



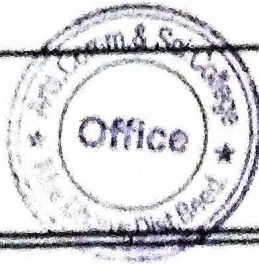
Marathwada Shikshan Prasarak Mandal's

ARTS, COMMERCE & SCIENCE COLLEGE

Kille-Dharur, Dist. Beed 431 124 (M.S.)

NAAC Re-Accredited 'A' Grade

ISO-9001:2015



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I/C Principal

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The effective leadership is visible in various institutional practices such as decentralization and participative management. The Management plays a crucial role in the academic development of the college by exerting leading role in the teaching-learning processes. It also takes keen interest in Annual Planning of the teaching schedule, prepares the academic calendar that has planning of the annual academic activities including teaching-learning and evaluation. It takes concern that a smooth and effective execution of these all activities is done. The management keeps the record of it in CDC and staff meetings.

The leadership ensures that following things should be accomplished:

1. The policy statements and action plans for fulfillment of the stated mission:

The vision and mission of parent institute are reflected in the quality policy and action plans of the college. The college has clearly stated the goals and objectives in its quality policy. These are implemented in the form of various curricular, co-curricular, extra-curricular activities of the college. It has also executed for teaching and non-teaching, administrative staff by attending or organizing professional enhancement and competence building programmes.

For this, short term and long terms plans are prepared. Academic Calendar is prepared for various activities during the academic year. Infrastructural upgradation, campus beautification, eco-friendly campus, green audit, energy management programmes are rigorously planned and implemented. Faculty has rich tradition of research in the institutes. Students are provided with hostel facilities, canteen, sports infrastructure, gymnasium, library facilities, reading room, distance education programmes, lifelong learning and adult education. Research centers, research guidance,

INFLIBNET as well as research consortium, internet facility, language laboratory, and science laboratories are the facilities in the campus to enhance the quality among students and teachers. Research centers, Alumni Association, Parents & Teacher's Association, effective feedback mechanism, professional training programmes, Training and Placement Cell effective IQAC are the hallmarks of quality enhancement and policy realization of the college.

2. Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan:

Once the action plans are prepared, IQAC as an internal quality assurance system incorporates its operation through various cells, committees and forums. Institute in accordance with vision and mission of Higher Education formed Academic Planning committee, Research Advisory committee, Library Advisory Committee, UGC Cell, Research Centers, Alumni Association, Parents & Teacher's Association, effective feedback mechanism, professional training programmes, Training and Placement Cell, Women's Empowerment Cell, Women Grievances Redressal Cell, Student's Grievance Cell and many other cells and committees to incorporate action plans in reality. Heads / Chairperson of concerned department or cell are responsible for smooth running of the above committees.

3. Interaction with stakeholders:

Interaction with various stakeholders is feature of the administrative leadership of the college. These interactions happen on formal and informal levels. Such meetings create a sense of affiliation and shared responsibility as well as community ownership. This sense of feeling is obtained through various programmes -

- Meetings on Opening and closing day of the Semester.
- Meetings of the Head of the departments with the Principal
- Departmental Meetings of each department with their faculty members
- IQAC meetings with various committees, criterion wise committees, cells etc.
- Meetings with College Development Committee
- Meetings on the planning of Academic Calendar, Annual Teaching Plans,
- Teaching aids
- Principal's Meetings with Non-teaching staff



- Principal's Meetings with administrative staff
- Meetings with Executive Council
- Meetings of various Forums, Cells, Committees regarding the organization of relevant activities and programmes,
- Feedback meetings of such organized programmes etc.
- Parent-Teacher Meeting
- Meetings with Alumni
- Meetings of Career Guidance and Placement Cell with students and Industry Interaction with community with Organization NSS residential camps and community programmes like blood donation, health awareness etc.

4. Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders:

- Department wise budgetary demands are collected on the basis of their needs.
- Department wise plans are collected to prepare the annual plan to realize the goals and objectives of the college.
- Financial budget is allocated with the consultation of Principal, Account Section, LMC and Executive Council.
- To identify the needs, relevant committees organize the meetings and take the review of current demands so that proper support can be given.
- Committees like Purchase Committee, Research Advisory Committee, Library Advisory Committee, Women's Empowerment Cell, Sport Department, Cultural Department, HoD of the various departments etc.
- Feedback on various aspects of the college is gathered by students. It becomes instrumental in policy making and action plan for further necessary action to provide support.
- Feedback from Alumni, Parents, Industry experts on curriculum, library services, college campus, infrastructure, hostel facility, administrative services to students play vital role in providing support to the relevant departments by reviewing and analyzing the data collected from feedback.
- Planning Board, UGC Cell, IQAC under the guidance and leadership of Principal, Vice-Principal, Staff Representatives on CDC with formal and informal interaction analyze the



needs of the college and after due consultation with LMC and Executive council, experts from the field provide the support.

- It results in the initiation of training programmes, research activities, curricular, co-curricular, extra-curricular activities for teachers and students.

5. Reinforcing the Culture of Excellence:

On the basis of feedback collected from students, teachers, alumni, parents and employers on various aspects of the college, SWOC analysis by each department, planning and execution of various programmes initiatives by IQAC and its feedback, college prepares a proper system and channelize the reforms and Innovations to enhance and sustain the quality culture in organizational frame to promote organization culture of excellence.

It can be suggested by following characteristics of the organization culture of excellence:

- Teachers' participation in research activities i.e. undertaking Major or Minor Research Projects, participation in seminars, workshops, publishing papers with reputed national or international journals, Publishing reference books, edited books with national and international reputed publications.
- Teaching staff is promoted to work as resource persons at various research activities.
- Research Centers in Marathi and Zoology along with its Research Guides and Research Guides in the subjects like English, Chemistry, Commerce, Economics, Botany etc. have promoted research at Ph.D. level to the national and international student.
- Use of ICT in teaching-learning process.
- Using interactive teaching methods for students.
- Study tour and field visit, industry visits.
- Visits to Libraries and museum to enhance various skills.
- Maintaining the record of teaching-learning through Annual / Semester teaching plans, Academic Teaching Diaries etc.
- Creating awareness regarding Eco-friendly campus to preserve the environment in the college campus.

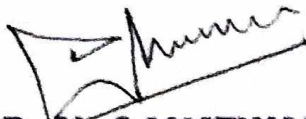


- Computerization of various administrative processes, library records, preparing the e-repository of notes, books, and articles based on curriculum, research areas, specialization areas.
- Providing sports facilities through Indoor stadium, outdoor stadium, gymnasium etc.
- Providing recreation facilities for tapping the excellence other fields i.e. cultural activities, creative writings, arts and painting etc.

In this way, the college reinforces culture of quality and excellence in its campus.

6. Championing Organizational Change:

It is phenomenal mission to initiate the change in organizational set up. The College itself is an emblem of 'rural transformation'. So with the help of all the stakeholders, change is initiated positively, with proper analysis. The anticipated change is communicated to the stakeholders with proper study, its need, its relevance and its potential to contribute in the realization of institutional goals. The proper communication, developing the sense of brotherhood and team ship in all the members of the college, quality management in administration and academics have helped to champion the organizational change.



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