

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

**The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.**

#### **Response:**

The Vision and Mission of Palamuru University are deeply anchored in to the ethos of its democratic Governance as an autonomous body of higher education and key public institution adhering to shared governance in its functioning.

The Vision of Palamuru University is as follows:

*“Palamuru University envisions to be the exceptional provider of quality higher education in the service of the nation for advancement of knowledge, empowerment of youth and socio-economic development of the region. Central to this vision is its shared belief in eminence through excellence.”*

The Mission of Palamuru University is as follows:

- *To disseminate, generate and advance the knowledge*
- *To strive for excellence in the spheres of teaching, research and extension & outreach*
- *To expand the avenues and access for higher education in furtherance of socio-economic development of the region*
- *To empower the youth for nation building in consonance with our culture, heritage and environment and*
- *To promote healthy moral values, democratic ideals and ethical practices.*

Decentralization and Participative Management are the credo of University Governance. These reinforce the ideas of autonomy and accountability which are the hall marks of university setup. In furtherance of the spirit of autonomy, which is the corner stone of the university set up, emphasis is laid on collegiality and consultations in the day-to-day academic functioning.

Palamuru University accords primacy for participation of teachers in the decision-making bodies of the University. There is statutory provision for nomination of teachers on the Executive Council. The participation of the teachers is enriching the deliberations and contributing to effective decision making. Teachers are also nominated on the Planning & Monitoring Board, another important advisory body of the University. Here also, there is qualitative improvement with inputs from teacher-nominees. Teachers actively Participate in the Departmental Committees and Boards of Studies. These hold the key for democratic deliberations and shared decision-making. These institutional structures pave way for active involvement and participation of the significant stakeholders of the system in the decision-making

processes of the institution. All the constituent committees and academic bodies are functioning actively.

Institutional leadership has been proactive in the preparation for and implementation of NEP 2020. Steps have been taken for sensitizing and orienting the faculty and staff with ideals and frameworks of NEP 2020. The University is moving forward in the spheres of Multidisciplinary Education, Skill Development & Online Education and Out Come Based Education.

The commitment of University is demonstrated in the adherence of institutional perspective plan which lays a road map and seeks to facilitates enhancement of overall quality and effectiveness of educational system, from time to time.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1

**The institutional perspective plan is effectively deployed and functioning of the institutional bodies are effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc**

#### Response:

Palamuru University has prepared Institutional Perspective Plan (IPP) with medium term and long-term focus. The plan seeks to create a supportive and engaging learning-environment for promotion of excellence in teaching, research and University Governance. The institutional perspective plan is effectively deployed in both teaching and administrative spheres.

Palamuru University as a statutory body functions according to the Universities Act, promulgated by the State Government. The Act makes provision for the decision-making structures, administrative set up, and powers & functions of University authorities.

In pursuance of the Act, the University formulates Statutes, Ordinances & Regulations to guide its functioning in furtherance of its mission. These delineate the framework for upholding the institutional accountability and facilitating participative decision making in specified spheres.

The Policy making bodies of the Palamuru University comprise:

Executive Council which is the top decision-making authority and Academic Senate. The process of constituting Academic Senate is in progress.

Besides these, an advisory body called Planning & Development Board is in place to guide the

functioning of the University.

The authorities of the University include Chancellor, Vice-Chancellor, Registrar, Finance Officer, Controller of Examinations, Deans of Faculties, Heads of the Departments, Chairpersons of Board of Studies.

The University also functions through other statutory bodies like Boards of Studies and Departmental Committees and Standing Committee of Academic Senate vested with powers and responsibilities to take care of university governance and carry on its Mission.

There are also other specified authorities and numerous cells created for administrative purposes. In addition, Committee structure comprising Standing Committee and Committees constituted for specific purposes from time to time, stands out as the ubiquitous feature of University Governance. Meetings hold the key for facilitating the business of these institutional structures. Minutes of the meetings are the prime means for execution of works in University life through fixation of responsibility, coordination and review of tasks.

The academic and administrative bodies are functioning well in accordance with the Govt. Policy and Mission & Vision of the University. Palamuru University has been carrying on its administration through fine traditions of Collaboration, collective responsibility and effective decision making through committees.

The University as an autonomous body, adopts and adheres to the Service Rules framed by UGC and State Government in case of teaching and non-teaching staff respectively. Transparent procedures are followed in University governance. Recruitment and Promotional policies are being formulated as per the guidelines of UGC and State Government.

Grievance redressal mechanism for staff and students is in place as per the stipulations of UGC and State Government.

File Description	Document
Strategic Plan and deployment documents on the website	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>

### 6.2.2

**Institution implements e-governance in its operations. e-governance is implemented covering the following areas of operations:**

- 1. Administration including complaint management**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examinations**

**Response:** B. Any 3 of the above

File Description	Document
Institutional data in the prescribed format (data template)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1

**The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Response:**

Performance appraisal holds the key for staff development. Palamuru University follows the self-appraisal method for performance evaluation of teachers. For this purpose, it has adopted the UGC format of Annual Self-Assessment for Performance Based Appraisal System (PBAS) using the framework of Academic Performance Indicators (API) in three categories:

1. Teaching, Learning and Evaluation related activities
2. Co-Curricular, Extension, Professional development related activities
3. Research, Publications and Academic Contributions

The API scores are reviewed after the annual appraisal exercise by the principal of the concerned

college. Due emphasis is laid on sharing the feedback with the teachers. The feedback will help the teachers to know their attainment levels in different realms of API and provides motivation to further improve their performance. The performance evaluation helps University Administration in devising appropriate strategies for faculty development and path ways for their professional growth.

The University is deeply committed to Faculty empowerment, capacity building, professional development and continuous learning. It implements UGC Career Advancement Scheme (CAS) for promotional avenues of Teaching Staff. The record of Annual Self-Assessment will come in handy at the time of promotions under Career Advancement Scheme. Implementation of this initiative is in progress. This experience is quite encouraging for institutionalization of the system in near future.

An informal and indirect teacher evaluation obtained in the format of student feedback is also being followed at Palamuru University. It pertains to teacher's primary role of class room teaching & continuous evaluation of students. The University seeks to integrate this informal feedback into the

formal system of performance appraisal of teachers.

So far as the non-teaching staff are concerned, the University is following to the format of Annual Confidential Report (ACR) for its regular non-teaching employees. This is a standardised method being followed in state-run institutions.

Departmental Tests conducted by State Public Service Commission come in handy for the promotion process of Non-Teaching Staff.

Palamuru University adheres to state government leave policy for its teaching and non-teaching staff. Different types of leave facility extended to the staff include: Casual Leave , Half-Pay Leave, Extra Ordinary Leave, Study Leave, Maternity Leave, Paternity Leave, Special Casual Leave, and Duty Leave.

The University makes contribution of its share to the Contributory Pension Scheme (CPS) in case of regular Teaching and Non-Teaching staff. The University also makes contribution of its share to the Employees Provident Fund (EPF) Scheme in case of temporary Non-Teaching staff.

The University maintains Health Centre on the campus to provide medical facility to the staff and students. Facilities for Yoga and recreational activities are made available at the Sports Complex of the University. There is also a centralised Canteen facility at the Campus for the benefit of students and staff.

As part of the Gender amity initiative common room facility is being provided to women employees.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>

### 6.3.2

**Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**

**Response:** 2.58

**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	6	0	1	0

<b>File Description</b>	<b>Document</b>
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format (data template)	<a href="#">View Document</a>
E-copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head	<a href="#">View Document</a>
Audited statement of account highlighting the financial support to teachers to attend conferences/workshops and towards membership fee for professional bodies.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

**6.3.3**

**Percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDPs)/ Management Development Programmes (MDPs) during the last five years**

**Response:** 5.62

**6.3.3.1 Total number of teachers who have undergone online/ face-to-face Faculty Development Programmes (FDP)/ Management Development Programs (MDP) during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
14	3	12	5	3

<b>File Description</b>	<b>Document</b>
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format (data template)	<a href="#">View Document</a>
E-copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>
Annual reports highlighting the programmes undertaken by the teachers	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1

#### **Institutional strategies for mobilisation of funds other than salary and fees and the optimal utilisation of resources**

#### **Describe the resource mobilisation policy and procedures of the Institution within a maximum of 500 words**

#### **Response:**

Palamuru University has been following innovative means of resource mobilisation and optimum utilisation of available resources to improve its financial position.

Being a state-run university, it is supported by the Annual Block Grants released by the State Government for its maintenance and development. As an institution of higher learning recognised under UGC section 12(B), it also avails development assistance from it for selected schemes under the given plan period. Being a NAAC Accredited institution, it has become eligible for RUSA2.0 Funding. The University is also following up the proposals for increased budgetary allocation from State Government as well as for development support from UGC for research and development.

The University is keen on diversifying funding sources for financial infrastructure towards sustainable financial growth. Multiple sources of revenue generation assume significance in this context.

In line with this approach, the University has focused on revenue generation from internal sources such as: the revision of affiliation fee & examination fee, and economy measures in infrastructure maintenance & conduct of examinations and of expenditure. Efforts are on to ensure the viability of different self-finance courses introduced from time to time to meet the emerging requirements. The University has been successful in inducing the local philanthropists to institute endowments for the academic advancement. It is exploring the possibility seeking funding from public and private sectors through CSR

(Corporate Social Responsibility) initiatives. The University is in the process of seeking contribution from alumni and Palamuru NRIs for creation of academic facilities and strengthening of student amenities. Emphasis is laid on sponsored research for taking up research projects from different agencies for funds generation. It is also keen on strengthening consultancy eco system to promote external cash flow in the University system.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>

#### 6.4.2

**Funds / Grants received from government bodies/non government and philanthropists during the last five years for development and maintenance of infrastructure (not covered under Criteria III and V )**

**Response:** 1569.44

**6.4.2.1 Total Grants received from government and non-government bodies and philanthropists for development and maintenance of infrastructure (not covered under Criteria III and V) year-wise during the last five years (INR in Lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
985.62	8.5	575.32	0	0

File Description	Document
Institutional data in the prescribed format (data template)	<a href="#">View Document</a>
Copy of the sanction letters received from government/ nongovernment bodies and philanthropists for development and maintenance of infrastructure	<a href="#">View Document</a>
Annual audited statements of accounts highlighting the grants received.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### 6.4.3



**Institution regularly conducts internal and external financial audits regularly**

**Enumerate the various internal and external financial audits carried out during the last five years with the mechanism for settling audit objections within a maximum of 500 words**

**Response:**

Palamuru University takes up the Audit of its Accounts done by the state Government Audit Department on a regular basis. The Audit objections are communicated to the university for follow up action. Audit Objections during the period 2018-19 to 2021-22 are as follows:

S.NO.	YEAR	No. of Audit Objections
1	2021-22	36
2	2020-21	31
3	2019-20	39
4	2018-19	34

These audit objections have been addressed promptly. In pursuance of this, Follow-up action has also been taken in required cases. This process has contributed for ensuring transparency in the functioning of the University.

The University has demonstrated its keenness and commitment in getting the accounts audited by the concerned authorities up to date. Similar process is being followed for the Audit process of Central Govt.

File Description	Document
Provide the link for additional information	<a href="#">View Document</a>

**6.5 Internal Quality Assurance System****6.5.1**

**Internal Quality Assurance Cell (IQAC)/ Internal Quality Assurance System (IQAS) has contributed significantly for institutionalizing the quality assurance strategies and processes, by constantly reviewing the teaching-learning process, structures & methodologies of operations and learning outcomes, at periodic intervals**

**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of –**

- **Incremental improvements made for the preceding five years with regard to quality (in case of first cycle)**
- **Incremental improvements made for the preceding five years with regard to quality and**

**post accreditation quality initiatives (second and subsequent cycles)**

**Describe two practices institutionalized as a result of IQAC initiatives within a maximum of 500 words**

**Response:**

Internal Quality Assurance Cell (IQAC) has been facilitating initiatives for quality enhancement at Palamuru University ever since its inception in 2015. It is playing a pro-active role in inculcation of quality culture among the academic community of the University. In this direction, it is coming out with new ideas/ alternative proposals for the continuous improvement of institutional processes.

The contribution of IQAC comprises not only unveiling the initiatives for institutionalization but also actively involved in periodic review of systems, structures and processes of the institution so as to facilitate the progressive reforms. IQAC of Palamuru University regularly takes part in the institutional review processes undertaken at periodic intervals and provides positive guidance and policy inputs for the proposed reforms.

Two of the interventions suggested by IQAC have significantly contributed for the quality sustenance at Palamuru University. These include:

**GREEN AUDIT**

Ensuring an ecosystem, with endurable qualities is the need of the hour for any Higher Education Institution. The green impact on the campus is vital for nurturing the best learning environment and healthy ecosystem for everyone associated with the institution.

The green audit aims to analyse environmental practices within and outside the university campus, which will have an impact on the eco-friendly atmosphere. Green audit can be defined as systematic identification, quantification, recording, reporting and analysis of components of university environment.

The advantages of green audit to an educational institution include:

1. It would help to protect the environment in and around the campus.
2. It identifies the cost-effective methods through waste minimization and energy conservation.
3. It empowers the institution to frame a better environmental performance action plan.
4. It portrays good image of institution through its clean and green campus

So to say, green audit portrays the pathways through which institution is ensuring/utilizing natural resources and energy. The green quotient on the campus is linked to broader institutional social responsibilities in terms of conscious and constant contribution towards betterment of ecosystem and reduction of carbon footprints. Green audit reporting has been a great learning experience for Palamuru University in evolving strategies to make the campus ideal, eco-friendly and sustainable for entire academic community.

**ISO CERTIFICATION**

ISO certification evaluates all the processes related to teaching, student learning as well as overall institutional functioning in order to ensure the quality of deliverables and services. This external audit process enables the fulfilment of stakeholder expectations and enhances the credibility of the institution. ISO certification assumes significance in view of the paradigm shift from supply- driven teaching to demand-led learning. Today, there is focus on the quality of the institution as a whole. With this as objective, the Palamuru University has gone in for ISO certification during 2020-21. It has been conferred with ISO 9000-2015 Certification bearing Certificate No: **Q9186412533**.

These two initiatives have been institutionalized as part of the quality culture of the university.

<b>File Description</b>	<b>Document</b>
Upload any additional information	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>

**6.5.2**

**Institution has adopted the following for Quality assurance:**

- 1. Academic and Administrative Audit (AAA) and follow up action taken**
- 2. Conferences, Seminars, Workshops on quality conducted**
- 3. Collaborative quality initiatives with other institution(s)**
- 4. Orientation programme on quality issues for teachers and students**
- 5. Participation in NIRF and other recognized ranking like Shanghai Ranking, QS Ranking Times Ranking etc**
- 6. Any other quality audit recognized by state, national or international agencies**

**Response:** A. Any 5 or more of the above

<b>File Description</b>	<b>Document</b>
Supporting documents pertaining to NIRF (along with link to the HEI's ranking in the NIRF portal) / NBA / ISO as applicable and valid for the assessment period.	<a href="#">View Document</a>
List of Orientation programmes conducted on quality issues for teachers and students along with geotagged photos and supporting documents	<a href="#">View Document</a>
List of Conferences / Seminars / Workshops on quality conducted along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Institutional data in the prescribed format (data template)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 6.5.3

#### **Incremental improvements made for the preceding five years with regard to quality (in case of first cycle NAAC A/A)**

#### **Post accreditation quality initiatives (second and subsequent cycles of NAAC A/A)**

#### **Response:**

While quality sustenance is ensured through continuous improvement as an ongoing process,

Post-accreditation quality initiatives do serve as milestones of achievement in quest for quality adding inspiration to the members of the institution. This way, IQAC has been instrumental in value addition to the institution through its contributions to different spheres of University functioning.

In this connection, mention needs to be to the following visible improvements which hold promise and potential for sustained progress of the University.

#### **1. Adoption of plagiarism check in Ph.D. thesis evaluation**

The university is keen on promotion of academic integrity and prevention of research misconduct and plagiarism in its mission of quality sustenance. At the behest of IQAC, University has taken steps for implementation of UGC guidelines on the subject.

In furtherance of this agenda, IQAC has formulated procedure for plagiarism check of Ph.D. thesis/dissertation. The university has enlisted the services of INFLIBNET. Necessary training is imparted to the concerned functionaries of Examination Branch.

Clearance of plagiarism check is mandatory for due processing of doctoral theses.

## **2. Pedagogic adaptations in the wake of Corona -19 pandemic**

Palamuru University has deployed pedagogic adaptations which have proven to be pivotal for offsite teaching/ learning during Corona pandemic. These include learning platform of the Google classroom and video conference tools of Google Meet, Webex, Zoom etc. have come in handy at critical juncture to maintain the academic momentum. The University has started to focus on the seven criteria of the NAAC quality profile particularly Curricular Aspect, Research Innovations and Extensions, Institutional Values and Best Practices.

## **3. Formulation of Research Policy**

IQAC of the University has facilitated the formulation of Research Policy as a guide to action. This helps the University to coordinate the research pursuits by individual faculty and set norms for undertaking sponsored research from National Funding Agencies and through Industry and International Collaborations. The Policy seeks to check the menace of misconduct and Plagiarism in research and give impetus to ethical academic publishing. Research Policy lays emphasis on generation and promotion of intellectual capital through patents and IPR.

## **4. Impetus to Sports Integrated Learning**

Palamuru University is conscious of the need for mainstreaming the sports integrated learning in our higher education system. The National Education Policy has also laid a roadmap for the holistic integration of three paradigms of Physical Education, Fitness and Yoga for the promotion of health, wellness and overall personality development, into the mainstream higher education towards the ideal of Fit India. As a step in this direction, Doctoral program in Physical Education has been launched during the current academic year. Alongside the university is developing sports infrastructure in a big way with financial support under Khelo India project.

<b>File Description</b>	<b>Document</b>
Upload any additional information	<a href="#">View Document</a>
Provide the link for additional information	<a href="#">View Document</a>