



## **J.J. College of Arts and Science (Autonomous)**

**Re-Accredited by NAAC with "A" Grade in 3<sup>rd</sup> Cycle**  
**Affiliated to Bharathidasan University – Tiruchirappalli**  
**J.J. Nagar, Sivapuram Post, Pudukkottai – 622 422**

### **7.2 Best Practices**

- 1. Students Scholarship for Higher Education (Management-Funded)**
- 2. Governance and Leadership of the Management**

## **Best Practice - 1**

### **1. Title of the Practice:**

#### **Students Scholarship for higher education (Management-Funded)**

### **Objective of the Practice:**

1. To help meritorious students from economically weaker sections to pursue higher studies.
2. To help our students to pursue higher education in our institution those managed by the Trust.
3. To provide freeships for deserving sports persons.

### **The context:**

Pudukkottai is an economically backward district. Agriculture is a main occupation of the people. The area is subject to climatic variations and monsoon failures. The initiatives launched by governmental agencies have alleviated the situation but the majority of the people remain economically backward and are in need of assistance to educate their children.

### **The Practice:**

The Karpaga Vinayaga Educational Trust makes sufficient provision in its annual budget for the implementation of this practice. It provides financial assistance, freeships and scholarships and fee concessions depending on the needs of particular students, based on the applications made by the parents. Those who are eligible for governmental assistance are excluded from this scheme. It also excludes distinguished athletes for whom the Management offers scholarships and fee concessions and facilities like free boarding and lodging and exemption from fee payments through another scheme. The wards of employees of the KVET are given concessions/exemption from payment of tuition fees when undertaking courses of study in the College and the peer institutions in the Campus.

### **Evidence of Success:**

During the past five years 2565 students were benefited by the scheme. 58 sports persons were benefited by the scheme for notable sports achievements. Students joining the College or other institution managed by the Trust for higher studies were assisted through fee concessions. The scheme has had an impact on local society and fetched goodwill for the institution. Under the scheme of assistance to wards of Trust-employees many staff have been benefited.

### **Problems Encountered and Resources Required**

The Management has not faced any serious problems in implementing this practice. If there are too many applicants, they are shortlisted, taking into consideration levels of parental income, the length of service of the employee in the institution and the number beneficiaries (Past and Present) from the same family. The resources required are allotted by the Trust in its annual Board Meeting.

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## **Best Practice - 2**

### **2. Title of the Practice:**

#### **Governance and Leadership of the Management**

### **Objective of the Practice:**

1. To harmonize the twin principles of centralization and decentralization.
2. To promote individual, mutual and group responsibility through team effort.
3. To provide for a system of checks and balances to ensure effective leadership, peer review and assessment.
4. To maximize stakeholder satisfaction through an effective feedback mechanism and prompt action there on.

### **The Context:**

All successful educational institutions rest on a sound balance between central authority and individual freedom. This alone will give the employees a sense of involvement and participation. To this end, one has to ensure effective horizontal and vertical two way communication.

### **The Practice:**

The institution implements a decentralized scheme of administration through the Committee System. In the organogram of the College the Management is represented by the Secretary and the Executive Trustee who are available in the Campus during working hours for consultation and effective supervision. Next in the rung, is the Principal, assisted in day-to-day administration by the Vice Principal and the Co-Ordinator (General). All vital decisions are taken by the College council made up of various Heads of Departments. Particular aspects of academic/administrative routine are attended to by various committees like the Admission Committee, the Financial Committee, the Purchase Committee, the Discipline Committee, the Students Welfare Committee, the Examination Committee and the Committee for grievance redressal. The Research activities in the Campus are monitored by the Research Advisory Committee. There are also Committees to attend to Sports and Games, Cultural and Extension Activities. Almost all the staff are represented in one or the other of these Committees. This gives them a sense of involvement and participation.

To fulfil the requirements of autonomy we have various statutory and non-statutory committees like the Executive Committee (Governing Body), the Academic Council and the various Boards of Studies- all of which are constituted according to UGC and NAAC guidelines. IQAC takes care of quality initiatives, assessment, enhancement and internalization. All the Committees meet at regular intervals and as when required.

### **Evidence of Success:**

This practice enabled the institution to pass through three cycles of accreditation and two cycles of autonomy with credit. The team effort and the leadership given by the Management and the Principal are among the best practices internalized in the College. It has succeeded in fostering a sense of involvement and participation among all stakeholders (all of them are represented in the various committees). This is also the source of the goodwill, the College has with the community.

**Problems Encountered and Resources Required:**

This system of decentralized administration has worked efficiently without any hitch. There have been no serious issues faced except minor rescheduling of dates to accommodate the convenience of VIP members like UGC, University, Government nominees in the higher bodies. The resources have not posed any problem since the College and the Trust are financially healthy.