

### **6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution**

#### **The vision and mission of the College is:**

- To contribute to building a new social order based on human dignity and social justice.
- To work with a preferential option for the vulnerable and exploited, both locally and globally.
- To build a cadre of young, competent professionals having a global perspective and a strong value base of compassion, personal integrity, moderation, tolerance and self-respect.

#### **Objectives of the programs offered by the College are as follows:**

- Facilitate an understanding of the history and context of the communities and societies within which we function.
- Develop a local and global understanding of the dynamics of poverty and human development, and its impact on various social groups
- Develop an understanding of the dynamics of the state and civil society organizations in the context of transnational influences.
- Develop skills for devising and implementing effective, people-oriented interventions to ameliorate the miseries of marginalized populations and develop skills for practice-based research into social phenomena and issues.
- Develop appreciation for the values of social justice, human dignity, tolerance and respect toward 'the other' in a diverse society.
- Develop sensitivity toward the vulnerable sections of the population and recognize and uphold their right to participation in governance and to self-determination.
- Develop professional ethics with reference to self and society and commitment to all aspects of work

In line with its vision, College strives to contribute to the building of a new social order based on human dignity and social justice to work towards empowerment of vulnerable, exploited groups in society at the local and global level. Its mission is to build a cadre of young committed professionals having a global perspective and strong value base of compassion, personal integrity, moderation, tolerance and self-respect.

College adopts a democratic and participatory mode of governance in all its decision making processes with all the stakeholders participating actively in its management. College has a Perspective/Strategic Plan in place to help it develop in a systematic, well-thought-out and phased manner. The Internal Quality Assurance Cell (IQAC) is instrumental in ensuring the quality of academic programmes and inculcating decentralization in college management. Teachers discharge an important role in implementing the vision and mission of the college and play a proactive part in the decision-making process. Review and planning meetings are held at the end of each academic year to help strengthen the connection between the Vision, Mission of the college, academic programs and field practicum. The college IQAC plays an

active role in formulating qualitative strategies by collecting feedback from various stakeholders.

Various formal arrangements have been developed in college to co-ordinate academic and administrative planning and implementation of programs which reflects institute's efforts in achieving its vision. There has always been a democratic and participatory leadership in the college which functions best in a decentralised manner. Various administrative and academic committees have been constituted to facilitate decentralised functioning mechanism in college. These committees have members not just from teaching and non-teaching units of the college but also members from students' body as well which fosters not just the participatory management of college but also ensures that all the action plans are aligned with the vision and mission of the college and facilitate smooth professional relationship amongst different stakeholders of the college.

### **Reflection of Mission and Vision in the leadership of institute:**

IQAC and College Development Committees (CDC) review action plans of college on regular basis to ensure that these are aligned for attaining the mission of college. These bodies also work towards formulation of various policies such as Safety policy for field work and research policy of the college, on regular basis. These bodies also make action plans in consultation with faculty members and undertakes review of outcomes through meetings with functional committees and makes necessary changes in action plans if required.

It in the said academic year that the IQAC facilitated the process of carving out college's intervention in few specific thematic areas mainly in the backdrop of pandemic. Beginning with last two years, theme of child rights and child protection in context of pandemic was focussed on followed by another theme, that is, Issues and concerns of indigenous people. IQAC always attempts towards ensuring that all the activities and initiatives are designed in line with vision and mission of the college which is of reaching out to the most deprived sections of society.

College Development Cell (CDC) consisting of Principal, management representatives, teaching and non-teaching staff, NGO and CSR representatives plays an important role in this regard. The specific roles and responsibilities of the College Development Cell are to: (a) develop a comprehensive development plan of the College regarding, its academic, administrative and infrastructural growth, (b) facilitate preparation of the overall teaching programmes or annual calendar of the College, (c) provide recommendations to the management about introducing new academic courses and the creation of additional teaching and administrative posts (d) take review of the self-financing courses in the college, if any, and make recommendations for their improvement (e) provide specific suggestions to the management to encourage and strengthen research culture, consultancy and extension activities in the college (f) make specific recommendations to the management to foster academic collaborations to strengthen teaching and research (g) make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process (h) make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college (i) prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval (j) formulate proposals of new expenditure.

Thus principal as an effective leader in consultation with these two important bodies (IQAC and CDC) works towards ensuring that all the action plans, policy statements and efforts of the college align with its vision and mission of reaching out to the most disadvantaged sections of society and develop a cadre of sensitive professionals who can work in this direction.

IQAC and CDC also adopts a multi-layered feedback system which helps to evaluate all the programs of college including teaching-learning pedagogy, field practicum, field action projects, and needs-based programs along with the working environment at college level. The appraisal mechanism assist leadership to strengthen positive strides and overcome challenges. The transparent nature of decision making processes with reference to policy framing, designing action plans, knowledge sharing, feedback appraisals and implementation of plans enhances the governance of the college.