

6.1- Institutional Vision and Leadership

6.1.1 The governance and Leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance.

Response:

The Vision and Mission statement defines the institution's distinctive characteristics in terms of addressing the needs of students and society it seeks to serve.

Vision

- **To provide quality education for all sections of society reaching out especially to the socially, economically, and educationally disadvantaged one.**
- **To equip students for life, making them not only competent for job seekers, but also socially committed citizens and well equipped with a sense of tolerance and justice.**

Mission

- **To strive for excellence in academics.**
- **To create confident, dedicated, honest and upright individuals who will become assets to the society.**
- **Committed to the students from economically, socially and educationally weaker backgrounds and are continually engaged in improving the quality of education.**

Leadership & institutional practices

Since its inception, the college administration has been carried out through a decentralised mechanism. The inclusive and participatory approach fosters a work environment of trust and solidarity, ensuring the institution's smooth operation and development.

Some of the recent initiatives taken by the institution are as follows-

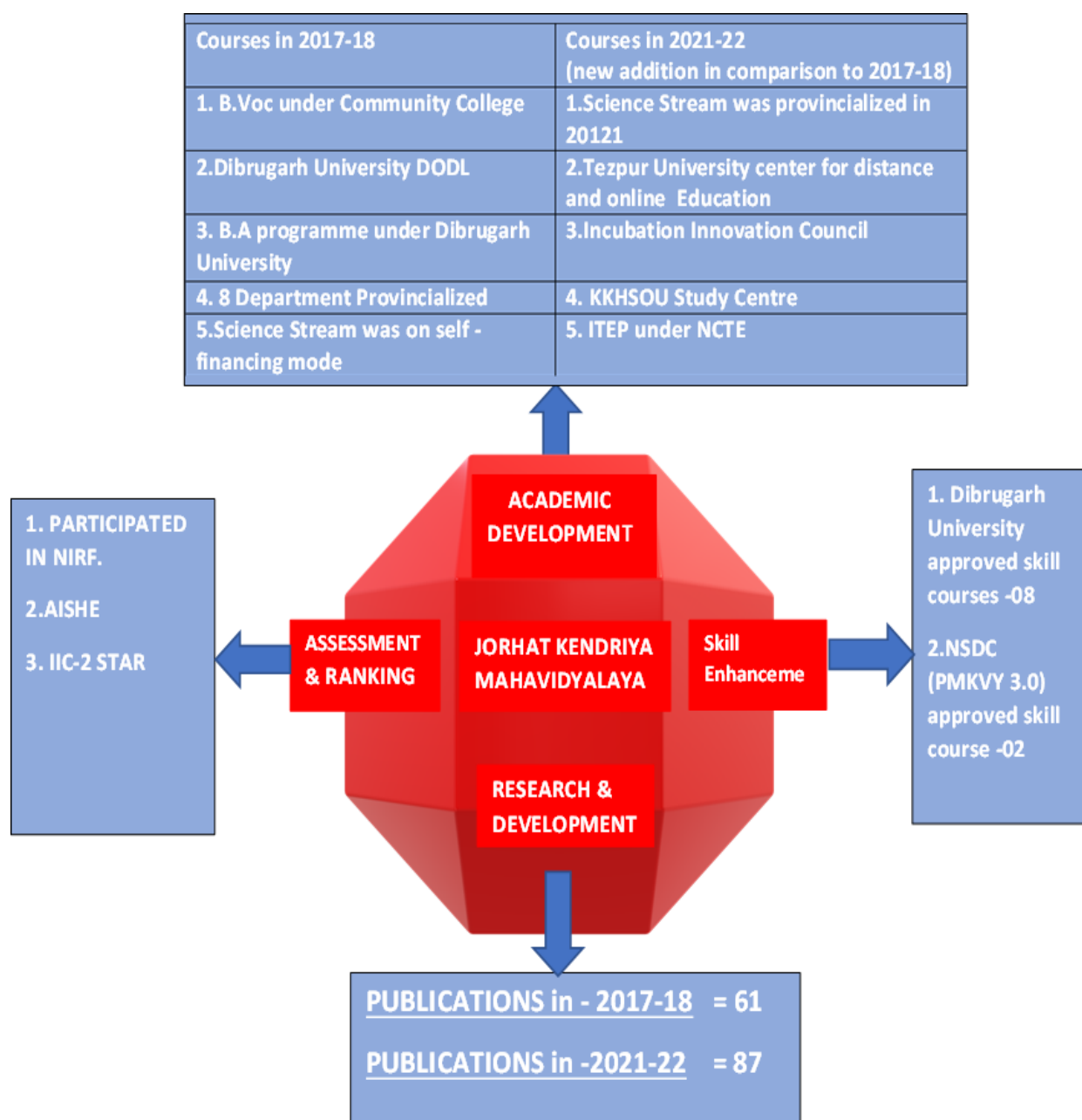
- ❖ **Introduction of Nodal Center for Virtual Lab.**
- ❖ **Establishment of Incubation Innovation Center (IIC).**
- ❖ **Faculty Development Programme.**
- ❖ **Establishment of a skill-based experiential learning center, or the transition from a community college to a Skill Hub Center under NSDC.**
- ❖ **Introduction of Nodal Training Centre for NAAC preparation & NEP implementation under RUSA-2.0**
- ❖ **Introduction ITEP recognised by NCTE**
- ❖ **Certification by ISO**

Leadership is accomplished through clearly defined organisational structures and mechanisms that are in accordance with the Institute's vision and mission as well as the independent policies and rules of the UGC. The institute is governed by a number of bodies, including the governing body, academic council, planning committee, etc. These bodies formulate rules, regulations, and guidelines and oversee their application and ongoing improvement. All academic, research, and administrative operations are managed and monitored for optimal implementation through

the use of institute regulations and policy guidelines, assuring quality and continual progress at every level.

Outcomes of Effective Leadership and Governance

De-centralized governance and effective leadership leads to academic excellence, skill development and character building.

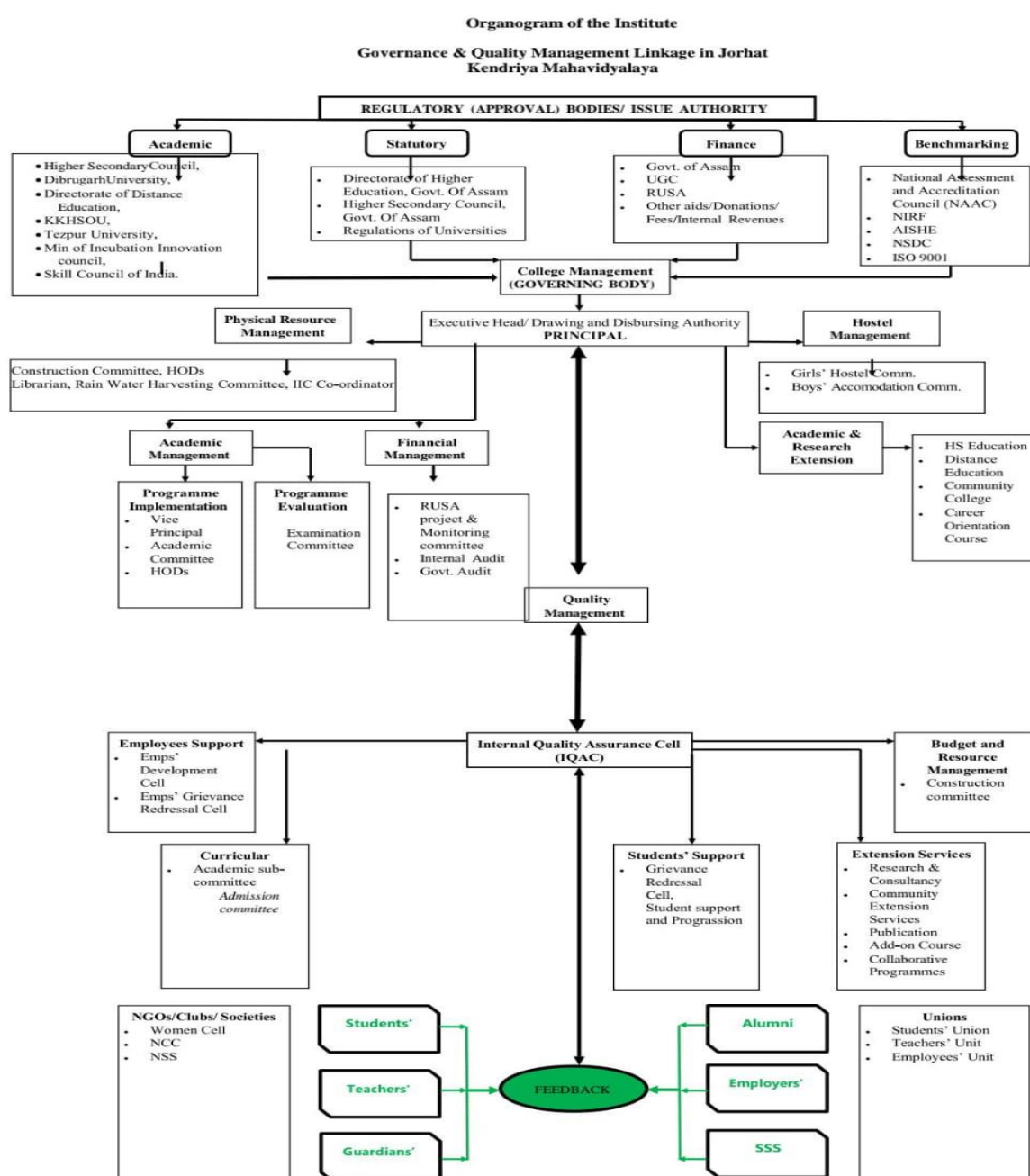


Governance and Participatory Management:

The institute employs a decentralised and participatory management strategy and it is reflected through involvement of coordinators of various committees, department heads, and faculty members at all levels in all of its operations, projects, and in decision-making policies.

The establishment of numerous committees allows for timely and appropriate action to be taken in order to ensure excellence in the various activities being reviewed and their progress. Management, the Coordinators, and department heads regularly meet to review goals and keep abreast of academic and administrative issues.

PARTICIPATIVE LEADERSHIP IN ACADEMIC AND ADMINISTRATIVE ROLES



CASE STUDY: Purchasing of Various Department Essentials

In every academic year the head of the various departments will make an estimate of recurring and non-recurring expenditure after discussing with the respective department's senior faculties. Then head of the departments holds a meeting with the principal of the college to discuss about the requirements of maintenance and procurement of equipment and miscellaneous items. Also submits a note to the principal through proper channel with all specifications and approximate cost of the equipment seeking permission to initiate the process of procurement. HOD may call for a meeting of concerned faculty to seek clarifications if any, related to the procurement before recommendation. Subsequent to the approval by the principal, head of the department seeks a minimum of three quotations from different suppliers with the detailed specifications and price. The head of the department prepares a comparative statement for all the quotations and finalises the supplier based on the supplier's previous track record, client base, client's feedback and cost of the equipment with proper justification. A note is then be submitted to the principal with finalized supplier details along with the comparative statement recommendation and approval from the HOD. In consultation with the finance committee, the approval for purchase is granted by the principal. The administrative officer and accounts department of the institute handle the purchase process and other logistics till the products are delivered to the department.