Shiv Chhatrapati Shikshan Sanstha's

Rajarshi Shahu Mahavidyalaya, Latur

(Autonomous)

Kaku Seth Ukka Marg, Chandra Nagar, Latur – 413512 (Maharashtra)

(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

NAAC Accredited Grade B++ (Cycle 3) with CGPA 2.99, UGC-CPE (Phase-III) ISO: 9001:2015

Criterion VI - Governance, Leadership and Management

Key Indicator - 6.1 Institutional Vision and Leadership

6.1.1 The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

The Managing Body of Shiv Chhatrapati Shikshan Sanstha, while formulating the overall policies pertinent to the Institution, grants operational and academic freedom to the Governing Body of Autonomous College, College Development Committee, Academic Council and Principal to evolve and implement appropriate mechanisms and procedures. Principal as the head of the institution works on the principles of delegation and decentralization of administrative authority and responsibilities. The institution practices decentralization and participatory management in keeping with its belief in collective leadership and democratic traditions. A particular reflection of this practice can be seen in the following cases:

1. Formulation of Academic Autonomy Advisory Committee:

UGC granted autonomy to our college in 2013. Soon after, in addition to statutory committees such as Governing Body, Academic Council, Board of Studies and Finance Committee, the Managing Body of Shiv Chhatrapati Shikshan Sanstha formulated Academic Autonomy Advisory Committee for the effective functioning of the autonomous college. The Chairman of the Advisory Committee is the President of the Management and four management representatives, the Principal, all teaching staff and student representatives are the members of the Advisory Committee.

Every policy matter is discussed in the Advisory Committee meeting before placing in the Statutory Bodies. During the academic year two meetings were held, wherein starting of new programmes was discussed. Members expressed their views about introducing new programmes from next academic year. Similarly, the feasibility of introducing skill enhancement and value added certificate and diploma courses was thoroughly discussed by the Advisory Committee and after deliberations, committee recommended to introduce such courses after due approval from Statutory Bodies. Every stakeholder was involved in the decision making process right from the management to students.

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2. Running Shahu Canteen by the Institution:

The institution has established a canteen for the benefit of the students as well as the staff in the campus in 2016. The contract for running the canteen was given to M/s. Mane Caterers, Latur. There was a Canteen Supervisory Committee consisting members of Management, Principal, Vice-Principal, Registrar, Staff and Student Representatives. The committee periodically visited the canteen and inspected the quality of food, hygiene and other services and collected feedback from the students as well as staff about the services. On the basis of the feedback, it was found that the quality of food, level of hygiene and other services were not up to the mark. The issue was discussed in committee meeting and after deliberations it was decided to terminate the contract given to M/s. Mane Caterers. The committee suggested to run the canteen by the Management. Accordingly, from the academic year 2018-19 the Management decided to run the canteen at their own level under the supervision of the Principal. With this decision the quality and the service of the canteen has been improved and the staff and students are satisfied. As a result, the canteen received Five-Star rating under Eat Right Campus from FSSAI, Govt. of India.

3. Role of HoD in the Participative Management:

- The HoD works as the bridge between the Principal and departmental faculty and students.
- The HoD looks after purchasing the departmental requirements and infrastructure, laboratories and amenities through support staff.
- The HoD regularly conducts the departmental meetings to discuss, plan and workout curricular and co-curricular activities.
- Departmental time table and teaching plans prepared by their colleagues are verified and monitored by HoD.
- The HoD has liberty to introduce creative and innovative practices for the benefit of the students.
- The HoD monitors the conduct of internal and semester end practical examinations, question paper setting and assessment.
- Being Ex-Officio Chairperson of the BoS, HoD conducts the meetings for structuring and upgrading the curriculum.

4. Monitoring institutional activities through Coordinators:

- For effective functioning Principal has decentralized the administration by appointing Chief Coordinator, Class Coordinators and Course Coordinators.
- The Chief Coordinator acts as a mediator between Students, Teachers and Administration.

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- The coordinators organize the Student Induction Programme and Student-Parent-Teacher meet. They finalize the subject combinations of B.A., B.Com., B.Sc. students and monitors the implementation of the Generic Elective course, Skill Enhancement Course and Moral Education.
- They assist in preparation of the Time table for regular and remedial theory classes and practicals.
- Considering the new challenges in higher education, coordinators concentrated on the versatile development of students by providing bird's eye view through the organization of various guest lectures.
- Coordinators arrange workshops for the preparation of SET, NET, GATE, IIT JAM, and other competitive examinations and applying for INSA Summer Research Fellowship.
- Coordinators look after the successful implementation of MOOCs, Skill Enhancement Courses, Research Projects and Value Added Courses.
- The Coordinators and Placement Cell work jointly to enhance job opportunities for eligible students by organizing training programs, workshops and campus interviews.
- The student feedback on teaching and learning is regularly collected and analyzed by concerned Coordinators and forwarded to the Principal for corrective measures if any.
- Through Student-Parent-Teacher Meet, Coordinators developed a bond between institution and parents to form a healthy communication on higher education and various issues related to their wards.

5. Formulation of OTMC:

In 2019-20 and 2020-21 due to COVID-19 pandemic, the curricular and extra-curricular activities were conducted online. For effective implementation of online teaching-learning process following need based decisions taken by IQAC, to:

- Formulate Online Teaching Monitoring Committee (OTMC) and define its roles.
- Subscribe ZOOM and Microsoft Teams App
- Create WhatsApp groups, Telegram channel for communication.
- Develop e-resources

An OTMC was formulated consisting of IQAC Coordinator as Chairperson, Class Coordinators and faculty members.

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5.1 Role of Committee:

- Ensure that WhatsApp groups and Microsoft Teams are created and Timetable, Syllabus, Teaching Plan and Academic Calendar are shared.
- Evaluate the effectiveness of teaching learning process and report to the Principal.
- Organize ICT skill improvement programmes.
- Ensure adherence to academic calendar and teaching plan.

5.2 Outcomes:

- ICT skills of teachers improved
- Teachers started using various interactive applications.
- Teachers developed e-resources.

6. Coordination Committee:

Coordination Committee consists of Principal, Vice-Principal, CoE, IQAC Coordinator, Chief Coordinator, Faculty and Class Coordinators.

Role of Committee:

- To facilitate the students in admission, scholarships, internships, summer research fellowships, apprenticeship, placements, etc.
- To allot optional subjects to students.
- To organize activities such as, Student Induction Program, Student-Teacher-Parent Meet, Bridge Course, Soft Skill Development, Career Guidance and Personal Counselling, Workshops on Competitive Examination, Project Report Writing, etc.
- To monitor the teaching-learning process, implementation of Academic Calendar and Teaching Plan, Slow and Advanced Learner activities, Mentor-Mentee activities, implementation of value added courses, Field Projects, Result Analysis and attainment of outcomes/Graduate attributes.

Outcomes:

- Increase in student enrolment, student scholarships, students passing competitive examinations, students completing MOOCs, placements and progression to higher education.
- Adherence to the Academic Calendar.
- Timely declaration of examination results and attainment of outcomes.

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7 Admission Committee:

The Admission Process of the institution is a pertinent case study showing effective leadership, decentralization and participation from teachers, non-teaching staff and students. The admission process begins with the formulation of **Admission Committee** which includes Principal as the Chairperson and other staff from each faculty as members. This committee looks after entire admission process.

Role of Admission Committee:

- To publish Admission Notifications of various programmes.
- To facilitate online admission process.
- To receive applications and scrutinize.
- To confirm the eligibility for admission.
- To fix cut off percentage given by department for some UG/ PG programme.
- To display final checklist for correction and then merit list for admission.
- To offer counselling on the contents of the programmes.
- To give priority to merit and maintain reservations as per norms.
- To recommend the Management for the fee concessions to needy students
- To finalize the optional subjects and second languages as per the choice and merit of students.

Outcomes:

- Students from different area get admitted.
- Admission process completed in time.
- Demand ratio increased.
- Choice Based Credit System effectively implemented.
- Fee concession and instalments helped economically weaker meritorious students.

These are some examples where in the institution adopts decentralization to bring out transformational leadership among the staff members.

Principal