

ORIENTAL COLLEGE (AUTONOMOUS)

TAKYEL IMPHAL

Best Practices I

1. Title of the Practice

Rotation of Head of Department

2. Objectives of the Practice

The new system would generate vigor, competitiveness and innovativeness among the faculties, and create a pro-development mindset in the younger teachers.

3. The Context

The age-long tradition of HoD by the senior-most till retirement, has been a system that inherently could degenerate vigor, competitiveness and innovativeness among the teachers of a Department as well as among the Departments creating in turn a mindset in the younger teachers that goes against pro-development.

4. The Practice

With the resolution of Staff Meeting and approval of A.C. and G.B., an Administrative Order for rotation of Departmental Headship based on 'Executive Regulation for Rotation of Headship of Departments' of the college was issued for the first time on 30th June 2021 shunning the age-long tradition. There was no disagreement at this time.

5. Evidence of Success

The practice has become an administrative reformation. The new Heads accepted the challenges of the context of the reformation. Earlier attempt in 2017 failed to achieve the Principal's order as the newly appointed faculties declined en masse out of respect to the senior-most.

6. Problems Encountered and Resources Required

The immediate problem was to put the former heads into active contribution to prevent them from passive spectators. A few resourceful faculties were later on assigned as Committee Chairpersons and Dean when the term came.

7. Notes (Optional)

Resolutions of the Staff Meeting held on September 12, 2019

Resolution 1: Resolved that meetings of Autonomous bodies (Academic Council, Finance Committee and Governing Body) be convened at the earliest as per rule.

Resolution 2: Resolved that the affiliating Manipur University be intimated for sending a visiting team during the first week of October this year to our college to inspect the Autonomous functioning.

Resolution 3: Resolved that Rotation of Departmental Headship be implemented as a part of administrative reform in the college.

Best Practice 2

1. Title of the Practice

Yearly Programmes of Departments

2. Objectives of the Practice

Objectives:

- i. Compulsory organisation of programme(s) by every Department,
- ii. Enhancing improvement in the evaluative report of Department.

3. The Context

Many of the Departments remained silent without performing academic and related programmes. Many of their teachers and even students were not exposed to public platform. So, the IQAC resolved to formally assign related programmes to them.

4. The Practice

The Annual List of Programmes containing important days/events along with institutional programmes with names of Departments and committees against the dates as organising body was notified for performance. The college provided administrative and financial support to the Organising Committees headed by their respective Heads as Chairperson who were allowed to preside over their function.

5. Evidence of Success

- i. There witnessed a competitive mood among faculties showing pride of success in the function.
- ii. It provided opportunities to express their hidden talents and benefitted them with the experience of conducting programmes.
- iii. Feedback received that the practice should go in future.

6. Problems Encountered and Resources Required

Problems:

- i. Congestion of programmes happened sometimes affecting normal classes.
- ii. Financial burden increased to the college.

Resources required:

- i. One Conference Hall/Auditorium is not enough.
- ii. Internal or external collaboration is required to reduce financial burden.

7. Notes (Optional)

Related resolutions of the IQAC meeting held on November 1, 2021:

4. The following programmes are chalked out and assigned to the different Departments / organs of the college to organize during the academic year 2021-22.
5. The expenditure to be incurred by the organizers will be settled and borne by the college authority.