



CASE STUDY

PRACTICE OF DECENTRALISATION AND PARTICIPATIVE MANAGEMENT IN THE COLLEGE

The college has a well-conceived and rightly designed organizational structure to achieve decentralization and participative management of the faculty in the administration. This is attested by the effective devolution of academic responsibilities starting from the Principal, to the Vice-Principal, Additional Vice-Principals, Deans of Arts, Science and Research and finally to the Heads of the Departments.

The Principal

The Principal is the academic and administrative head of the institution. He is in charge of the academic planning, assignment of academic and administrative responsibilities, marshalling of human resources, motivating the staff and monitoring their performance.

The Vice-Principal

The Vice-Principal actively supports the Principal in all aspects of the administration and in his absence officiates for the Principal.

The Additional Vice-Principals (Shift - I and Shift - II)

The college has three Additional Vice-Principals, with one of them entrusted with the affairs of the Shift-II women students. All the Additional Vice-Principals monitor students' attendance, call for parent-teacher meetings, preside over departmental association/club activities, play an advisory role in the functioning of the IQAC, Part-V Extension and JAMCROP activities besides monitoring the maintenance of stock details in the departments.

The Deans of Arts and Science (Shift - I and Shift - II)

There are separate Deans of Arts and Sciences for the Aided and Self-Financed (Men) sections in Shift-I and Self-Financed (Women) Sections in Shift-II. They are responsible for ensuring regulatory compliance regarding all academic matters, the monitoring of attendance and maintenance of discipline in the campus.



Criterion VI - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.2 The effective leadership is reflected in various institutional practices such as decentralization and participative management

The Deans of Research (Shift - I and Shift - II)

There are two Deans of Research, one for the Aided and Self-Financed (Men) sections in Shift-I and another for the Self-Financed (Women) section in Shift -II. They are assigned the responsibility of collectively framing the research promotion, innovation and research ethics policies and creating an awareness of Intellectual Property Rights (IPR) in the campus. They lay down the policy for the award of Seed-Money for research, define the responsibilities of the Principal Investigators, research supervisors and research scholars, monitor plagiarism in research publications and resolve conflicts of interest among the researchers in the college.

The Heads/Coordinators

The Heads/Coordinators of the Departments shoulder a major responsibility in realizing the vision and mission of the college. They allot syllabi to the faculty, frame the department class schedules, nominate the class teachers, mentors, nominate the department's representatives to the ERP division, IQAC, Curriculum Development Cell (CDC), monitor the students' attendance, progress in their studies, identify the slow and advanced learners, arrange with the help of the faculty, seminars, workshops, hands-on training programmes and conferences. As the Chairpersons of the Boards of Study, they coordinate with the CDC in framing the syllabi, present them in the Academic Council for approval and cooperate with the IQAC to implement quality sustenance initiatives.

This demarcation of academic responsibilities and provision of freedom of action ensures autonomy and motivates the faculty to work with integrity, selflessness and devotion for the betterment of the college.



JAMAL MOHAMED COLLEGE (AUTONOMOUS)

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TIRUCHIRAPPALLI - 620 020

NAAC - SSR IV CYCLE

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