

## E-Governance in Technical Education - An Effective Tool in Developing Faculty Review System

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### Abstract-

**T**oday Information Technology is recognized as an effective tool for efficient governance and in development of human resource. As the Digital Economy evolves, it is expected that the Governance based on information technology i.e E-Governance will provide better transparency, fast information dissemination, improved administrative efficiency and better delivery public services such as transportation, education, power, health, water, security. Our core objective is to apply the e-governance in technical education by focusing on one of the components 'Faculty review System' so that there will be transparency and highefficiency in this review process.

**Keywords-** e- governance, Faculty review

### I. INTRODUCTION

E-governance is the process of information propagation and service delivery to citizens using electronic means. The real use of IT services in educational administration can greatly enhance existing efficiencies, reduce communication costs, and increase transparency in the functioning of various departments. In education domain E- governance could be an important tool for the governing body of the institute. It provides the following benefits:

- Increased efficiency in various governing processes
- Transparency and absolute clarity in all aspects
- Empowerment of faculties and encouragement of their participation in governance.

For Higher education institutes e-governance can equally apply for the benefit of all the stakeholders such as a) Students b) Educators c) Administrators and Parents. Proper reengineering of processes as required for implementation of e-governance, by technical education institutes, can effectively enhance quality in both the internal and external services.

It has been observed that in many institutions, due to lack of proper communication between the management and a faculty of the institute, the performance review of faculty has been a difficult process. Also, if the review process is carried out manually, there is a possibility of prejudice and bias in execution of this process. Therefore there is a strong need of unbiased and transparent 'Faculty Review System (FRS)' development. Inspired from e governance which is the broader term, we have proposed here, a "Model FRS" for online faculty performance review. This model has been designed taking into parameters that are relevant to faculty and the management.

As a precursor, we would like to cite an example to highlight significance of the proposed FRS. Let us consider one of the faculties of XYZ department has presented the research paper in an international conference. This information is immediately updated in the database and converted to some credit points in the e-governance based faculty review system. In acknowledgment of this achievement the management could immediately respond by means of some appreciation. This will definitely boost the morale of the faculty and creates a healthy competitive environment. In the same way the department, college and institutes can be appraised.

The objectives of this model faculty review system under e-governance are -

- Increased efficiency in various governing processes
- Transparency and absolute clarity in all aspects
- Assessment of the strengths and weaknesses of faculty
- Assessment of effectiveness of teaching through a comprehensive process.

The model comprises of two parts -

- A] Development of documented Process for Faculty Review (FR)
- B] Implement E- Governance for the above FR process and Synchronization of the above two for effective governance

### II. DEVELOPMENT OF FACULTY REVIEW PROCESS

The review system nurtures faculty by providing opportunities to enhance the understanding of the vision, mission, philosophy and goals of the department, institute and the governing body of the institute. It is expected that the faculty members in spite of their qualification and experience they possess at the time of their initial employment, will mature as professionals and continue to be more enriched throughout their careers. Information collected for the review

process come from many sources- learner/clients, peer/colleague, supporting staff, administrators and self- reflection.

This system revolves around five significant roles of faculty considering holistic approach-

- 1) Communication, Collaboration, & Professionalism
- 2) Teaching
- 3) Learner Support & Development
- 4) Professional Development
- 5) Community Partnerships

### **Communication, Collaboration & Professionalism**

Demonstrating professional and congenial attitude, abilities which contribute to the growth and well-being of the department/college Through involvement with internal and/external constituencies, faculty will strive hard to improve the quality of teaching and learning and the work environment at the college.

### **Teaching**

- Subject Matter Mastery
- Curriculum Development
- Instructional Design & Delivery
- Assessment of Students Learning
- Establishing a Positive Learning Environment
- Completing Related Administrative Requirements

### **Learner Support & Development**

Design and promote activities which result in a student's academic, personal, social growth.

Examples:

- Instructional support
- Program-related administrative work
- Advising & Testing
- Consultation & Counseling
- Retention & recruitment
- Special Event Coordination

### **Professional Development**

Faculty will engage in activities that contribute in development of content, expertise, Research, scholarship, skill and professional behavior. These may include participation in short term and long term professional activities, and participation in college and program accreditation activities.

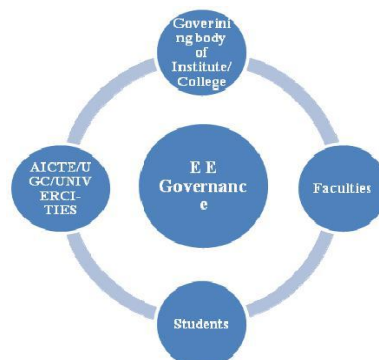
### **Community Partnerships**

Develop partnerships with individuals, groups and organizations outside of the institute. Activities may include:

- Plan and implement coordinated services
- Develop and manage grants and contracts
- Plan and present workshops
- Provide Leadership and management of joint activities
- Serve on boards or job related committees

## **III. IMPLEMENTATION OF ELECTRONIC GOVERNANCE FOR FR**

**Electronic Service Delivery:** In general, e-governance provides government services through web portals. Higher Educational Institutes are major consumers of ICT products and services as well as major provider of services using ICT. ICT has helped the improvement of a variety of activities such as: a) Teaching, b) Learning, c) Research, d) Administration, etc.



**Electronic Educational Governance**

**Electronic Workflow:** The kinds of the templates that the public wants on the internet to complete its transactions with government can also be the basis for automating the internal workflow “backoffice” processes.

**Electronic Controllorship:** Controllorship consists of IT-infrastructure used to manage the cost, performance and services of an organization. There are two aspects to controllorship, both of which may be optimized and integrated to achieve full benefits, namely hardware configuration, and software customization.

**E-governance in FRS**

**Different forms in proposed FRS:**

- Annual Faculty Review Agreement
- Feedback Sources
- Faculty review Summary
- Peer / colleague feedback
- Client or community partner feedback
- Support staff feedback
- Review of materials/procedures
- Learner / client feedback (student feedback)
- Participants review of brief seminars
- Participants review of brief workshops
- Students review of library instruction
- Extended learning course evaluation

Sample Screen Shots

Vidyalankar Institute of Technology Faculty Review System						
<ul style="list-style-type: none"> <li>➤ <i>Teacher Registration Form</i></li> <li>➤ <i>Student Feedback Form</i></li> <li>➤ <i>HOD/Principal Remark</i></li> <li>➤ <i>Result Analysis</i></li> <li>➤ <i>Peer Committee Review Form</i></li> </ul>						
Name of teacher.....						
Sr	FEEDBACK POINTS	E	VG	G	A	P
1	Effective Delivery of Subject Matter in Theory/Practical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Preparation of the Subject	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Regularity and Puncuality in conducting Theory Class/Practicles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Connecting Theory with examples of real life situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Syllabus coverage in a planned manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Using various teaching aids (LCD, OHP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Involving student in teaching-learning process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	Support and concern for the overall development of the students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	Politness and fairness with student.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	Motivate the students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>TOTAL COUNTS</b>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>P – Poor; A – Average ; G - Good; VG – Very Good; E – Excellent</b> ( Please Tick mark apprpriate option)						
			<input type="button" value="Next"/>	<input type="button" value="Cancel"/>		

**FRS generated Faculty Score Card**

Review Factor	Score	coefficient	Weighted Score
Communication, Collaboration & Professionalism	1.0	0.15	0.150
Teaching	1.5	0.25	0.375
Learner Support & Development	2.0	0.25	0.500
Professional Development	1.5	0.15	0.225
Community Partnerships	1.0	0.20	0.200

Overall Total      1.450

**Effective synchronization of above two will be achieved by following the Faculty Review Process & on line e-governance in a time bound periodic manner.**

This topic can be further developed and applied to all educational institutions through collection of primary data and sample surveys.

#### IV. CONCLUSION

Today due to globalization many private institutes and universities are competitors and it is inevitable for everyone to refurbish and modernize their systems to enhance the efficiency and quality of education imparted.

Faculty is a backbone of every institute in the educational system. Each institution can decide the weightage given to each factor of the faculty review according to institutional priority and implement E-governance for FR. This will certainly improve the assessment of faculties and can be used as effective tool for improvement in enhancement in the overall teaching-learning process.

Thoughtfully designed policies, implemented step by step would certainly prove to be fruitful. Innovative strategies related to employees need to be framed to sustain the changes.

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