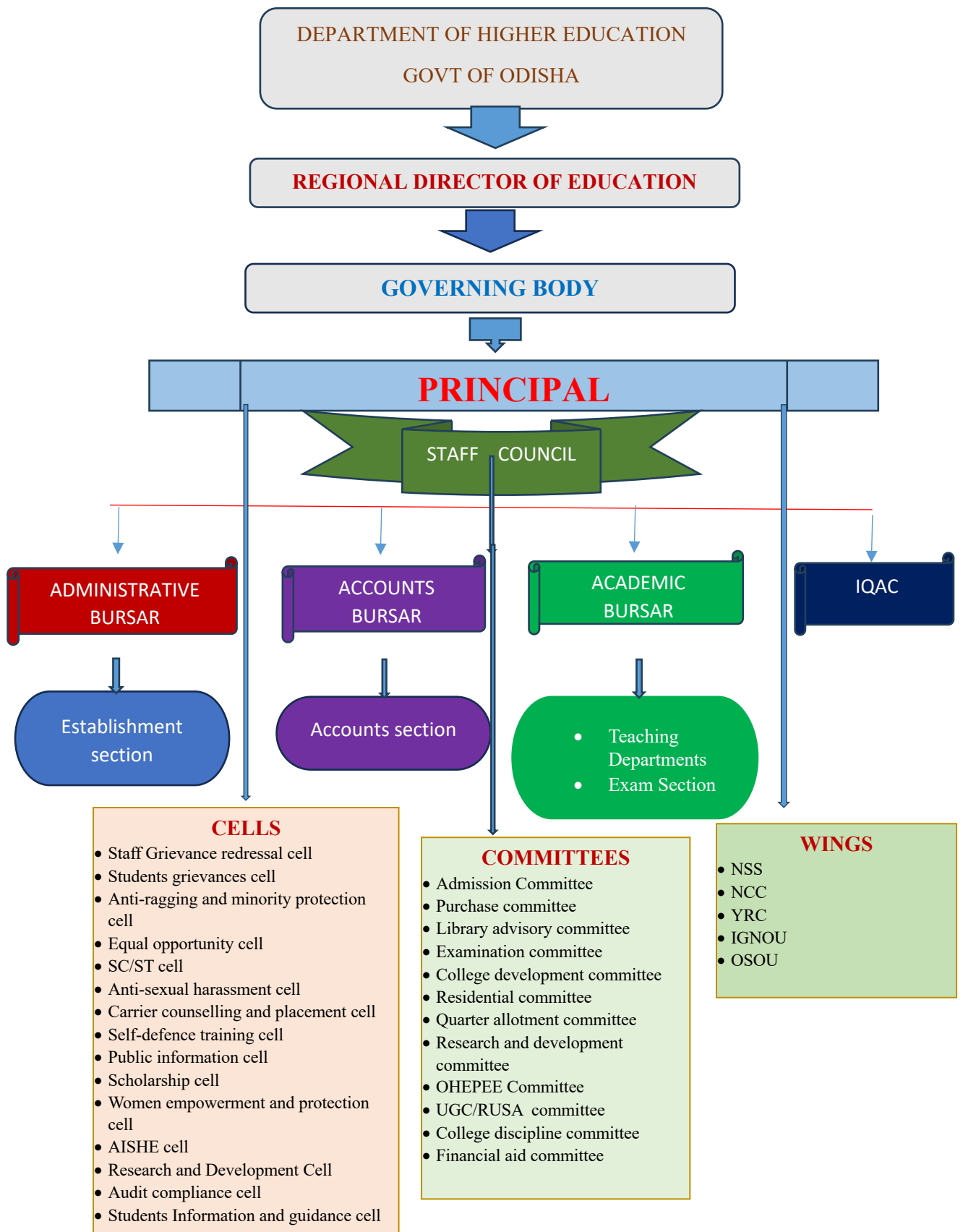## MATRIX-6.2
STRATEGY DEVELOPMENT AND DEPLOYMENT

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

The effective deployment of an institutional perspective plan is crucial for ensuring the coherence, growth, and sustainability of educational institutions. This plan serves as a strategic roadmap that aligns organizational goals with actions, guiding the institution towards fulfilling its mission and vision over both short and long terms. Additionally, the functionality of institutional bodies—comprising policies, administrative setup, appointments, service rules, and procedures—plays a pivotal role in supporting and executing this plan.

Policies form the framework upon which institutional operations and decision-making processes hinge. They encompass guidelines and regulations that govern various aspects such as academic programs, student affairs, faculty conduct, financial management, and community relations. A well-defined policy framework ensures consistency, fairness, and accountability in institutional operations. For instance, academic policies dictate curriculum development, assessment methodologies, and student progression criteria, thereby maintaining academic standards aligned with institutional goals.

Administrative set-up of the Institution

The administrative setup at this institution, is structured to facilitate seamless coordination among different departments and stakeholders. The setup is designed to promote transparency, accountability, and effective governance. The following sections outline the key components of the administrative structure. Chart given bellow:

DEPARTMENT OF HIGHER EDUCATION
GOVT OF ODISHA

REGIONAL DIRECTOR OF EDUCATION

GOVERNING BODY

PRINCIPAL

STAFF COUNCIL

ADMINISTRATIVE BURSAR

ACCOUNTS BURSAR

ACADEMIC BURSAR

IQAC

Establishment section

Accounts section

- Teaching Departments
- Exam Section

CELLS

- Staff Grievance redressal cell
- Students grievances cell
- Anti-ragging and minority protection cell
- Equal opportunity cell
- SC/ST cell
- Anti-sexual harassment cell
- Carrier counselling and placement cell
- Self-defence training cell
- Public information cell
- Scholarship cell
- Women empowerment and protection cell
- AISHE cell
- Research and Development Cell
- Audit compliance cell
- Students Information and guidance cell

COMMITTEES

- Admission Committee
- Purchase committee
- Library advisory committee
- Examination committee
- College development committee
- Residential committee
- Quarter allotment committee
- Research and development committee
- OHEPEE Committee
- UGC/RUSA committee
- College discipline committee
- Financial aid committee

WINGS

- NSS
- NCC
- YRC
- IGNOU
- OSOU

Appointment Procedures

As a government institution, the appointment of teaching and non-teaching faculty is primarily managed by the Government of Odisha. This ensures a high standard of recruitment and alignment with state policies. However, to address the issue of vacant posts and to maintain the quality of education, the institution takes additional measures:

- **Institution-Filled Vacancies:** Some vacant posts are filled by the institution itself through management. These appointments are made following a transparent process involving proper advertisements and interviews. The selected candidates are remunerated from the development fund and self-financing fund, ensuring financial sustainability.
- **Guest Faculty Appointments:** For vacant teaching posts, the institution appoints guest faculty on an annual basis. These appointments are made after conducting interviews at the institution level each academic year. The guest faculty are compensated by the government, ensuring they are adequately supported.

Service rules and Procedure

The College operates under a robust framework guided by comprehensive policies and service rules. The Odisha Service Code 1959 provides a clear set of guidelines that govern the functioning of both teaching and non-teaching staff. This ensures uniformity, transparency, and accountability in all administrative processes.

Principal

Principal
Panchayat College, Bargarh
Panchayat College, Bargarh