

CRITERION VI  
GOVERNANCE,  
LEADERSHIP AND  
MANAGEMENT

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**CRITERION VI: GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**6.1 Institutional Vision and Leadership**

6.1.1 State the vision and mission of the College.

**The goal and objectives of the institution is to impart higher education to the students of this state with a high percentage of tribal population. The college promises formal and non-formal academic programmes at the Undergraduate and Post-graduate levels to meet the changing and challenging needs of the society in this predominantly tribal area, through quality education. The institution provides scientific, commercial, and physical training of best quality with equal opportunity to all.**

6.1.2 Does the mission statement define the College's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, College's traditions and value orientations, vision for the future, etc.?

**Yes. The goals of the institution revolves around academic excellence of students and to make them efficient to fit in with global requirements. The objectives are as follows:**

- 1. To bring value-based higher education within easy reach of the students in this tribal dominated area.**
- 2. To provide best quality education at a low cost.**
- 3. To inculcate scientific temperament and civic responsibilities among students.**
- 4. To promote national integration.**
- 5. To promote integrated and holistic personality development.**
- 6. To provide value based education and best practices through curricular, co-curricular and extra-curricular activities.**
- 7. To provide vocational training in order to give job oppurtunities to the students.**
- 8. To promote research and development.**

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- 6.1.3 How is the leadership involved in
- \* ensuring the organization's management system development, implementation and continuous improvement
  - \* interaction with stakeholders
  - \* reinforcing culture of excellence
  - \* identifying needs and championing organizational development (OD)?

**Leadership functions are student focused. The Head of the institution ensures an academic integrity by keeping an eye on the regular progress of classes, listening to the grievances of the students and faculty and trying to solve such problems. The leadership is also reflected in the regular meetings with the staff council to uphold strategies and direction and in the overall student administration.**

- 6.1.4 Were any of the senior leadership positions of the College vacant for more than a year? If so, indicate the reasons.

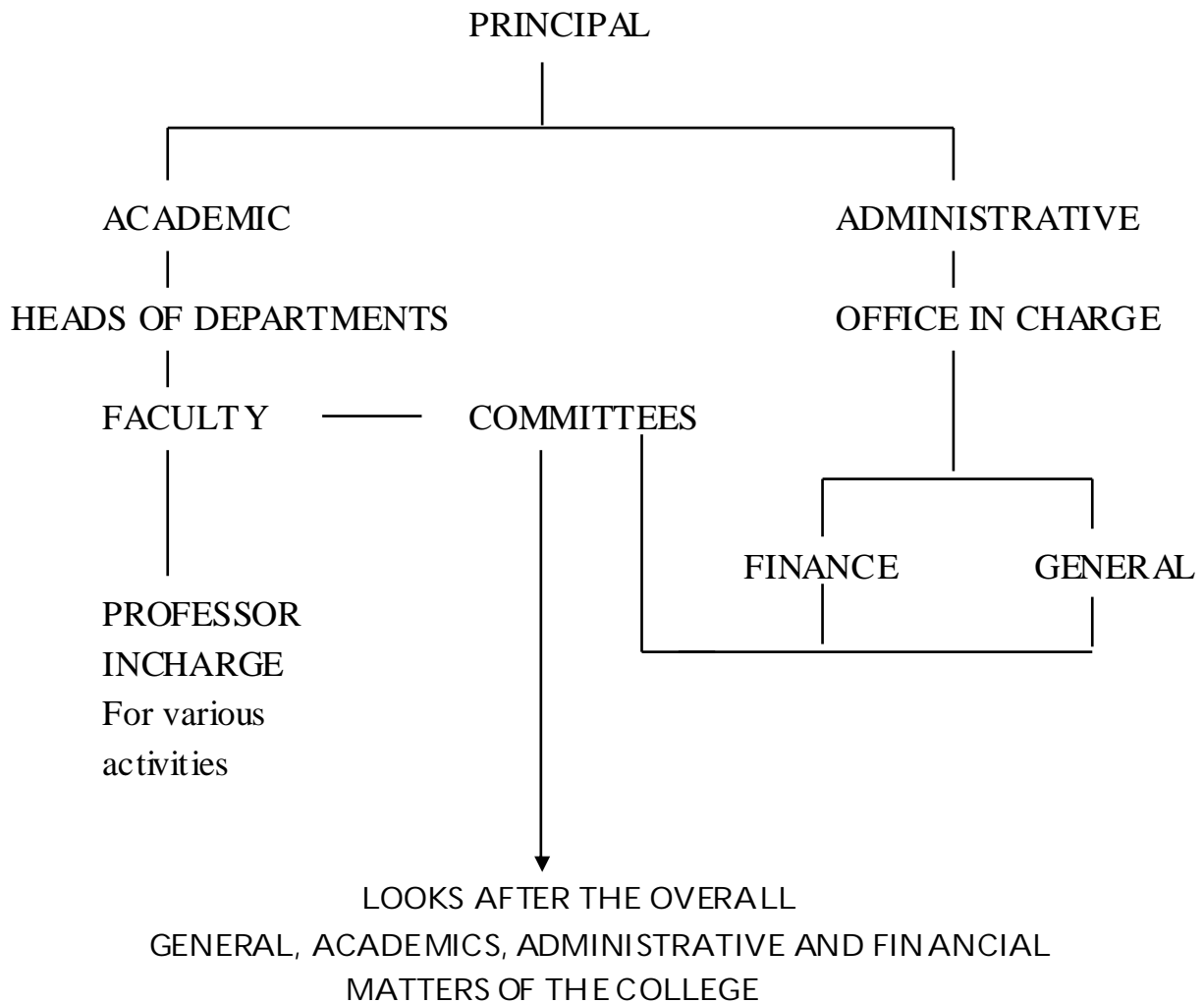
**No**

- 6.1.5 Does the College ensure that all positions in its various statutory bodies are filled and conduct of meetings at the stipulated intervals?

**Yes**

- 6.1.6 Does the College promote a culture of participative management? If yes, indicate the levels of participative management.

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6.1.7 Give details of the academic and administrative leadership provided by the University to the College?

**The university appoints the Principal and the faculty as well as the office staff so that the entire basic academic and administrative leadership is provided by the University. The Principal in turn selects the bursar and the professor incharge of various committees and the head of the departments.**

6.1.8 How does the College groom the leadership at various levels?

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**regular progress of classes, listening to the grievances of the students and faculty and trying to solve such problems. The leadership is also reflected in the regular meetings with the staff council to uphold strategies and direction and in the overall student administration. The administration is decentralized through the control of the departments by the respective heads, the administrative part is looked after by the professor in charge and committees while the financial matters are taken up by the finance and purchase committee.**

6.1.9 Has the College evolved any strategy for knowledge management? If yes, give details.

**The institution tries to translate knowledge to the functioning of its various administrative and academic units through an appropriate flow of information from the Head of the institution to the faculty and administrative staff with a time linked and result based schedule.**

6.1.10 How are the following values reflected in various functions of the College?

\* Contributing to national development

**Through participation of students in social activities linked to NCC and NSS activities.**

\* Fostering global competencies among students

**Through arrangement of seminars by eminent persons to foster global competencies among students.**

\* Inculcating a value system among students

- **The leadership inculcates a value system among students by holding regular meetings with the students and providing them with knowledge related to culture, discipline and a sense of tradition of the institution.**

\* Promoting use of technology

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**The faculty is well versed with adequate technology and upgrades the system from time to time through learning, training, and workshops.**

- \* Quest for excellence
- **The institution strives for the holistic development of students and caters to their needs for progression in academic as well as curricular and extracurricular activities such as sports, debate, quiz contests, cultural activities and others. It also encourages them to have a feel of the external environment through study trips and visits to various institutions so that they know about the national and global demands. The faculty strives for excellence among students and plans strategies for the same.**

6.1.11 Give details of the UGC autonomous review committee's recommendations and its compliance.  
(report attached- Annexure 2)

### **6.2 Strategy Development and Deployment**

6.2.1 Does the College have a Perspective Plan for development? If so, give the aspects considered in development of policy and strategy.

- \* Teaching and learning ✓
- \* Research and development ✓
- \* Community engagement ✓
- \* Human resource planning and development ✓
- \* Industry interaction ×
- \* Internationalisation ×
- \* **Yes the institution has a perspective plan for institutional development as reflected in its plan proposals which is prepared initially by the staff council of various departments and finalized by the heads and senior members of the faculty under the chairmanship of the Principal.**
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6.2.2 Enunciate the internal organizational structure of the College for decision making processes and their effectiveness.

**The decision making process is initiated through an initial development of proposal which is taken up in the staff council. The proposal is then sent to the appropriate committee for final approval before being deployed.**

6.2.3 Specify how many planned proposals were initiated/implemented, during the last four years. Give details.

- 1. Revamping of the existing classrooms and laboratories.**
- 2. Providing adequate water and electric supply.**
- 3. Starting of five new courses under the CPE scheme.**
- 4. Installation of two silent generators as a backup.**
- 5. Purchase of equipments and glasswares and chemicals under the CPE scheme.**
- 6. Purchase of materials under additional grant.**



**THE ENVIRONMENTAL LABORATORY AT RANCHI COLLEGE**

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6.2.4 Does the College have a formally stated quality policy? How is it designed, driven, deployed and reviewed?

**The college has a quality policy formulated by its IQAC cell that monitors the system and provides adequate advise for its deployment.**

6.2.5 How does the College ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyse the nature of grievances for promoting better stakeholder-relationship?

**In the case of grievance an application forwarded by the Head of the Department is submitted to the Principal. The Principal makes arrangements for the grievance redressal. Stakeholders are not involved.**

6.2.6 Does the College have a mechanism for analyzing student feedback on institutional performance? If yes, what was the institutional response?

**Yes the institution has introduced evaluation of teachers by students. The feedback is analyzed with the departmental heads and appropriate measures are taken.**

6.2.7 In what way the affiliating University helped the College to identify the developmental needs of the College?

**Not applicable**

6.2.8 Does the affiliating university have a functional College Development Council (CDC) or Board of College and University Development (BCUD)? If yes, In what way College is benefitted.

**No**

6.2.9 How does the College get feedback from non-teaching, teaching, parents and alumni on its functioning and how it is utilized.

**Yes the institution collects feedback from non-teaching, teaching, parents and alumni from time to time by inviting them in its strategic**



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meetings and is used to evaluate the performance of the faculty and plan strategies for improvement.

6.2.10 Does the College encourage autonomy to its academic departments and how does it ensure accountability?

**Yes the college encourages autonomy to its academic departments. The head of the department controls the department and departmental matters and is accountable to the head of the institution in its overall functioning and development.**

6.2.11 Does the College conduct performance auditing of its various departments?

**Yes from time to time.**

### **6.3 Faculty Empowerment Strategies**

6.3.1 What efforts are made by the College to enhance the professional development of teaching and non teaching staff?

**Basically this is done by the University through its academic staff college. The institution only grants study leave if the faculty chooses to enhance and develop his/her capabilities.**

6.3.2 What is the outcome of the review of the Performance Appraisal Reports? List the major decisions.

**The performance appraisal report is reviewed and appropriate steps are taken by the head of the institution in case of specific problems.**

6.3.3 What are the welfare schemes available for teaching and non teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

**The employees enjoy limited financial support. The Principal can sanction loan to the college teaching and non-teaching staff from their Provident Fund up to Rs. one lakh. The college provides the necessary guarantees so that the staff can arrange loan from the bank where the**

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**salary of the employees is paid. The employees of the college are also eligible for loan from Staff Welfare Fund, in case of serious illness.**

6.3.4 What are the measures taken by the College for attracting and retaining eminent faculty?

**Not applicable because the appointment of faculty is done by the JPSC and the university.**

6.3.5 Has the College conducted a gender audit during the last four years? If yes, mention a few salient findings.

**No**

6.3.6 Does the College conduct any gender sensitization programs for its staff?

**No**

6.3.7 What is the impact of the University's UGC-Academic Staff College Programmes in enhancing competencies of the College faculty?

**The faculty of the college attend the refresher/orientation and workshop programs conducted by the Academic staff college this has a positive impact in relation to updating knowledge and keeping in line with present development.**

### **6.4 Financial Management and Resource Mobilization**

6.4.1 What is the institutional mechanism to monitor effective and efficient use of financial resources?

**The finance and the purchase committee sees through that the financial resources are optimally and efficiently utilized.**

6.4.2 Does the College have a mechanism for internal and external audit? Give details.

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**Yes the institution has an internal and external audit mechanism. The preliminary audit is done by an internal auditor, while the University sends auditors from AG for external auditing.**

6.4.3 **Provide audited income and expenditure statement of academic and administrative activities of the previous four years.**

**(report attached – Annexure 3)**

6.4.4 Have the accounts been audited regularly? What are the major audit objections and how are they complied with?

**Yes. So far no audit objection have been reported however there were specific advises from the auditors which were complied with.**

6.4.5 Narrate the efforts taken by the College for resource mobilization.

**The college has two types of resources:**

- 1. The collection of fees: is mobilized through the planning of budget and**
- 2. The grants received from UGC and the state government this is planned by the UGC incharge. The mobilization then takes place by the usual system.**

**The purchase committee and the budget committee invites proposals from the various departments for resource mobilization so that all round development of the institution and proper utilization of allocated funds.**

6.4.6 Is there any provision for the College to maintain the ‘corpus fund’? If yes, give details.

**No**

### **6.5 Internal Quality Assurance System**

6.5.1 Does the College conduct an academic audit of its departments? If yes, give details.

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**This is done after obtaining feedback from the students and the faculty. The evaluative report is then analysed and appropriate steps are taken.**

- 6.5.2 Based on the recommendations of academic audit what specific measures have been taken by the College to improve teaching, learning and evaluation?

**Based on the recommendations of the academic audit specific measures have been taken in modifying the curriculum, remedial step in the evaluation process, and methods of teaching and learning.**

- 6.5.3 Is there a central body within the College to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?

**Yes this is generally done by the academic council after it is passed from the staff council of the various departments. The final approval is done by the board of management.**



MEETING OF THE ACADEMIC COUNCIL AT RANCHI COLLEGE

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6.5.4 How has IQAC contributed to institutionalizing quality assurance strategies and processes?

**Yes.**

6.5.5 Does the IQAC have external members on its committees? If so, mention any significant contribution made by such members.

**Yes.**

6.5.6 Has the IQAC conducted any study on the incremental academic growth of students from disadvantaged sections of society?

**No**

6.5.7 What policies are in place for the periodic review of administrative and academic departments, subject areas, research centres, etc.?

**Periodic review of administrative and academic departments from time to time. The policy involves meetings of the heads of departments who discuss about matters of academic problem, subject areas and research.**

*Any additional information regarding Governance, Leadership and Management, which the institution would like to include.*

**The faculty of the college is fully aware of the fact that teaching entails not just imparting curricular knowledge and arranging extra-curricular activities, but also the development of holistic and integrated personality to prepare the students to meet the challenges of life ahead. The college arranges seminars, study tours, excursions, field work, debate competitions, annual functions, welcome and farewell functions etc. to give the students adequate exposure.**