

Policy on De-Centralisation

Preamble

The College believes that collective decisions will bear forth greater results for the welfare of the students and the rural community that the College serves. Participative activities will lead to all stakeholders of the College taking responsibilities for certain. Decentralisation of responsibilities and conducting academic and co-curricular activities will develop skills in the teachers and students and help to mould and form future leadership for the College and the society.

Objectives

- ❖ To formulate all the roles and responsibilities for all categories of staff through the Governance and Personnel Policy of the College in order to avoid any kind of confusion that may be created in the functioning of the College.
- ❖ To involve every stakeholder in the College in the planning and decision making process through suggestions and discussions to facilitate best decisions and implementation of programmes for the greater interest of the student community.
- ❖ To divide roles responsibilities among the staff for clarity of roles for achieving the goals of the College.
- ❖ To provide opportunity for every person to contribute in the functioning of the College and in the academic and co-curricular activities
- ❖ To encourage participation and identify the leadership abilities of all personnel in the College to achieve optimum performance from the staff.

General Guidelines

- The Governance and Personnel Policy has defined the roles and responsibilities of the higher level authorities and the process of decision making for the College. The collaborative nature is stressed throughout the personnel policy of the College.

- The academic departments are given freedom to organise various academic events and other co-curricular activities both for the students of the College and inter-collegiate events to expose the College students on the standards of various group of students from other educational institutions.
- All decisions in the academic departments are taken in consultative and departmental meetings for encouraging better participation and results.
- The College organises all activities through the help of the various academic departments and through the various committees and cells, whose roles and responsibilities are clearly demarcated and they function within the limitation of such roles and responsibilities, at the same time, having ample opportunity for creativity.
- The decisions on the functioning / organisation of events are taken in meetings of committees / Council of Heads of Department or departmental meetings.
- The College encourages bottom-up approach in order to encourage all to contribute for the development of the students and therefore the College.
- The College needs to respect any suggestion that may come from the staff or the students and deliberate upon them in appropriate forums and take decisions and allocate responsibilities and implement them.

The Policy on Decentralization has been approved by the Governing Body of the College in its meeting on 7th May, 2018.

