



ALL SAINTS' COLLEGE

Affiliated to University of Kerala, Thiruvananthapuram

<https://www.allsaintscollege.ac.in>

CRITERIA-6

GOVERNANCE, LEADERSHIP & MANAGEMENT



6.1.2

CASE STUDY SHOWING DECENTRALISATION AND PARTICIPATIVE MANAGEMENT IN THE INSTITUTION

6.1.2 The institution practices decentralization and participative management

Describe a case study showing decentralization and participative management in the institution in practice within a maximum of 500 words

The institution has committed itself to:

- Develop the next generation of Leaders
- Observe clarity, conviction, compassion and consistency in governance
- Make every stakeholder more accountable through delegation of responsibilities
- Achieve more transparency in the execution of policies and procedures
- Achieve a consensus oriented, equitable and inclusive approach of management
- Enhance accountability and transparency among all levels of leadership

Different committees/cells have been constituted for smooth administration and for sustenance of academic atmosphere in the campus. The IQAC and Academic Committee play a key role in the implementation of the academic plans and programmes of the college. The following are some of the committees:

1. Central Planning Committee
2. Discipline Committee
3. Anti-Ragging Grievance Redressal Cell
4. Examination Committee
5. Library Committee
6. Ethics Committee
7. Career Guidance Cell
8. Parent-Teacher Association (PTA)
9. Research Committee
10. Website Committee
11. IT Committee
12. Info Bank
13. Feedback Committee

14. Entrepreneurship Committee
15. Consultancy Services
16. Cultural Programme Committee
17. Counselling Cell
18. Campus Beautification Committee
19. Special Grievance Cell for the Welfare of SC/ST students
20. Grievance Redressal Cell for Staff and Students.

A case of decentralisation and participative management at All Saints' College is teachers' representation in staff council committees and other forums. The Staff Council is chaired by the Principal and an elected teacher is the secretary to the Staff Council. There is also a teacher's association called ASCAA whose views and opinions are highly valued by the institution. Teachers' engagement in the overall functioning of the college through the staff council is enumerated below:

- Teachers convene and participate in committees that fulfill admissions and academic/workload requirements of the college
- Participation and fulfilling of executive responsibilities in committees for development and purchase, discipline and code of conduct by heading and participating in staff council committees such as the General Purchase Committee, the Development Committee, the Anti-Ragging Cell, the Discipline Committee, and the Student Advisory Committee.
- Teachers are also members of the Internal Complaints Committee against Sexual Harassment.
- Representation in staff council committees that nurture discipline and patriotism, equality and community spirit, such as the NCC, the National Service Scheme (NSS), the Equal Opportunity Cell (EOC), and the Women's Development Cell (WDC). Other student-centric committees like the Cultural Committee, the Placement Committee and the Entrepreneurship Development Cell (EDC), which promotes creative development, cultural enrichment, placement and entrepreneurial skills also function under the supervision of teachers.
- Teachers are appointed as representatives in the Governing Body as well to fulfill administrative, financial and executive responsibilities.
- At the department level, each department has one HoD who is authorized to decide on academic and student centric affairs of his/her department. Every department

has the freedom to divide courses/ subjects among its faculty, conduct internal examination/ test, assignment, purchasing of subject specific books for the library, selection of equipment for laboratory, etc.

Student office bearers are assigned responsibilities of leadership and management of college programmes, department/committee fests, seminars, webinars, arranging sponsorships etc.