Vice Chancellor’s Message to Faculty Members

Dear colleagues,

I would like to thank you all for the successful conduct of exams, timely publication of results and a smooth admission process. All this would not have been possible without your hard work and dedication to the university. I also congratulate you on the updating of syllabi running in your departments/centres. The University has been constantly improving its rank among the national and international universities in the last couple of years. You deserve a huge compliment for this. **We must go on striving tirelessly till we have achieved the status of the ‘Institute of Eminence’**. We owe it to the founders of this great institution. It will be our special gift to them as the university completes a century in 2020.

Selection and promotion of faculty members are going on in full steam. A large number of faculty members have already been selected/promoted. I congratulate them all and wish them a glorious career ahead. I also expect that they, through their total commitment to teaching and research, will try their best to help Jamia scale greater heights in the coming months and years.

I would like to emphasise that all of you must impress upon the students from the beginning of the semester that 75% attendance is mandatory and that there will be no relaxation. Please develop a mechanism to display attendance records of students every two months and inform their guardians in case of insufficient attendance.

You would appreciate that if we are strict with students on attendance, it is only fair that faculty members must take their classes regularly. Let us get the focus back into the classroom teaching and hands-on experiments in labs. The greatest of revolutions in the educational field happens in the classrooms and labs, and we must try to bring utmost vigour and rigour in these areas.
Under the semester system, it is necessary that a department/centre should have an academic calendar and a teacher is equipped with a well-thought-out lecture plan divided evenly over a definite number of teaching hours during the semester. This lecture plan, clearly setting out topics and readings for each class, should be handed out to students at the beginning of the semester. If a faculty member misses a class because of any emergency, he/she should reschedule the class to compensate for it. I would like thoroughness and professionalism brought into our classroom engagement. With this end in view, I would like to visit classrooms and labs to have a first-hand knowledge of the content of courses and methods of delivery.

I would expect all faculty members to spend maximum time in the campus. The UGC stipulation in this regard is – “teachers should be on their respective campuses for at least five hours daily. They should be at their workplace for 40 hours a week in 30 working weeks in an academic year.” The responsibility of a teaching faculty does not end with merely taking the classes. He/she should be available in the department/centre to be accessible to the students, and be generally helpful to HoDs/Directors in running the departments/centres. HoDs/Directors, on their part, should lead by example by being physically present during all working hours and engaging classes as mandated by the UGC. Any complaint about absenteeism will be taken very seriously. Further, events in the departments/centres should be organised in such a way that they do not affect normal working hours of teaching.

Being a Minority institution, we serve the most underprivileged sections of the society too. Because of our affirmative admission policy, some students will be admitted who may find it difficult to cope with the demands of the course. I will expect Heads of departments/Directors to identify such students through Class Advisors and offer whatever assistance needed so that they can catch up with their more advanced peers. If any special assistance is needed which is beyond your reach, please bring it to the attention of the Advisor to Vice Chancellor (A&R). I would also like all of you to be on the watch out for any student who may be distressed, psychologically or for financial or any other reasons, and bring such cases to my notice. Let us be proactive in helping those who need our help and build a more humane society.

The relationship between a student and a teacher is a sacred one. Teachers should maintain dignity in their utterances and demeanour and serve as role models for students. They must refrain from any kind of behaviour that would
lower their dignity in the eyes of the students. When teachers gain the confidence of students, they can have great moral authority over them, which will take care of a lot of problems like indiscipline, disorderly behaviour, student unrest etc. The students are under your charge – try to be their friend, philosopher and guide. A teacher never gives up on her/his students, however challenging the situation is.

We have recruited a large number of guest/contractual faculties. They will need mentoring. HoDs/Directors should ensure that they are coached properly. I suggest that a workshop is held in all departments/centres in which senior teachers mentor freshers about different methods of pedagogy. I will be pleased to read about discussions in such workshops if reports are sent to me through the Advisor to VC (A&C).

I would like all faculty members grow and prosper in their careers, and bring glory to Jamia. I have been selecting and nominating faculty members for both research and leadership programmes, the latest being three faculty members for the LEAP programme. New versions of both GIAN and SPARC are now open. Please submit as many proposals as you can. The office of Director, Research, will do everything to facilitate your proposals.

Wishing you all an eventful and exciting semester ahead!

Najma Akhtar
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Vice Chancellor