



**Anjuman-e-Islam's
Nehru Arts, Science and Commerce College,
Ghantikeri, Hubli, Karnataka**

PROCEEDINGS

**State Level Workshop on
The Role of Management in Private
Aided Higher Educational Institutions
(INTERNAL QUALITY ASSURANCE CELL INITIATIVE)**

**Sponsored by
National Assessment and Accreditation
Council, Bengaluru
10-03-2021**





FOREWORD

We are very happy to note that the Internal Quality Assurance Cell of our College has organised a State Level Workshop on “The Role of Management in Private Aided Higher Educational Institutions” on 10th March 2021. We look forward to seeing this academic endeavour as a concrete step towards the role of management in private aided higher educational institutions. The workshop is being conducted with financial assistance from NAAC, Bengaluru. We are glad that the IQAC is also bringing out a Proceedings of the workshop that includes keynote address and the invited talks of the resource persons.

The Role of Management in Private Aided Higher Educational Institutions is highly appreciable because of its quality education and beautiful infrastructure. Comparing to Pure Govt. educational institutions and unaided institutions, Private aided institutions have been playing their major role in Indian society by giving best service to the society in general. As far as NAAC Accreditation is concerned, majority of the private aided institutions are getting highest grade by NAAC and going for Autonomous and Deemed University status.

Our college got accredited by NAAC and got ‘A’ Grade in three cycles consecutively. We have been serving the society as per the Vision and Mission of the institution, by giving quality education and good infrastructure. The majority of the students are coming to our institution from the very poor background and with low percentage of marks. When they complete their graduation, their results are more than 80%. It shows that the role of management and dedicated teachers are essential to give quality education.

Our thanks and appreciations are due to the Director NAAC, Bengaluru, the Coordinator and the members of IQAC for making this workshop a grand success.

Alhaj Janab M. C. Savanur
Chairman, Education Board,
Nehru College, Hubli

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Organising Committee

these colleges by sanctioning courses, examinations and awarding degrees. About 70 percent of colleges are privately managed and get 95 percent or more funding from State Govt. under the system of Grant-in-Aid (GIA).

About Hubli-Dharwad

Hubli is second largest city in Karnataka after Bangalore. Dharwad is District head quarter, 20 km from Hubli. The twincities are the main educational and business centres in North Karnataka well connected by Road, Train and Air. Karnatak University, University of Agricultural Sciences and IIT Campus are located in Dharwad. Both the cities have Medical Colleges, Dental Colleges and Engineering Colleges, wide Industrial Areas. Second Largest APMC in Asia & South Western Railway Zonal Office are situated in Hubli.

Registration : 9.00 a.m to 10.30 a.m

- * On the Spot Registration
- * Rs 200 for Teachers and Rs. 100 for Students
- * No T.A, D.A, for Delegates.
- * Two Teachers and Representatives from management are allowed to Participate from each college
- * Confirm your participation by 5th March. 2021, before 6.00 p.m.

Executive Member

Al-haj Janab M. C. Savanur
Chairman Education Board, Nehru College, Hubli

Advisory Committee

Al-Haj. Major Dr. M. F. Ansari, Administrator
Dr. R.A. Mulla, HOD, Dept. of Commerce
Dr. S.I. Kalkannavar, HOD, Dept. of Kannada
Dr. Asha N. Rabb Associate Prof. Dept. of English

Organising Committee

Shri. Syed Feroze Ahamed Principal 98455 71487
Dr. M. S. Yatnatti NAAC CO-Ordinator 9481734676

Dr. S.M. Chillur

Convenor of the Workshop
94817 33060

Members

1. **Dr. S.M. Navalgund** HOD, Dept. of Hindi
2. **Dr. R.C. Hiremath** HOD, Dept. of Economics
3. **Shri T.V. Marigoudar** HOD, Dept. of Mathematics
4. **Mrs. Roshan Nadaf** Asst. Prof. Dept. of Commerce
5. **Shri. R. K. Dafedar** HOD, Dept. of Zoology

email : nehrucollegehubli1234@gmail.com

Ph : 0836-2364095, 2263369



Anjuman-e-Islam's

NEHRU ARTS, SCIENCE & COMMERCE COLLEGE

GHANTIKERI, HUBLI-580 020 (KARNATAKA)

RE-ACCREDITED WITH 'A' GRADE BY NAAC IN 3 CYCLES CONSECUTIVELY
(Affiliated to Karnatak University, Dharwad)



**NAAC Sponsored
ONE DAY STATE LEVEL WORKSHOP
(IQAC Initiative)**

on

**“The Role of Management in Private Aided
Higher Educational Institutions”**

Wednesday 10-03-2021

Venue : Sabha Bhavan

About the College and the theme of the Workshop

Invitation

Dear Sir/Madam

It gives us immense pleasure to invite you to participate in One Day NAAC Sponsored State level Workshop on “The Role of Management in Private Aided Higher Educational Institutions” to be Organized by the IQAC Cell of Nehru Arts, Science and Commerce College Hubli. On Wednesday, 10th March 2021.

Anjuman - e - Islam, Hubli

The Anjuman-e-Islam is premier central organization of Muslims of Hubli city, founded in the year 1903 by no less a personality than the celebrated visionary of his time, Ali Janab Sardar Mehboob Ali Khan Saheb - the brother of the then Nawab of Savanur. The organization holds the distinction of being the first and the oldest Anjuman in Karnataka state.

“Service unto Humanity” being the spirited vision the Anjuman has been rendering yeoman service to the cause of society.

It holds the distinction of administering as many as twenty five educational institutions spread over five Anjuman educational complexes imparting education from Nursery to Post Graduation and Research. The institutions of the Anjuman are open to all Indian citizens irrespective of their caste, creed or community.

On the occasion of centenary celebration of Anjuman-e-Islam, Hubli the then President of India Dr. A P J Abdul Kalam graced the occasion.

As a part of centenary celebrations, the Management has constructed a fifty bed Anjuman Hospital and Research Centre in the heart of the city.

The Anjuman has Multifunction Halls, Royal Function Hall and Anjuman Shadi Mahal, Hubli.

Recently the Anjuman Constructed the Anjuman Centenary Auditorium in Nehru College Campus.

About Our College

Renowned for its academic prowess, the Nehru College, Hubli with its multidisciplinary existence has established its credibility as a hub of academic activities. As the citadel of learning, the institution made its appearance on the academic scenario of Karnataka in 1965 to perpetuate the humanism of Pandit Jawaharlal Nehru after his death in 1964. To commemorate the memory of Panditji the First Prime Minister of free India, the founding fathers of Anjuman-e-Islam thoughtfully named the institution after him, as a fitting tribute to this illustrious son of India. At present the college provides education in Arts, Science, Commerce Programmes.

There are as many as twelve PhDs and fifteen M Phil’s on the teaching fraternity of the college, imparting quality education.

Apart from these, the value addition to Human Resource includes Global Skills Enhancement Training, BPO Training, Personality Development Programme, Career Guidance, Employment Training, Entrepreneurship Development Programme, YOGA and Meditation, NSS and NCC.

The efforts of every stake holder of the college, resulted in getting “A” Grade by NAAC, in 3 cycles Consecutively.

About the Workshop:

The role of Management in Private Aided Higher Educational Institutions is highly appreciable because of its vital role in providing well furnished infrastructure to provide quality education. Comparing to Govt. educational institutions and private unaided institutions, Private aided institutions have been playing major role in Indian Society by giving quality education to the society in general. NAAC Accreditation is concerned, majority of private aided institution are getting highest grade by NAAC and going for Autonomous College and Deemed University status.

Higher education in India consists of 259 university level institutions managed from the centre by the UGC, majority of which are affiliating institutions with more than 10,750 affiliated colleges. The universities regulate

Invitation Cards

Anjuman-e-Islam's
Nehru Arts, Science & Commerce College,
 Ghantikeri, Hubballi -580 020
 (Accredited with 'A' Grade by NAAC consecutively in 3 Cycles)
 Affiliated to Karnatak University, Dharwad

Invitation

**NAAC Sponsored
 ONE DAY STATE LEVEL WORKSHOP
 (IQAC Initiative)
 on
 "The Role of Management in
 Private Aided Higher Educational Institutions"**

Wednesday 10-03-2021

INAUGURATION
 10.30 am to 12.00 noon
Chief Guest & Keynote Speaker :
Prof. Sajjad. K
 Associate Professor, Department of English,
 Govt. Science College, (Autonomous) Bangalore
President of the Programme :
Al'haj. Janab M.C. Savanur
 Chairman Education Board, Nehru College, Hubballi

TECHNICAL SESSION - I
 12.15 pm to 1.30pm
Resource Person :
Major. Dr. M.F.Ansari
 Principal (Rtd),
 Administrator, Nehru College, Hubballi
Topic
**INSTITUTIONAL VISION
 AND LEADERSHIP**
 Lunch Break : 1.30 pm to 2.30 pm

TECHNICAL SESSION - II
 2.30 pm to 4.00 pm
Resource Person
Dr.S.V. Hiremath
 Principal (Rtd.)
 KLE 's P.C. Jabin Science College, Hubballi
Topic
**STRATEGY DEVELOPMENT
 AND DEPLOYMENT**

VALEDICTION
 4.00 pm to 5.00 pm
Chief Guest :
Prof. S.B. Nadagouda
 Principal (Rtd.)
 KLE 's G.H. College Haveri
President of the Programme
Al'haj. Janab Altaf Nawaz M. Kittur
 Vice President, Anjuman-e-Islam,
 Hubballi

Office Bearers of Anjuman-e-Islam, Hubli

Al'haj. Janab M.C. Savanur President	Al'haj. Janab Altaf Nawaz M. Kittur Vice-President,	
Janab. Basheer Ahmed Halwoor Hon Secretary	Janab. Abdul Munaf A. Devgiri Hon Jt. Secretary	Janab. Dadahayath A. Khairati Hon Treasurer
Janab. Mehboob Khan A. Pathan Secretary Hospital Board		

- : Hon'ble Education Board Members : -

Janab. Mehmood A. Kolar Janab. Imam Hussain D. Madaki Janab.
 Shabbir Ahmed G. Chuhe Janab. Hajjukhan M. Dharwad Janab. Mohd.
 Saleem A. Sundke Janab. Ashfaq Ahmed M. Bijapuri Janab. Mohd. Atzal G. Karoli

Staff and Students invite you for the State Level Workshop

Dr. S.M. Chillur Convenor 9481733060	Dr. M.S.Yatnatti NAAC Co Ordinator 6366505791	Syed Feroze Ahamed Principal 9845571487
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**NAAC SPONSORED
ONE DAY STATE LEVEL WORKSHOP ON THE ROLE OF
MANAGEMENT IN PRIVATE AIDED HIGHER EDUCATIONAL INSTITUTIONS
Programme Chart
INAUGURATION CEREMONY- 10-03-2021**

1	Recitation of the Verses from the Holy <i>Quran</i>	Mr. Nisar Ahmed Bankapur
2	Recitation of the Shlokas from the Holy <i>Bhagwath Geeta</i>	Miss. Madhumati Balikai B.Com I Sem
3	Recitation of the Psalms from the Holy <i>Bible</i>	Mr. John Mummigatti B.Sc V Sem
4	Welcome Speech	Prof. Syed Feroze Ahamed Principal, Degree College.
5	Kannada Nada Geete	NSS Volunteers
6	Introduction of the Chief Guest & Keynote Speaker Prof. Sajjad K Associate Professor, Department of English, Govt. Science College, (Autonomous) Bangalore	Dr. M. S. Yatnatti NAAC Coordinator
a)	Presentation of bouquet and memento to the Chief Guest	By: Al-haj, Janab M.C.Savanur President, Anjuman-e-Islam, Hubli
b)	Presentation of memento to the president of the programme	By: Prof. Syed Feroze Ahamed Principal, Degree College. & Major Dr.M.F. Ansari, Administrator
7	Presentation of the flowers to the dignitaries on the stage	By: NAAC Criteria Convenors
8	Inauguration of the Workshop by lighting of the lamp.	By the Chief Guest and President
9	Rationale of the Workshop	Dr. S.M. Chillur Convenor of the Workshop
10	Keynote Address	Prof. Sajjad K Associate Professor, Department of English, Govt. Science College, (Autonomous) Bangalore
11	Presidential Remarks	Al-haj, Janab M.C. Savanur President, Anjuman-e-Islam, Hubli
12	Vote of thanks	Dr. S.M. Chillur Convenor of the Workshop

**NAAC SPONSORED
ONE DAY STATE LEVEL WORKSHOP ON THE ROLE OF
MANAGEMENT IN PRIVATE AIDED HIGHER EDUCATIONAL INSTITUTIONS
VALEDICTORY PROGRAMME- 10-03-2021**

1	Recitation of the Verses from the Holy <i>Quran</i>	Mr.Imran Gadagkar B.Com III Sem
2	Recitation of the Shlokas from the Holy <i>Bhagwath Geeta</i>	Miss.Madhumati Balikai B.Com I Sem
3	Recitation of the Psalms from the Holy <i>Bible</i>	Miss. Meghana BA I Sem
4	Welcome Speech	Prof.Syed Feroze Ahamed Principal, Degree College.
5	Introduction of the Chief Guest Prof S.B.Nadagouda Principal (Rtd) G.H.College, Haveri	Dr.M.S.Yatnatti NAAC Co Ordinator
a)	Presentation of bouquet and memento to the Chief Guest	By: Al'haj Janab Altaf Nawaz M.Kittur President, Anjuman-e-Islam, Hubli
b)	Presentation of memento to the president of the programme Al'haj Janab Altaf Nawaz M.Kittur President, Anjuman-e-Islam, Hubli	By: Prof. Syed Feroze Ahamed Principal, Degree College. & Major Dr.M.F. Ansari, Administrator
6	Presentation of the flowers to the dignitaries on the stage	By: NAAC Criteria Convenors
7	Report of the Workshop	Dr.S.M.Chillur IQAC Co Ordinator & Convenor of the Workshop
8	Address by the Chief Guest	Prof.S.B.Nadagouda, Principal (Rtd) G.H.College, Haveri
9	Presidential Remarks	Al'haj Janab Altaf Nawaz M.Kittur President, Anjuman-e-Islam, Hubli
10	Vote of thanks	Dr.S.M.Chillur IQAC Co Ordinator & Convenor of the Workshop

Rationale of the Workshop



Good morning one and all, respected dignitaries on the stage and off the stage, Chief guest and keynote speaker Prof. K. Sajjad, Associate Professor, Department of English, Govt. First Grade College (Autonomous), Bangalore, Respected President of this workshop, Janab M.C.Savanur, Chairman of Education Board Nehru College Hubli. Respected Administrator, Principal, Education Board Members, Office Bearers, delegates, media people, my colleagues and students. It gives me an immense pleasure to present the rationale of the workshop as a convener of this one-day state level workshop.

Management is the foundation stone of the Private Aided Higher Educational Institutions. Keeping this in mind, this One Day State Level workshop is organised with the financial support from NAAC, Bangalore.

Management provides well furnished infrastructure to provide quality education. It is the management which tends to provide the basic needs for the institution. And again, it is the management which looks after the economic and social needs of the institution. Hence, the harmonious growth of the institution revolves around the hub- which is none other than the management.

Comparing to Govt. educational institutions and private unaided institutions, private aided institutions have been playing their major role in providing quality education to the society in general by the support of their managements. Hence, it can be said that the management looks after the betterment of the society as a whole.

As for as NAAC accreditation is concerned, majority of the private aided institutions are getting highest grades from NAAC because of the stupendous contribution of the management in the respective institutions. Still, some of the managements have to come up to support their institutions financially for the betterment of the quality education. The managements should become broadminded to provide beautiful and comfortable infrastructure to their institutions.

The purpose of this workshop is to create awareness and give knowledge about the necessity of NAAC visit to their institutions.

With this presentation, I would like to conclude by thanking one and all who are present over here.

Dr.S.M.Chillur
Convener of the Workshop

Introduction of the Chief Guest & Keynote Speaker: Prof. Sajjad K



Today I am honored to introduce the Chief Guest of this Inaugural function of the workshop, “The Role of Management in Higher Educational Institutes” sponsored by NAAC, Prof. K. SAJJATH to this august house. He was born on 15th June 1961, and began his career as a teacher in the year 1985. He is now an Associate Professor at Department of English, Govt Science College (Autonomous), Bangalore.

He has Worked as State NAAC Coordinator at State Quality Assurance Cell, Dept of Collegiate Education, Govt of Karnataka, Bangalore,

Expert Committee Member: Directorate of Collegiate Education, Bangalore in Preparation of Continuous Evaluation for Quality and Excellence Manual-2010,

In addition, he has held many responsibilities like Quality Facilitator to conduct workshops in 2011 at Regional Joint Director, DCE- Shimoga, and in 2014. He was Regional coordinator for RUSA at Regional Joint Director, DCE- Shimoga, and Chitradurga.

He acted as the Resource Person for 12 National Level Webinars. Recently on New Education Policy, on 21st Sept. 2020 at IQAC, INDIA, New Delhi

He acted as the Resource Person in OFFLINE WORKSHOPS, at BES First Grade College, Jayanagar, Bangaluru on Revised Accreditation Frame Work: 2020, on 26-11-20, and at TTL College of Business Management. Mysore, on NAAC Awareness Program: On Revised Accreditation Frame Work.2020, on 18-12-20. He was Resource person in Faculty development programme, at Govt First Grade College Chintamani.

He was also an Academic and Administrative Audit Committee member at DRM Science College, Davanagere in the year 2017 and at R.C. College of Commerce, Bangaluru in 2020

He had been invited as Resource person in Induction Program for Principals and Assistant Professors for 22 times, recently at Higher Education Academy, Dharwad, on 17th Feb 2021.

He has conducted about 16 Workshops for PRINCIPALS & IQAC coordinators as state level NAAC Coordinator

He was invited as resource person in n number of workshops at State, National and International level.

His EDUSAT Lectures delivered on soft skills and interview skills were Telecasted by the Department of Collegiate Education, Bangaluru.

He has worked as CHAIRMAN Board of Examiners, Davanagere University in 2014 and Kuvempu University in 2007

With this brief introduction I conclude by saying ‘Thank you one and All’.

Dr.M.S.Yatnatti
NAAC Co ordinator

Chief Guest and Keynote Speaker: Prof.Sajjad K

Keynote Address: Facebook link

https://m.facebook.com/story.php?story_fbid=1893672720773357&id=100003919428146&s_fnsn=wiwspwa



Inauguration of the Workshop



Keynote Address by Prof.Sajjad K

Technical Session-I: Presentation by Major.Dr.M.F. Ansari



The Role of Management in Private Aided Higher Educational Institutions

Institutional Vision and Leadership

By

**Major Dr. M.F. Ansari
Principal (Retd.) And Administrator
Nehru College, Hubli**



NAAC

National Assessment and Accreditation Council

**(An autonomous Institution of the University Grants Commission)
Nagarabhavi, Bengaluru**



Why NAAC Accreditation Process


▶ To get Grants from different funding agencies

Process:

▶ Submission of SSR (Self Study Report)

▶ Submission of four AQAR (Annual Quality Assessment Report)

▶ Submission of RAR (Re Accrediation Report)



NAAC Peer Committee

- ▶ Chairman: Vice Chancellor/ Pro – Vice Chancellor
- ▶ Member: Chairman of PG Department of any University
- ▶ Co-member: Principal/ Retired Principal of reputed Colleges

Criteria and Weightage

Sl. No.	Criteria	Wieghtage
1	Curricular Aspects	100
2	Teaching- Learning and Evaluation	350
3	Research, Innovations and Extension	110
4	Infrastructure and Learning Resources	100
5	Student Support and Progression	140
6	Governance, Leadership and Management	100
7	Institutional Values and Best Practices	100
	TOTAL SCORE	1000

NAAC Grading


Range of Institutional	Letter	Status
Cumulative Grade	Grade	
Point Average (CGPA)		
3.51-4.00	A++	Accredited
3.26-3.50	A+	Accredited
3.01-3.25	A	Accredited
2.76-3.00	B++	Accredited
2.51-2.75	B+	Accredited
2.01-2.50	B	Accredited
1.51-2.00	C	Accredited
≤ 1.50	D	Not Accredited

IQAC (Internal Quality Assurance Cell)

Committee includes stake holders and the representatives of the Management :


- ▶ To monitor the maintenance of Infrastructure
- ▶ To prepare the Academic calendar
- ▶ To suggest to organize the workshops / conferences
- ▶ To develop Quality parameters for academic, extra curricular and administrative activities
- ▶ To encourage Research activities
- ▶ To advise the alumni association to generate funds to undertake various socio cultural activities
- ▶ To suggest to organize Job Fairs
- ▶ To suggest to conduct skill development and empowerment programmes

To set up Institutional


- ▶ Vision: Long term growth plan
 - ▶ Mission : Strategic plans
 - ▶ Goals and Objectives: Through quality education, personality development with different skills to produce marketable graduates and post graduates from the institutions
- 

Role of Leadership- The Management


To provide Infrastructure and learning Resources to meet the ever-growing demands

- ▶ ICT enabled classrooms
 - ▶ Library and Information centre with Partially automation, INFLIBNET, e-resources, e-Books, e-Journals, Periodicals, Magazines and News papers
 - ▶ College office with full automation
 - ▶ Rest rooms for Boys and Girls
- 

Role of Leadership- The Management (Continued)


- ▶ College canteen
 - ▶ Hostels for Boys and Girls
 - ▶ Health centre
 - ▶ Indoor and Outdoor sports facilities including 400m track ground, courts for team games, indoor game facilities, gymnasium and swimming pool
 - ▶ Well equipped Science Laboratories including Language Lab and Business/Commerce Lab
- 

Role of Leadership- The Management (Continued)


- Generator, Water supply including borewell and Parking area
 - ▶ Auditorium and Seminar Halls
 - ▶ Green campus including herbal garden
 - ▶ Setup of solar panels
- 

Recruitments


Economic Ban on Recruitment of the Permanent Faculty both teaching and non teaching by the State Government

- ▶ Permanent teachers – UGC scale
 - ▶ Full time Guest Faculty – Management scale
 - ▶ Visiting Faculty – Consolidated salary
- 


Benefits to the Employees

- ▶ Maintaining Service Register for all the employees
 - ▶ To extend PF and ESI benefits to the eligible employees
 - ▶ Minimum wages as per the Government norms with Yearly increments/ incentives
- 


Research and Collaboration

- ▶ To encourage the teachers to take up minor and major Research Projects
 - ▶ To make the publications mandatory
 - ▶ To establish Industry linkages, collaboration and consultancy
 - ▶ To provide seed money to all the departments to carry out two student research projects/ surveys every year
- 


Students Support and Progression

- ▶ Admission Policies and Practices
 - ▶ Freeships /Scholarships – Nodal Officer
 - ▶ Monitoring students performance and learning outcomes
 - ▶ Remedial classes for slow learners
 - ▶ Mentoring
 - ▶ Career guidance and placement
 - ▶ Adequate security to Girl Students
 - ▶ Suggest to organize PTA meetings
 - ▶ Strengthening Alumni Association
- 

Suggestions/Request to the Management

- Management should remain at least for five years
 - Provide every possible infrastructure
 - Appoint qualified teachers
 - Try to get grants from funding agencies
 - Keep healthy relationships with all stake holders
 - To take stock of academic and financial audit
 - Encourage the faculty by all means to impart quality education
- 

Suggestions/Request to the Management

- To insist the faculty to take up research and publications
 - Maintain student – Teacher Ratio
 - To help the students Parents and Employees by all possible means
 - Get MoUs with other institutions wherever is possible
 - Try to get collaborations with industries
 - Recommendations of last NAAC peer committee have to be complied
- 

Conclusion

- ▶ A vibrant Management can motivate the Principal, Faculty Staff and Students to make a difference and create and sustain a Grand Equity
- ▶ Be Positive, Constructive and Facilitative so that the Management will achieve something for everyone to cherish.



Thank You



Technical Session –II: Presentation by Dr.S.V. Hiremath



2



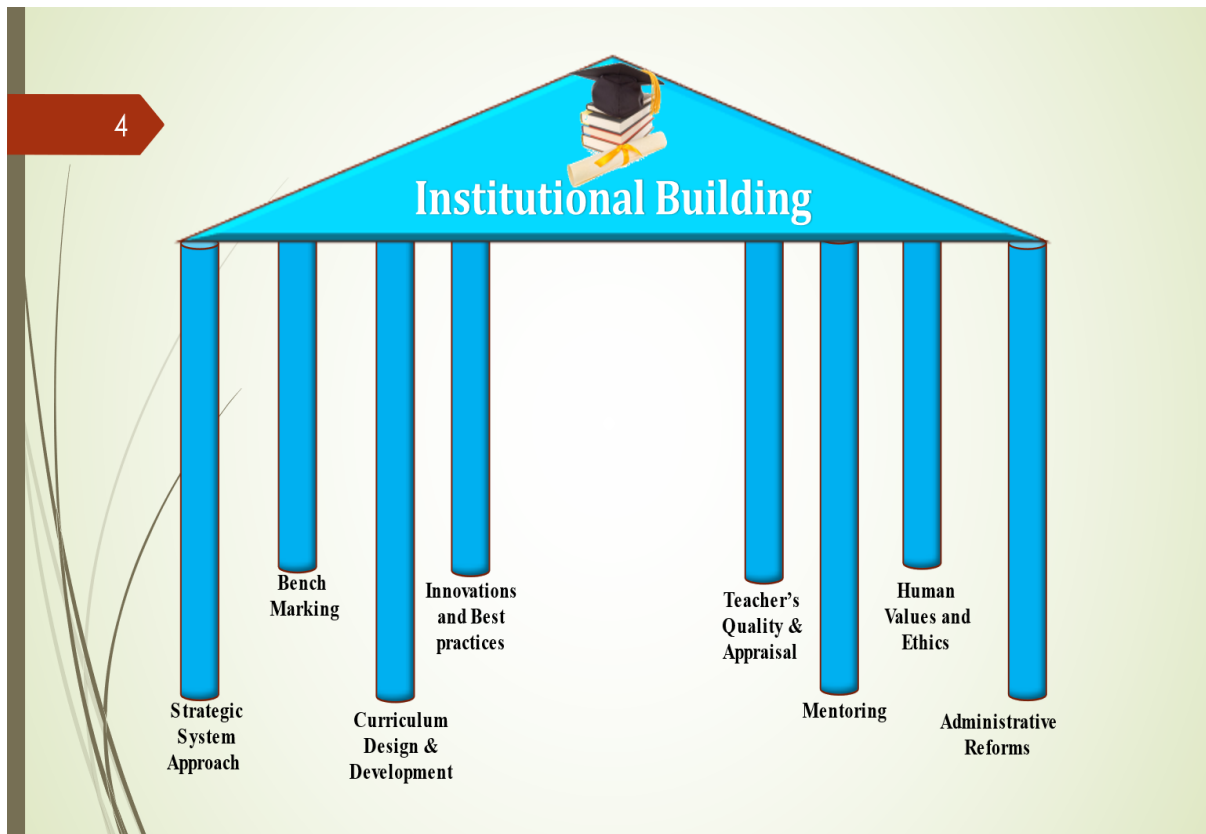
Higher Education Scenario in Karnataka

Type of Institutions	No. of Institutions
Central Universities	01
State Universities	29
Deemed Universities	14
Private Universities	17
Cluster Universities	04
Autonomous Colleges	45
Government colleges	430
Private Aided colleges	321
Private Unaided colleges	2000

3

21st Century Challenges Of Higher Education

- ▶ Integrated courses and teaching
- ▶ Global relevance of curriculum, teaching and learning.
- ▶ Interdisciplinary approach.
- ▶ Emphasis on employability especially up skilling.
- ▶ Flexible structure.
- ▶ Highest rate obsolescence of instrumentation need for reinvestment,
- ▶ ICT enabled teaching, learning and evaluation.
- ▶ e-Governance, Paperless office



6

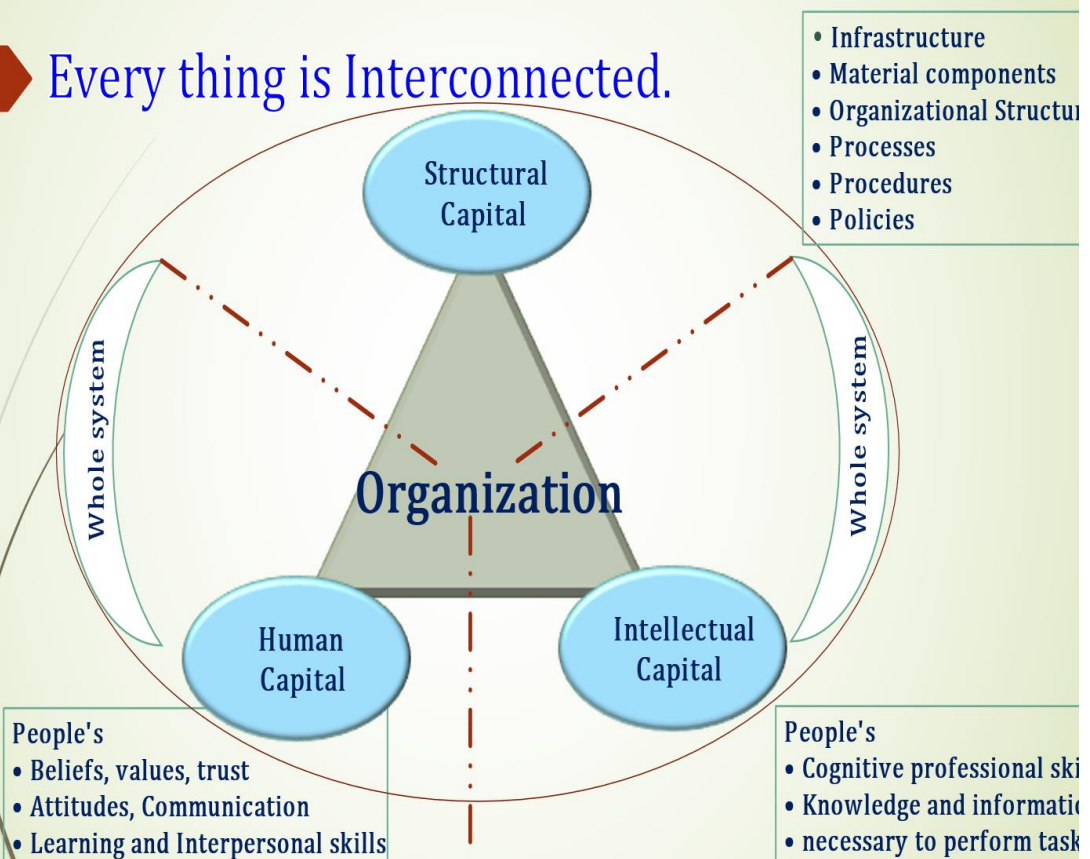
High Performance Organization

- Group of people working towards attainment of organization goals in an effective and efficient manner by harnessing and enhancing their talents through properly designed processes



7

Every thing is Interconnected.



8 Vision document

Vision Documents...

- ▶ Neither a strategic plan nor a business plan.
- ▶ It provides foundation for broad planning & decision making over the next 10-15 years
- ▶ It is an attempt to document the realistic goal of the Institute to emerge as a leading institution
- ▶ To establish a unique identity for the development of high quality human & knowledge resource
- ▶ To manifest brand image of the institution

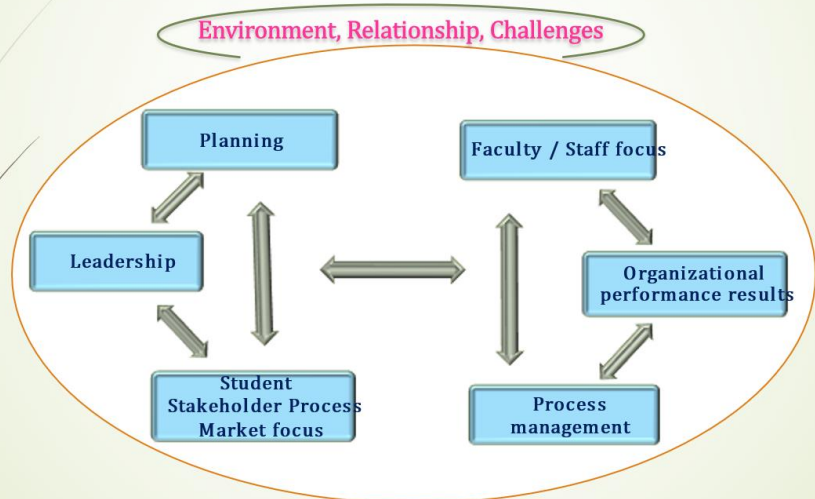
It may include programmes, courses, research activities, recruitment, MOU, infrastructure, student support etc. in a longer period

9

A Framework For System Approach

10

System Approach



11

Leadership dimensions



12

Leadership

Setting direction

► *Building Vision*

- Builds and shares a compelling view of the direction, or sense of purpose of the organization, to engage and motivate others toward a common goal.

► *Establishing Focus*

- Aligns personnel and other resources in a manner consistent with organizational vision and objectives.

► *Change Leadership*

- Takes responsibility for leading , directing, and managing organizational change.

13

Leadership

Developing people

► *Performance Management*

- Develops and implements strategies that optimize individual performance within the organization

► *Motivating Others*

- Inspires others' commitment to their work and organizational excellence

► *Mentoring*

- Helps others, regardless of reporting relationship, to acquire the awareness, confidence, and resources necessary to fulfill their potential.

14

Leadership

Managing organization

► Governance

- Provides responsible, informed, and accountable governance that can protect the interests of Key stakeholders.

► Structure

- Puts necessary structures and systems in place for effective management .

► Decision quality

- Makes sound decisions that take into account objectives, risks, implications, and Agency and governmental regulation.

15

Planning

Effective Organizations are plan driven rather than Event driven

Planning helps Organizations respond to current challenges while preparing effectively for future

► Where are we now?

❖ Self analysis

❖ SWOC

Integrated
GAP
Plan

► Where do we want to be?

▪ Vision /Mission

▪ Strategic Objectives

▪ KPI's

▪ Action plans

16

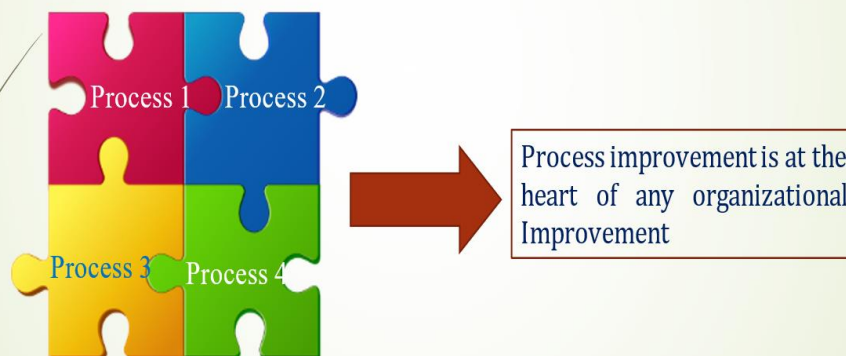
Student / Stake holder Focus

- ▶ This focuses on gaining the Knowledge about your current and future students, stake holders, and markets with the aim of offering relevant and effective programs and services
 - ▶ Building relationship with students, parents, employers, alumni and other stake holders.
 - ▶ Seeking to understand in detail students' and stakeholders' expectations and requirements.
 - ▶ Holding focus groups with students and/or stakeholders

17

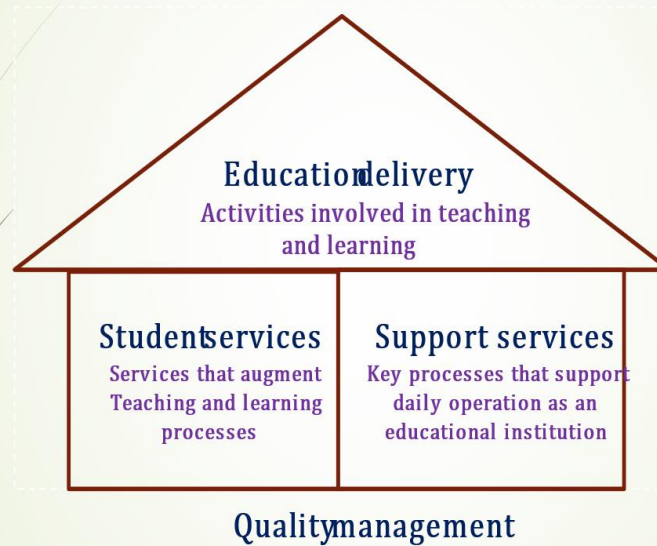
Process management

- ▶ Organization is a portfolio of processes.
- ▶ All work is part of a Process.



18

Process Management



19

Process management

1. Education Delivery

This is a set of interrelated activities involved in teaching & learning.

This includes the processes

- Term planning
- Teaching
- Course Monitoring

1. Students services

These are the services, which augment teaching and learning process and also help empower the students.

The processes are

- Placement
- Human Resources Training
- Library Management

Support services

These are the organization's key processes that support the daily operations as an educational institution, faculty and staff in delivering educational programmes and student services.

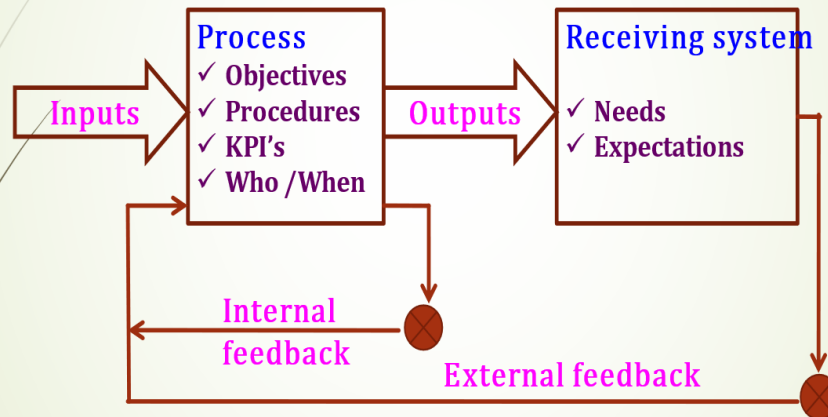
The processes are

- University Examinations
- Infrastructure Management and Purchase
- Admission
- Information Services

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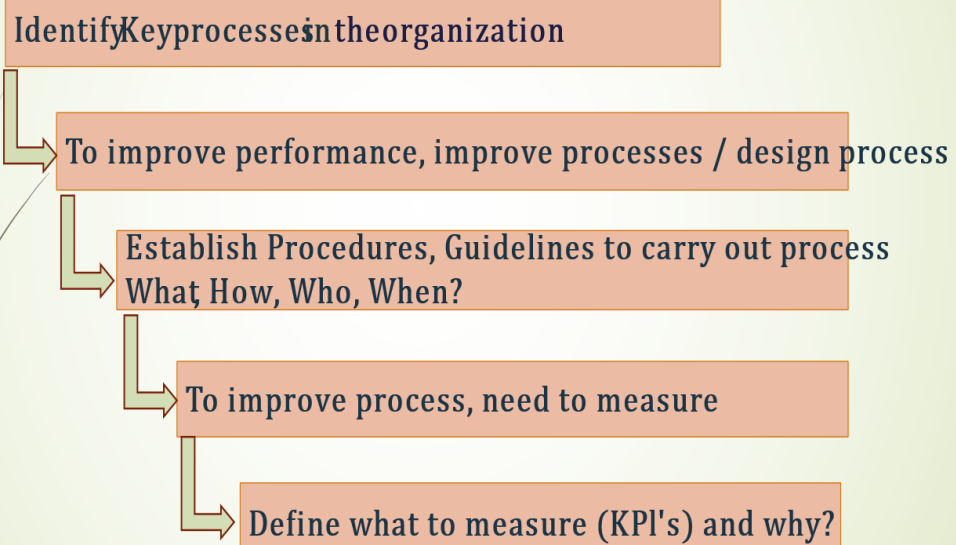
Process management

- A process is a repeatable set of activities performed to accomplish a purpose



21

Process management



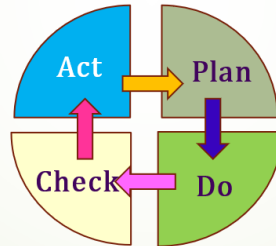
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Process management

If you can guarantee the quality of each process used by the organization



You can guarantee the quality of service provided by the organization



Build PD-C-A cycle in the design of each process

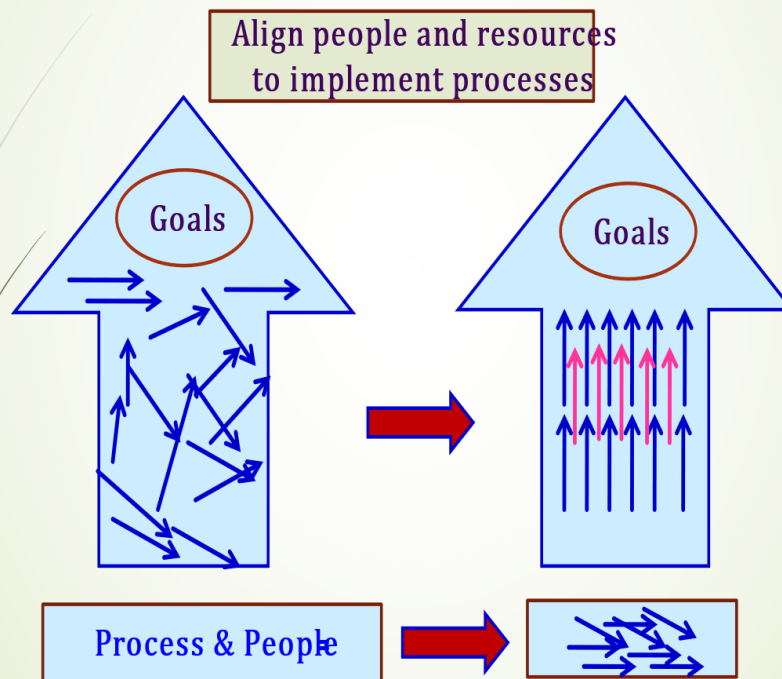
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People focus



24

People focus



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Organizational results

- Carryout Organizational results assessment, focusing on
 - ❖ **Improvement Over the time**
 - Through key Performance Indicators at
 - Organizational level/department level
 - Process level
 - ❖ **Achievement level relative to comparative institutions**

Consider performance level of the organization

As something to be

"Continuously Challenged and Incrementally Upgraded"

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Strategy Development & Deployment (Based on vision document & SWOC)

Strategic planning is a process of determining organisational long term goal & identifying the best approach for achieving those goals.

- ▶ The planning that facilitates the good management of a process
- ▶ To ensure success
- ▶ It gives you the big picture of what you are doing & where you are going
- ▶ It gives clarity what you actually want to achieve & how to achieve it.

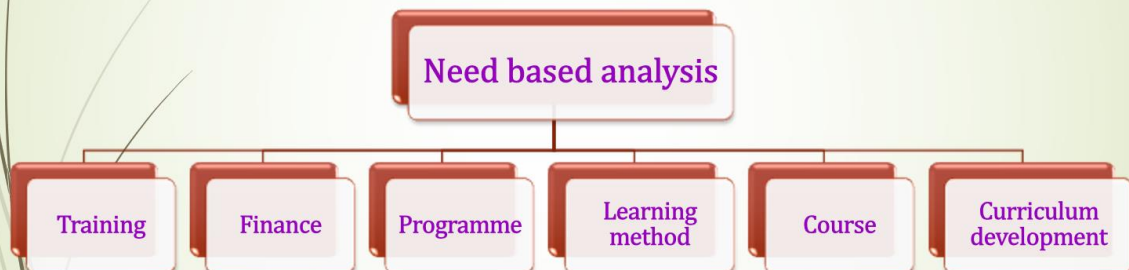
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Need Base Analysis

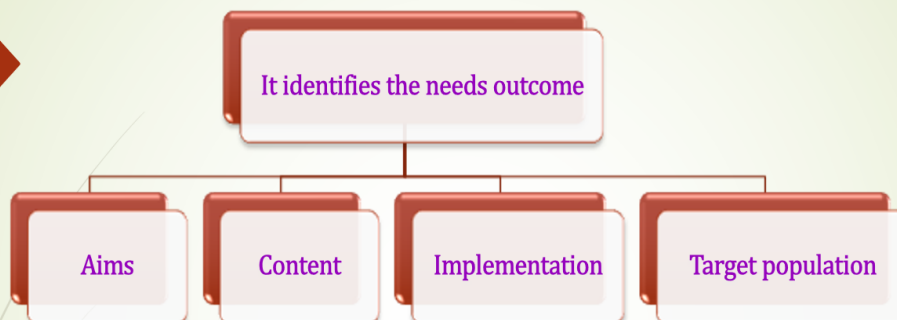
- Need based analysis is important because it helps an organization to determine gaps that are preventing it from reaching its desired goals.
- A need based analysis refers to the activities involved in collecting the necessary information for developing a program or course that meets the needs of stakeholders.
- An education needs analysis is done to determine the amount of money needed to meet the management ability to pay for the goal.
- The idea of focusing on learning needs

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- In order to improve effectiveness and productivity related to its mission



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The needs based analysis for

- Academic
- Admission
- Infrastructure physical & learning
- Finance
- Student support

- Target audience plan to market courses & Programs

30 Resource mobilisation

- ▶ Resource mobilisation policy
- ▶ For supporting the achievement of strategic plan, goal and overall growth
- ▶ Identify and analyse the resources available for programme priorities policies research infrastructure.
- ▶ Understand and analyse resource availability & support commitment from stakeholders & funding agencies

31 Resources

- ▶ Government
 - ▶ Student fees
 - ▶ Aided
 - ▶ Self Financing Courses
 - ▶ Contribution from teachers
 - ▶ Management for infrastructure augmentation
- College activities**
- ▶ Organic farming
 - ▶ Summer camps
 - ▶ seedlings
 - ▶ Renting out of the college premises
 - ▶ Philanthropists for specific projects alumni contributions

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Recruitment of HR

- (HR policy promotion and increment)

H. R. Policy

- Qualification
- Pay scale
- Duty assignment
- Reviewed & updated on par with global & National expectation.
- Mandatory training of teachers FPP, PDP on thrust areas.
- Training on e Governance & ELMS
- Assignment of additional duties & responsibilities through committees & cell on efficiency & attitude.
- Provision of incentives recognition & awards.
- Systematic updated personnel performance appraisal & review by peers & administrators.
- Mandatory feedback on teachers and of teachers on curriculum, academic & administrative affairs.
- Updated faculty welfare policy to be notified.

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Deployment and Redeployment of HR & FR

➤ Deployment

➤ *H.R. deployment*

- Nomination & posting teachers & staff based on qualification, experience, interest & aptitude.
- Recognition & harnessing of talent & its proper usage.
- Development of staff based on well defined policy & rules to avoid archaism & due respect to hierarchy.

➤ *Financial deployment*

- Preparation of budget based on realistic approach based on the availability of funds.
- Proper implementation of financial code of conduct.
- It must adhere to the provisions of perspective planning, strategic planning & document

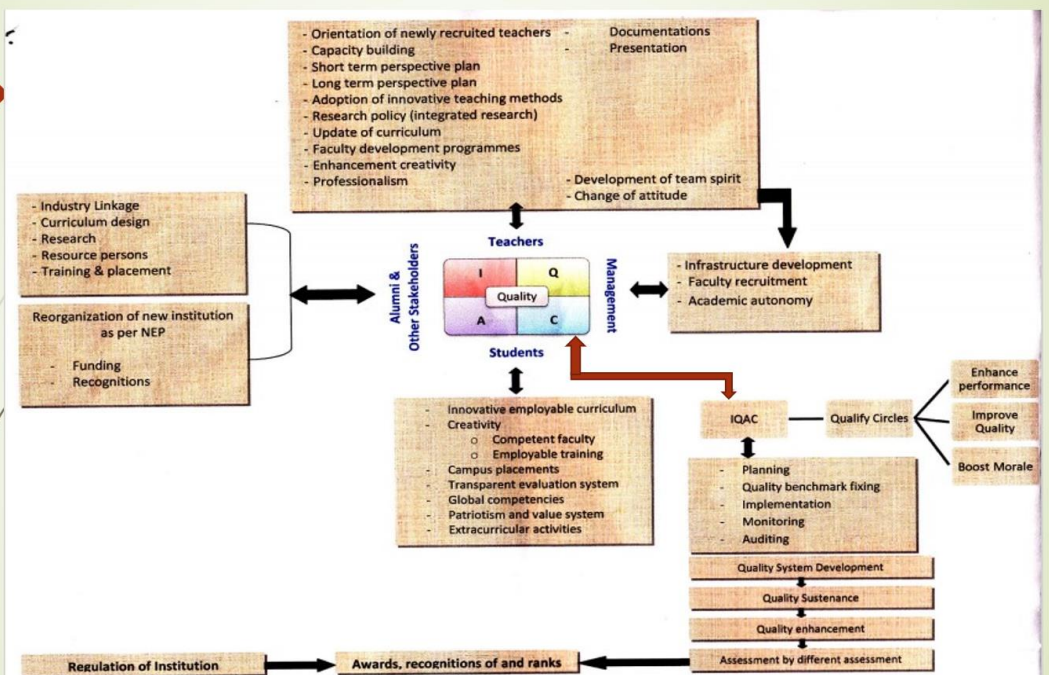
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Redeployment

Redeployment policy

- ▶ Retain faculty who are familiar with organizational networks, culture
- ▶ Institutional knowledge & specialized competencies
- ▶ Offer unique opportunities for self development
- ▶ Suitable training

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Report of the Workshop

We are extremely happy to present the report of NAAC Sponsored State Level Workshop on **“The Role of Management in Private Aided Higher Educational Institutions” on 10th March 2021.** organized by Internal Quality Assurance Cell. The workshop was organized with the objective to create awareness among the private aided managements regarding their role in maintaining quality of education and good infrastructure.

With the encouragement and support from our Management, Principal the assistance of the coordinator and members of IQAC and my colleagues, it was possible for us to make all arrangements for the smooth and successful conduct of this workshop. I hope that the fruit of this workshop will reach all the Participants and institutions.

The inaugural programme of the workshop was started with prayers. Principal Prof Syed Feroze Ahamed welcomed the gathering and it was inaugurated by Prof K. Sajjad, Associate Professor, Department of English, Government Science (Autonomous) College, Bangaluru. Al’haj Janab M.C.Savanur, the chairman of Education Board, Nehru College, Hubli presided over the inaugural programme. Janab Altaf Nawaz M Kittur, the vice president of Anjuman -e-Islam, All Office Bearers and Education Board Members were present in the programme. Dr.M.S.Yatnatti, NAAC Co ordinator introduced the chief guest and dignitaries to the gathering. Dr.S.M.Chillur, Convenor of the workshop read the rationale of the workshop. As a keynote speaker, Prof Sajjad emphasised more on the improvement of the quality of higher education in India and he analysed the term ‘quality’ what really it means.

In the first technical session, Major Dr M.F. Ansari, Principal (Rtd.) delivered an elaborative talk on “Institutional Vision and Leadership”. In his lecture, Dr Ansari spoke on the role of management in maintaining the IQAC at the institution.

In the second technical session, Dr S.V. Hiremath, Principal (Rtd) P.C. Jabin Science College, Hubli spoke on “The Strategy Development and Deployment” in higher education.

Prof S.B. Nadagouda, Principal (Rtd) G.H.College Haveri was the chief guest for the Valedictory Function. He spoke on the quality of higher education and the necessity of NAAC Process for the improvement of quality of education. Janab Altaf Nawaz M Kittur, the Vice President of Anjuman -e-Islam, presided over the programme. The Report of the workshop was presented and Dr.S.M.Chillur, the Convenor of the workshop proposed the vote of thanks.

The Chairman of the Management, OB/EB Members, Administrator, Principal Organising Committee Members, Staff and Students would like to congratulate the organising committee for the grand success of the One Day State Level Workshop.

Ninety-four delegates attended the workshop of which 59 delegates from other districts. We have received very good feedback from the delegates.

The management and staff are thankful to NAAC, Bangaluru for financial assistance to organise this mega event. Special thanks to the Director and team of NAAC, Bangaluru.

Dr.S.M.Chillur
Convenor of the Workshop

Prof. Syed Feroze Ahamed
Principal

Valedictory Address: Prof.S.B. Nadagouda, Principal (Rtd.)



Prof.S.B. Nadagouda, Principal (Rtd.) Gudleppa Hallikeri College, Haveri was invited as the chief guest for the valedictory programme. He addressed the gathering by focussing the topic of the workshop. He talked of his own experience about NAAC process as the IQAC Coordinator and Principal of his college. He said that preparation for the NAAC's Peer Team visit is not just a year or two years before the team comes. But it is a continuous process. On the very next day of the NAAC Peer Team's visit, the institutions should continue work to give the quality of education.

In his speech, he explained with examples the role of teachers. He said that the teachers should update their knowledge by writing research articles in the UGC referred journals.

Photo Gallery



Principal, Prof. Syed Feroze Ahamed welcoming the Chief guest and keynote speaker Prof. Sajjad. K



Chairman's Interaction with Prof. Sajjad K.



Registration



Dr.Asha.N.Rabb - Master of the Ceremony



Invocation of God by Mr. Nisar Ahamed Bankapur, Dept. of Commerce



Prof.Syed Feroze Ahamed, Principal- Welcoming the Gathering



Nadageete by Miss.Bhavana and Soumya



Presenting the memento to the Chief guest by Chairman Alhaj,Janab. M.C. Savanur



Inauguration by watering the plant



Dr.S.Yatnmati, NAAC Coordinator – Introducing the keynote Speaker



Dr.S.M.Chillur-Convenor, -Presenting Rationale of the Workshop



Keynote address by Prof.Sajjad.K



Alhaj Janab.M.C.Savanur, the Chairman of Education Board, Nehru College, passing presidential remarks



Major Dr.M.F.Ansari, the Resource Person delivering the talk on "Institutional Vision and Leadership"



Dr.S.V.Hiremath, the Resource Person -delivering the talk on "Strategy Development and Deployment"



Alhaj,Janab Altaf Nawaz Kittur, the president of Valedictory Programme presenting the memento to the Chief guest Prof.S.B.Nadagouda



Valedictory address by Prof.S.B.Nadagouda



Presidential remarks by Alhaj,Janab Altaf Nawaz Kittur, the Vice president of Anjuman-e-Islam, Hubli



Audience



Serving lunch

...pa Srinivasan, P
...tamanujam, Anil
...A Rajashekhar,
...orgohain, Mee-
...and others were
...e occasion.

“The continuous effort and well-planned academic schedules made our students to succeed in the exam,” said the college.

State-level workshop

HUBBALLI, DHNS: A NAAC-sponsored one-day State-level workshop on ‘The Role of Management in Private Aided Higher Educational Institutions’ would be held at Nehru Arts, Science & Commerce College in Hubballi. The workshop will be inaugurated by Bengaluru-based Government Science College English Associate Professor Sajjad K at 10:30 am, while Nehru College education board chairman M C Savanur will preside.

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Published in Deccan Herald News on 10th March 2021

Published in Urdu News Paper on 13th March 2021



ہبلی۔ 13 مارچ (راست) نہرو آرٹس، سائنس و کامرس کالج، ہبلی میں نیاک کے زیر اہتمام ”نہجی امدادی تعلیمی اداروں میں مینجمنٹ کارول“ موضوع پر ایک روزہ ریاستی سطح کے ورکشاپ کا انعقاد کیا گیا۔ جلسہ کا آغاز تلاوت کلام پاک سے ہوا۔ پرنسپل سید فیروز احمد نے تمام کا استقبال کیا۔ افتتاح گورنمنٹ سائنس کالج بنگلور کے اسوسی ایٹ پروفیسر شعبہ انگلش، پروفیسر کے سجاد نے کیا جبکہ نہرو کالج ایجوکیشن بورڈ کے چیئرمین ایم سی ساونور نے صدارت کی۔ انجمن اسلام ہبلی کے نائب صدر الطاف نواز کتور اور ایجوکیشن بورڈ کے اراکین و دیگر حاضر رہے۔ نیاک کے کوآرڈینیٹر ڈاکٹر پنتھی نے مہمانان خصوصی اور دیگر کا تعارف کرایا۔ ورکشاپ کے کنوینر ڈاکٹر چلور نے ورکشاپ کا مقصد بتایا۔ کلیدی خطبہ دیتے ہوئے پروفیسر سجاد نے ہندوستان میں اعلیٰ تعلیمی معیار میں سدھار کی جانب زور دیا۔ پہلے تکنیکی سیشن میں میجر ڈاکٹر ایم ایف انصاری وٹیفہ یاب پرنسپل نے ادارہ جاتی وٹرن اور لیڈرشپ پر خطاب کیا۔ دوسرے سیشن میں ڈاکٹر ہیرے مٹھ اور پی سی جابن، سائنس کالج ہبلی نے اعلیٰ تعلیم میں حکمت عملی پر روشنی ڈالی۔ اختتامی اجلاس میں پروفیسر ناڈگو وٹیفہ یاب پرنسپل بی ایس کالج ہاویری مہمان خصوصی رہے۔ الطاف نواز کتور نے صدارت کی۔ ڈاکٹر ایس ایم چلور نے ورکشاپ پر رپورٹ پیش کی اور شکریہ ادا کیا۔ اس موقع پر مینجمنٹ چیئرمین، ایڈمنسٹریٹو آرنکمانز ٹک میٹی، اراکین، پرنسپل، اسٹاف و دیگر حاضر رہے۔