

TEAM work through Lead College

Paper

By

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Abstract: The paper emphasizes on the objectives of the concept of Lead College and proposes different schemes to achieve the same through the collective efforts of the cluster group.

Introduction: The mission of the scheme: 'Lead College' is 'Total Quality Management'. This concept aims to create inter institutional arrangements for Quality Assurance activities. Lead college shall be responsible for total quality management via the work in close co-operation with the constituent colleges for pursuit of excellence and continuous improvement in academic performance. In the light of varied objectives of Quality Drive, Student - Centric approach, returns to society and governance of all round excellence, we wish to propose the following schemes for the kind consideration of all who believe in the TEAM work. Because, TEAM means **T**ogether **E**veryone **A**chieves **M**ore.

Methodology: The SWOT analysis of all the constituent colleges is done through selected people to identify more areas where the mutual assistance is needed. The programmes are enlisted and scrutinized to offer priorities. A detailed road map for three years is chalked out and executed through the coordinating leadership of the lead college with the cooperation of the constituent colleges.

1. **ICIQAC:** Similar to the IQAC and state level IQAC, the cluster group may form a Cluster IQAC OR Intercollege Quality Assurance and Assessment Cell [ICQAC] which will monitor and enhance the activities of IQACs from all constituent colleges. The special emphasis is given to the needs of the institutions and scope of improvement in the selected criteria is identified from their scores in the accreditation by NAAC.

2. **Mutual feedback mechanism:** The NAAC suggests conducting feedback activities through external agency, which may not be feasible for individual college. The lead college will formulate a uniform feedback questionnaire for the cluster group. The cluster group will celebrate a feedback week, as mentioned in their common academic calendar, when the assessing team of one college will collect and analyze the feedback for other college from all the stakeholders of the college. This feedback will be more authentic, reliable, impartial and factual which will definitely provide the scope for further improvements.
3. **Websites:** Distribution of information through electronic media WAN or LAN and Internet shall be another responsibility of Lead College. Even the NAAC suggests having Website of every college as a requirement for the reaccreditation. This is another area where the collective efforts are needed. The Lead College will assist the cluster group to design their websites and remain connected to each other. The designing and publication of the websites will become more uniform and economical too.
4. **Effective governance:** Strengthening the administration through computerization of office can be done in association. Lead college will provide more economical and uniform software for the office automation of all constituent colleges. Thus the exchange of the information will be more simple and uniform.
5. **National Seminar:** An Individual College or Institution is unable to conduct of activities like National Seminar and Conferences due to scarcity of Physical and financial resources. Such programmes can be organized under the leadership of Lead College through collective efforts using the workforce of the cluster group for unique cause.
6. **Information Centre:** Collection of Educational Opportunity/Funding Possibilities from various agencies and the information of worldwide classrooms will be provided through the Information Centre at the Lead College. It will also promote generation of more e-content from the expertise available from the cluster group which will be made available on the websites of the institutions.
7. **Teachers' exchange programme:** Due to the policy of 'no recruitment' of the government almost every college is lacking in the staff. The lead College will

arrange the teachers' exchange programme OR guest lectures to allow the students an exposure to the expertise available from the cluster group.

8. **Short term courses:** NAAC has suggested to offer need based short term courses to almost every college. But, the strength of the students and the expertise faculty are the two big problems, which can be overcome only through collective efforts. List of such courses will be published collectively. The college with greatest enrolment will be offered an opportunity to conduct the course and the expertise faculty and students from other colleges will be redirected to that college.
9. **Placement cell:** The lead college will have a placement cell for the students of all the constituent colleges. There will be special efforts taken to have industrial linkages and MOUs will be signed to conduct campus interviews also. Efforts can also be taken to offer proper training to the students to appear for the interviews.
10. **Purchasing costly equipments:** The list of equipments needed for the newly introduced syllabus will be prepared and the most essential equipment/s will be purchased and maintained by the lead college. Eg. Equipment like photocopier will enable the cluster group to conduct uniform examinations. The efforts can be taken to have electronic assessment of answer papers too. Whereas, the LCD projector will be useful for the conduct of seminars and demonstration of the e-content either prepared OR collected by the cluster group.
11. **Exchange of healthy practices:** The SWOT analysis of the cluster group together will help in identification of the strengths of different colleges which will act as a guideline for other colleges to improve in every criterion to get more points in the next accreditation. The healthy practices can be exchanged.
12. **Extension programmes:** Extension activities like students counseling center, study center for external students, blood donation and social work camps etc can be easily conducted through collective efforts. Eg. NSS and NCC camps may be arranged in three selected colleges in three years, where the work of campus development OR generation of water resources/reservoir etc may be undertaken.
13. **Subscription to National/ International Journals:** The collection of information of all the researchers from the constituent colleges will be followed

by enlisting the demand of them for the journals, which will be short listed and subscription to the same will be obtained by the Lead College.

Overall SWOT analysis of the institution is done by identifying and overcoming the weaknesses and threats. Redressal of grievances or issues identified as threats or hurdles to the progress of the institution is also taken care of.

The list given above is just enough to initiate the thought process to add more number of activities in the same. It is the responsibility of the lead college to take proper care to give equal opportunity and due credit to every college for its participation in the scheme.

Via such extended activities the concept of lead college is to be implemented effectively which will serve as a powerful tool for upliftment of all the members of the cluster group institutions via TEAM work.
