

Criterion VI

Governance, Leadership and Management



RCMAS

RAJAGIRI COLLEGE OF MANAGEMENT &
APPLIED SCIENCES

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RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

6.1

Institutional Vision and Leadership

6.1.1

Governance

Submitted to

NAAC

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GOVERNANCE

Rajagiri College of Management and Applied Sciences, Kakkanad, steered by Carmelites of Mary Immaculate Congregation was established with a clearly articulated vision, mission and core values.

Vision:

To become a global nest of intellectual competence, holistic integration, social commitment and future leadership.

Mission:

To nurture holistic education for attaining academic excellence and competency and to foster socially responsible citizens committed to a sustainable environment.

Core Values (ASCEND)

Academic Excellence: To promote an environment of academic excellence where students are inspired to reach their potential.

Social Responsibility: To foster social responsibility in students, enabling them to be proactive.

Competency: To enable students to be competent in their domain and real-life scenario.

Environment Consciousness: To serve as socially responsible and environmentally conscious citizens.

Cultural Diversity: To cultivate a campus culture that values and celebrates cultural diversity, promoting inclusivity, respect, and empowerment.

NEP Implementation at RCMAS

Despite the limitations of being an affiliated institution, RCMAS has shown exemplary preparedness to welcome the NEP. Emphasizing academic excellence and social inclusivity, RCMAS serves as a learner support center, supporting distance education and empowering the rural youth. Aligning with the national policy on education,



RCMAS promotes online, self-paced learning and acts as the local chapter for SWAYAM and NPTEL.

To facilitate the effective implementation of the FYUGP program, a comprehensive faculty development initiative was undertaken. A majority of the faculty participated in specialized seminars and workshops designed to equip them with the necessary pedagogical skills, curriculum knowledge, and student support strategies. This strategic approach aimed to enhance the overall quality of FYUGP delivery and optimize student outcomes.

Institution's Leadership and Governance

The leadership and governance framework at Rajagiri College of Management and Applied Sciences functions across multiple levels, staying true to the college's vision and mission. This comprehensive and transparent governance structure is designed to adapt to the changing educational landscape, as demonstrated by the incorporation of the National Educational Policy 2020. Emphasizing decentralization and participative management, the system ensures active participation from stakeholders at various levels in both decision-making and implementation. This governance approach effectively brings Rajagiri College's vision and mission to life.

Decentralization and Participatory Governance

Rajagiri College of Management and Applied Sciences fosters a culture of shared decision-making and participation through a well-structured system. The faculty actively contribute to the college's direction by holding seats on key committees like the Managing Board and Governing Body. This ensures their voices are heard at the highest levels. Decentralization is further promoted through a network of committees with established constitutions and regular meetings. These committees include the Internal Quality Assurance Cell (IQAC), College Council, Staff Council, Student Council, Departmental Committees, Finance Committee, Discipline Committee, Internal Complaints Committee (ICC), Grievance Redressal Committee, Anti-Ragging Committee, Minority Cell, and Sexual Harassment Prevention Committee.



Over a five-year span, the college convened an average of 151 meetings across three distinct tiers: council, departmental, and staff. Council meetings, serving as the highest decision-making body, were held on 60 occasions. Departmental meetings, focused on academic and administrative matters at the departmental level, occurred 76 times. Staff meetings, dedicated to operational and administrative functions, were convened on 15 instances. This data provides a foundational overview of meeting frequency within the college, underscoring the significant role of these gatherings in institutional governance and operations.

By actively participating in these committees, faculty and other stakeholders are empowered to shape college policies and procedures, ensuring decisions are made with a diverse range of perspectives in mind.

Perspective Plans

The long term and short-term plans of the college are in alignment with the vision and mission of the college.

Case Study: Sportsarena-cum- Portable Indoor Courtyard (SPORTICO), for holistic well-being

Introduction:

The Rajagiri Group of Institutions have always emphasised on **balanced education**, wherein, academic excellence is equally complimented by physical and emotional well-being. RCMAS, nestled in the tropical paradise of Kochi, ventured out to construct an open-air indoor sports-arena cum courtyard. Following the **CMI Vision** of nurturing physically healthy leaders, and in solidarity to PM's "**Fit India**" Movement and **NEP**, the indoor space was envisioned to promote fitness and overall well-being of the students and faculty. It goes by the name **SPORTICO- Sportsarena-cum- Portable Indoor Courtyard**.



Process: Planning to Implementation

1. **Vision Integration:** The planning committee ensured that the SPORTICO aligned with RCMAS's vision and mission. They considered factors like:

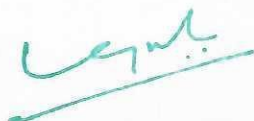
- a) **Tropical Climate:** The design incorporated elements like open-air architecture, natural ventilation, to provide ample shade and ventilation, utilizing local flora to enhance the tropical ambiance and sustainability.
- b) **Event Versatility:** The polyvalent space was designed to be adaptable for various functions like **academic exhibitions, cultural events, sports activities, and social gatherings.**
- c) **Physical and Mental Well-being:** The courtyard incorporated features that promote a healthy and stimulating environment. Adjacent to RUH (Rajagiri Urban Habitat) amidst ample greenery, along with open gym, designated areas for yoga or meditation were incorporated into the design.

2. Student Engagement:

RCMAS involved students in the planning process through **surveys**, to understand their needs and preferences, which ensured **participative governance**. This fostered a **sense of ownership** and ensured that the space catered to student life. Students were involved in the construction process through volunteer work, providing hands-on learning experiences.

3. Design and Construction:

- a) **Eco-friendly Design:** Collaboration with expert architects and engineers ensured that the design addressed all requirements, while adhering to **environmental sustainability** principles. Sustainable materials and practices, such as rainwater harvesting systems, solar lighting, and the use of native plants were integrated to



the process.

- b) **Community Involvement:** Engaged the college community in the design process through workshops and presentations, ensuring that the space met diverse needs.
- c) **Budgeting and Funding:** Secured funding through a combination of college funds, grants, and donations from the alumni and local businesses.

4. Contracting and Oversight: Local, professional contractors, with experience in eco-friendly construction, were hired. The progress was regularly monitored, to ensure adherence to the design and timeline.

5. Construction and Completion: The construction phase prioritized:

- a) **Local Craftsmanship:** Local artisans and materials were used whenever possible, promoting sustainability and economic well-being in the community.
- b) **Timely Completion:** The project was completed within the stipulated budget and timeframe to minimize disruption to academic activities.

6. Implementation and Inauguration:

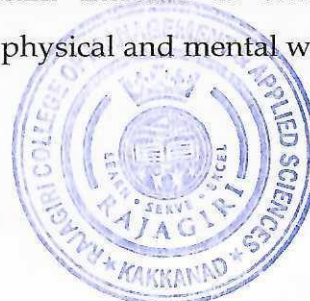
Soft Launch: Initially, the courtyard was opened for limited use, to gather feedback and make necessary adjustments.

Full Utilization: This multi-functional space is now used for all purposes envisioned during the planning phase.

Outcomes:

SPORTICO has become a vibrant hub for student activity, and a testament to RCMAS's vision and mission. Here are some positive outcomes:

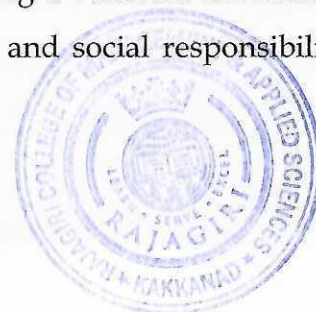
- **Increased Student Participation:** **SPORTICO** has facilitated a diverse range of activities, from yoga sessions and meditation classes to food fest and cultural events. This has led to a significant increase in student participation in extracurricular activities, promoting physical and mental well-being.



- **Diverse Activities:** The adaptable space facilitates a wider range of activities beyond academics, fostering **holistic education** and catering to mental and physical well-being, as envisioned in the mission statement.
- **Venue for External Events:** The eco-friendly space can be **outsourced** for university-level competitions, generating revenue, that can be reinvested into student development initiatives, and also for fostering collaboration with other institutions.
- **Environmental Friendliness:** The focus on natural ventilation, local materials, and greenery creates an **eco-friendly space**, aligning with the HEI's commitment to a **sustainable environment**. The **open-air design**, coupled with **extensive greenery**, creates a cool and comfortable environment, reducing the reliance on air conditioning and promoting **eco-friendliness**. It also minimizes the college's environmental footprint.
- **Enhanced Student Well-being:** The space offers opportunities for physical activity, relaxation, and social interaction, leading to a more holistic learning environment.
- **Competition Success:** The well-equipped venue has empowered students to host **university-level competitions**, showcasing their talents and leadership qualities, aligning with the **CMI vision** of "future leadership."

Conclusion:

SPORTICO at RCMAS serves as a successful example of translating the vision and mission of the CMI Management in accord to the "**Fit India**" **movement**, into a tangible space. It not only provides a **functional venue**, but also embodies the college's values of sustainability, well-being, and excellence, creating a thriving learning environment for future leaders. It demonstrates how well-designed spaces can foster a vibrant learning environment, nurture future leaders, and create a sustainable future. **SPORTICO** exemplifies the **institution's core value** by creating a versatile **eco-friendly space** that nurtures holistic education, academic excellence and social responsibility. This aligns



perfectly with RCMAS vision of nurturing future leaders who are intellectually competent, socially committed and dedicated to build a sustainable future.



PRINCIPAL

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