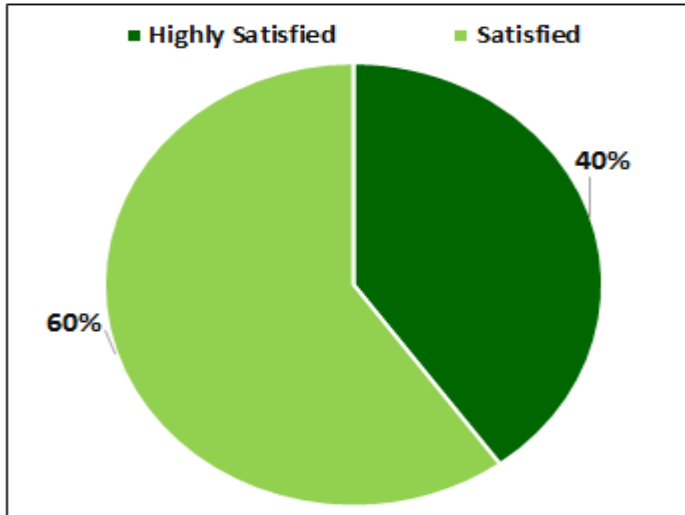
Q3. The overall workload is reasonable

COMMENTS

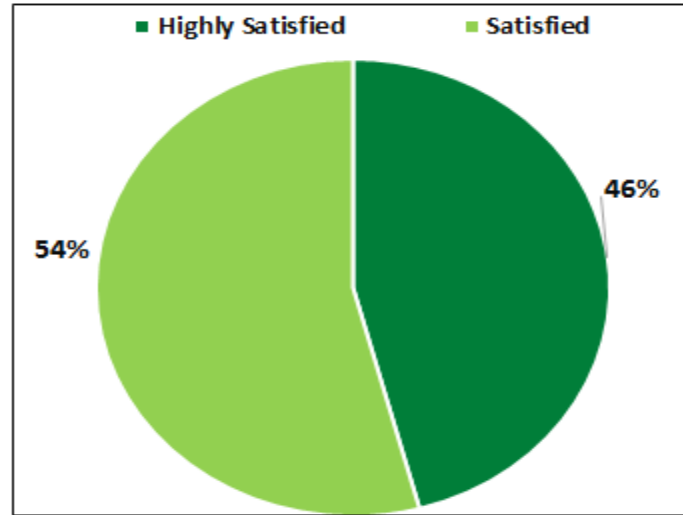
As the management knows the prices of petrol are very high, but they are not flexible for faculty van route. I have to come daily in my own car to the university from Soan garden due to which more than half of my salary goes into commute. Moreover, the lecturer salaries are very low compared with inflation and other institutes. Both of these points should be considered by management.

**Q4. The cooperation you receive from
your department / colleagues**

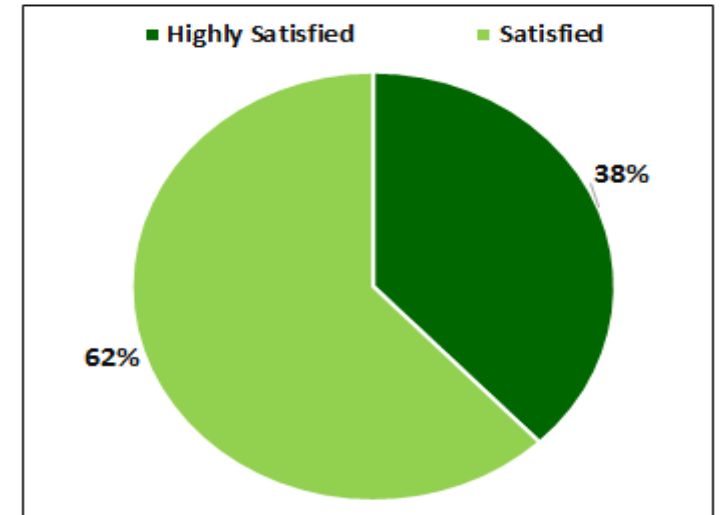
EED



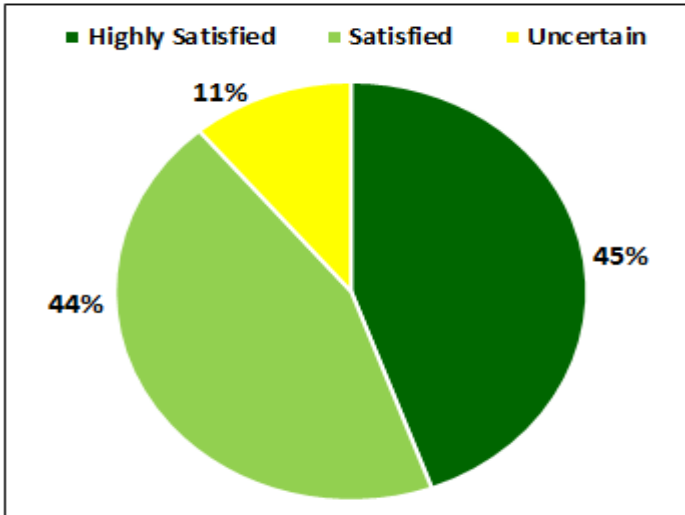
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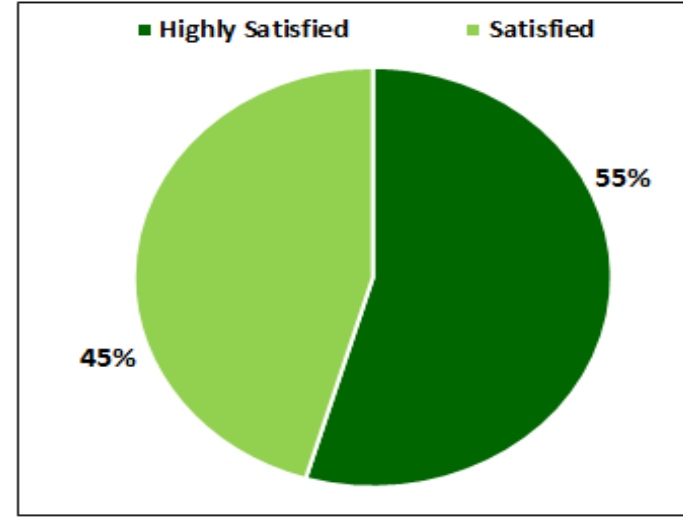
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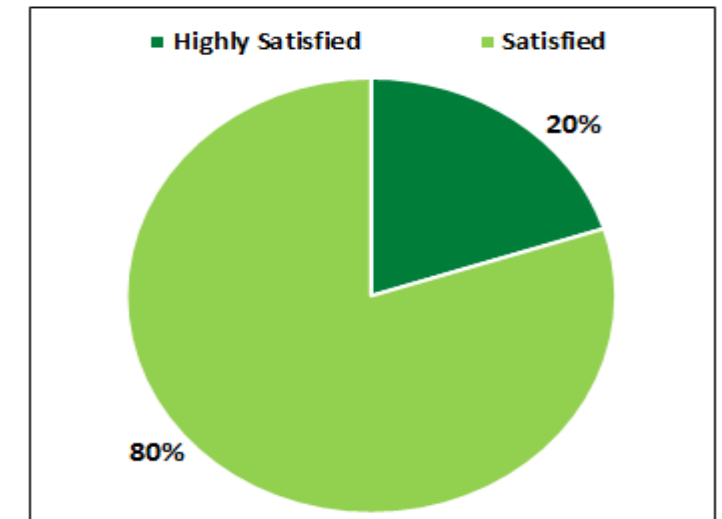
CED



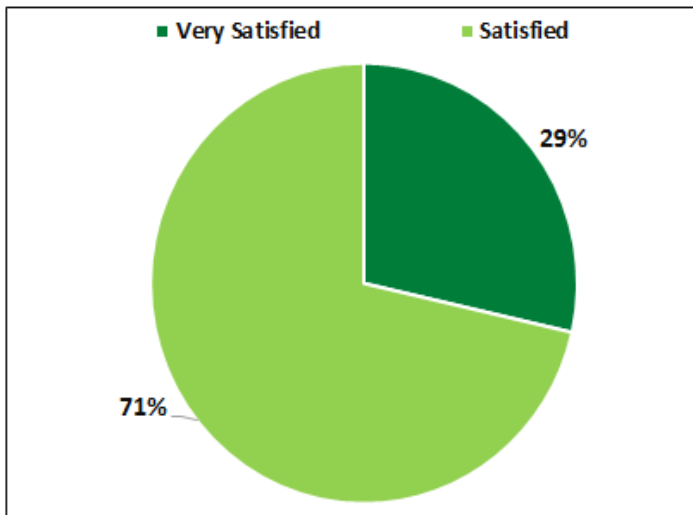
CIVIL



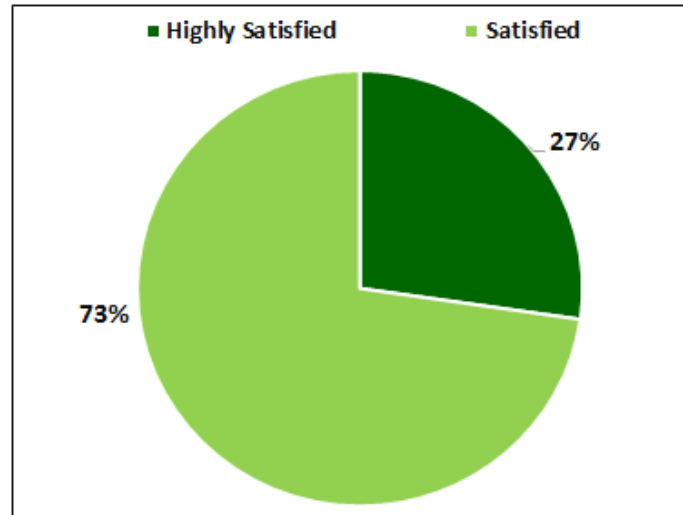
Biomedical



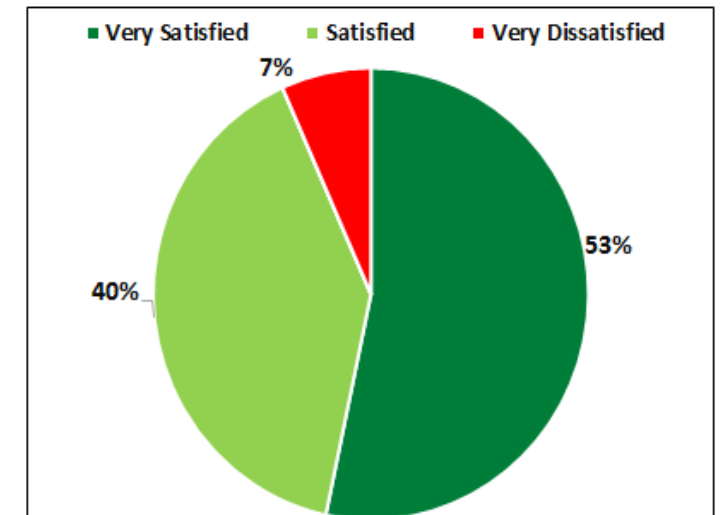
MSD



MATHS



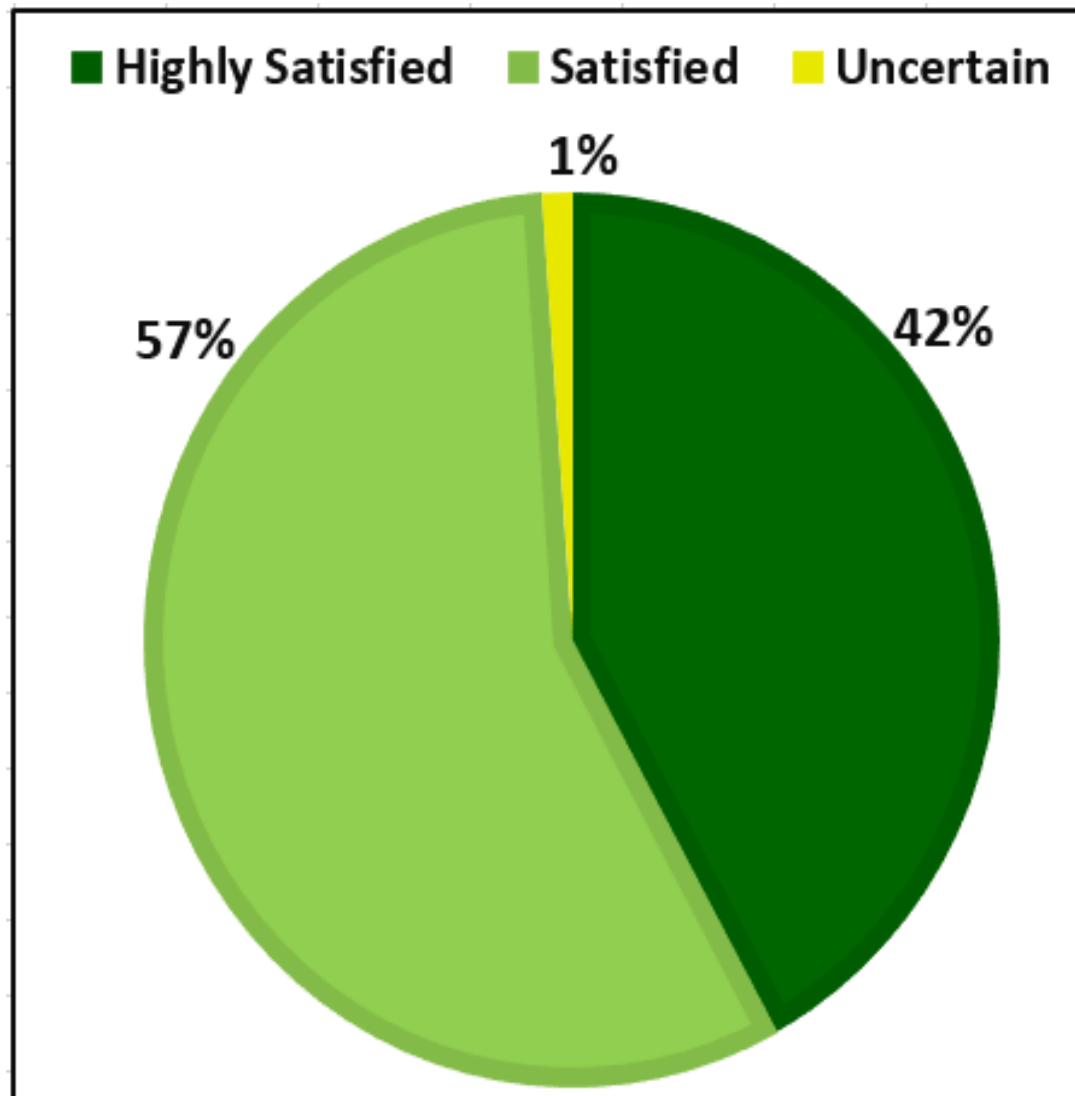
ISD



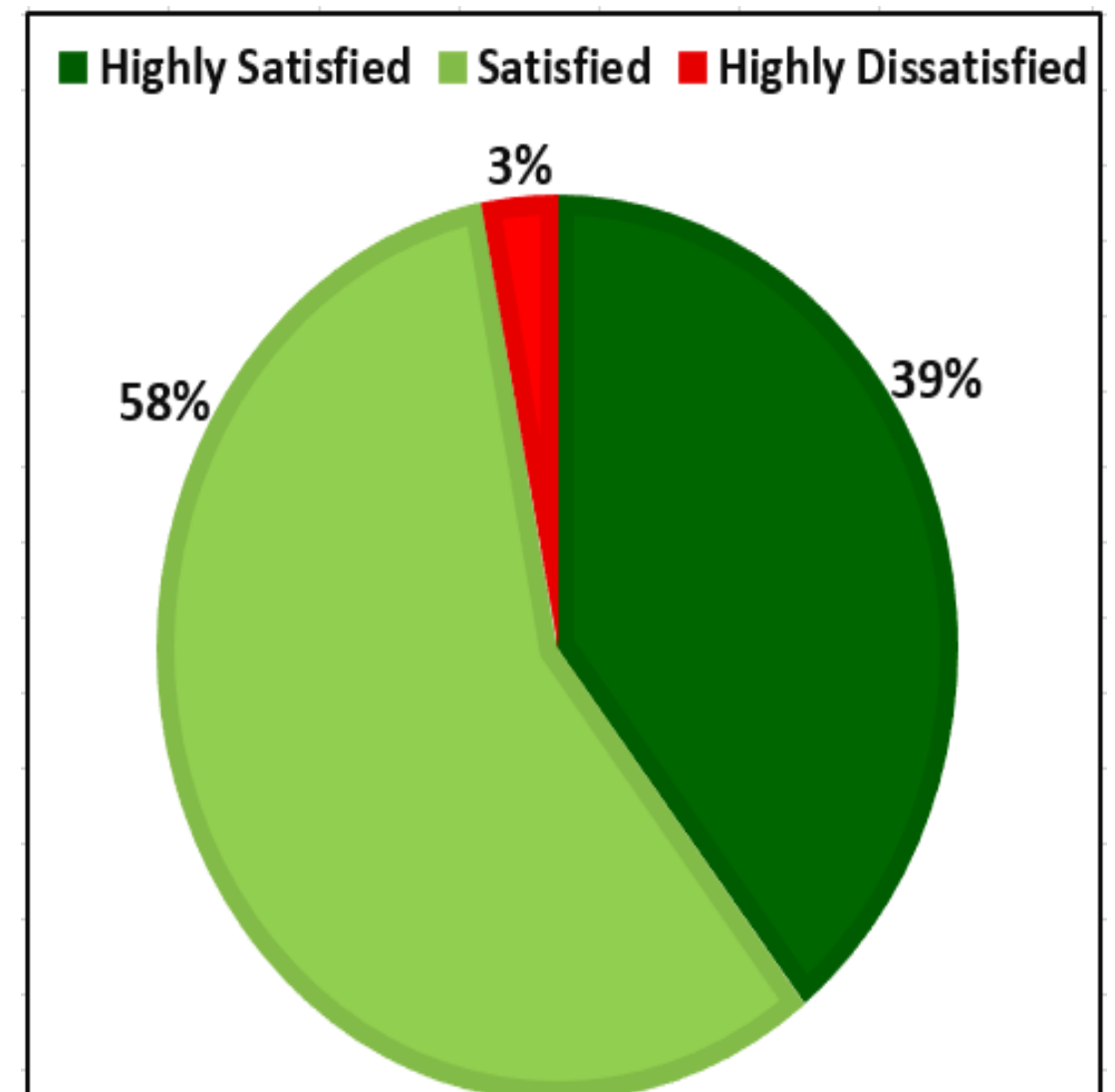
Q4. The cooperation you receive from your department / colleagues

Average Responses

Faculty of Engineering and Technology

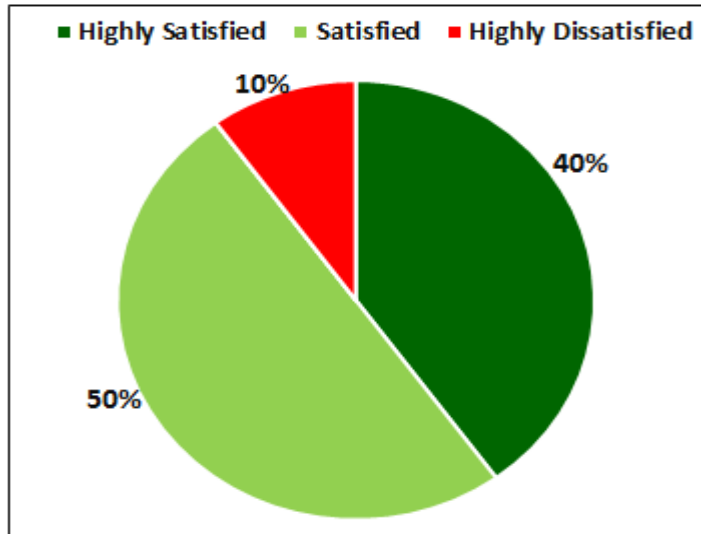


Faculty of Basic Sciences

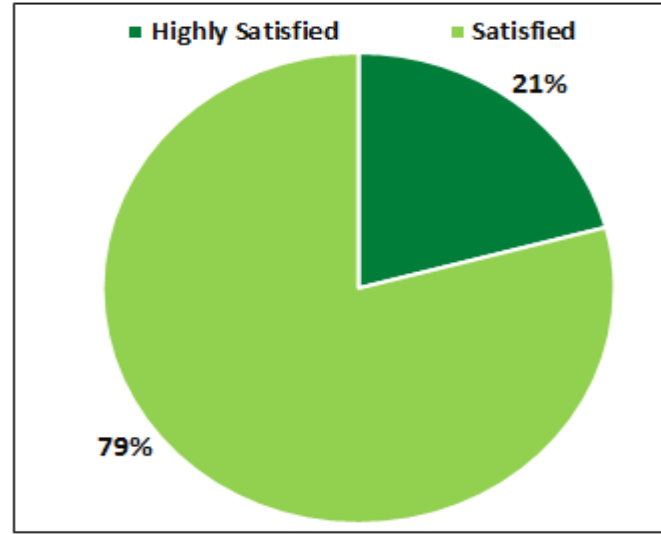


**Q5. Whenever needed, mentoring is
available to you**

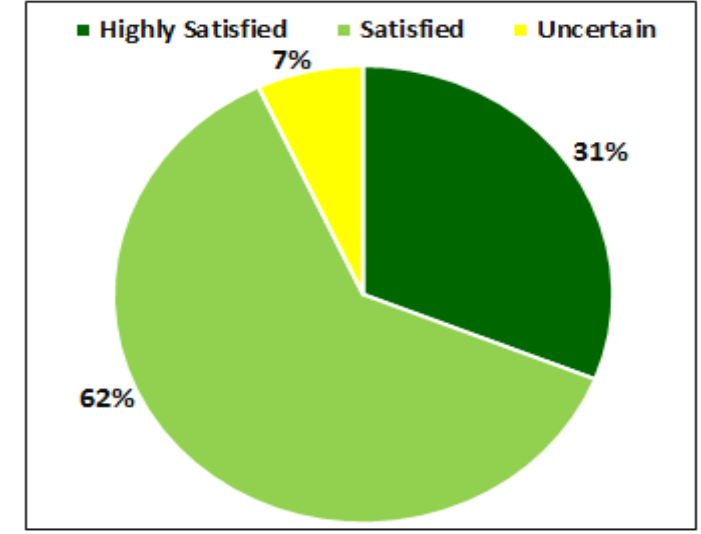
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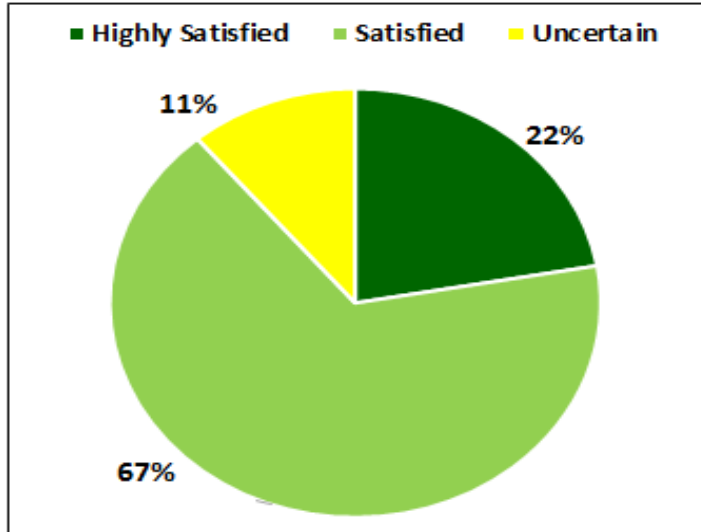
MED



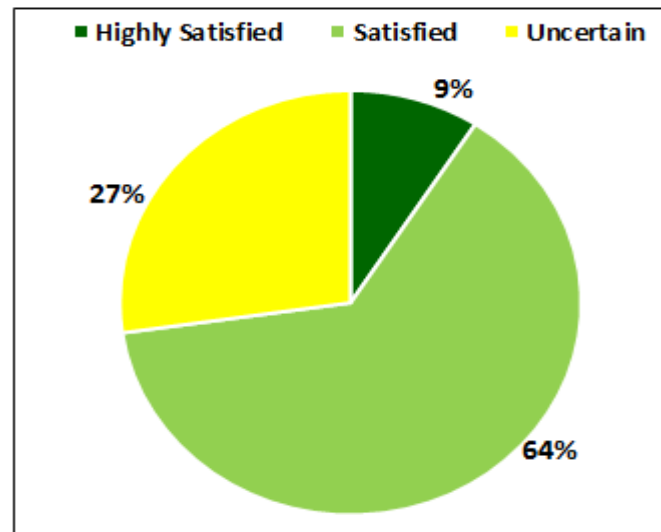
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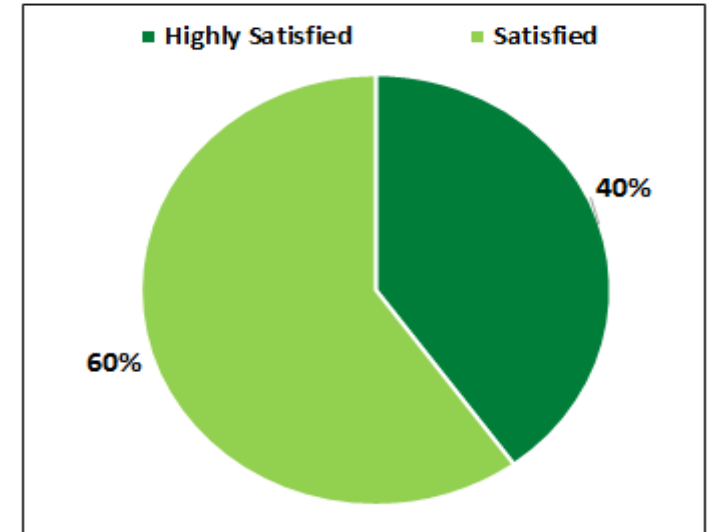
CED



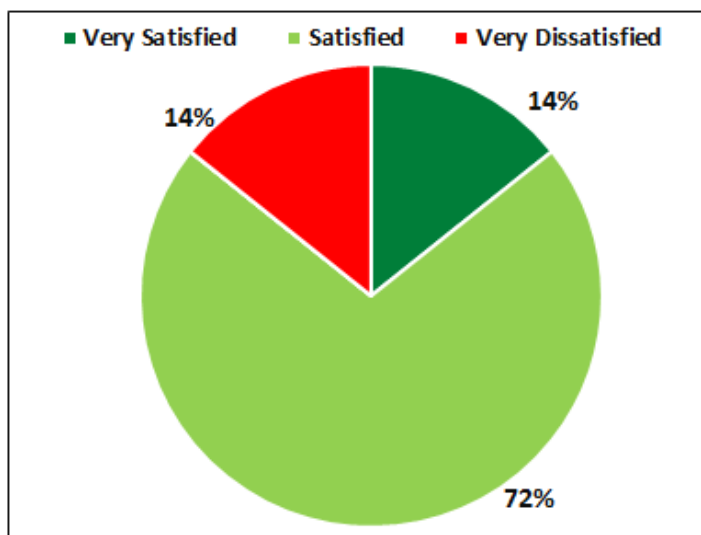
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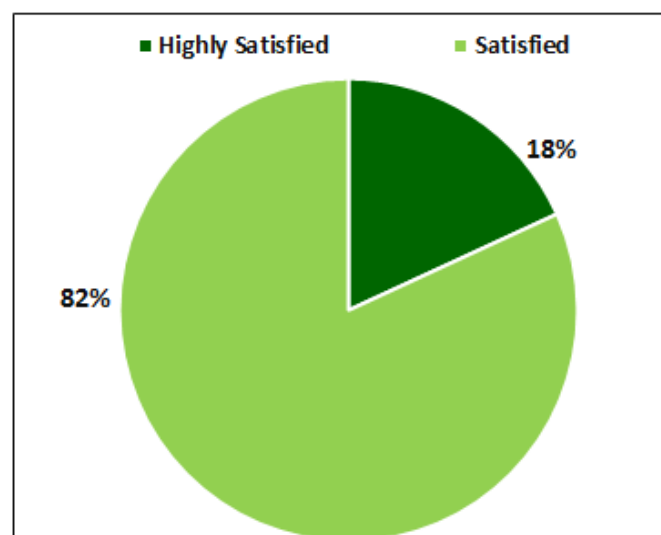
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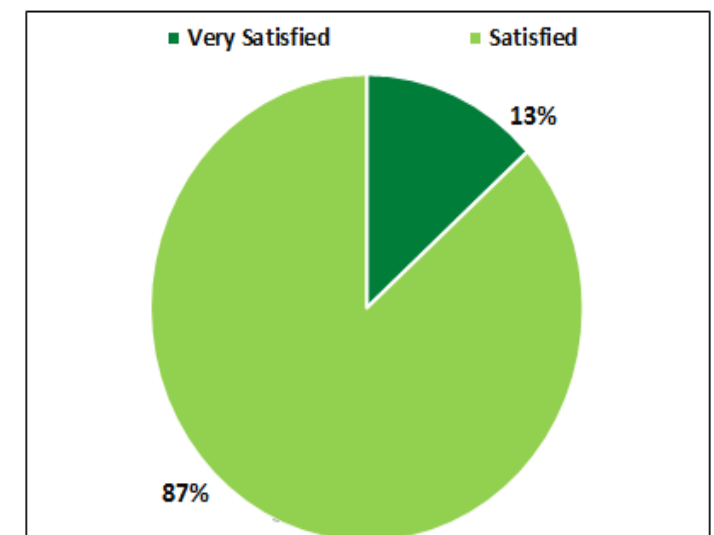
MSD



MATHS



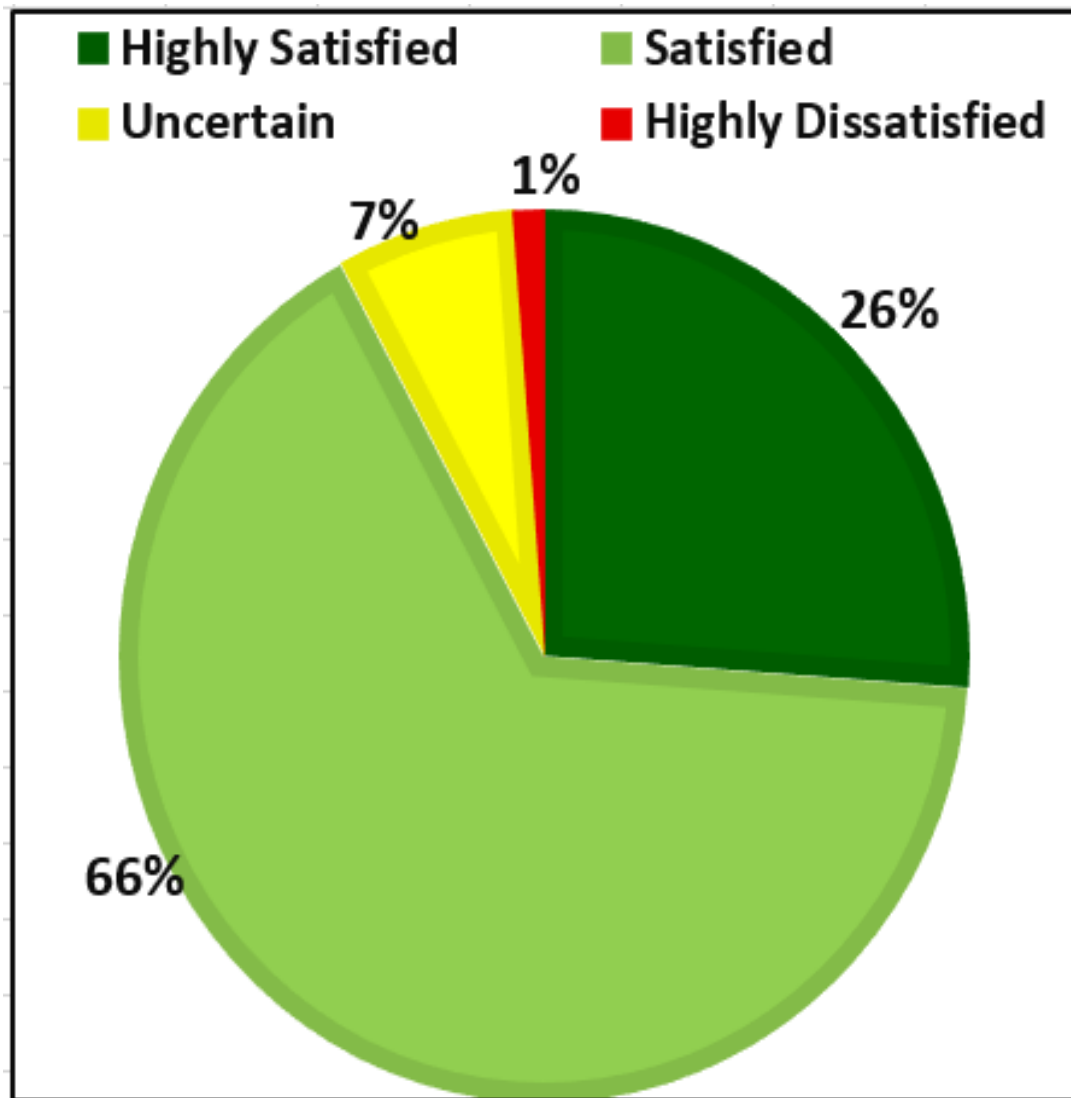
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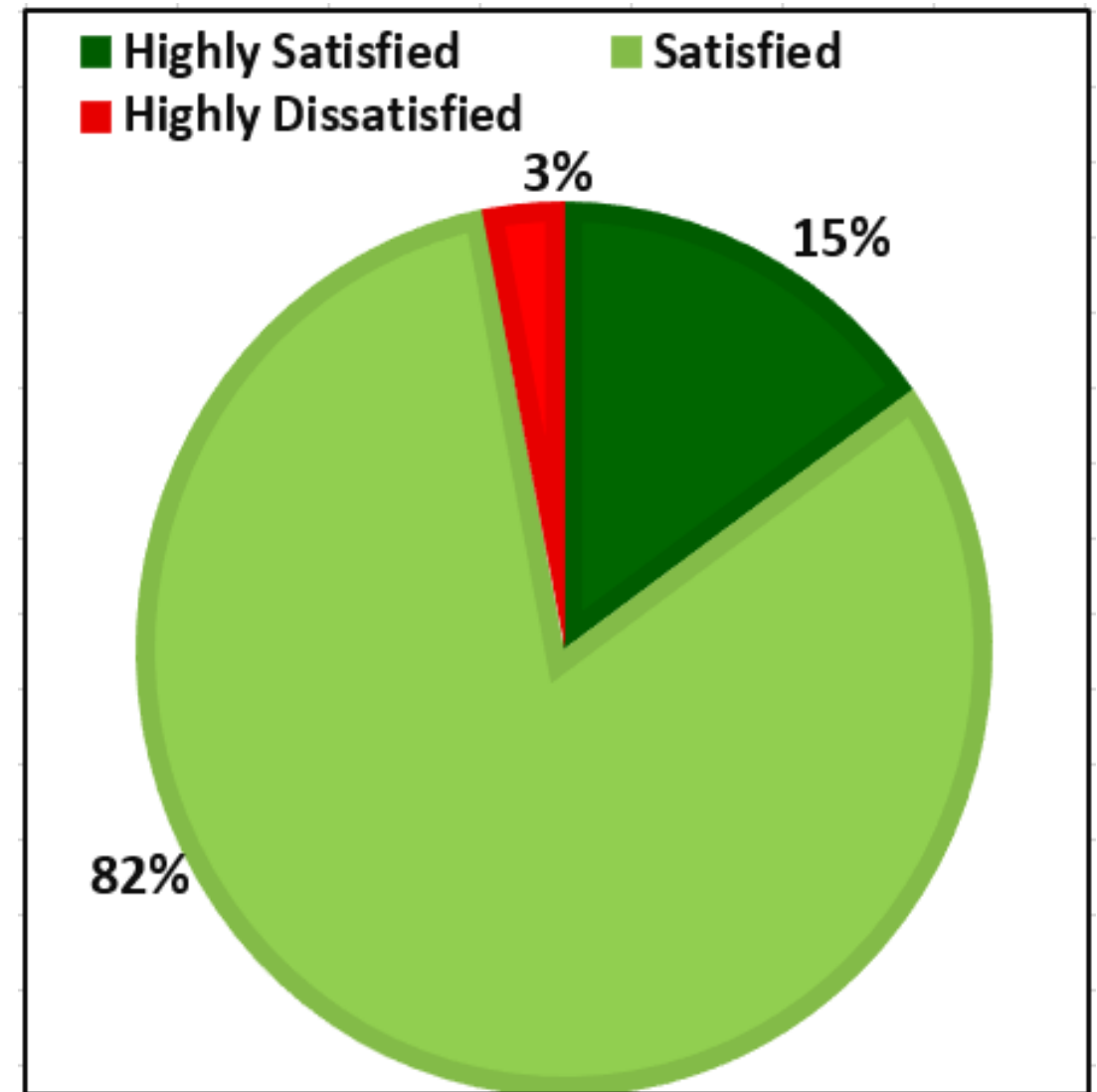
Q5. Whenever needed, mentoring is available to you

Average Responses

Faculty of Engineering and Technology



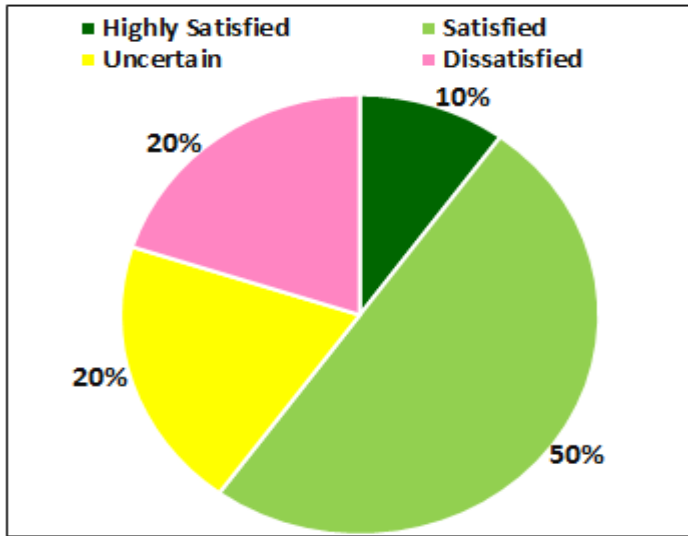
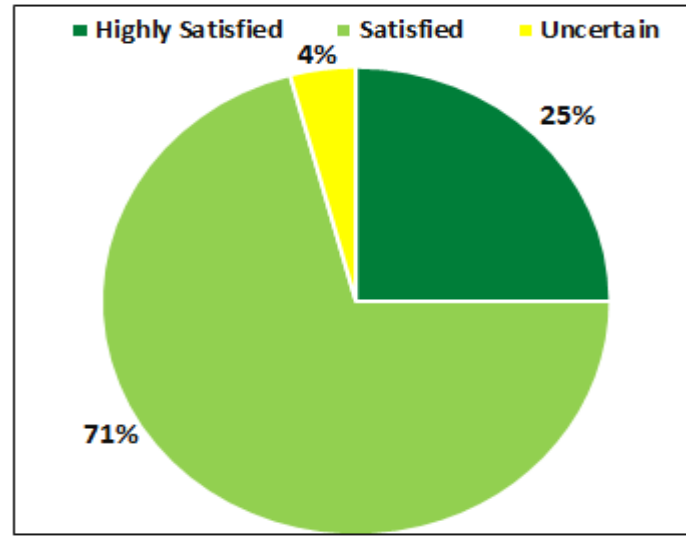
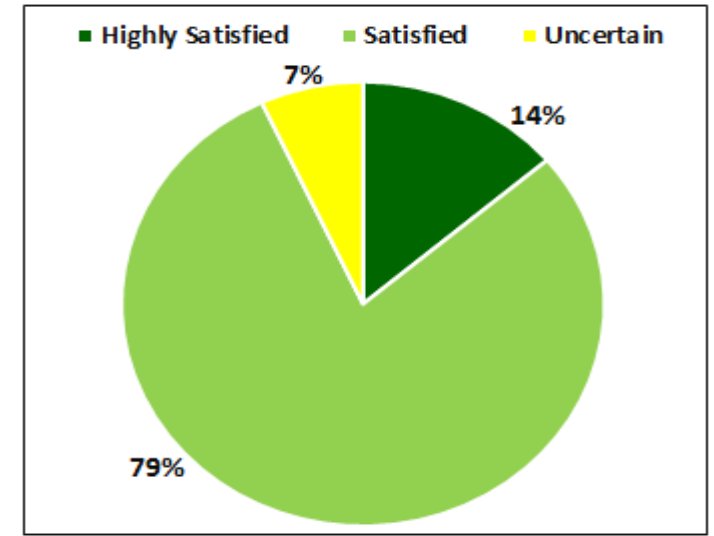
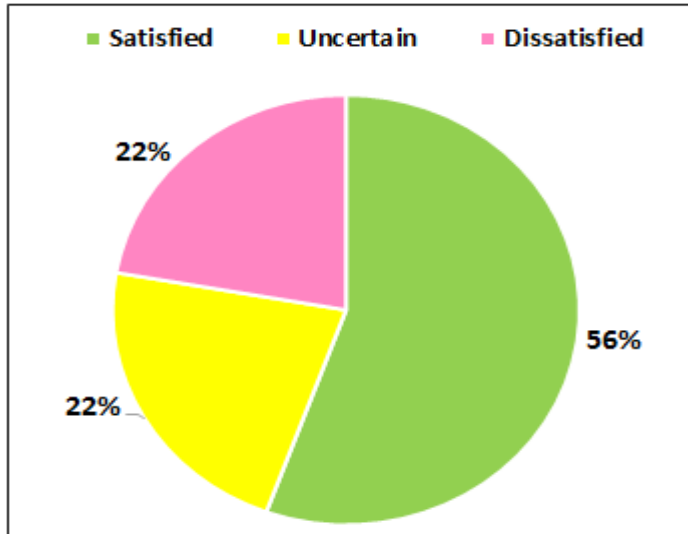
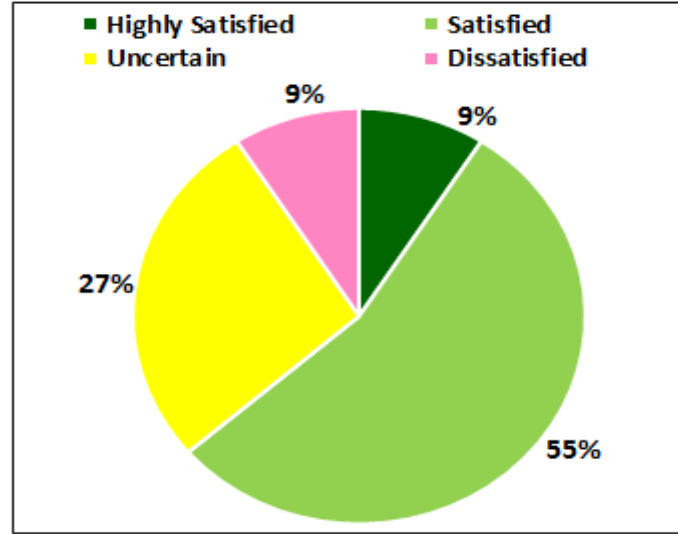
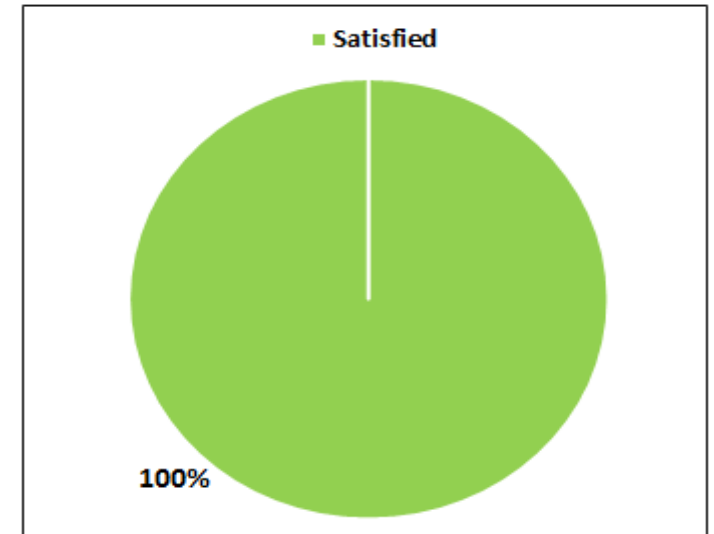
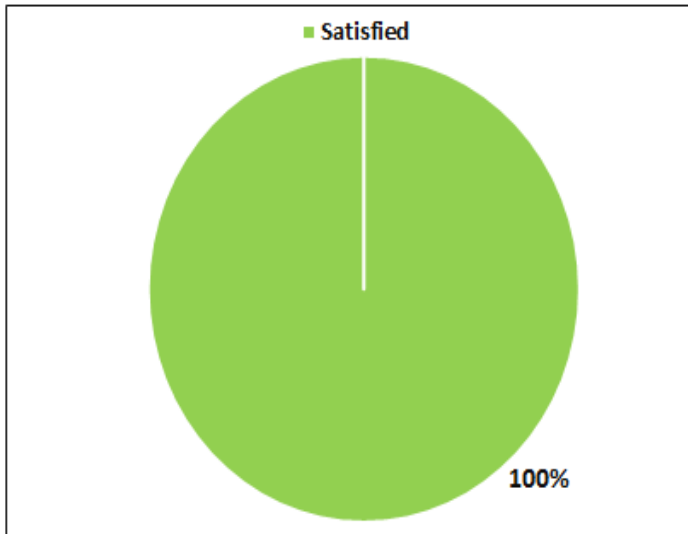
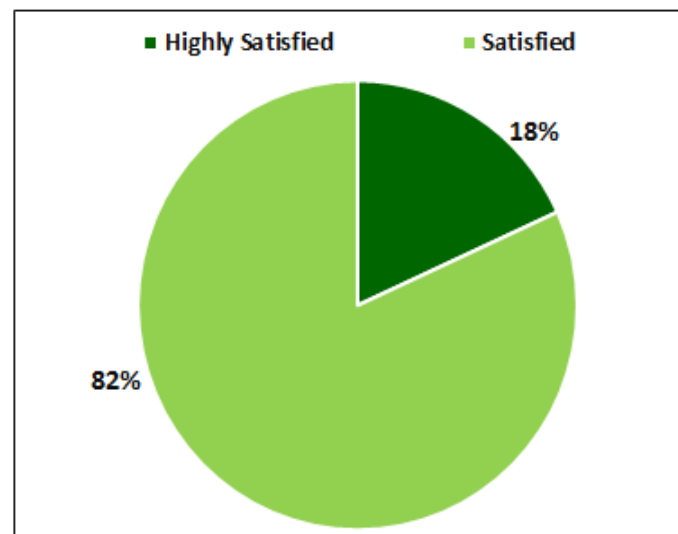
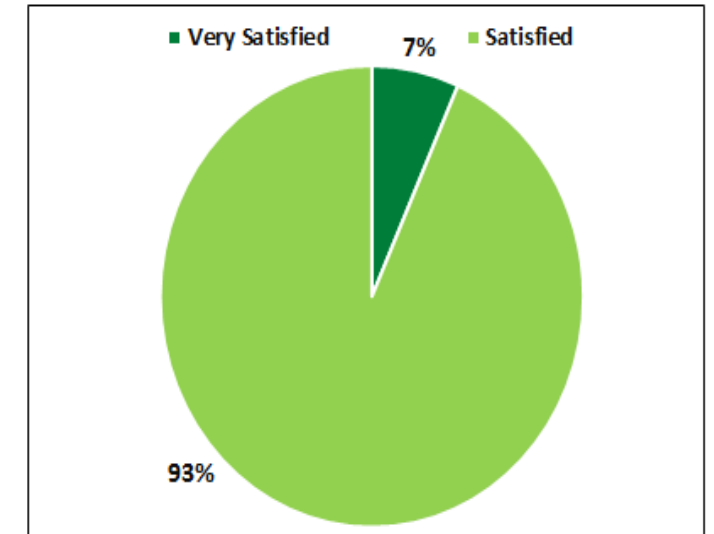
Faculty of Basic Sciences



Q5. Whenever needed, mentoring is available to you

COMMENTS
Highly experience and qualified people left department due to uncertainty in job, so its very difficult to work effectively in uncertain conditions.
The department's SoPs should be made more clear with clarity and responsibilities for each role.

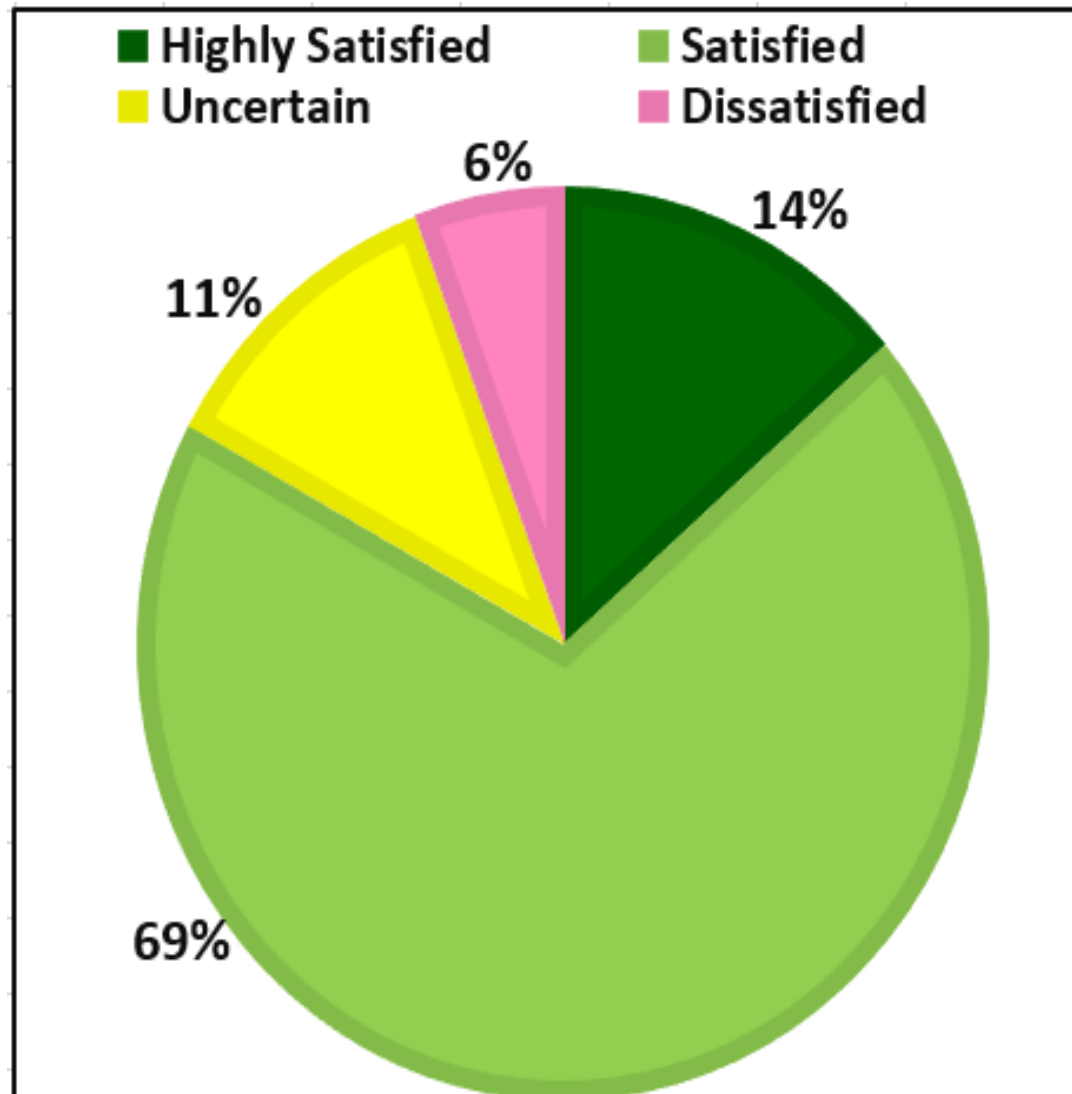
Q6. You are satisfied with the encouragement given for inter-disciplinary initiatives

EED**MED****CSD****CED****CIVIL****Biomedical****MSD****MATHS****ISD**

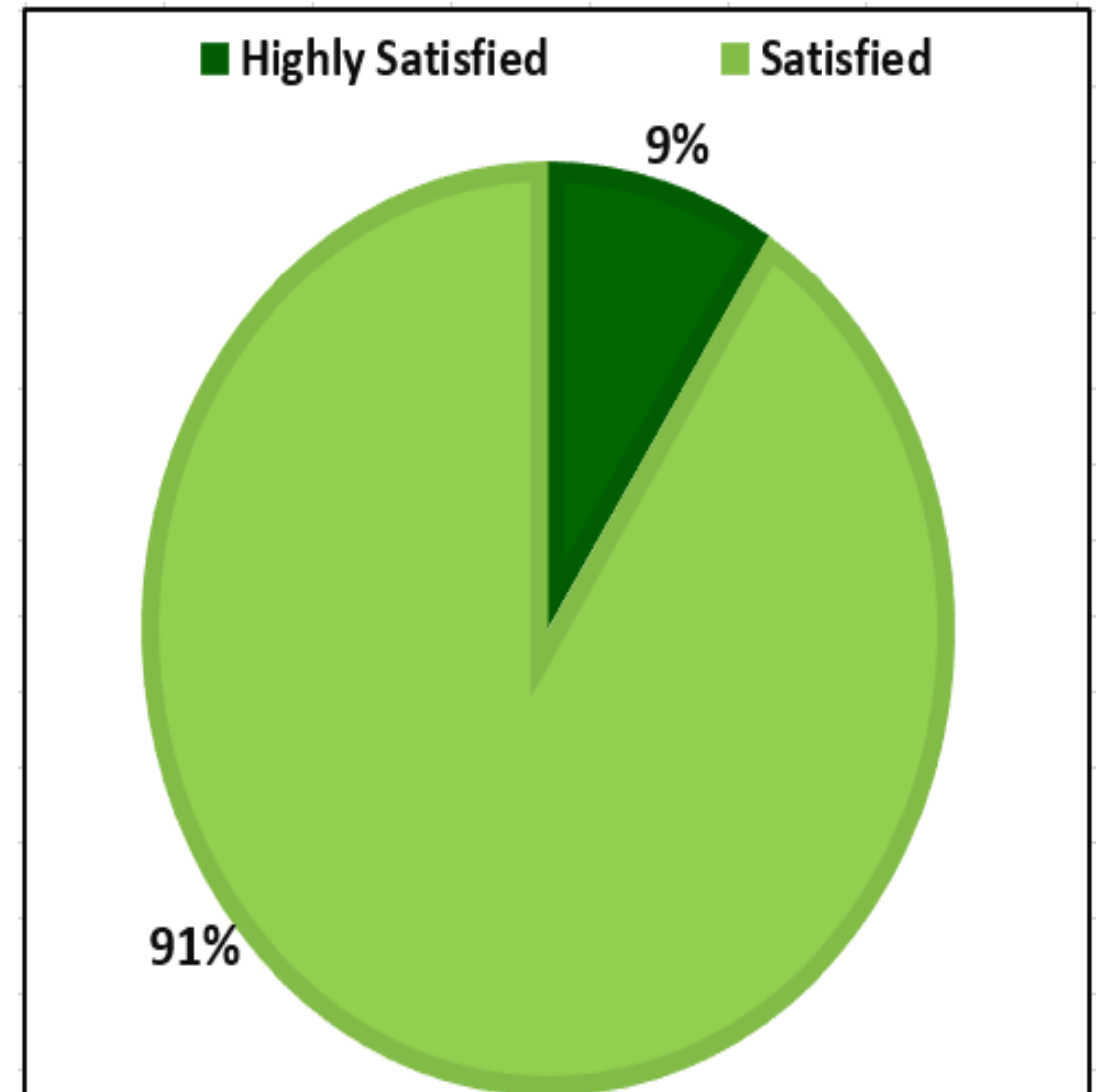
Q6. You are satisfied with the encouragement given for interdisciplinary initiatives

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q6. You are satisfied with the encouragement given for inter-disciplinary initiatives

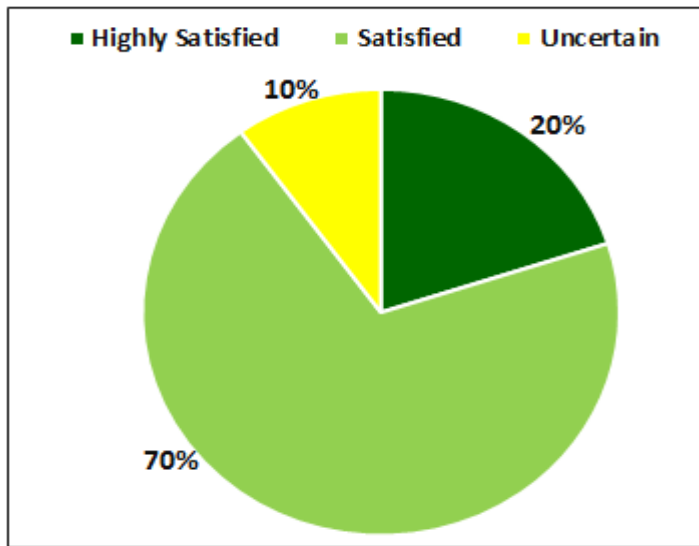
COMMENTS

Appreciation in the form of letter or other incentives will be appreciated.

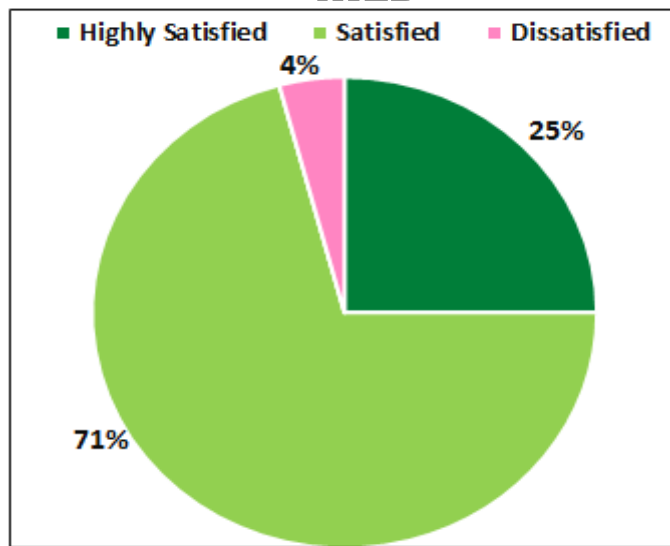
University needs to revise faculty's children tuition fee policy in HITEC school & College.

Q7. You are satisfied with the opportunities given to voice concerns/provide feedback

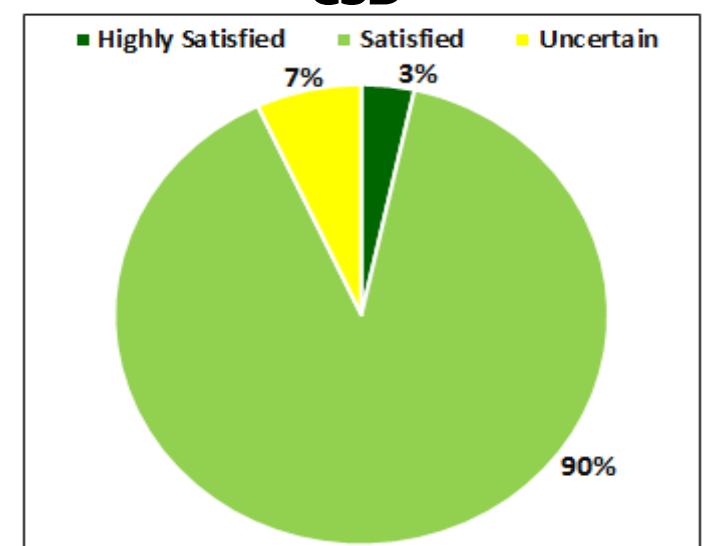
EED



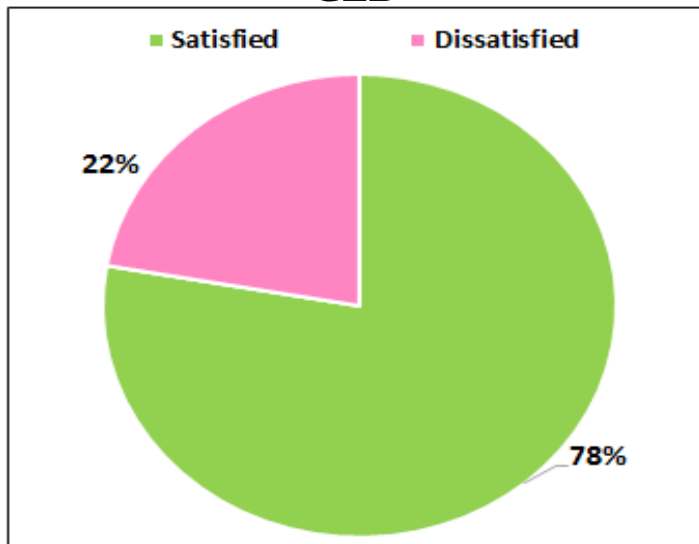
MED



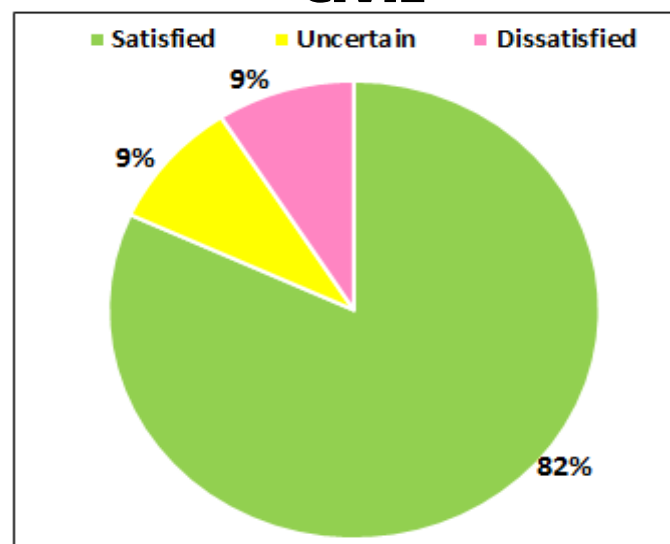
CSD



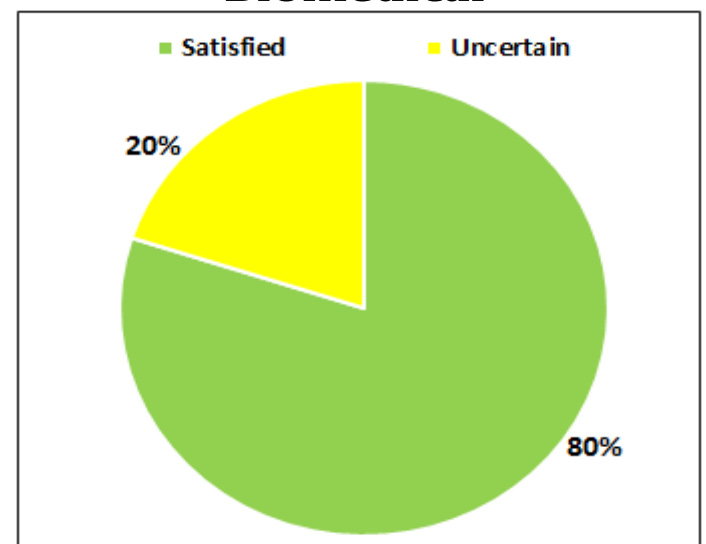
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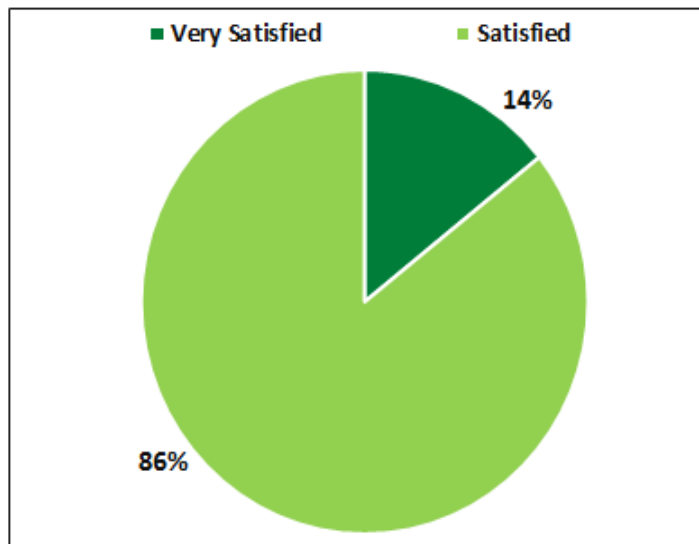
CIVIL



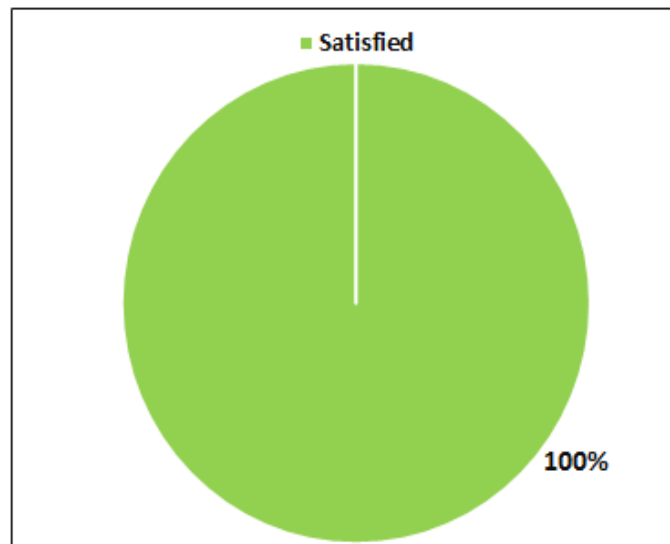
Biomedical



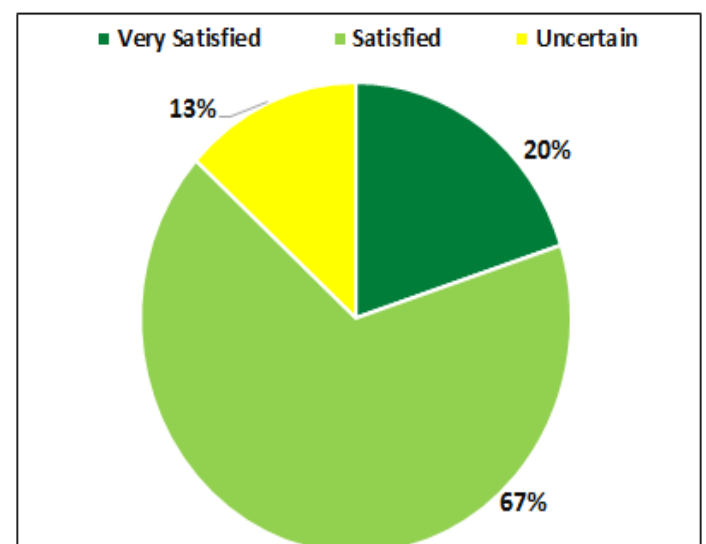
MSD



MATHS



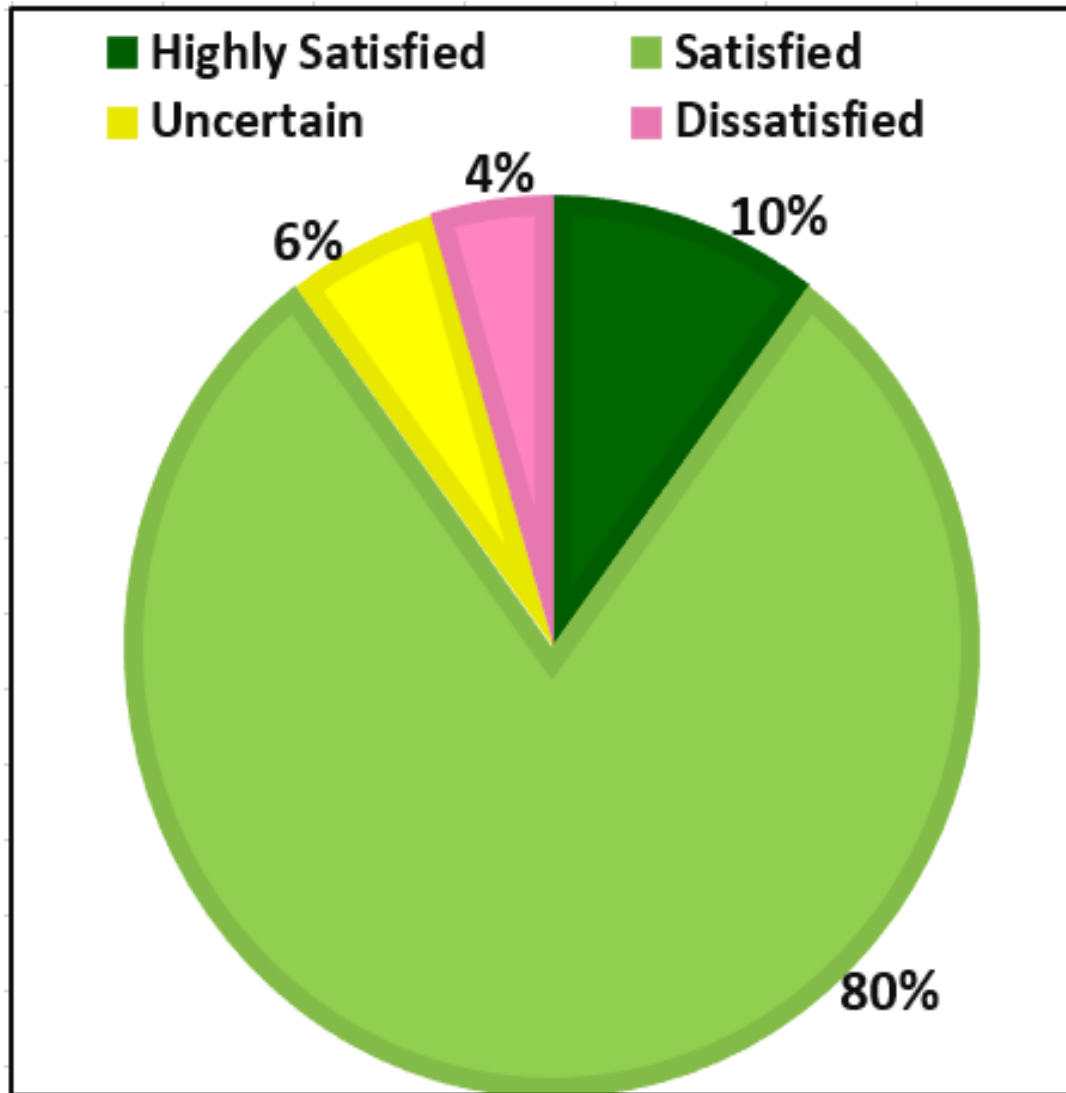
ISD



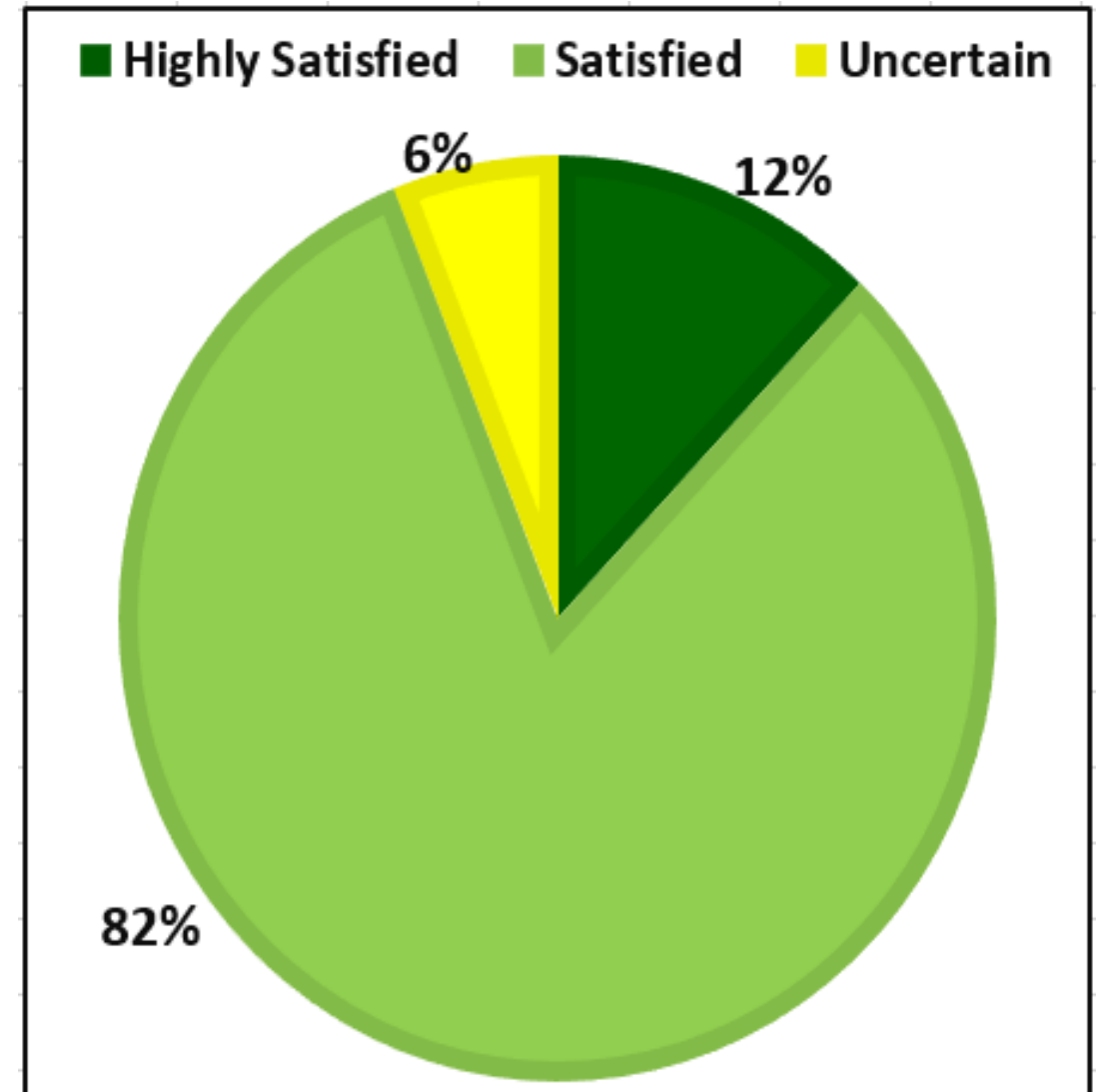
Q7. You are satisfied with the opportunities given to voice concerns/provide feedback

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q7. You are satisfied with the opportunities given to voice concerns/provide feedback

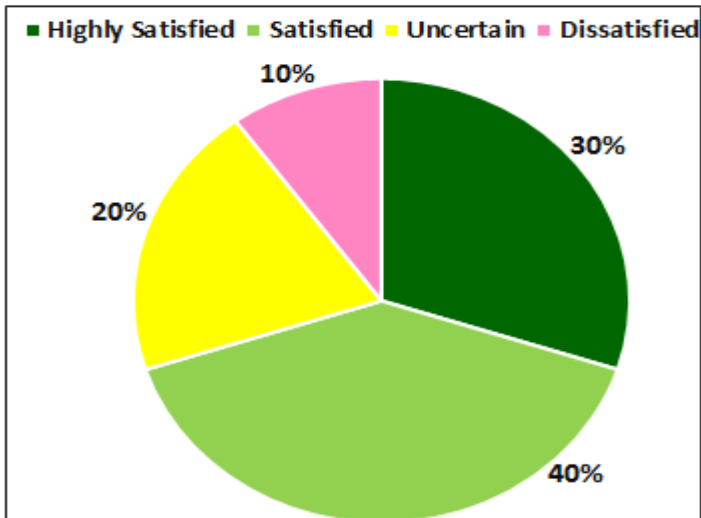
COMMENTS

Recently, cafeteria has been closed without informing faculty. We had been getting food for quite some time from them. It would have been great if feedback of the faculty members had been taken as well.

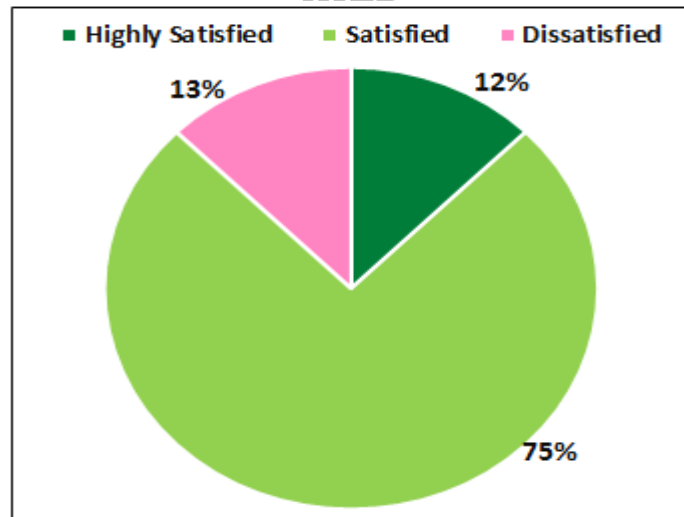
There is a proper mechanism to register your concerns but it is highly unlikely that those concerns would be resolved.

**Q8. You are satisfied with receiving
recognition for individual
accomplishments**

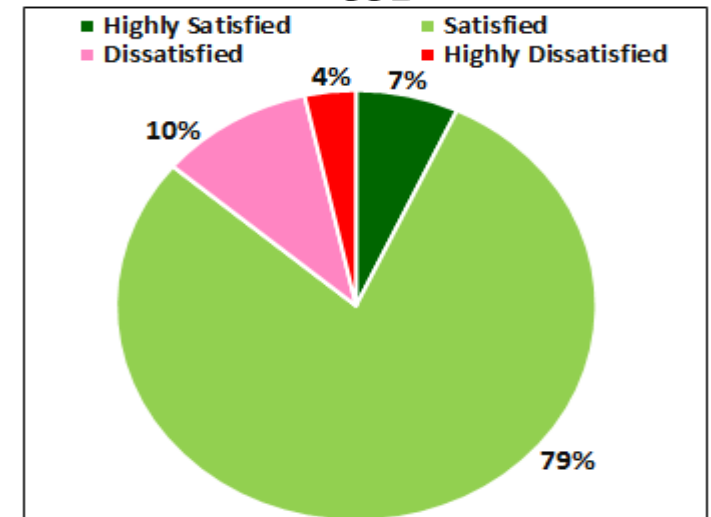
EED



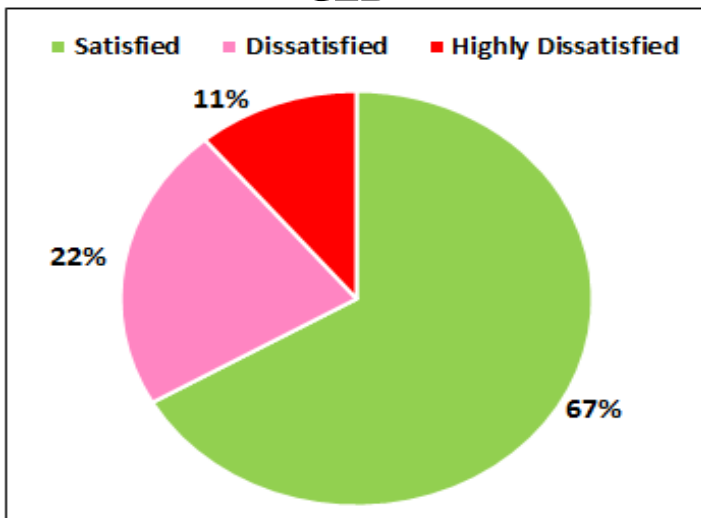
MED



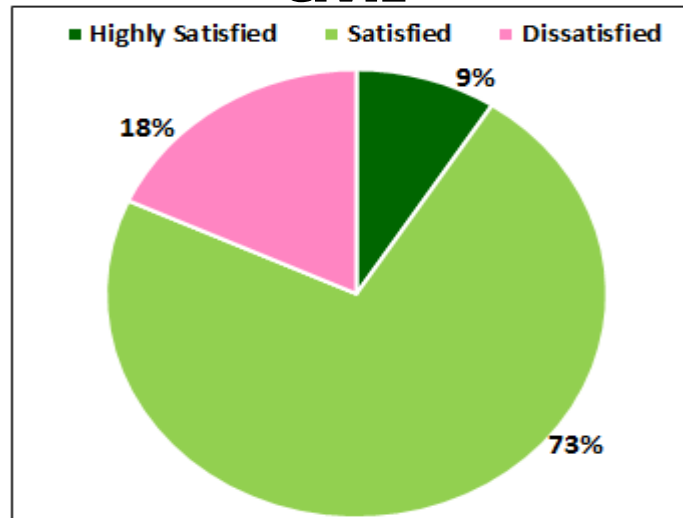
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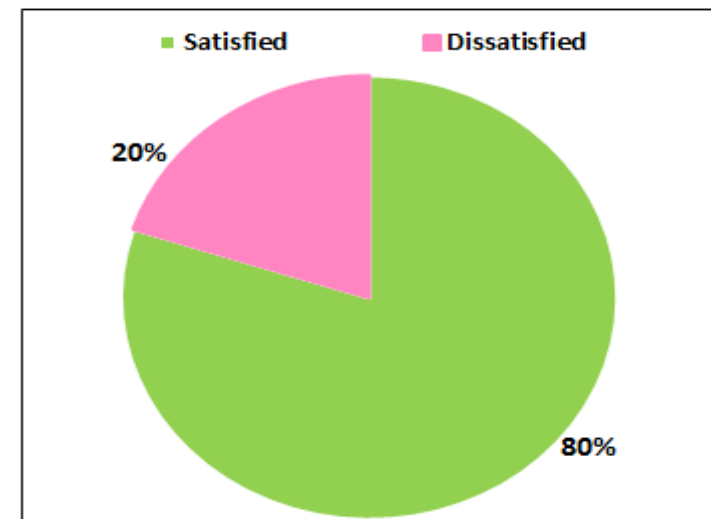
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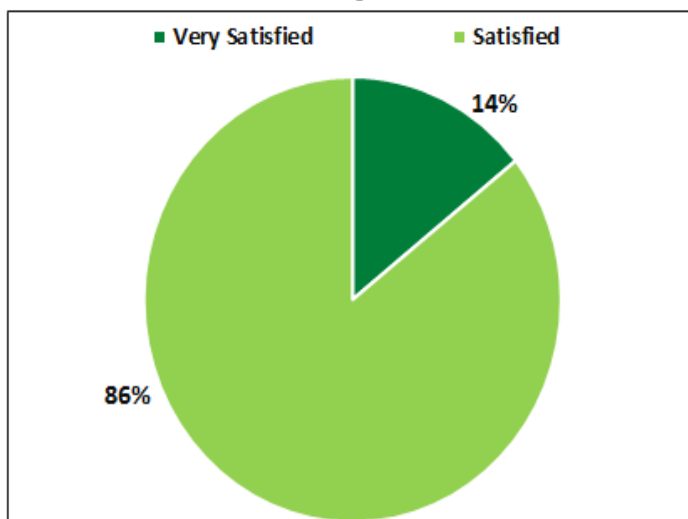
CIVIL



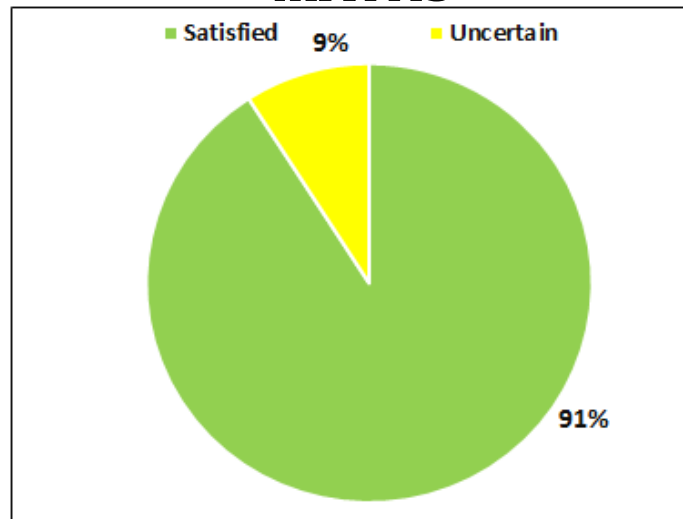
Biomedical



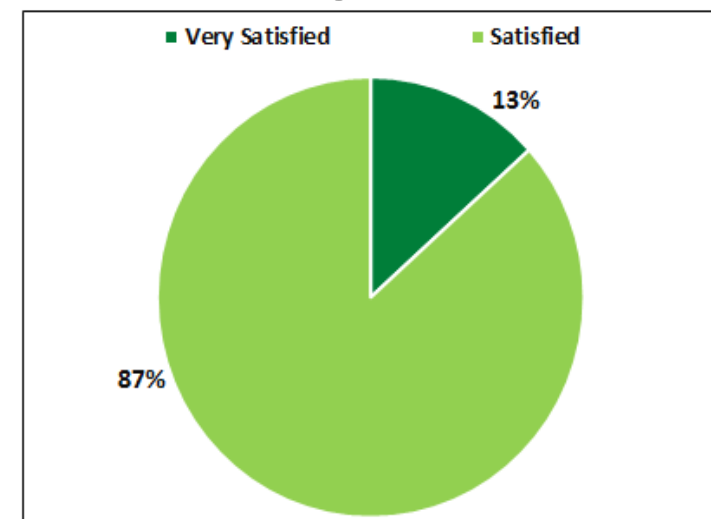
MSD



MATHS



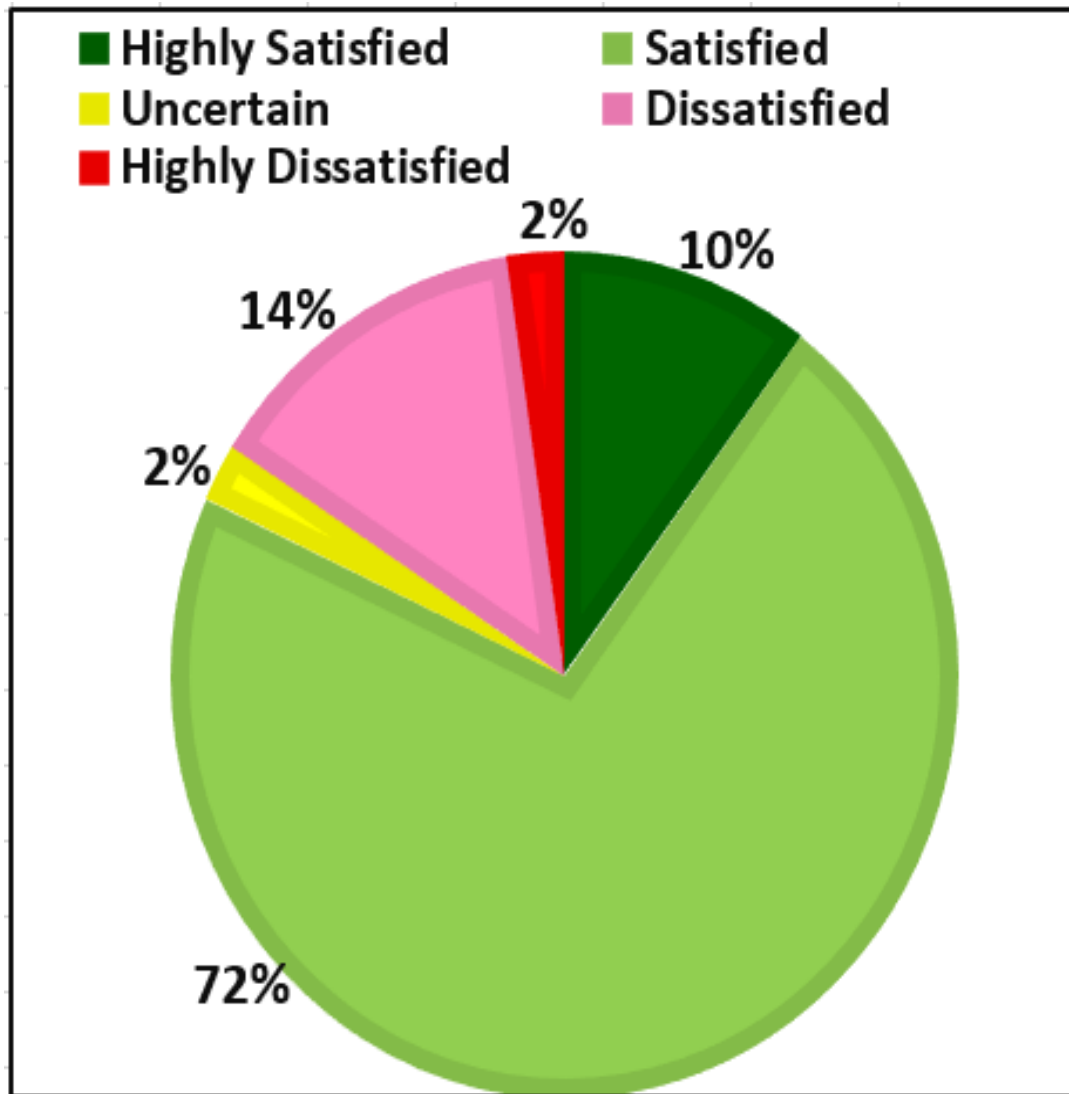
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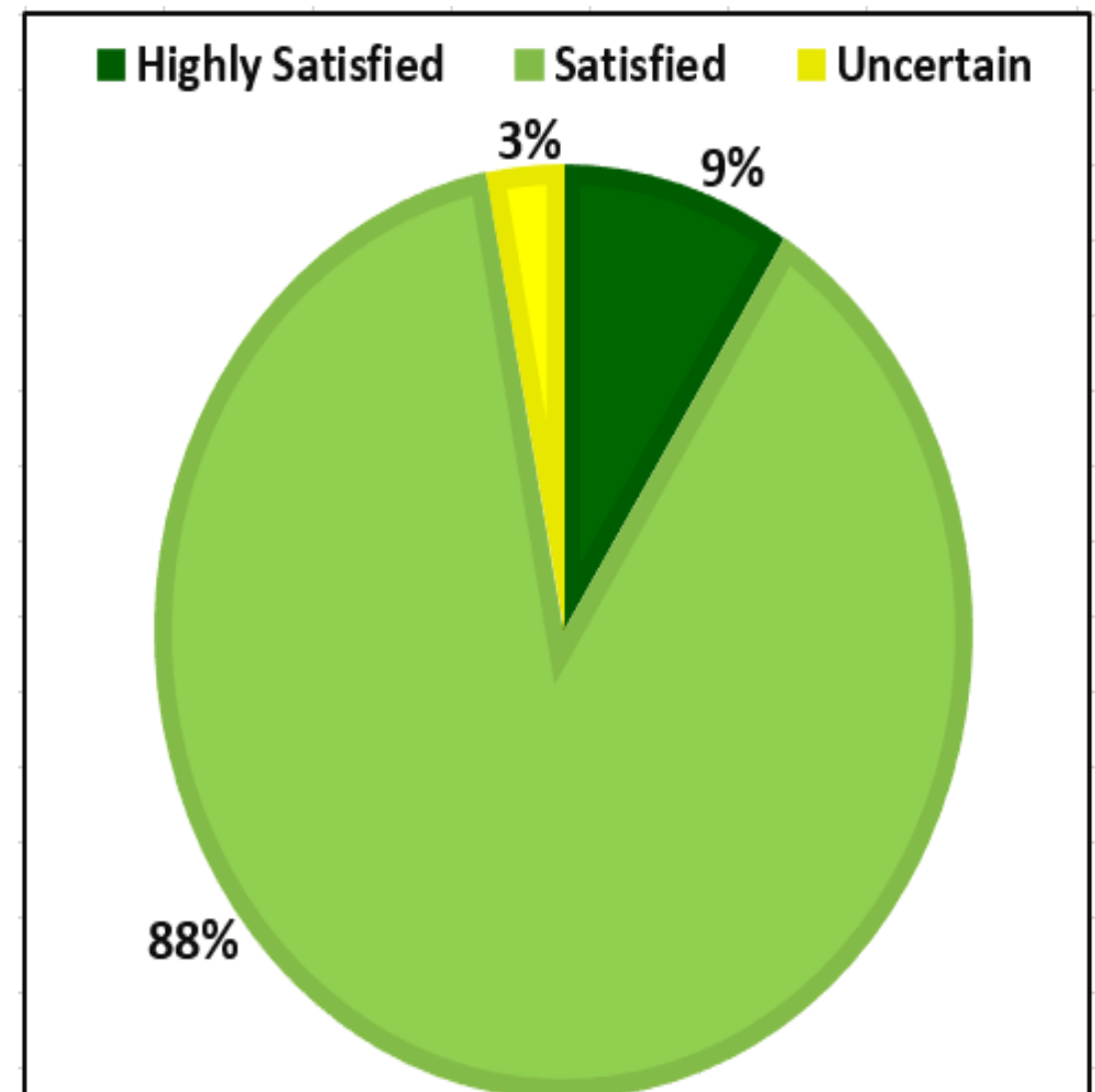
Q8. You are satisfied with receiving recognition for individual accomplishments

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q8. You are satisfied with receiving recognition for individual accomplishments

COMMENTS

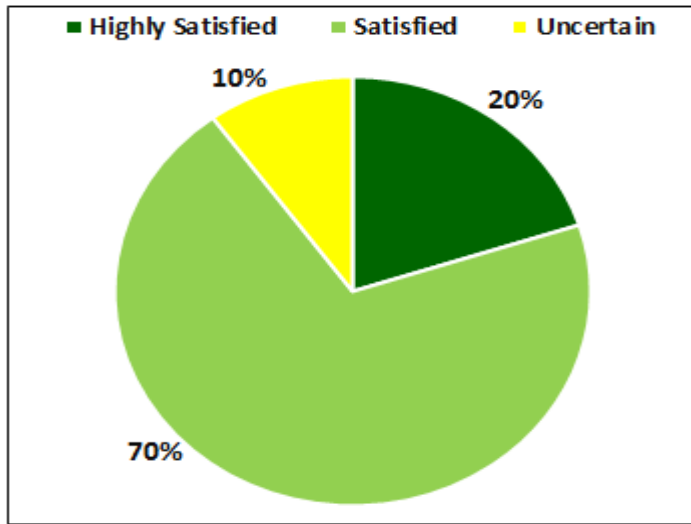
1. Last Basic Pay revision was done in 2018 and during that time the price of gold was around 7000/tola and now in 2023 its been 4 years and the price of gold is 215000+/tola, that means the inflation has gone way too high but our pay scales are the same and at that rate the yearly increment we receive is wasted in fluctuating tax slots, Please revise the basic pay scale as it has also been noticed by HEC during their last visit.
2. Our lab's equipment is going obsolete, our yearly demands are rejected every year due to low finances, our tea budget has been cut. Please revise the golden times because we survived the financial constraints of university for the sake of Girls Hostel budget allocation but now the inflation is costing our mental health

Due recognition for individuals' performance and research is not acknowledged.

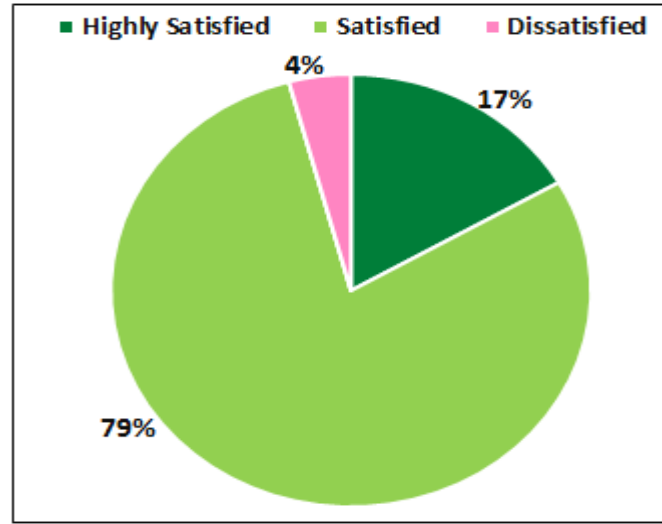
Faculty salaries are very low as well as faculty transport routes should be flexible so that faculty coming from far areas can be accommodated.

**Q9. You are satisfied with the
administrative support from the university**

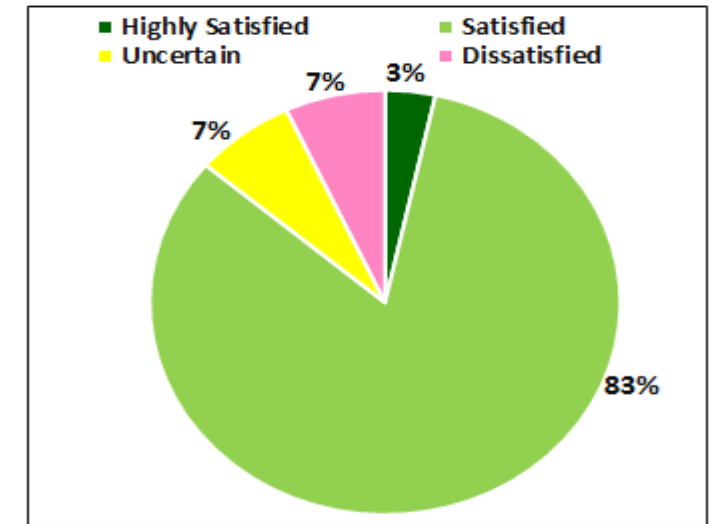
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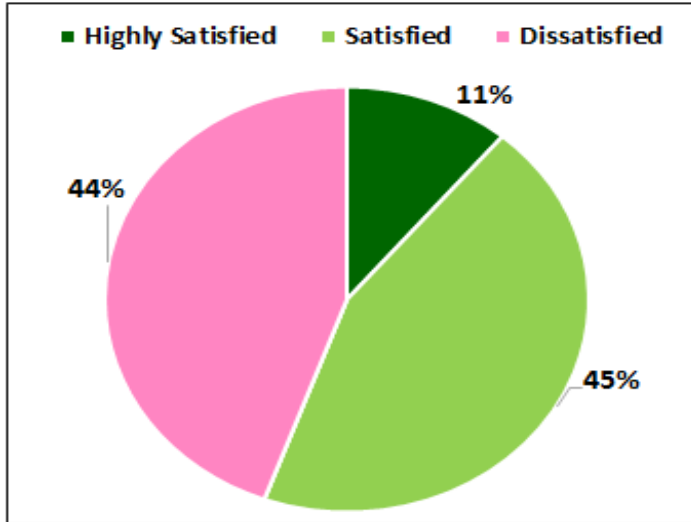
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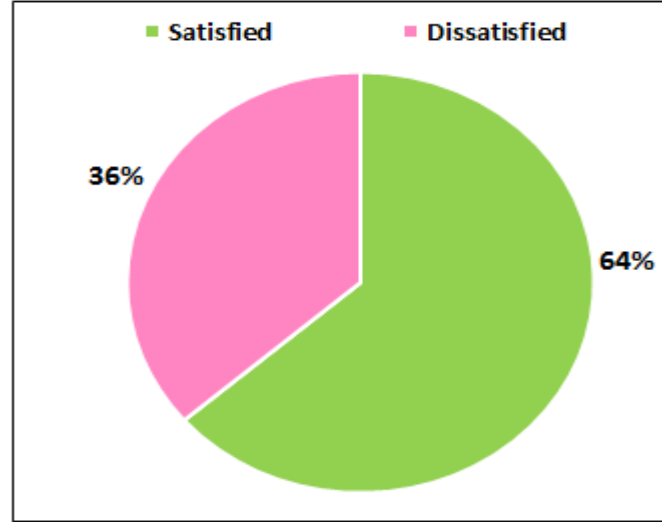
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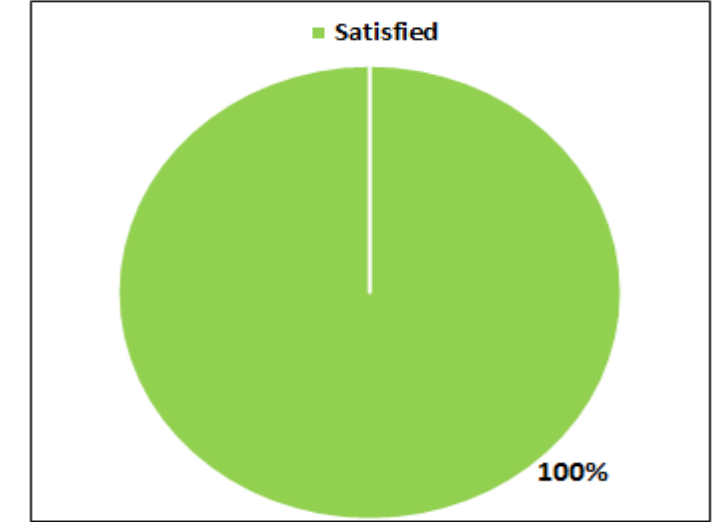
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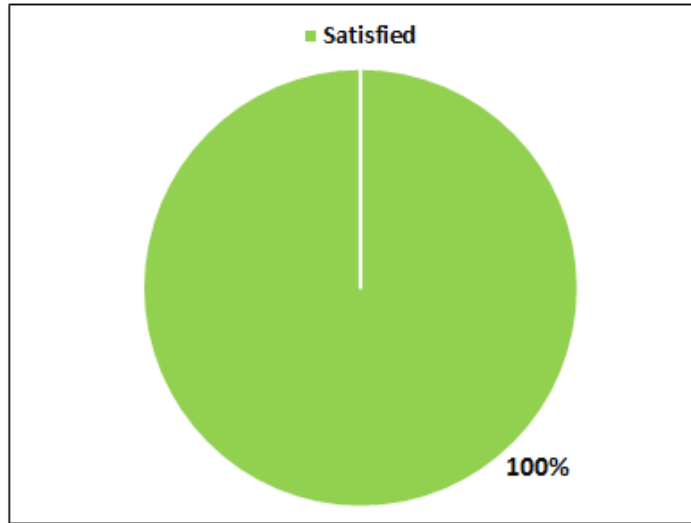
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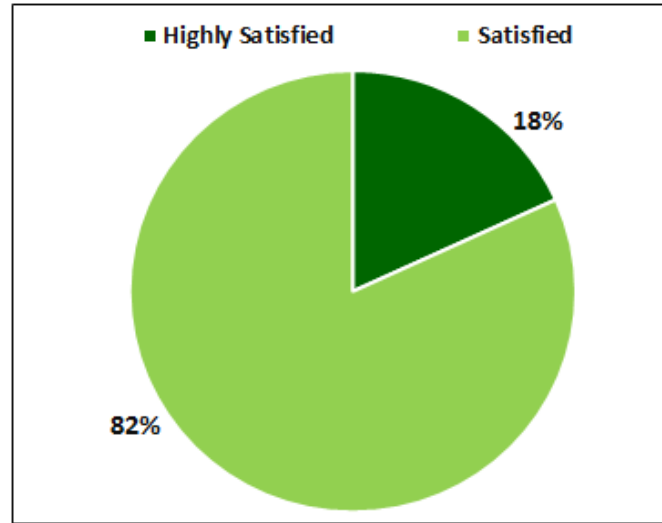
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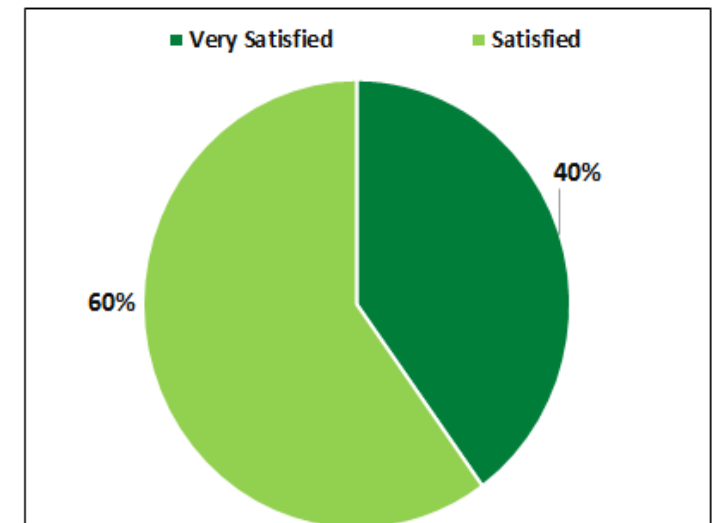
MSD



MATHS



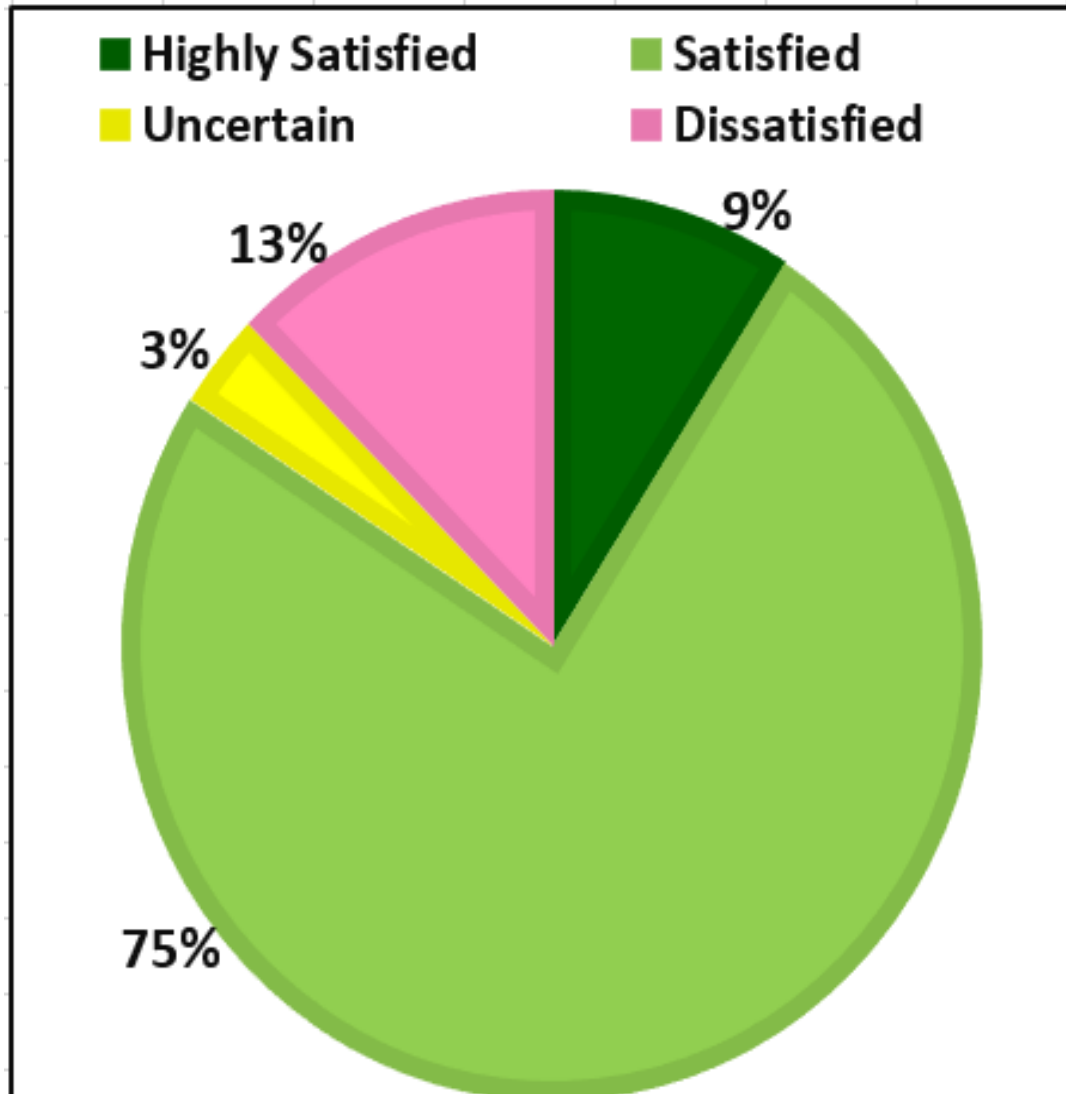
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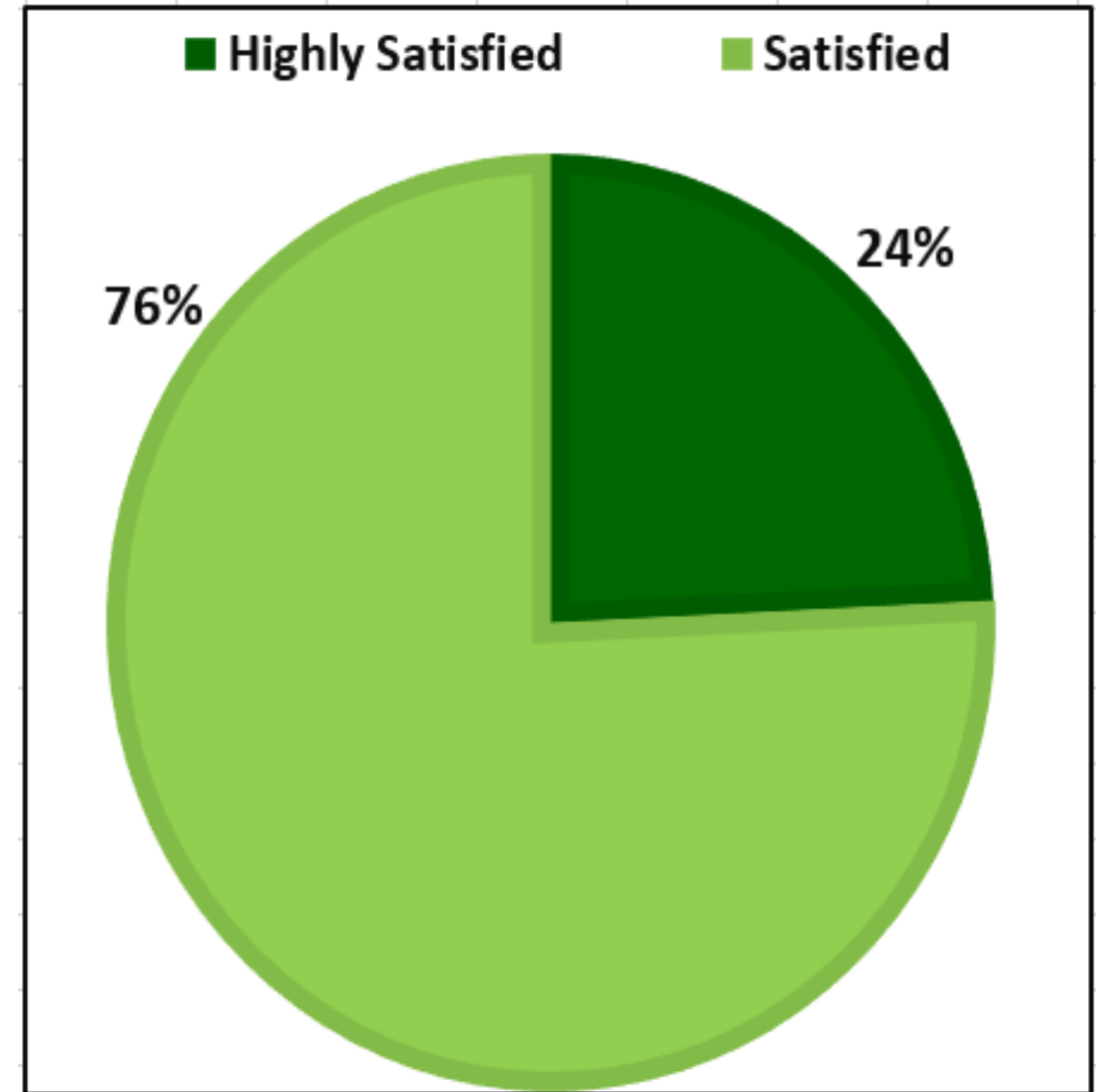
Q9. You are satisfied with the administrative support from the university

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q9. You are satisfied with the administrative support from the university

COMMENTS

Faculty offices should be provided with windows curtains. Carpeted floors are very important to maintain faculty office decorum.

The majority of the administrative work is expected to be done by the faculty which overburdens the faculty and performance is deteriorated.

As a private sector university HITEC is growing at a reasonable pace but there is a gap between the solicited activities that all combine to achieve a collective goal.

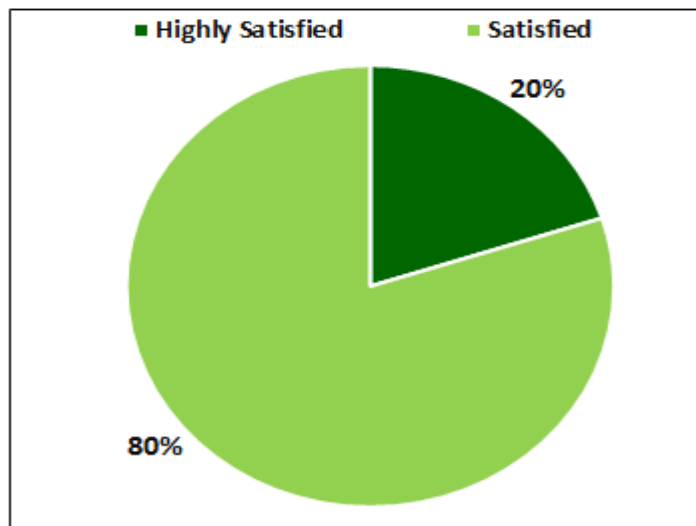
Administration is highly unprofessional.

We face internet connectivity issues both at the office and at the hostels. IT department and DSA staff misbehaves upon registering the complaint.

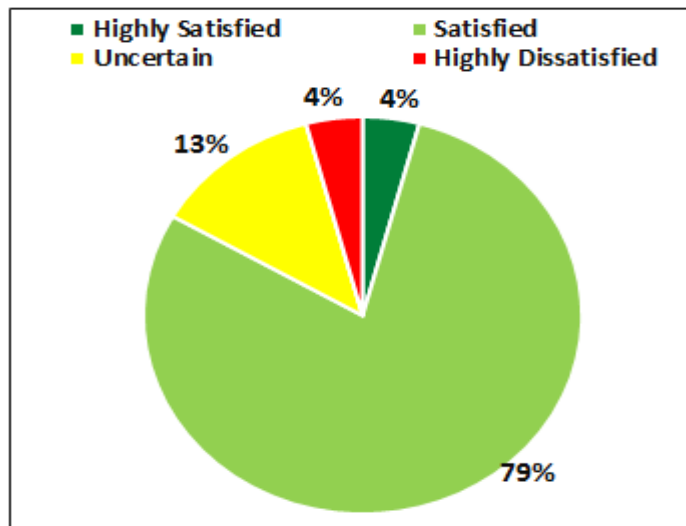
There should be feedback about non technical departments such as Admin, Registrar and Treasurer office.

**Q10. You are quite clear about the faculty
promotion policies and processes**

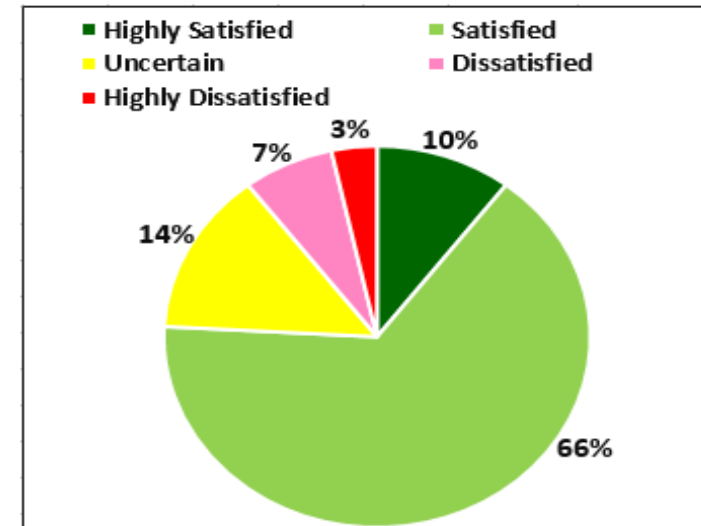
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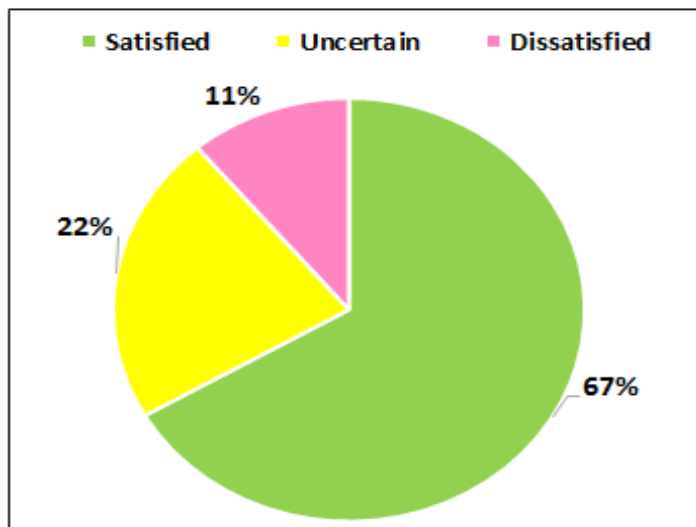
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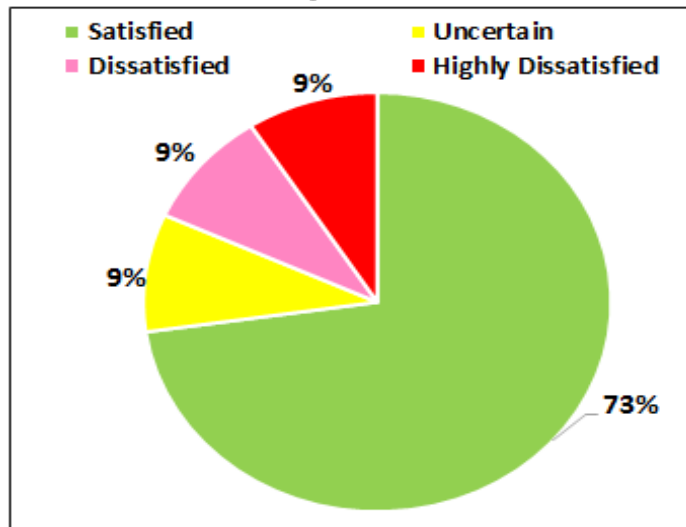
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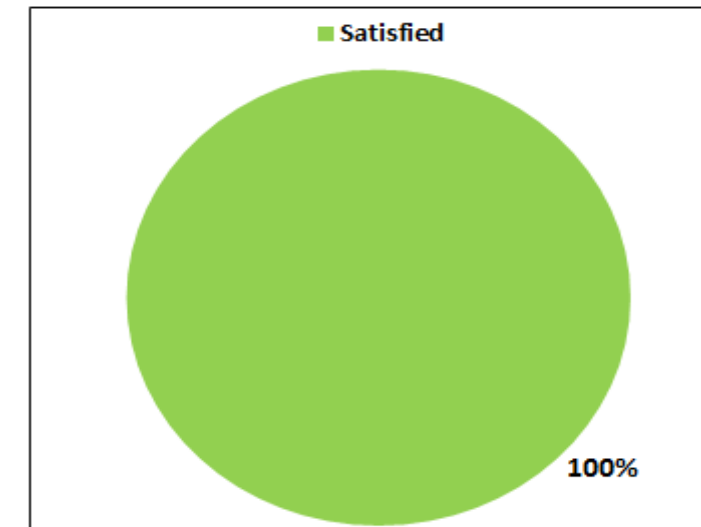
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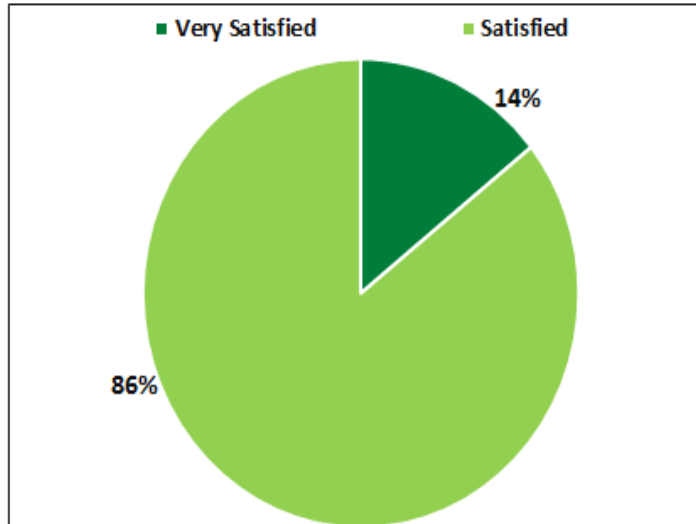
CIVIL



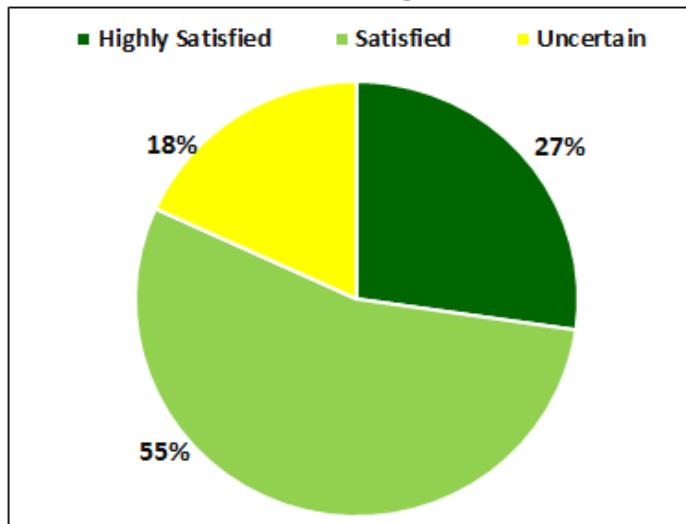
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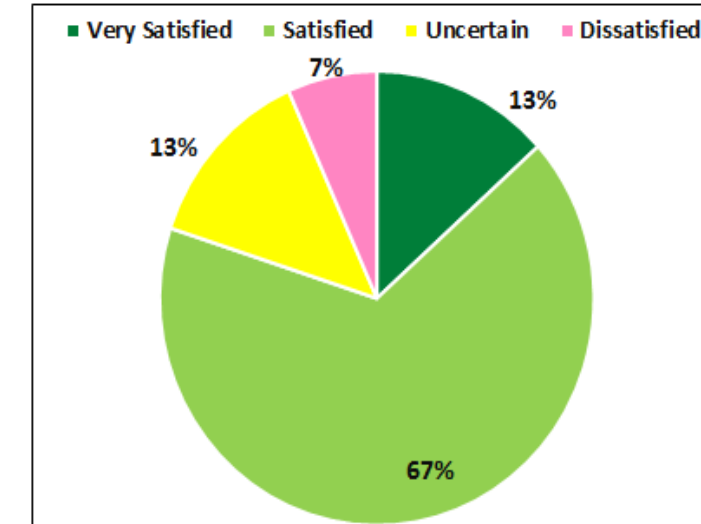
MSD



MATHS



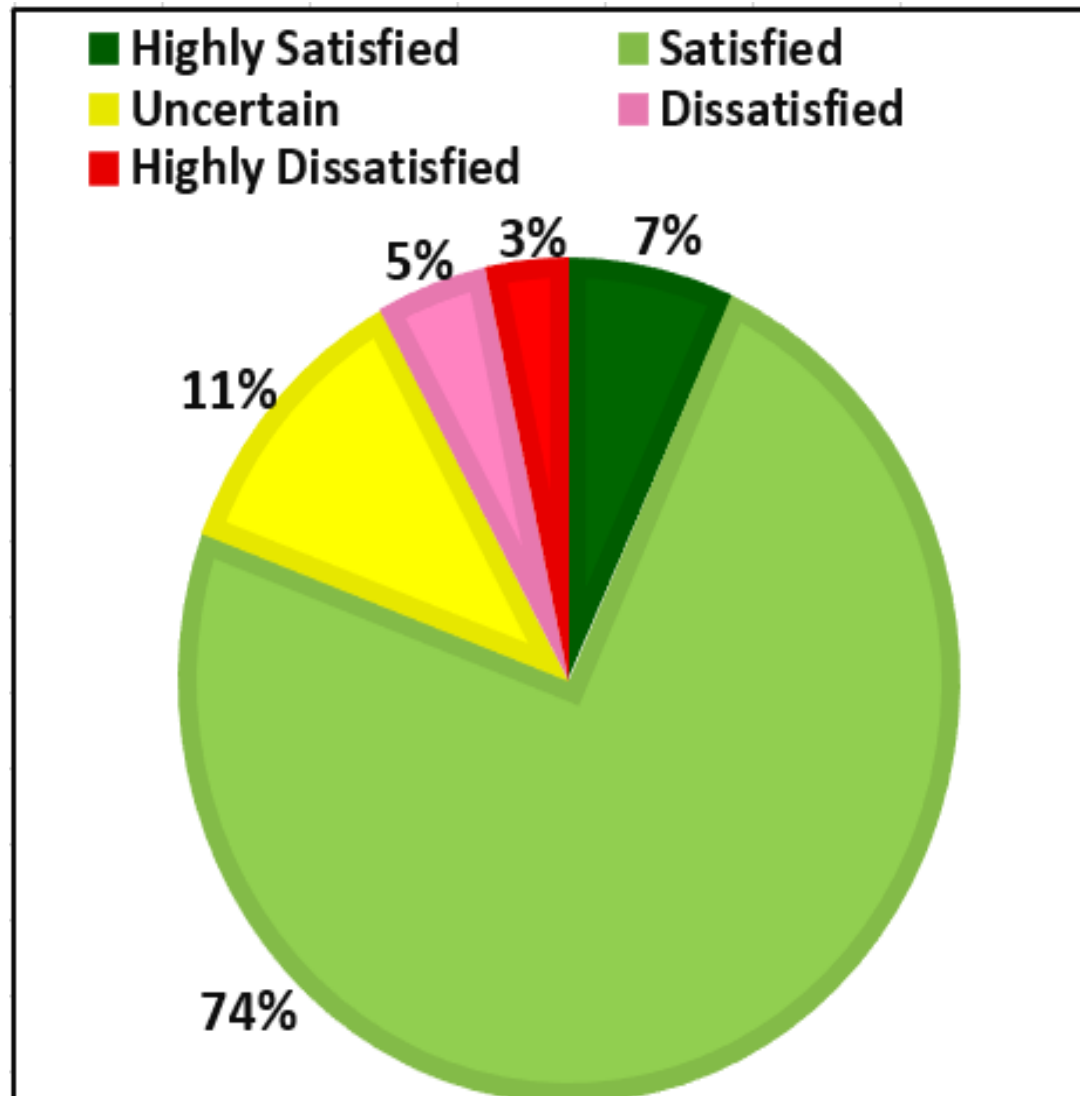
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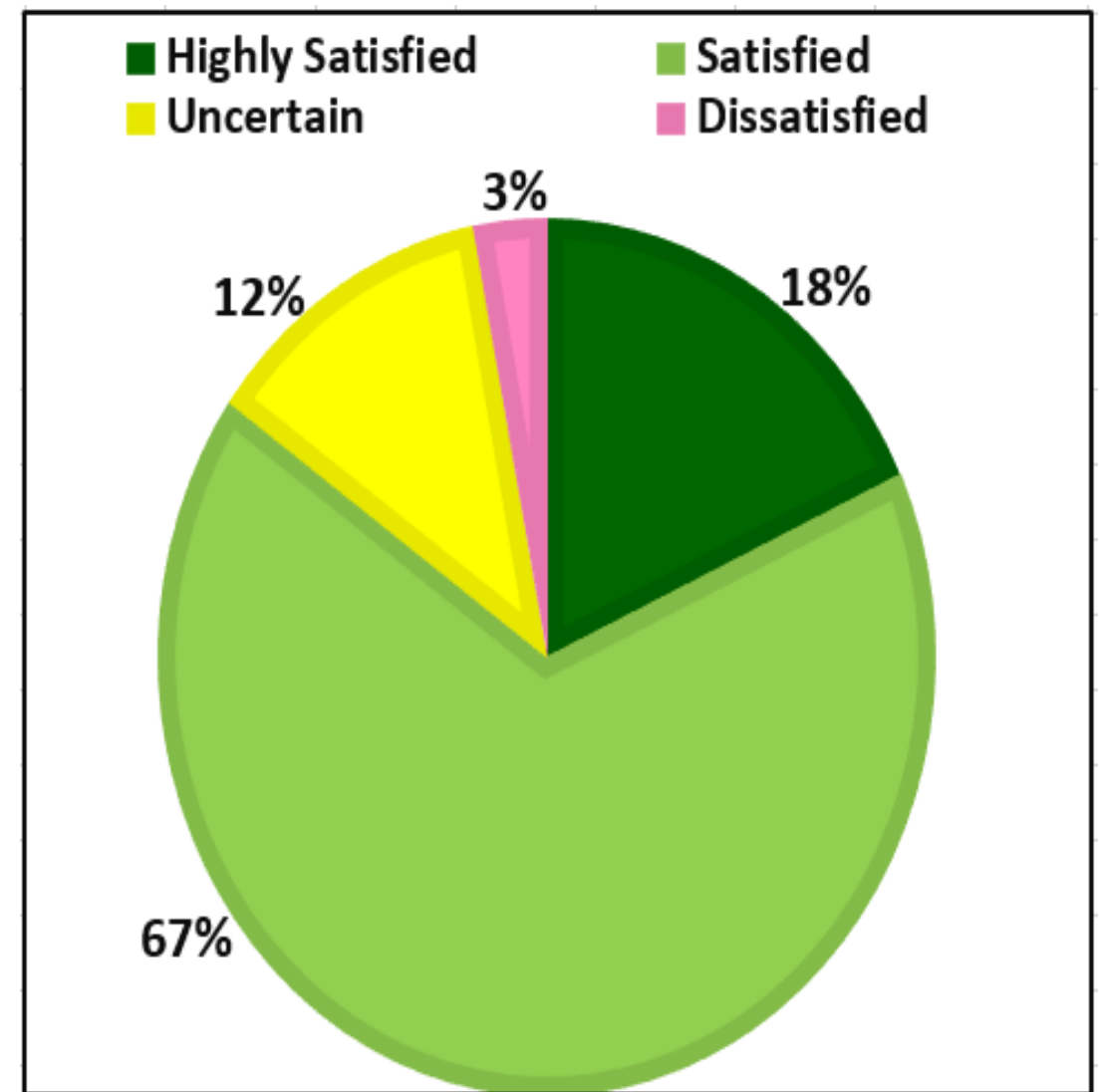
Q10. You are quite clear about the faculty promotion policies and processes

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q10. You are quite clear about the faculty promotion policies and processes

COMMENTS

Promotion policy is contradictory when it comes to induction of non-engineering faculty, they receive 10k less from engineering but when it comes to promotion engineering criteria is applied for languages as well.

Updated promotion policies should be shared with the faculty.

Promotion criterion is still not clear (specially for associate and full professors).

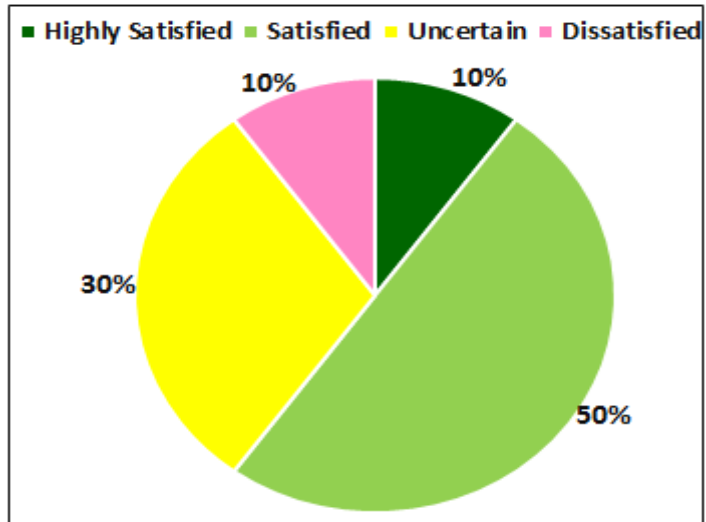
There is no promotion policy here. How can one be satisfied with a policy that does not exist in the first place?

There is no proper mechanism for the promotion at least what I have experienced. The person who have given ample years to this institution, when it's time for them to get promoted, the administrative has the audacity to say that there is no concept of promotion, everyone will get inducted which means the efforts and ample years of that person go into waste.

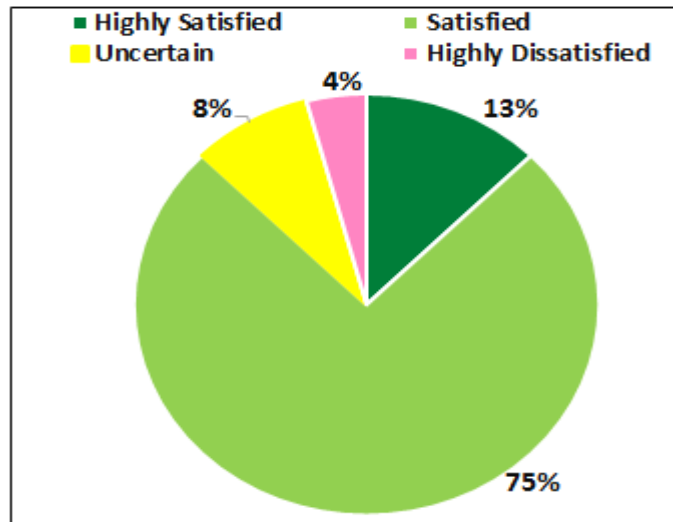
Promotion policies need to be a little more transparent and proceeded according to the guidelines by HEC. Salary and remuneration should also be aligned with the prospective

Q11. You are satisfied with the opportunities available for professional growth in teaching and research

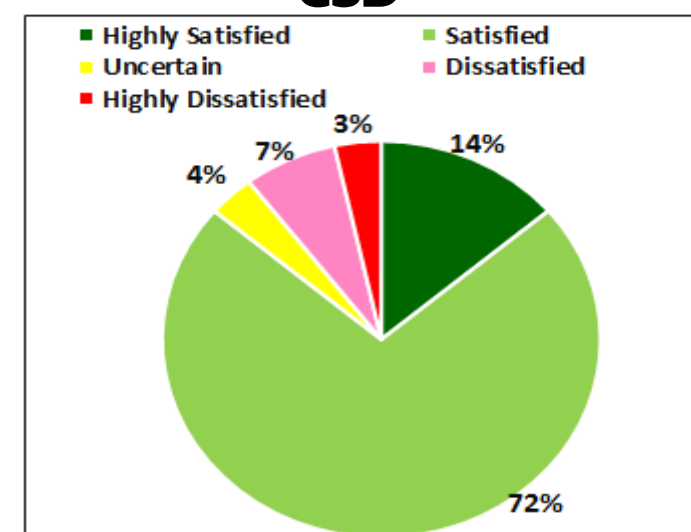
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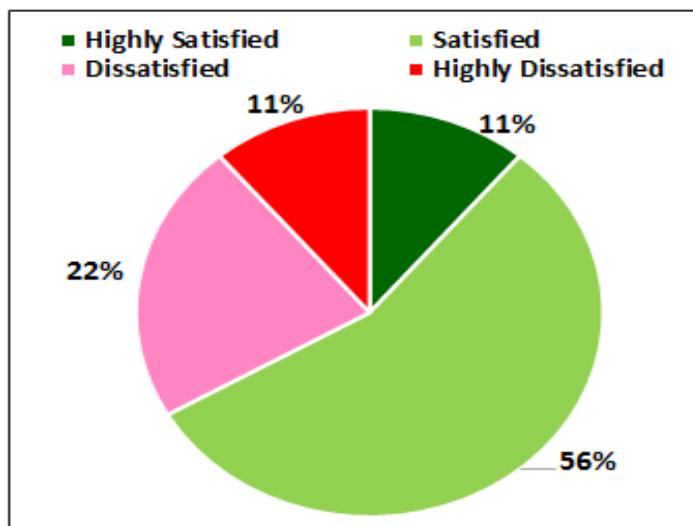
MED



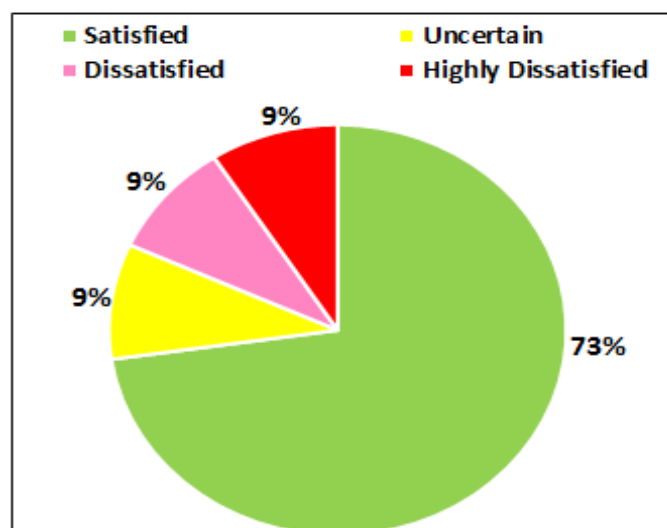
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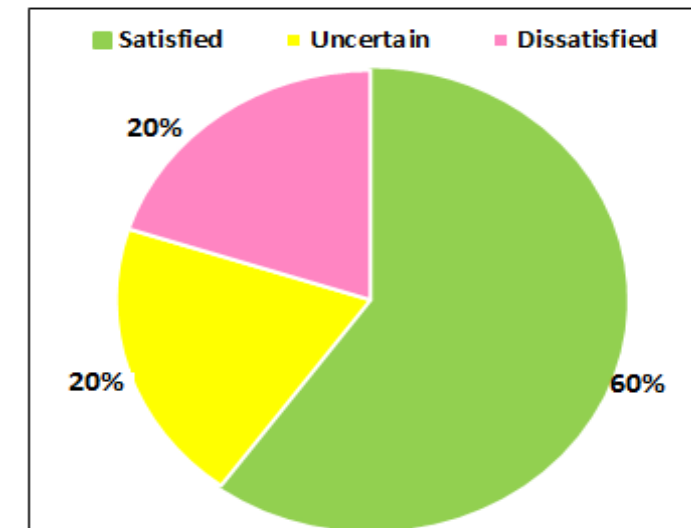
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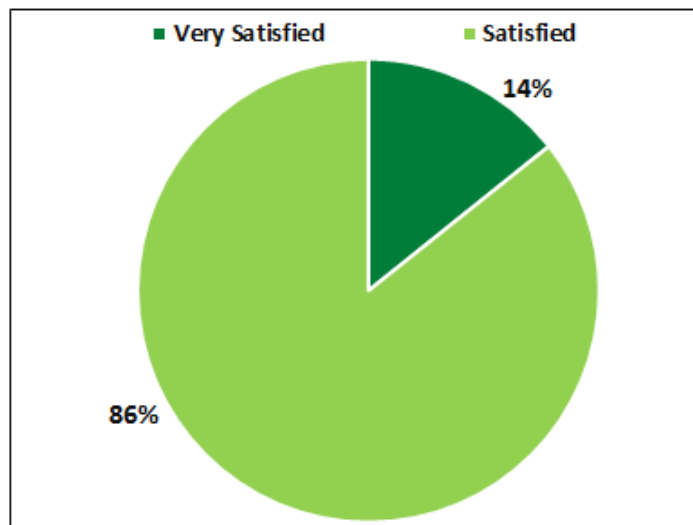
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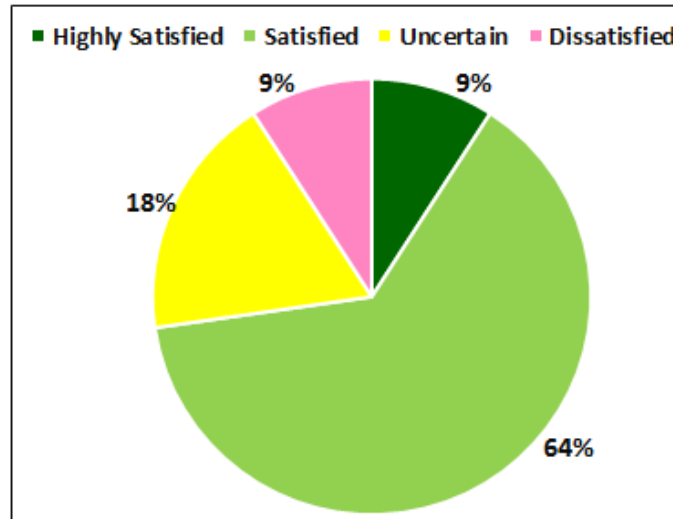
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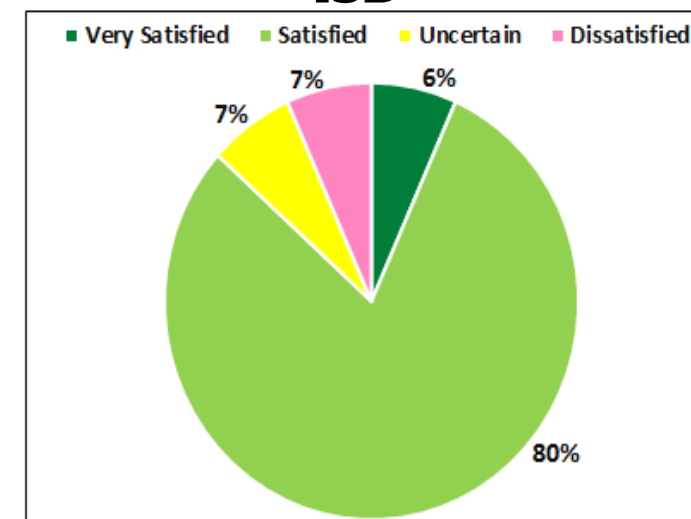
MSD



MATHS



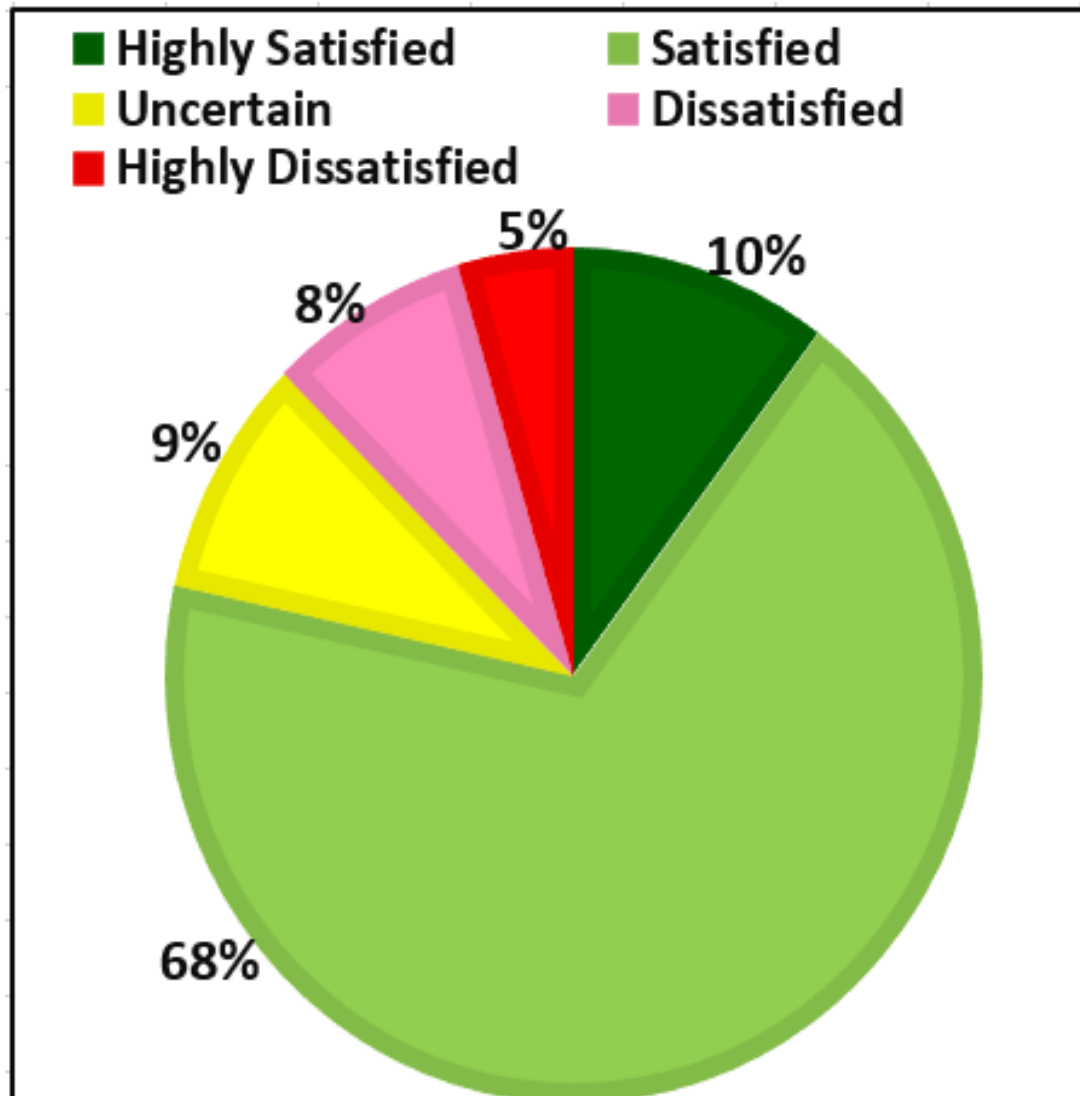
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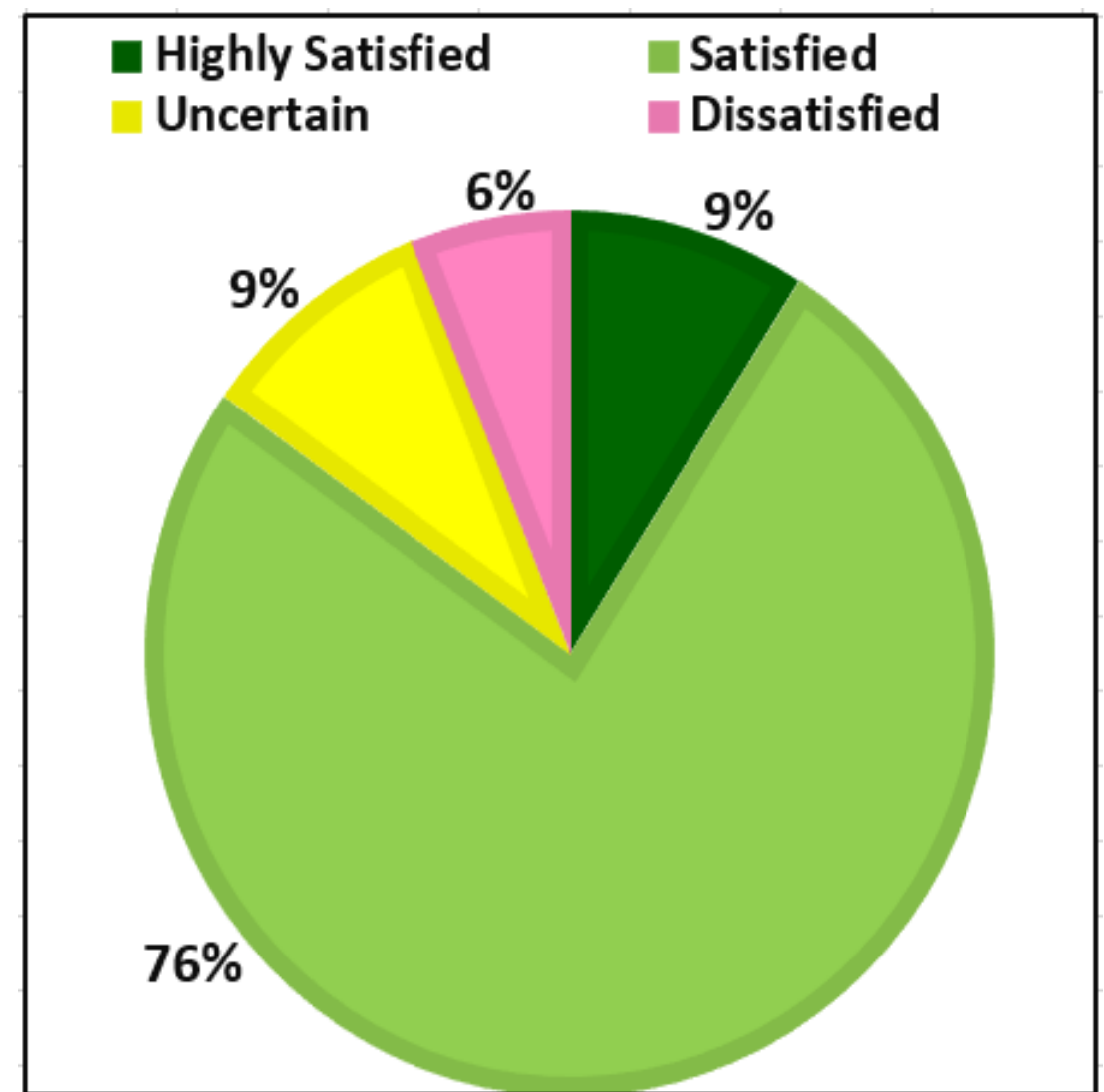
Q11. You are satisfied with the opportunities available for professional growth in teaching and research

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q11. You are satisfied with the opportunities available for professional growth in teaching and research

COMMENTS

For personal and professional growth, postdoc is very important. There is no clear policy for those who want to go abroad for postdoc. Also job security in such case must be insured.

Research budget policy isn't clear. Department should support us for international certifications

Extra curricular activities along with departmental work and teaching duties keep us occupied and we are not left with enough time to focus on research.

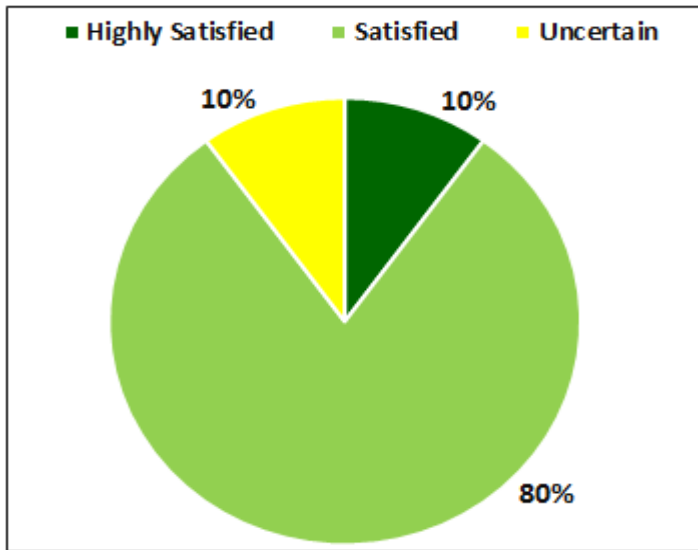
There should be training and workshops for the department faculty and students.

There is no research fund. I think allow some research fund so that we can motivate our M.Phil and PhD students towards research benefits.

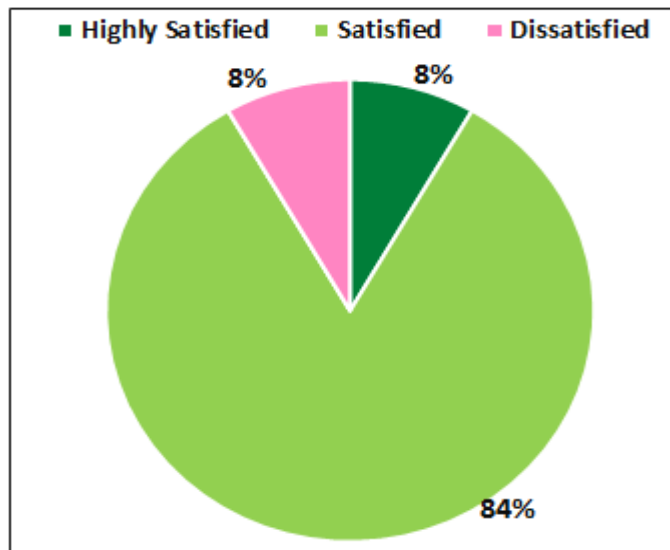
Access to digital libraries and journals should be provided. Policies and university support regarding Conference travel grants and journal paper remuneration should be

Q12. You are satisfied with the speed of redressal of complaints in the University

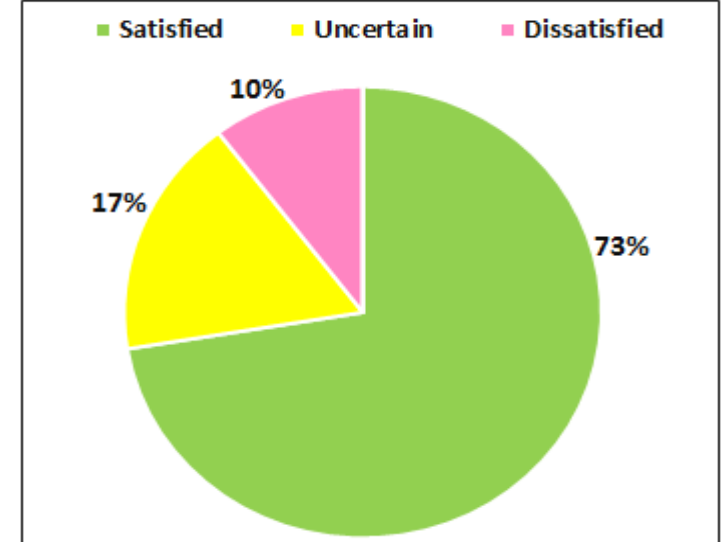
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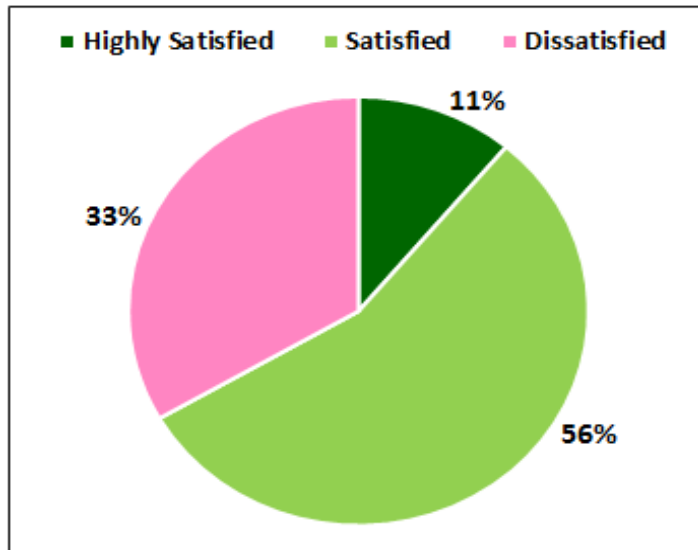
MED



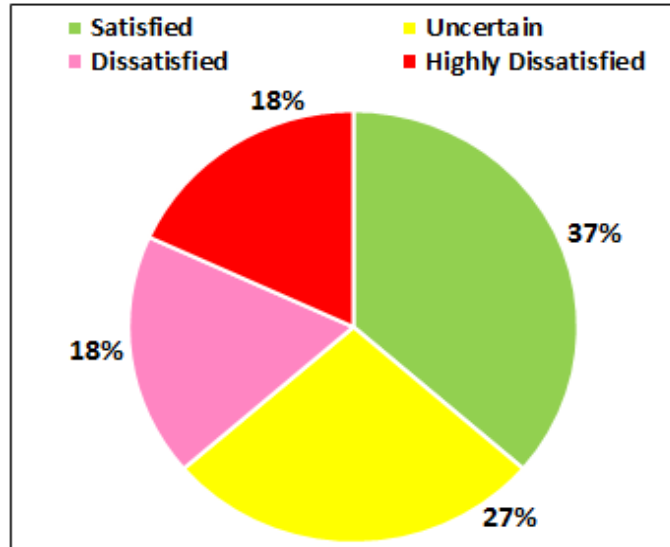
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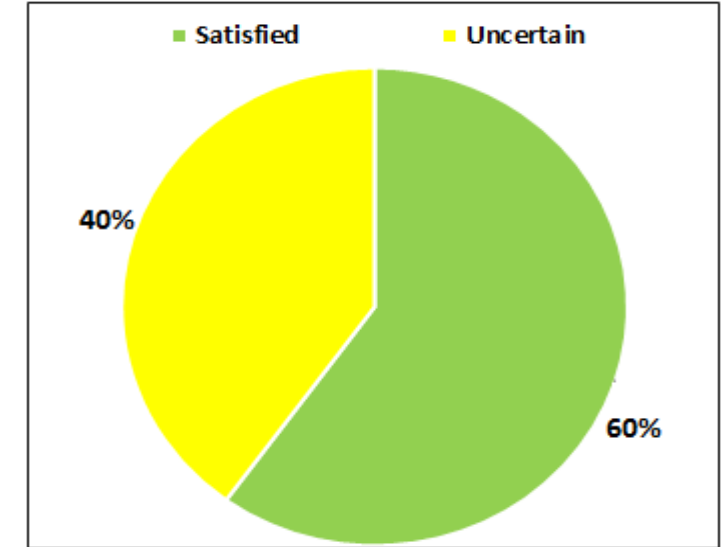
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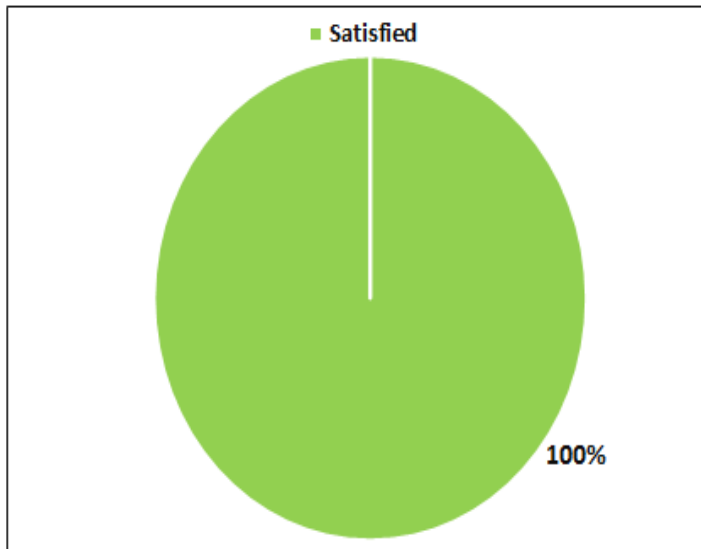
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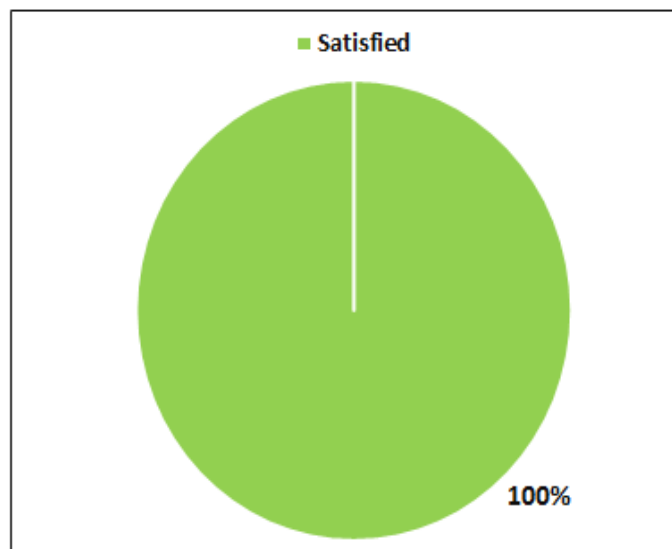
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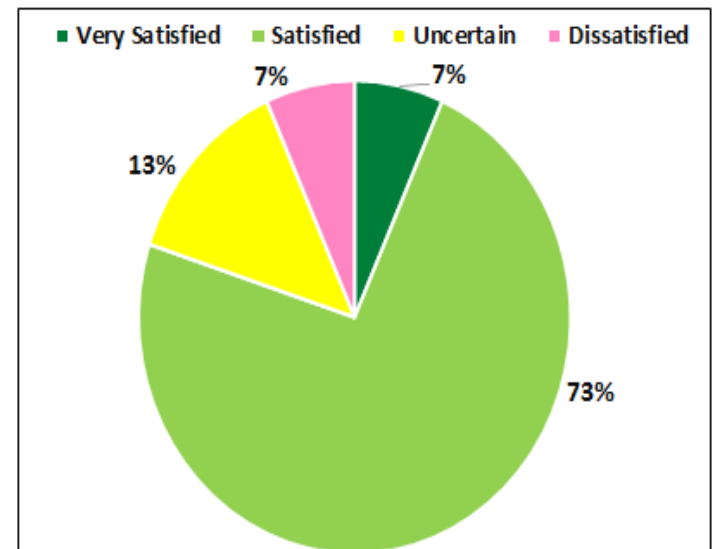
MSD



MATHS



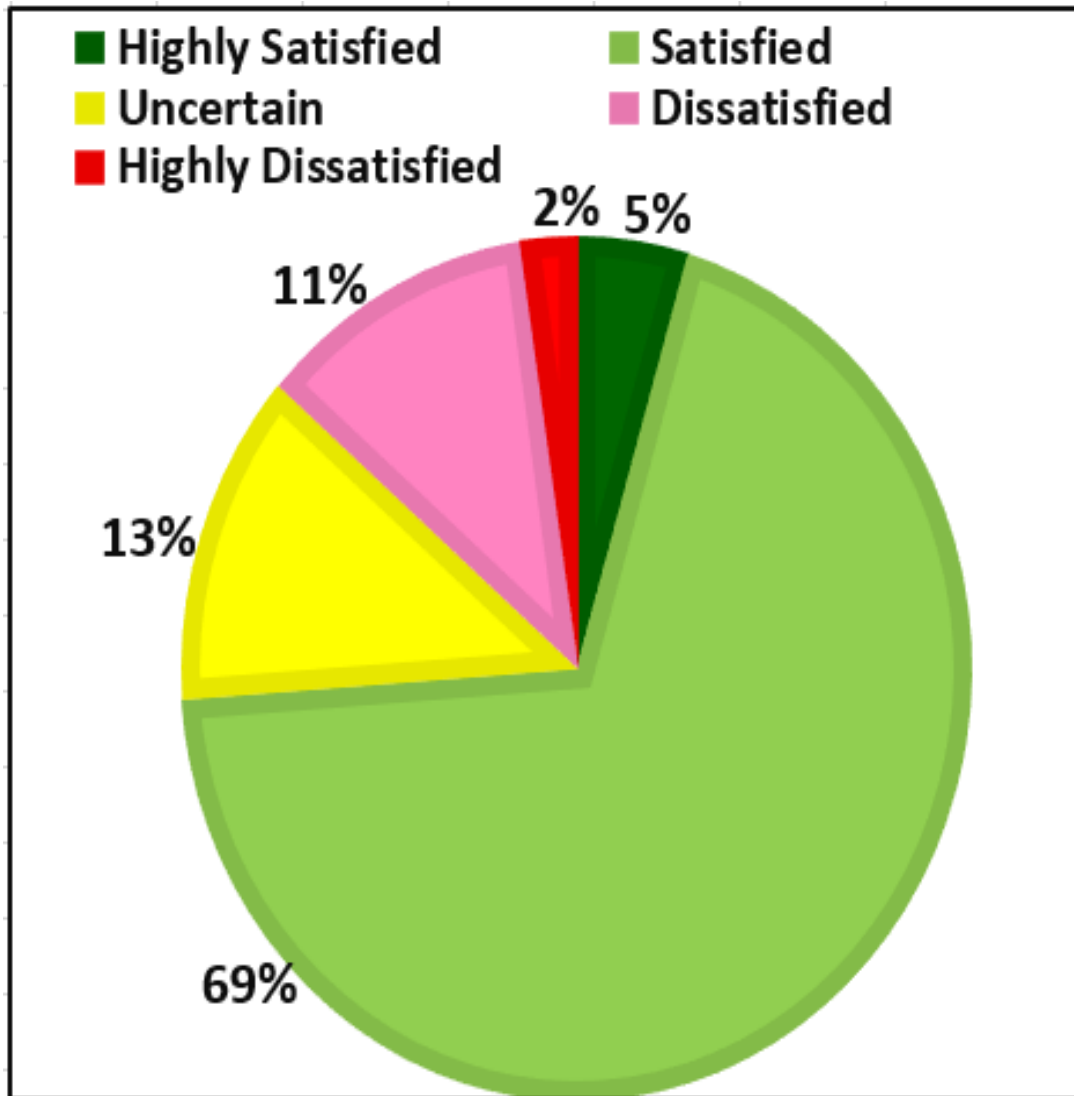
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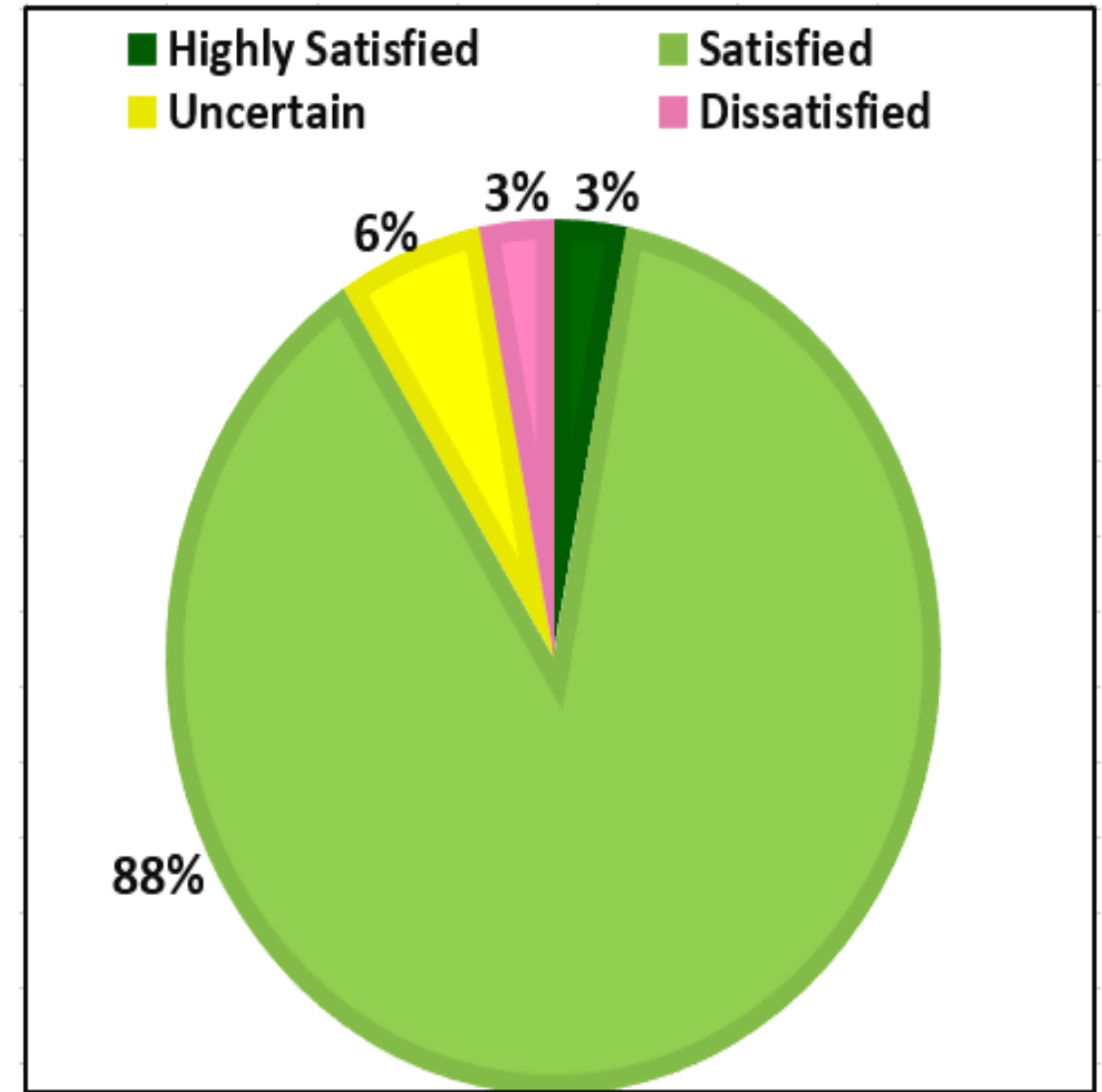
Q12. You are satisfied with the speed of redressal of complaints in the University

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q12. You are satisfied with the speed of redressal of complaints in the University

COMMENTS

Whole wall of our office (office # 6) has seepage since long, and has not been repaired despite many requests and applications. (MED)

Electricity maintenance aren't conducted well in time. Carpenter isn't available. Seating chairs are too old and are not comfortable.

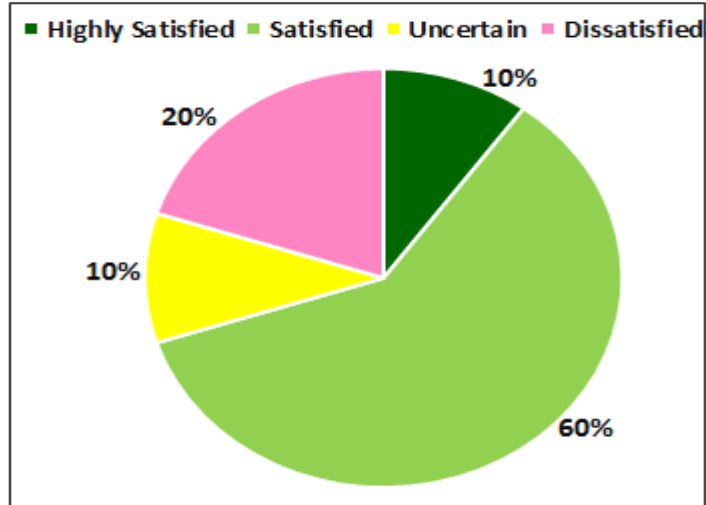
Considering the gate entry case, where guards aren't respectable towards us as faculty, similarly the same case is followed in all entry gates even of HIT. We are part of this organization, and we must be given respect and honor.

Complaints are very rarely addressed and if addressed, they are just on paper and never resolved.

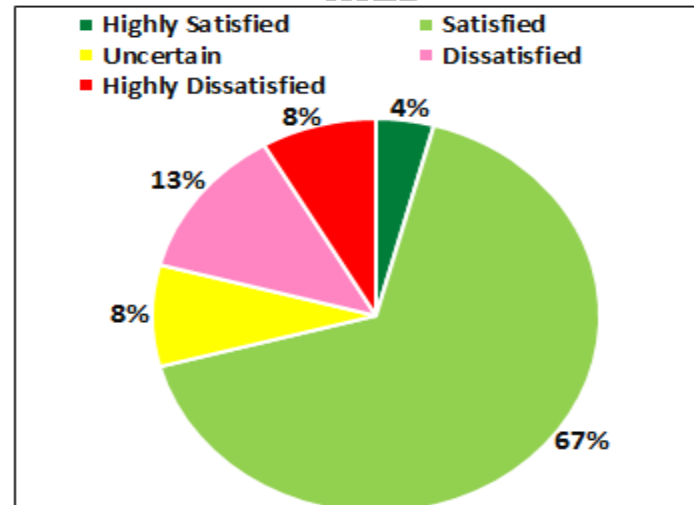
Quick response from all the responsible authorities at different levels will be helpful for the maintenance of quality of education and infrastructure of the University.

Q13. Your salary package is commensurate with your qualification and experience

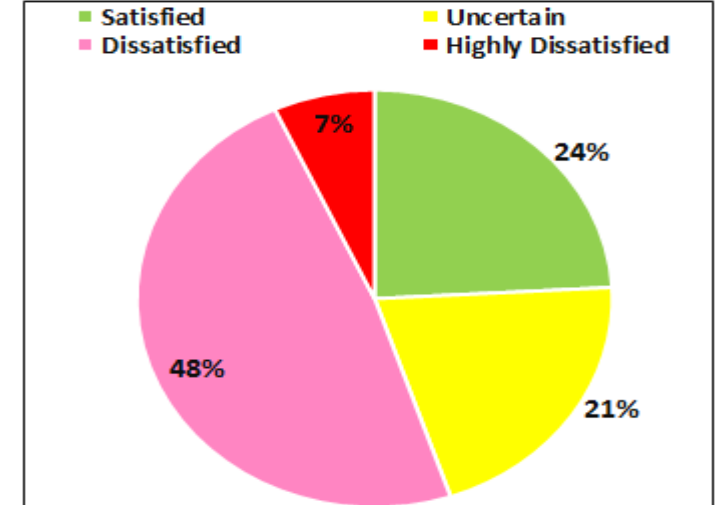
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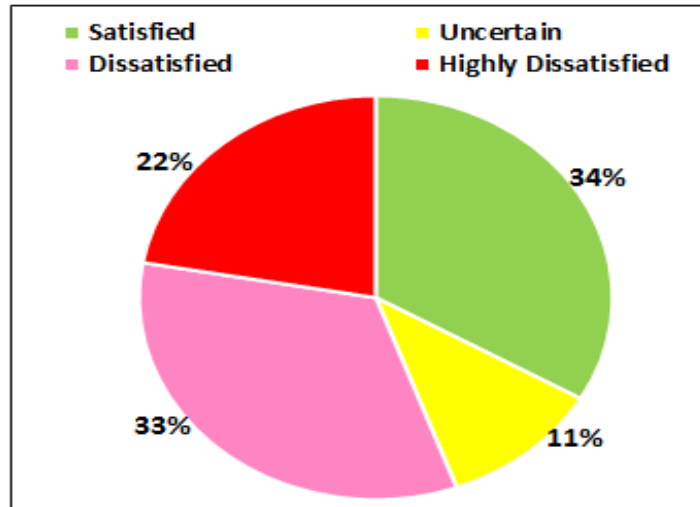
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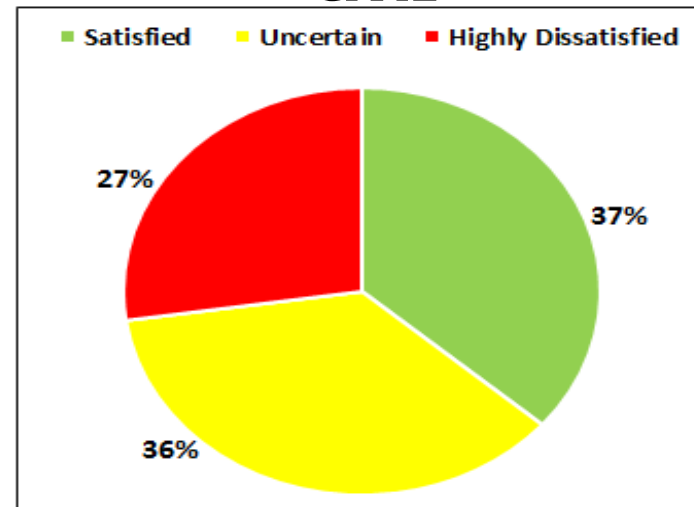
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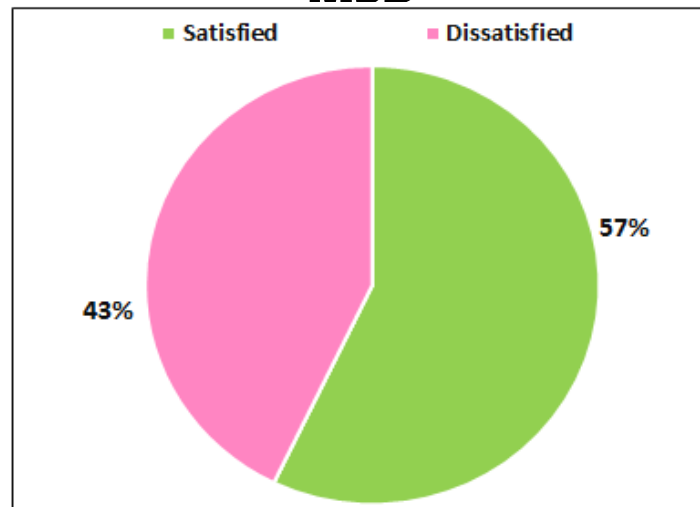
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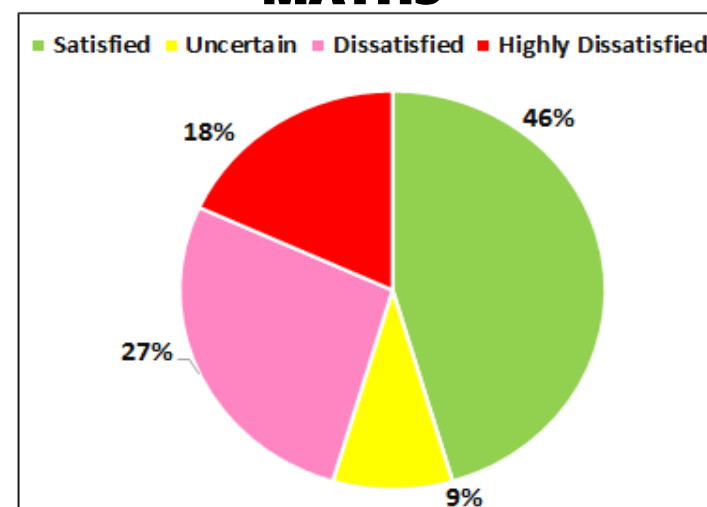
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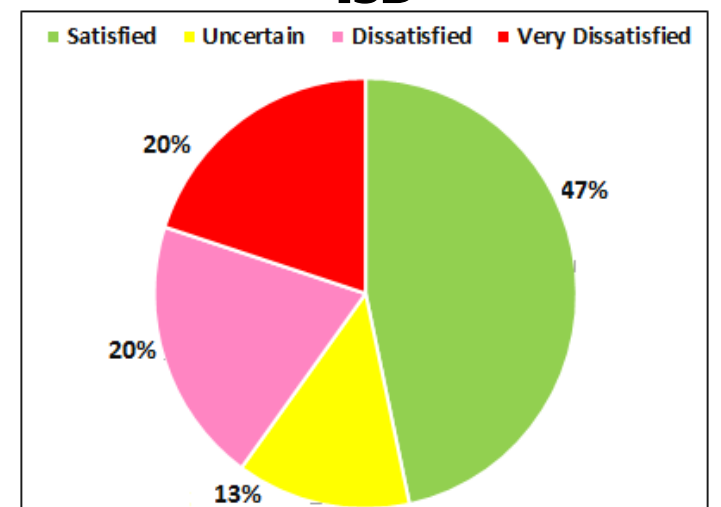
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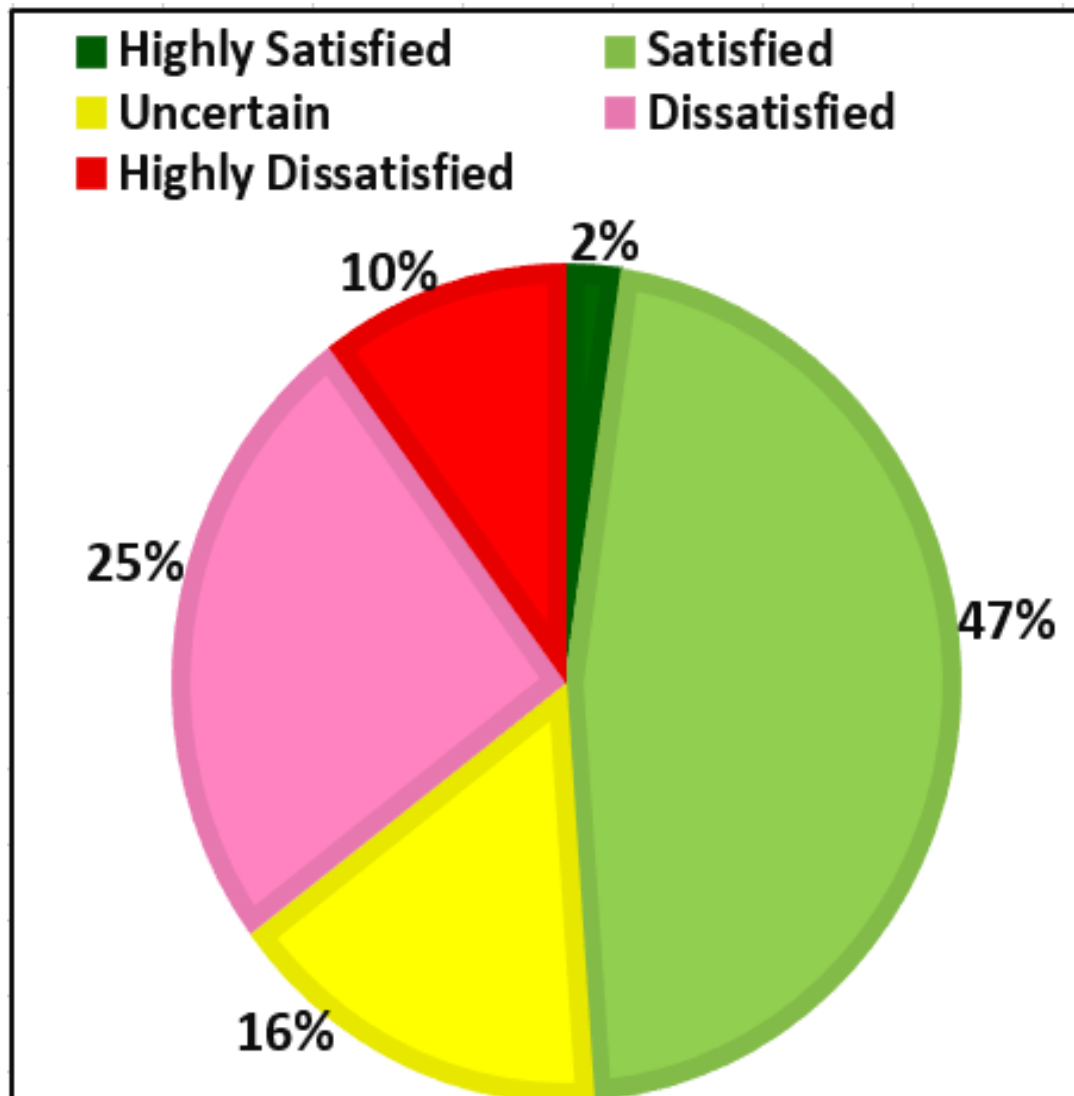
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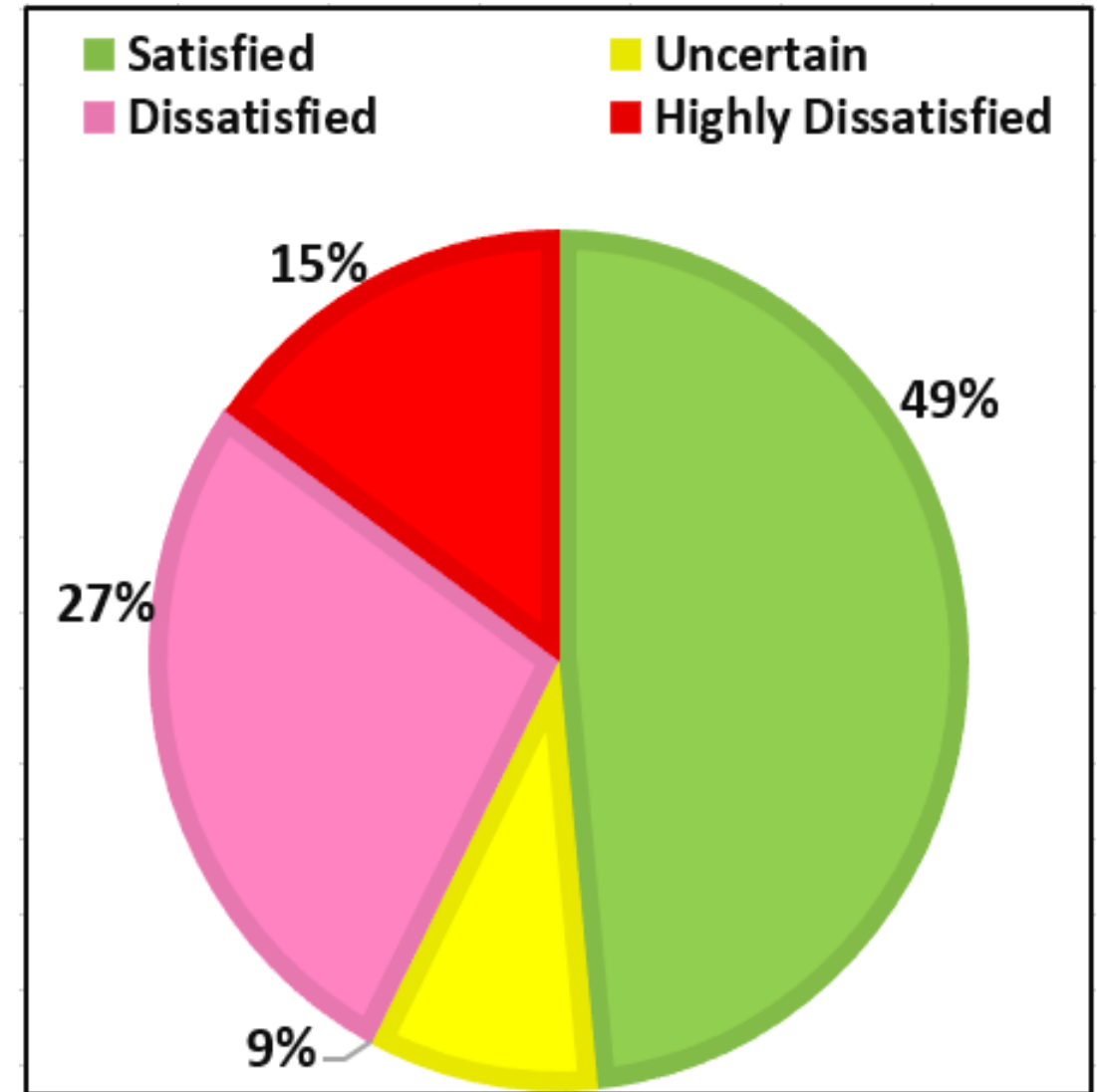
Q13. Your salary package is commensurate with your qualification and experience

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q13. Your salary package is commensurate with your qualification and experience

COMMENTS

Did my MS in 2021 and till now I am a lab engineer. Need to get promotion (MED)

Last year administration was awarded with 1 month extra pay for their untiring efforts during summer semester but what about the faculty?

In the eyes of admin staff, faculty is responsible for low admissions but that's not the case, actually the poor planning and execution of admin staff is causing us that disaster. There are a lot of students who complains that they were promised scholarship but they didn't get it which gives bad word of mouth about the university to masses.

Inflation rate is raised up to 30 percent. We are helpless to work with current lecturer pay unless we are allowed to work in part time.

Having an experience of 2 years. I'm getting approx.. 70k. However the universities like, GIFT, COMSATS, NuTECH they offer 90 plus for the fresh candidate.

So, if think about that, the salary package is quite low. With the d-value in rupee and increase in inflation, the pay scale need to be revised. Even recent visit, NCEAC ask to increase the pay.

inflation effects a lot (20 responses)

Q13. Your salary package is commensurate with your qualification and experience

COMMENTS

Have a Foreign Degree with 10 years of teaching and Professional Experience and I got the same package as Fresh Lecturer.

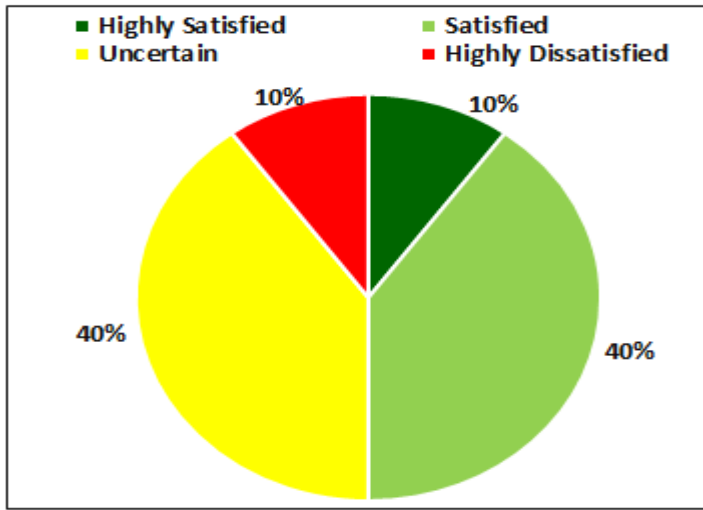
Lecturers having zero experience and those have 5 years of experience grab same salary at the time of recruitment which is unfair. Minimum salary of a lecturer should be 80,000/-

Firstly, I would like to thank university administration for giving me opportunity to serve here. I am PhD in Mathematics as per my qualification, my salary is very less. Although I am lecturer but due to current inflation rate, I think salaries should be revised. A better salary would motivate us to serve university in a good manner.

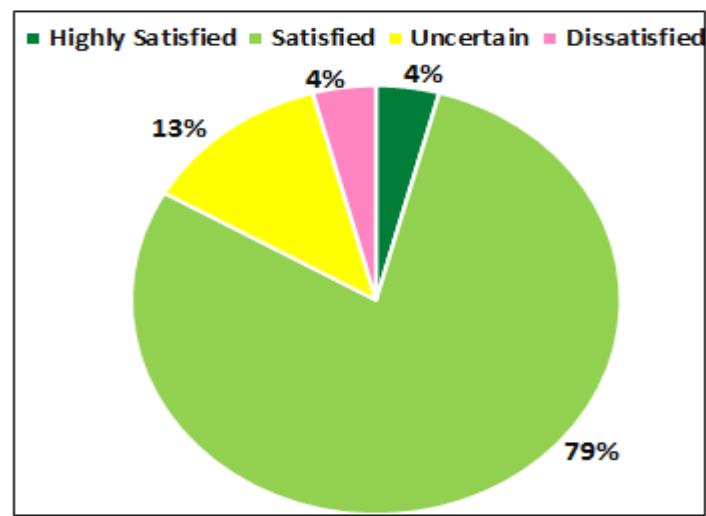
It is for your kind information, that I am a PhD degree holder and HEC approved PhD supervisor. Moreover, I have ten years of teaching and research experience. My current salary is not compatible with my qualifications and experience.

**Q14. Your perception about job-security in
the present position**

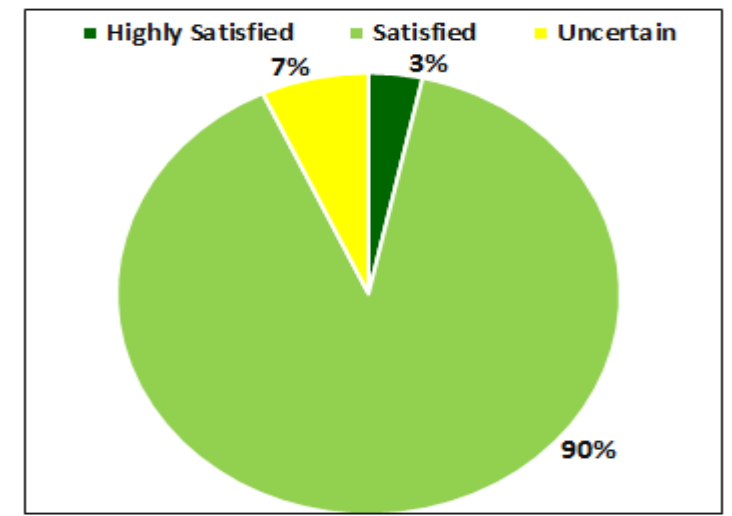
EED



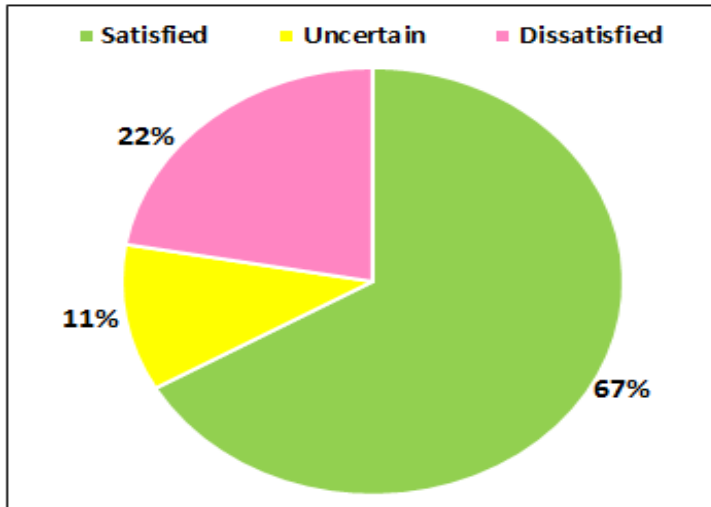
MED



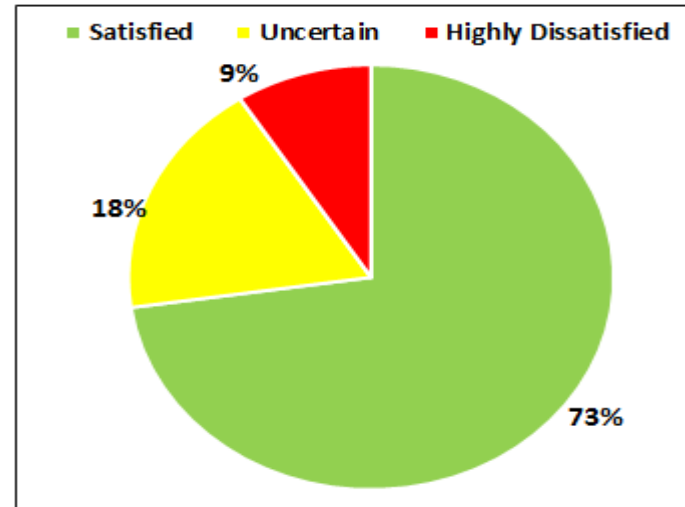
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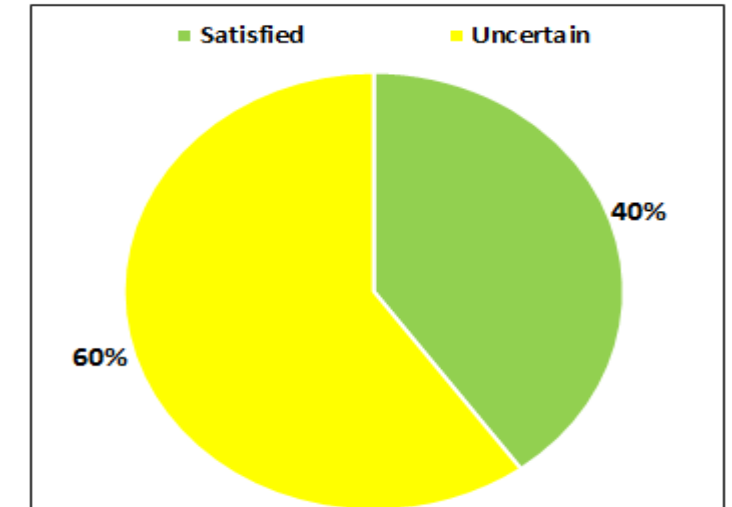
CED



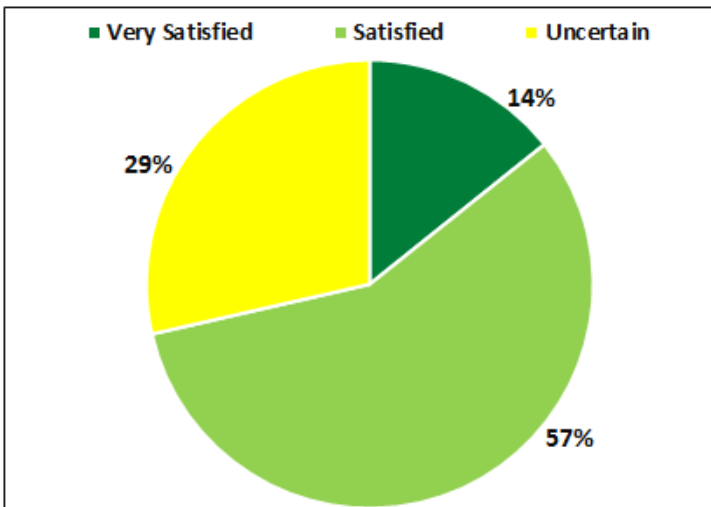
CIVIL



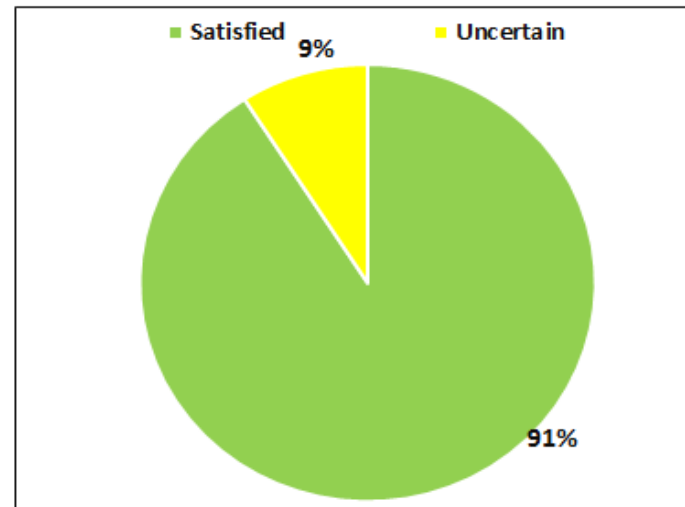
Biomedical



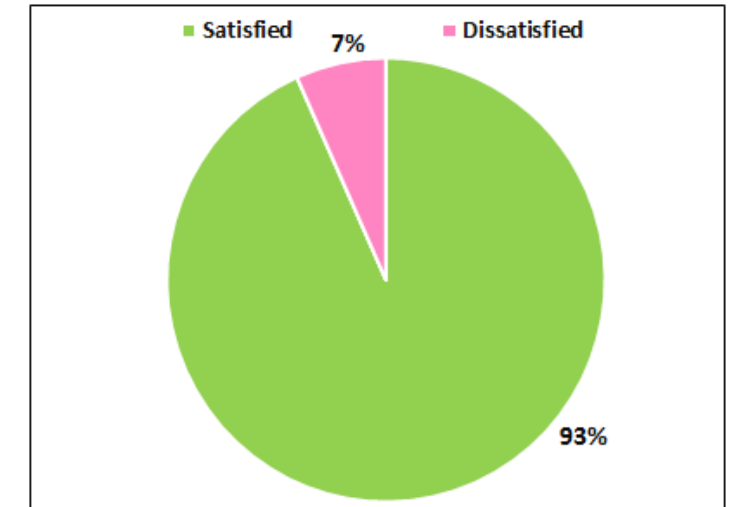
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MATHS



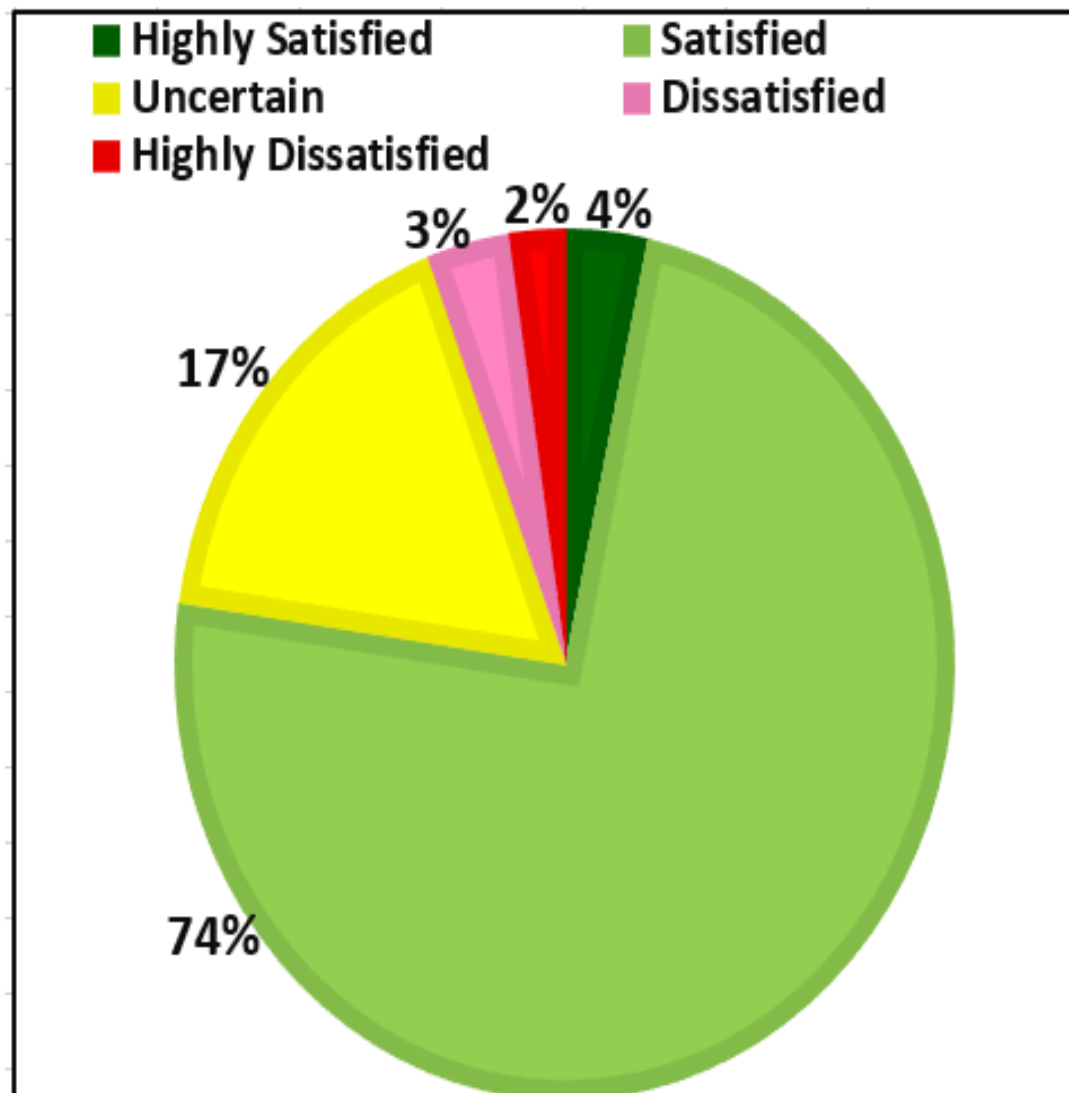
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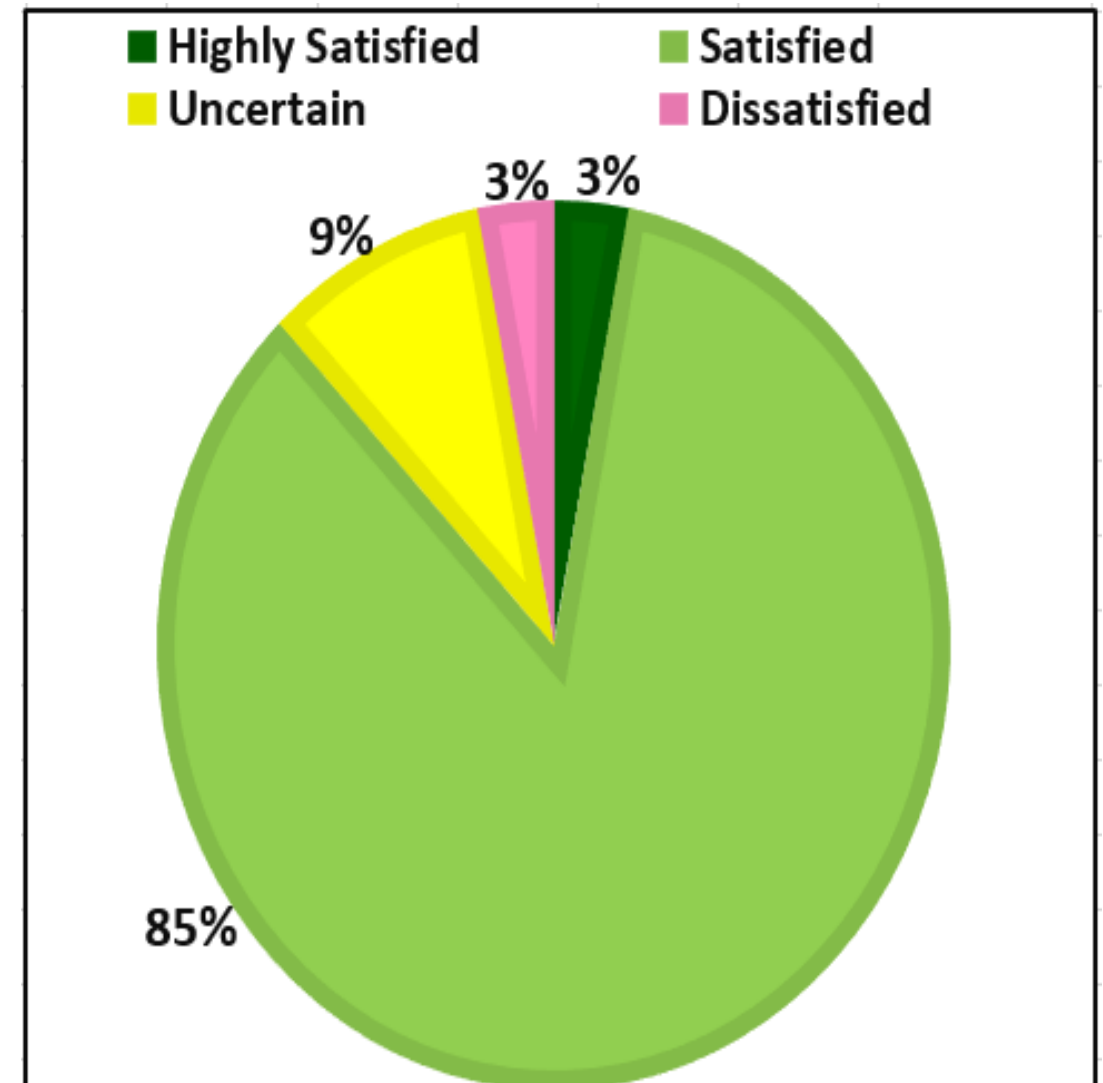
Q14. Your perception about job-security in the present position

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q14. Your perception about job-security in the present position

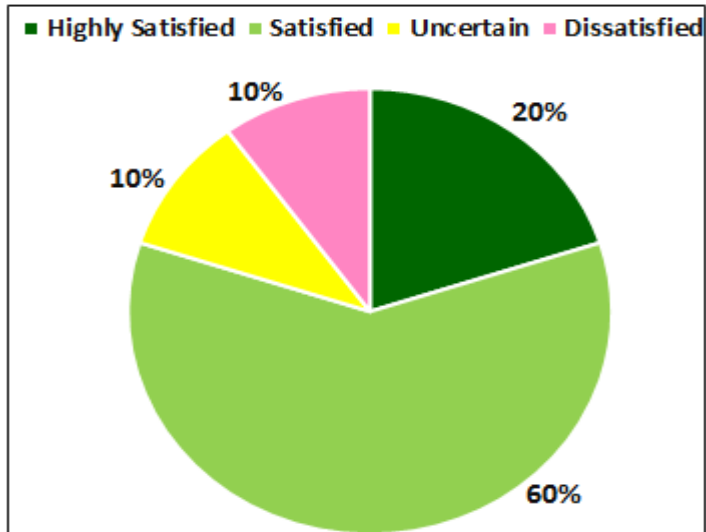
COMMENTS

In the current scenarios of inflation and saturation, I am uncertain about job security.

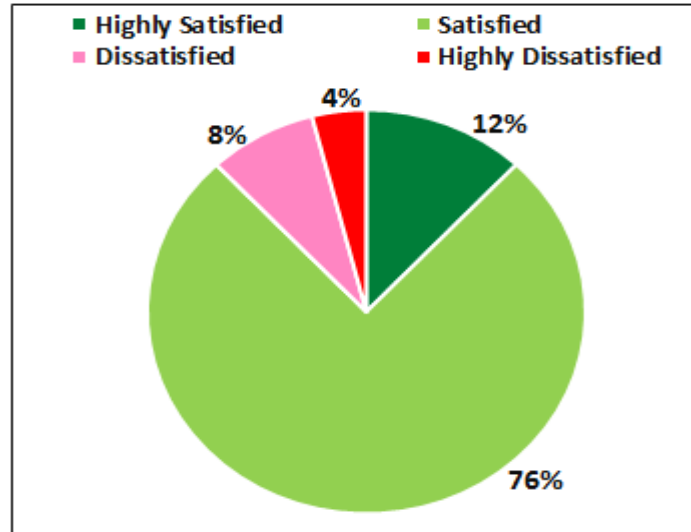
A standard criterion should be followed for faculty retention e.g. based on their stay with University, their contribution etc.

Q15. Your primary and secondary duties permit you to have sufficient quality-time for yourself and your family

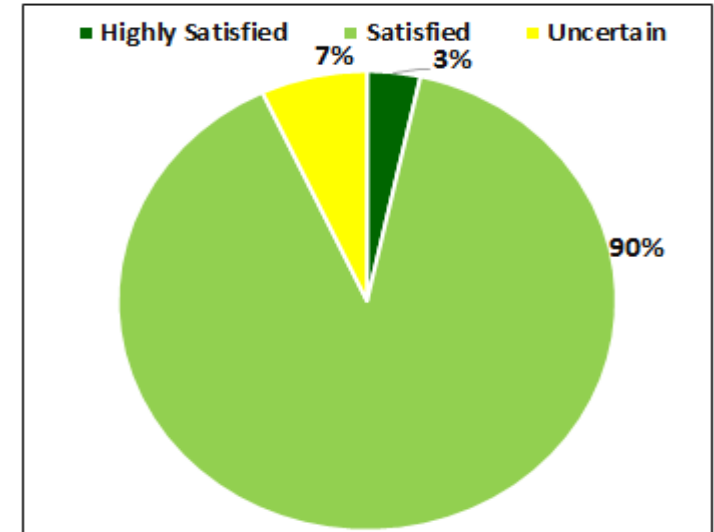
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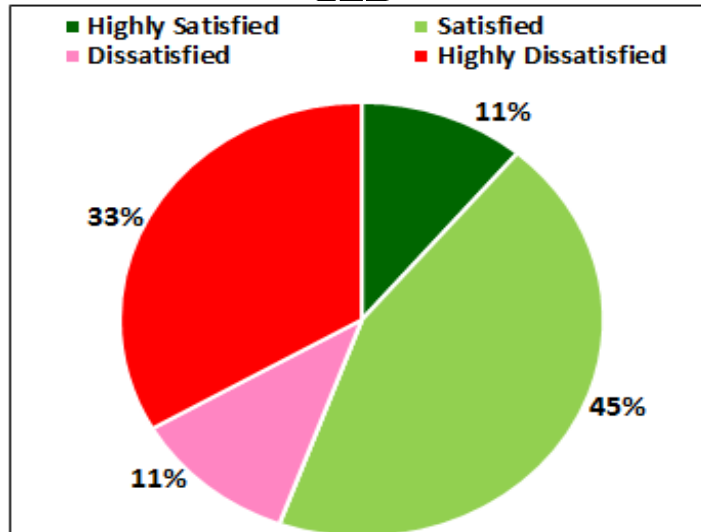
MED



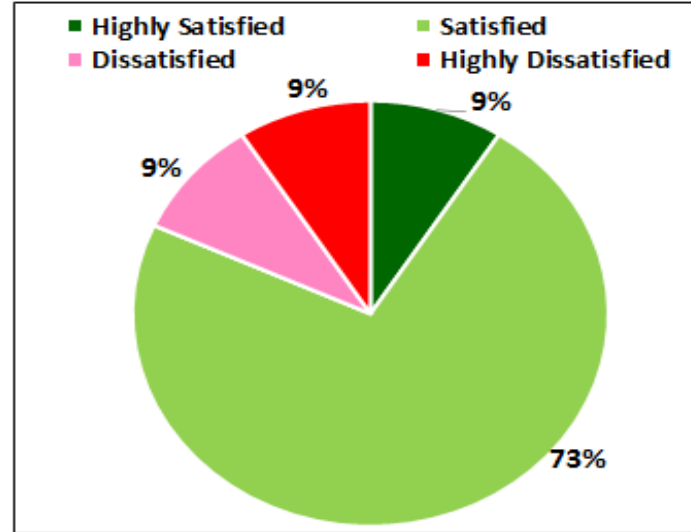
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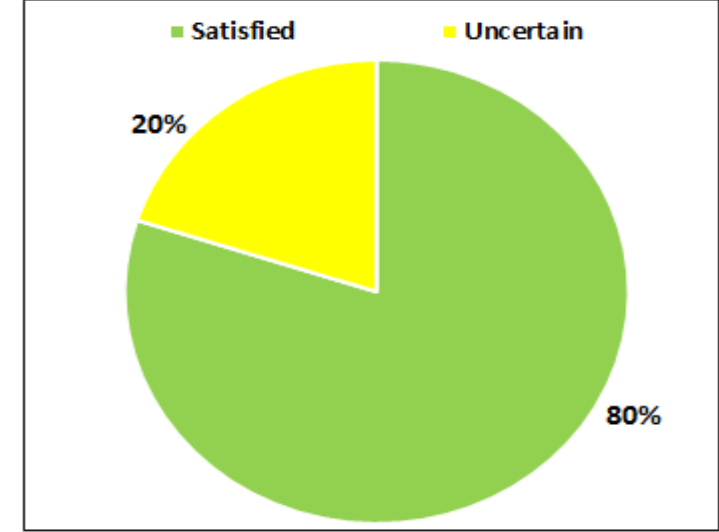
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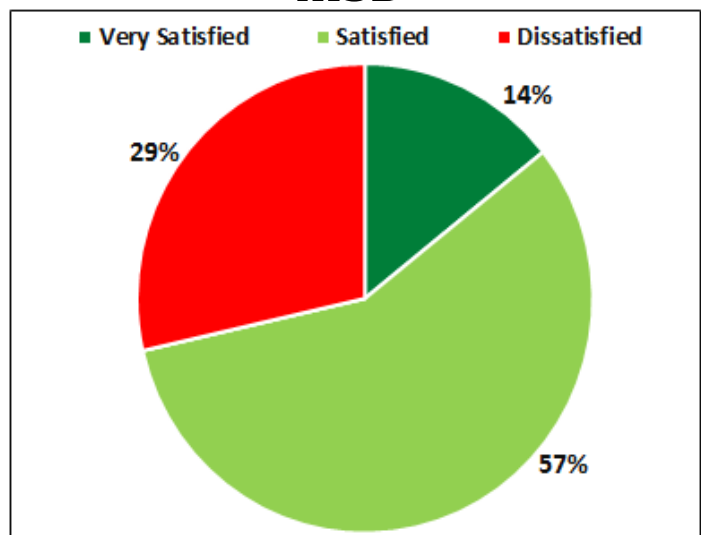
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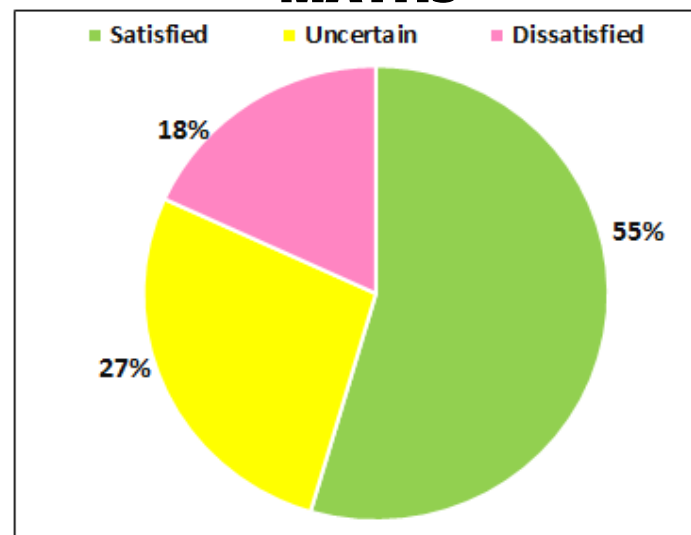
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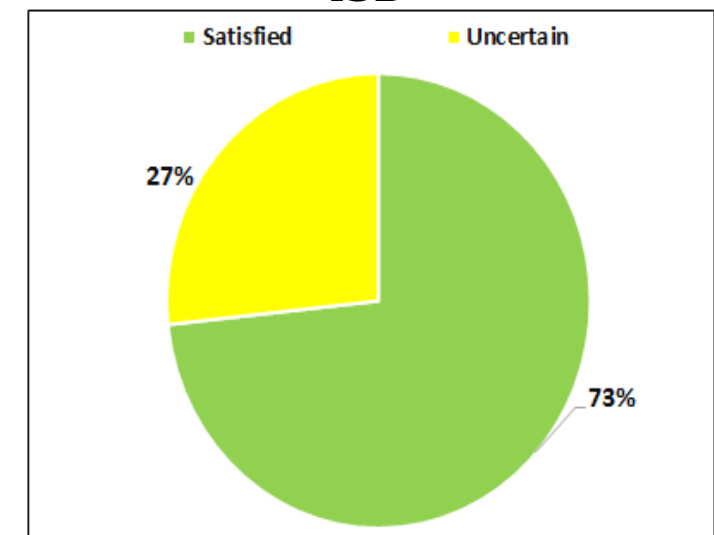
MSD



MATHS



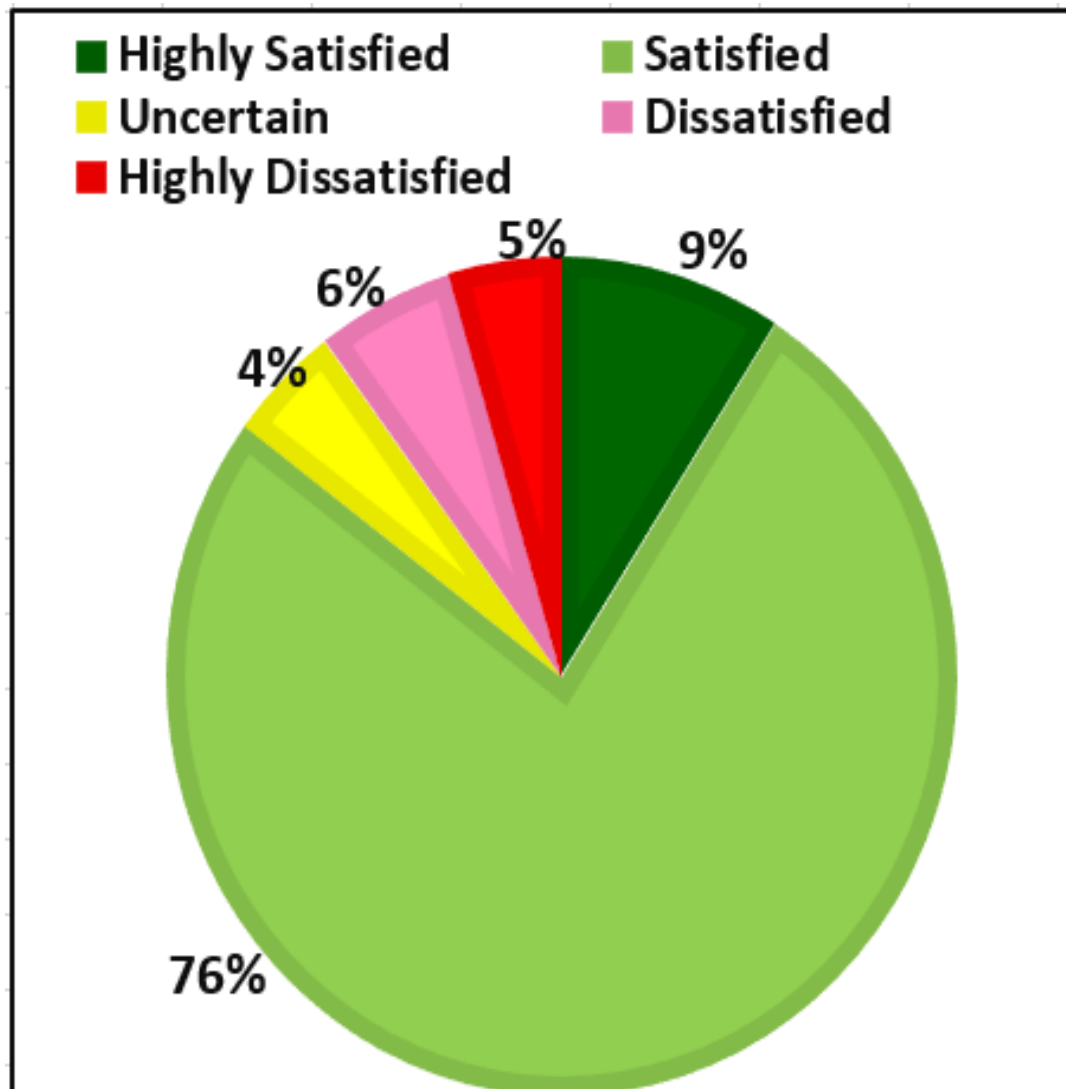
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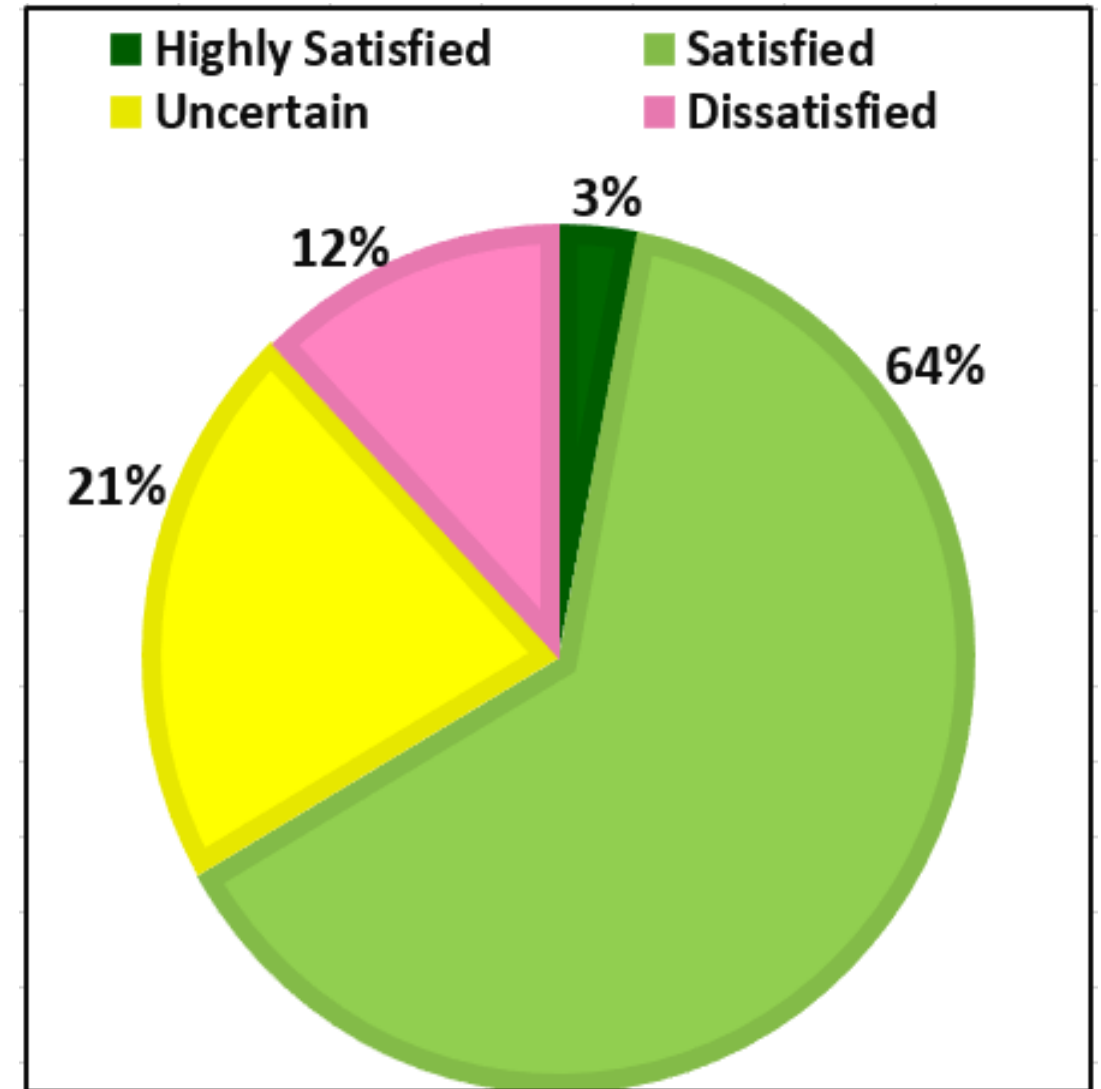
Q15. Your primary and secondary duties permit you to have sufficient quality-time for yourself and your family

Average Responses

Faculty of Engineering and Technology



Faculty of Basic Sciences



Q15. Your primary and secondary duties permit you to have sufficient quality-time for yourself and your family

COMMENTS

I request senior authorities to look into load distribution. Whether whatever is shared by documents is actually implemented or not? Whatever load distribution is decided, it should be implemented to all authorities. Exams checking, quizzes, assignments and tutorials should be monitored. If senior faculty member is teaching theory, mostly they let numerical for tutorials and mostly tutorial classes cant cover all numerical

Unrealistic deadlines embossed, too much work from home to meet deadlines.

We have now so many responsibilities other than teaching, like IPE-VISIT/PEC VISIT preparation and documentation etc.

There has to be no time limit for teachers, especially lecturers, except for their lecture timing, so that in this way they may meet their expenses or at least have a good time with their family.

Q16. Please suggest three factors which could improve your motivation as a faculty member

Q16. Motivating Factors as a faculty member

Available Aspects	Spring 2023
Research environment must be provided to the faculty members for quality research, funding for the university and university ranking.	EED
Upgradation of lab equipment. Seminars and hands-on workshops for faculty.	EED
Faculty' children fee policy in HITEC school and college needed to revise, complaint/suggestion should be properly address after faculty satisfaction survey	EED
Some measures to avoid differences of engineering and non-engineering faculty.	MED
Proper sitting arrangement should be provided for the students outside the classes as they are often seen sitting on the floor	MED
We should be allowed for internationally paid certifications. Research budget should be allocated for lecturers as well. Just PhDs shouldn't be eligible for research activities. Department should support us in research activities. For example we should be given extra time for research and training activities.	MED

Q16. Motivating Factors as a faculty member

Available Aspects	Spring 2023
<ol style="list-style-type: none"> 1. Students are our customers. All concerned should focus on customer satisfaction. Students should be dealt tactfully and politely by academic departments, DSA office, Treasurer Office, Controller of Exam office and particularly Manager Administration Office. They should be facilitated and guided in a respectable way by all concerned . 2. Teaching Faculty is 2nd important community after the students. They must be given due respect and dealt with honor and dignity. 3. Security aspects inside university needs immediate attention. Someone should be exclusively responsible with well defined job description . A centralized Control and Monitoring Room with appropriate cameras may be established in the University as already functioning in HITEC Schools and Colleges. Theft cases may be investigated with the help of relevant agencies to avoid further such happenings. 	MED
<ol style="list-style-type: none"> 1. Car Parking Sheds may please be erected in front of Israr Block similar to Parking Sheds available in front of Secretariat Block. 2. Roads inside University premises are in deplorable condition at present, needs immediate carpeting. This will create better effect for the current Admission Process by visiting students and their parents. Road infrastructure inside HITEC Schools and Colleges is much better than University. 	MED

Q16. Motivating Factors as a faculty member

Available Aspects	Spring 2023
Plan a trip to a scenic location surrounded by nature. The faculty can enjoy hiking, nature walks, picnics, or simply basking in the beauty of the surroundings. It provides an opportunity to reconnect with nature and find inner peace.	CSD
Ensure that the canteen offers a diverse range of menu options to cater to different dietary preferences and restrictions, with subsidized pricing structure.	CSD
Special facilitation counters for smooth access to HIT public facilities (Banks, Parks, Cafeterias, Grocery stores, Market, Schools, and Hospital etc.) must be worked out for HITEC university employees as per normal fee/charges.	CIVIL
The faculty retention policy and respective employer incentives must be formulated. There must be some attractive incentives which can attract the employees to have long-term affiliation with the institution.	CIVIL
Having some free time between classes in which I don't have to work for committees. Making lecturers and lab engineer members of separate committees, because in a joint committee, the workload is just transferred from top to bottom.	CIVIL

Q16. Motivating Factors as a faculty member

Available Aspects	Spring 2023
<p>I am a resident of Jinnah Hostel and I do not have a commute. There should be a General Store for Purchase of basic necessities or there should be some commute.</p> <p>Official laptops with high processing speed should be provided by the university for official use. If not, basic accessories like Ethernet Cable, mouse should be provided. by the department.</p> <p>Complaint redressal system should be improved.</p>	CIVIL
In a time of high fuel prices, give transport allowance to the faculty coming from distant areas.	Biome dical



HITEC UNIVERSITY TAXILA

2- Students' Comments – Undergraduate Program

Spring 2023 and Fall 2023

Directorate of Quality Assurance and Collaborations

Common Students' Comments of all Departments

Concerns about Lab equipment's functioning. (EED, MED, CED, BME, CSD)

Multimedia, and Projector Issues.

Lack of internet access throughout the department.

Major internet connectivity and WiFi issues.

Students' Comments (Department Wise)

ELECTRICAL ENGINEERING

Lab apparatus is not working properly i.e. Arduino and LCDs etc.

Labs have no new equipments and mostly of them are not working .Our labs are not completed on time due to lack of equipment and useless equipments. Try to upgrade the materials in lab.

Teachers take most of quizzes and assignments before mid-term.

Technical problems, such as malfunctioning projectors, unstable internet connections or incompatible software disrupt classroom/labs activities.

PhD teachers don't teach the student according to our level. It will be a request to kindly ask the teachers to teach at our level instead of PHD level.

One of the main problem we are facing during our semesters is that the table and desks have nail out of the spare which tear up our clothes.

Teachers do not consider students opinions and treat them with zero empathy.

Students' Comments (Department Wise)

MECHANICAL ENGINEERING

The water coolers outside of washrooms, are giving sounds like ak47 , feels like laser blade for metal cutting. The inflation in cafe and stationary is high for student like me.

Time table is not followed accordingly and many of classes are rearranged. Extra classes other than teaching hours without consult of student arranged.

The criteria by which teachers give grades is too easy as well as the exam itself. I have seen students getting decent grades for way poorer marks. This is concerning as students feel less compelled to prepare for exams and it ultimately damages university's reputation.

No workshops organized by departments for learning new things.

Only issue I have is that different sections get different teachers. Not all teachers of same subject have the same level and that's a fact. This gives an unfair advantage to some sections which should not happen. One teacher should teach all sections.

We are scared of asking question from our professors in their office. Whenever we go there, they answer like (I have answered this question in the class, how dare you question again in my office).

Students' Comments (Department Wise)

SOFTWARE ENGINEERING

University student portal and its integration with other resources is pathetic. Everything should be on one place or integration should be done with everything. In student portal everything should be onboard like semester results (quiz, assignment, results). Teachers should not share students grades on a Excel file. All Results should be shared on student portal. We are in Software Engineering department. If our department don't use technology and its resources , how we will be a good Software Engineers.

I know University is following HEC Course Materials, but still it would be great to provide up-to-date knowledge to the students instead of 20 years old slides. Like first three weeks must cover introductory lectures and further nine weeks should be advanced learning because its no better to learn the arrays in C++ at the end of your semester. Course should be good enough to make students to be able to solve real world problems.

Sometimes the teacher's personal behavior (I don't want to mention her name) in front of the class can be a bit distracting and disturbing. I believe addressing this aspect could help them to work on that it could make them better at teaching.

Students' Comments (Department Wise)

COMPUTER SCIENCE

Most important problem is lack of instruments in labs. DLD lab I would say totally useless, almost 2 to 3 breadboards are in working, rest of them are useless. We take our own laptops in labs to perform.

Almost all trainer boards are faulty/non-working state.

There are nails poking out of some of the desks and some of the chairs in the classrooms and stools in the labs are completely broken.

The projector of classroom 8 needs to be changed, I faced severe eyesight problems with it. The benches in the classroom 8 are very uncomfortable, it is very damaging to the body posture which results in us getting tired earlier than we should be.

Rescheduling of classes must be limited for every teacher in semester. Students face this problem that teacher don't take classes as per timetable. Many students are from different places when they reached university and come to know that class was rescheduled. At the end of semester, many classes will be rescheduled because course is not completed.

The lab computers were agonizingly slow, freezing at the slightest task. Their outdated hardware struggled to keep up, crashing frequently and leaving frustrated students in a perpetual state of digital despair. Need to be improved.

Students' Comments (Department Wise)

COMPUTER ENGINEERING

Change the department, take us back to CS classes please as we have more classes of CS dept. for us. Not only 1 or 2. Change the projectors as they are blur and provide no clear image.

Please focus on conduct the class on their time not arranged classes it makes more disturbance in our time table.

More experienced Lab engineers are required and some industrial exposure is crucial at this time.

Teachers show extreme favoritism among students. Many teachers does not listen to students and do things in a way only they understand. Evaluation of marks are often wrong.

HITEC had better teachers when we first joined, now we are highly unsatisfied with the new teachers as they don't listen to the students and don't have a good working ethic.

The load and burden of assignments, FYP from teachers and build up pressure and to catch up with everything. There are days where I burn out. Study all day, often times all night, only to still understand nothing. I don't have the time to take the time to understand what I'm doing. And that's annoying because I want to learn this stuff that eventually messes.

Students' Comments (Department Wise)

CIVIL ENGINEERING

Lectures are provided on time but some problem are that they upload many thing which confuse us.

I am unsatisfied with the use of technology in laboratories as there are no projectors in any of the departments lab. Moreover, WiFi of civil department is on its verge of extinction. Nevertheless, the furniture of department is also not comfortable.

More check and balance of teachers timings as some teachers are late comers.
Also some guidelines for teachers to deal with students nicely.

Students' Comments (Department Wise)

BIOMEDICAL ENGINEERING

Teachers are not always willing to hear our questions and clear our doubts about what they teach us. And the most important thing, abusing should not be allowed in class specially for faculty .

Some teachers never guide us about syllabus properly. BME is a good field but way of teaching is not good. Almost making every student suffering from depression.

The lab equipment is totally out of order. We spend two credit hours in each lab checking for correct equipment. 99% of the equipment needs to be repaired or changed. It really affects our studies and we are unable to perform most of our experiments.

Students' Comments (Department Wise)

MANAGEMENT SCIENCES

Teacher should explain concepts from real life example rather than reading slides.

The whole class got suspended due to the lack of faculty to engage their students and keep them attentive. The new faculty that was hired to teach was not up to the standards, it raised so many concerns among the students. Many students raised concern but not a single action has been taken.

Most of the time, the teacher's main concern is to complete the course and not on whether we understand the lecture or not. The class is not controlled by the few teachers, the atmosphere of the class is like a fish market.

