

Criterion – VI : Governance and Leadership

6.1 Institutional Vision and Leadership

6.1.1 Does the mission statement define the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future etc.?

- Yes, it does. The University is located in the erstwhile Hyderabad Karnataka area which is culturally and intellectually rich but socio-economically weak. Primarily the geographic location and harsh climatic conditions have impeded growth in this area. The vision and mission statements are in keeping with intellectual potential and needs of this region. Most students seeking higher education in this university are from rural areas. They are from economically weaker sections of the society. The University is catering to their needs. As a result, higher education has become accessible to deprived lot. There has been discernable change in quality of life since the establishment of Gulbarga University in this area.

6.1.2 What are the goals and objectives of the institution? How are they made known to the various stakeholders?

VISION

Excellence in higher education, Empowerment through knowledge, Inclusive growth for socio-economic change and sustainable development.

MISSION

- To equip and empower students with relevant knowledge, competence and creativity to face global challenges.
- To achieve innovations in teaching-learning, research and extension activities to realize national goals.
- To facilitate optimum use of human and natural resources for sustainable development.
- To promote participation of all the stakeholders in the development of the University and the region.
- To promote and practice inclusive growth.
- To adopt and promote the knowledge output for human development.
- To create awareness on human rights, value system, culture, heritage, scientific temper and environment.

The objectives are as indicated in the mission statement. Vision and mission statements are made known to all the stakeholders and are prominently displayed at entrance and also printed in the prospectus.

6.1.3 Does the institution have a mission statement and goals reflecting quality? If yes, give details.

- Yes. All the mission statements do reflect quality issue. Specifically a statement underscores the importance of participation of all the stakeholders in improving quality.

6.1.4 What measures has the institution taken to translate quality to its various administrative and academic units?

- The University has established a number of Centres/Cells, Committees and statutory Academic Bodies (like Board of Studies, Academic Council) to deliberate on various quality related issues pertaining to higher education being imparted by the University. The recommendations of such Centre/Cells and Committees are considered in the PMEB, Academic Council and the Syndicate to approve these recommendations and formulate Statutes, Ordinances, Regulations and Guidelines for smooth and effective implementation of the proposals to sustain and enhance quality on continuing basis.
- In pursuance UGC's communication No. F.7/99, (CAP-II) dated 06.01.2001 requiring Universities to undertake Academic and Administrative Audit, Gulbarga University constituted a committee as per the guidelines of UGC. The Committee submitted the report during 2001-02 and another committee constituted during 2002-03 submitted its report during 2004. The recommendations of the committee are given due considerations in all the developmental activities of the University.
- **It is noteworthy that the University, on its own initiative, to ensure quality in its academic and administrative functions, constituted a High power committee in 2007. In addition to quality issues, the committee had a mandate to suggest a *road map* for all round development of this university and its role in development of this region. The committee submitted its report entitled "Role of Gulbarga University in Regional Development" on October 18, 2007. The report emphasized establishment of a "Centre for Hyderabad Karnataka Development" under University Committee for Area Development. The Committee will identify areas of cooperation/ collaboration with institutions of civil society and to facilitate transfer to knowledge from the University for application in skill development, education, health, trade, industry and literacy. This is an important pioneering step by the University to develop a functional link with the society.**

6.1.5 What are the leadership functions of the Head of the Institution? How is the leadership system established in the university?

- The Vice-Chancellor is a whole time Officer of the University to provide requisite leadership to the system. He is the Principal Executive and Academic Officer of the University. He is Ex-Officio Chairman of the Academic Council (AC), the Syndicate, Planning, Monitoring and Evaluation Board (PMEB) and the Finance Committee. He presides over the meetings of the authorities of the bodies of the University. The Vice-Chancellor ensures that all provisions of Karnataka State Universities Act (KSU Act 2000), the Statutes and the Regulations are observed. He also convenes meetings of the AC, the Syndicate, the PMEB, and the Finance Committee and performs all such acts as may be necessary to carry out and give effect to the decisions of the said authorities. The Vice-Chancellor exercises such other powers as may be prescribed by the Statute, Ordinances, and Regulations.
- Importantly, the Vice Chancellor provides academic leadership and in association with the various faculties, evolves strategies for academic growth.

6.1.6 Is the faculty involved in decision-making? If yes, how?

- The faculty is actively involved in decision making process. The teachers hold periodic meetings under various faculties constituted by the University. The recommendations of the Deans of the faculty are submitted to the PMEB, AC and the Syndicate to arrive at suitable decisions for implementation. A few faculty members are members of the AC, the PMEB, and the Syndicate. Hence, they are actively involved in the decision making process of the University to sustain and enhance quality of higher education imparted by the University. In addition, there are Departmental Councils and Boards of Studies to discuss administrative and academic matters.

6.2 Organizational Arrangements

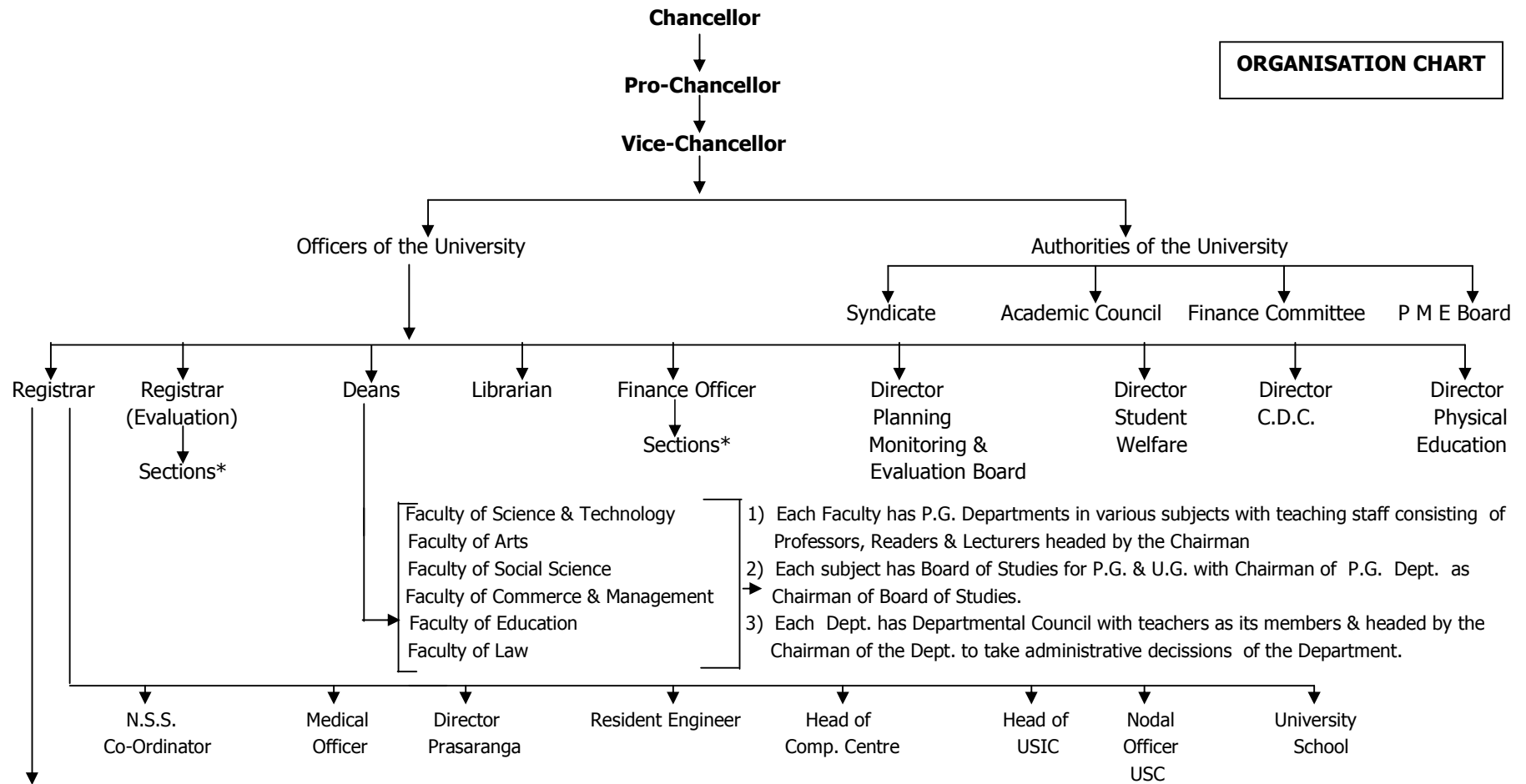
6.2.1 Give the organizational structure and the details of the statutory bodies?

- The organization structure of the University is as per the provisions of the KSU Act 2000. The same is shown below:

The powers and functions of the functionaries of the University are enumerated in the KSU Act 2000. Syndicate, Academic Council, Finance Committee and PMEB are the authorities. The Chancellor, the Vice Chancellor, Registrar, Registrar (Evaluation), Finance Officer, Deans and other Directors and Librarian are Officers of the University. The Authorities and the Officers are assisted by a number of functionaries like Chairmen of Departments, Heads of sections, Deputy Registrars, Assistant Registrars and other supporting staff.

GULBARGA UNIVERSITY GULBARGA

ORGANISATION CHART



* Sections (Administration, Academic, Development, Syndicate and Academic Council, Pension, Stores, SC/ST Cell and Others).

* Each Section consists of Deputy Registrars, Assistant Registrars, Superintendents and Office Supporting Staff.

6.2.2 Give details of the meetings held, the decisions made, regarding finance, infrastructure, faculty, academic research, extension, linkages and examinations held during the last year.

- Dates of the meetings of the Syndicate, AC, PMEB, FC during the year 2006-07 are as under:

Academic / Administrative Body	No. of Meetings in 2006-07	Meeting Dates
Syndicate	12	08.01.2007, 12.01.2007, 15.02.2007, 05.03.2007, 24.03.2007, 13.04.2007, 04.05.2007, 22.06.2007, 16.08.2007, 06.10.2007, 30.10.2007, 07.12.2007.
Academic Council	06	11.01.2007, 26.02.2007, 23.03.2007, 20.06.2007, 25.09.2007, 15.12.2007.
Finance Committee	03	22.08.2006, 31.10.2006, 21.03.2007.
PMEB	02	11.08.2006, 26.12.2006.
IQAC	03	20.04.2006, 04.07.2006, 16.11.2006

Major Outcome of Syndicate Meetings:

- The syndicate of the Gulbarga University has been active in managing the affairs of the University, in particular, to administer the funds and properties of the University. During the year 2006-07, the Syndicate deliberated on various aspects of governance including arranging appointment of teaching and non-teaching staff and their promotions, conduct of examinations as prescribed by the Statutes, Ordinances, Regulations, affiliation and inspection of colleges, and such other matters as per the Karnataka Universities Act 2000.
 - The Syndicate at its meeting held on 29.07.2006, (item No. 43), constituted a Committee for the Development of University and the Committee submitted its report on "Role of Gulbarga University in Regional Development" on 4th October, 2007.
 - The syndicate had resolved to introduce new PG course – LL.M. (Rajadharm), M.A. (Journalism and Mass Communication), M.T.A. and establishment of Ambigar Choudiah Chair.
 - 'Bioinformatics' course, as an emerging field, was proposed and the adhoc Broad of Studies was constituted to frame the syllabus and course structure.

Major Outcome of the Academic Council:

- The Academic Council of the University meets at least four times in a year. It met six times in the year 2006-07. The Council deliberated on various issues relating to maintenance of the standards of instruction, education and examination of the University. The Council has approved introduction of semester system at UG level and made new course structure and regulations applicable to them. It has made provisions to enable the affiliated colleges to undertake specialization of studies like performing Arts and Music, Tourism Administration and introducing P.G. Courses like Biotechnology, Education and Computer Science apart from several subjects

belonging to social science faculty at various colleges in the Gulbarga University jurisdiction. The Council also reviewed the recommendations of the Planning, Monitoring, and Evaluation Board and approved them for implementation. During the year 2002-03, the AC resolved to introduce semester scheme with CIA and the same was implemented from 2003-04 at PG level. The regulations and curriculum of all the P.G. courses were totally revised accordingly. Similarly the AC resolved to introduce semester with CIA at UG level during the year 2005-06 and the same was implemented from the year 2006-07. Consequently all the regulations and curriculum were totally revised. New Regulations for Ph.D. incorporate the suggestions of the UGC and feedback analysis during the year 2005-06.

Major Outcome of the Finance Committee Meetings:

- During the year 2006-07, three meetings of the finance committee were held at Bangalore. In these meetings, Budget of the University for 2007-08, Annual Accounts for the year 2005-06 and the major spending heads and resources of the University were discussed in detail. The finance committee approved the proposals.

Major Outcome of the PMEB Meetings:

- Constitution of a committee for assessment of teachers by students (on 01.08.2006).
- Starting of five years M.Sc. Course in Mineral Processing at P.G. Centre Sandur.
- Move to establish various centers like Student Counseling Centre, Grievance Redressal Cell, Gender Sensitization cell, University Industry Linkage Centre, was initiated.
- Further the Board recommended to start short term certificate courses/ crash courses / intensive courses at PG & UG departments which are operational (on 26.02.2006).

Major Outcome of IQAC Activities:

- The Gulbarga University has established Internal Quality Assurance Cell (IQAC) on 18.11.2003 as per the guidelines of the NAAC. IQAC has been channelising the efforts and measures of the University towards academic excellence. As a culmination of five years of academic activities in association with the Planning, Monitoring and Evaluation Board, Annual Quality Assurance Report (AQAR) of the IQAC (a self-reviewed Annual Progress Report; 22 March 2001 to March 2006) and submitted to the NAAC on 14.12.2006, highlighting the tangible results achieved in key areas of academic and administrative activities of the Gulbarga University. The IQAC has established several cells and centers and constituted committees to initiate activities - both academic and governance.

6.2.3 How frequently are the meetings of the different statutory bodies held? What are the major outcomes?

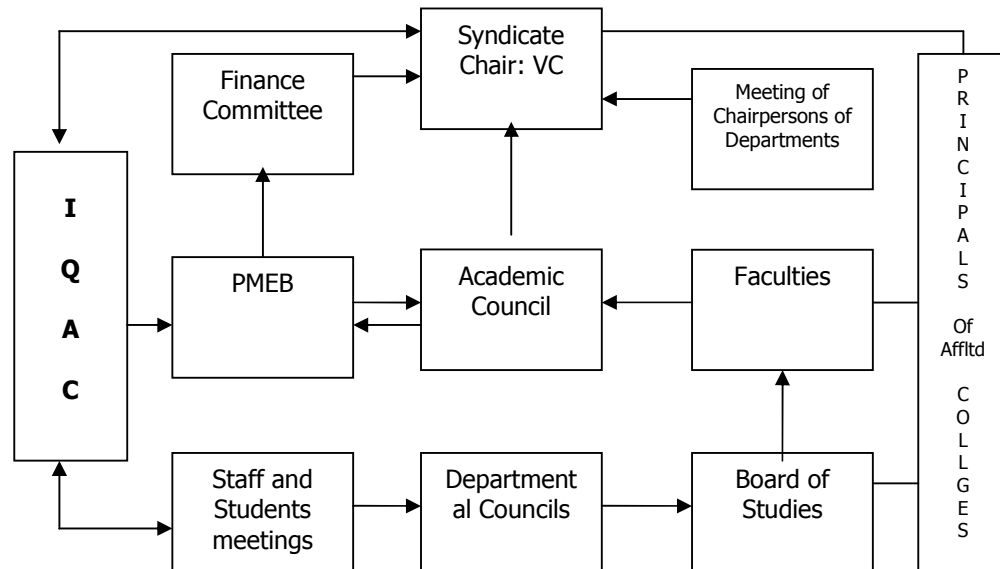
- As per the KSU Act 2000, the meetings of the Syndicate are held every month. The AC meets at least four times in an academic year. The PMEB and the FC meet once in three months. The Board of Studies and the Faculties meet at least once a year. In cases of necessity, the University may permit additional meetings of the authorities of the bodies. The decisions of the bodies are outlined in Section 6.2.2.

6.2.4 What percentage of the management council's resolutions is implemented during the last year?

- Almost 80% of the resolutions of the Syndicate (Management Council of the University) were implemented during the last year. Remaining 20% resolutions will be implemented in phased manner in near future subject to availability of resources and/or after overcoming the administrative/legal implications.

6.2.5 How is the administration decentralized? Illustrate the organization chart.

- The various authorities and the bodies are constituted as per the provisions of the KSU Act 2000. The **flow chart** below illustrates the interaction among the functional units and mechanism for de-centralization of administration:



The powers and the functions of each authority and body are well defined to ensure administrative decentralization. The proposals are generated at the grass root level and after careful consideration and deliberations, the recommendations of various bodies go to the Syndicate, which arrives at final decision. The decisions of the Syndicate are implemented by various Bodies/Committees and various Sections (Administrative, Academic, and Finance) implement such decision in a decentralized way without any interference or hindrance. Ultimately, all the administrative, academic, and the financial activities are reviewed by the Academic, Administrative Audit Committee to ensure administrative and academic accountability of the system.

6.2.6 Does the institution have an effective internal coordination monitoring mechanism? If yes, specify.

- The internal coordination of various activities of the university is done through the Committee of Deans. Certain issues needing wider consultations and deliberations are sorted out either in the meetings of the Chairpersons of the PG Departments or the meetings of the Principals of the affiliated colleges.
- The Internal Quality Assurance Cell meets regularly to take stock of administrative and academic matters to ensure monitoring of the programs and to ensure sustenance and enhancement of the quality of higher education, as stipulated by the NAAC. The PMEB also assists in such activities by proper planning, monitoring, and evaluation mechanisms as per the KSU Act 2000.

6.2.7 How many times does the management meet the staff in an academic year? What are the major issues discussed?

- The Registrar convenes the meetings of the staff members to be presided by Vice-Chancellor at least twice a year to discuss about the calendar of events, academic schedule, regulations, syllabi, examinations, research project preparations, implementation of UGC schemes, departmental initiatives, students related issues, administration and finance issues. The decisions of the meeting will be taken to respective statutory bodies and authorities for implementation. The authorities meet the staff members representing various functional committees.

a) What are the norms to extend affiliation to a new institution?

- Every year, usually in September / October, the University issues notification, inviting, interested, institutions to seek affiliation for new courses and existing courses of University. Accordingly the institutions apply in prescribed format. To inspect these colleges, LICs are constituted.
- The University Syndicate constitutes the Local Enquiry Committee (LIC). The itinerary of the LIC visit is communicated to a group of affiliated colleges/colleges seeking affiliation. The LIC validates the data submitted by the affiliated colleges in the application for affiliation. The LIC also reviews the financial status, management system, statement of income and expenditure, enrollment of students and the remittance of relevant fee to the University etc. The LIC reports are reviewed by the Committee of the AC. The AC reviews the reports and approves the affiliation of new colleges with definite number of intake and stipulated conditions to be fulfilled by the college before the subsequent LIC visit. After the approval of the Syndicate,

the Registrar sends the list of recommended colleges to the State Govt. for final approval and sanction. For continuation of existing affiliation, the University itself issues orders.

b) What are the procedures for conferring permanent affiliation to a college?

- Usually, the colleges with strong financial, administrative, and academic standing with minimum five years existence are considered eligible for permanent affiliation. Especially empowered LIC team is sent for validation of the data submitted by the concerned college for permanent affiliation. The LIC recommends permanent affiliation of the college to the Committee of the AC and the AC. The recommendations of the AC are reviewed by the Syndicate and the Registrar issues the sanction letter for permanent affiliation to the college. Such permanent affiliation is reviewed by the LIC once in every three years.

6.2.8 Does the university have a College Development Council (CDC) or Board of College and University Development (BCUD)? If yes, give the details of its structure and functions.

- Yes. The University has College Development Council. The Director, CDC is a whole time Officer of the University and is appointed by the Syndicate. He is a Liaison Officer interfacing the University, the UGC and the affiliated colleges. All UGC funded FIP schemes, projects (major and minor), funding schemes for restructured programs, development of infrastructure, library, building etc. in the affiliated colleges are processed by the University through the CDC.

6.2.9 How does the university promote *autonomous status* to the affiliated institutions?

- The University has prepared Statutes for granting autonomous status to affiliated colleges having permanent affiliation and strong administrative and academic background. This Statute has been submitted to the Chancellor for his approval and autonomous status will be conferred on colleges affiliated permanently with the University after due assessment.
- The government policy on the granting of autonomous status was taken during 2006. Since then the statutory steps have been initiated.

6.3 Strategy Development and Deployment

6.3.1 Does the institution have a perspective plan for institutional development? How are the various constituencies involved in the process of planning?

- The feedback obtained from the experts, AAAC, the students, the alumni and their employers, the industries, the faculty, the NAAC peer team constitutes the major inputs for the perspective planning. These inputs are carefully analyzed by the PMEB, IQAC, and the AAAC and a road map is developed. The PMEB recommends new plans, academic programs, infrastructure development, development of central facilities etc. by optimal use of the resources. It also helps in mobilization of resources to strengthen the planned activities. The recommendations of the PMEB are considered and approved by the AC, Finance Committee, and the Syndicate for further necessary action and implementation.

- **Advisory Committees for Development of P.G. Centres**

The University, spread over 5 districts of Karnataka, has 4 P.G. Centres at Sandur, Bellary, Riachur and Bidar. The University has realized the need for the overall development of these P.G. Centres in terms of academic programmes as well as improvement of physical infrastructure and learning resources.

As a step in this direction, the University has constituted local advisory committees for each of its P.G. Centres. Such committee consists of local academicians, philanthropists, industrialists, elected representatives and leaders of the local area and officers of district administration. These committees help in the establishment of relationship with local stake holders and initiate public support and mobilization of resources. The composition of the committees is given in the annexures.

6.3.2 Does the institution follow an academic calendar? How effectively is it prepared?

- Yes. The University follows an academic calendar. The PG academic calendar is prepared by the Deans' Committee and is notified for the PG Departments and students. The UG academic calendar is prepared by the Committee of Deans and some Principals of the affiliated colleges. This academic calendar is notified for the affiliated UG colleges. This University has been successful in adhering to academic calendar for the past several years, the results are declared on time and always before the results of other Universities in Karnataka.

6.3.3 During the last five years, specify how many plan proposals were initiated/implemented? Give details.

- The University initiated proposals for establishment and development of interdisciplinary departments like Materials Science, Environmental Science, Journalism and Mass Communication, LL.M. (Rajadharma), Geoinformatics, Music and Performing Arts, Women's Studies, Extra Mural activities, and Master of Tourism Administration (MTA). Centre for Studies on Vignaneshwara Mithakshara, Dasa Sahitya, Dr. Ambedkar Study Centre, Basavadi Sharana Sahitya Kendra, Ambigar Chuodiah Study Centre, Hadapada Appanna Chair etc. All most all the proposals have been sanctioned by the funding agencies like UGC, MHRD and State Government. These Centres have been established and most of the proposals have been implemented.
- The University approached UGC for sanction of special grants for extension of the Library building under UGC Grants during the X-Plan period. The UGC sanctioned a grant of Rs. 70 lakhs for extension of the library building. The scheme has been implemented.
- The University approached MHRD for sanction of Rs. 5 crores for construction of Working Women Hostels in the main campus as well as in all the four PG Centres of the University. Five working women Hostels at a cost of Rs.1crore each have been constructed and have facilitated accommodation for the ladies research scholars and students of the University.
- The University encouraged the active Departments to apply for funds under DST-FIST and UGC-SAP programs. Under the DST-FIST scheme, large amount of funds have been mobilized by the University; Department of Applied Electronics (Rs. 55 lakhs); Department of Zoology (Rs. 35 lakhs); Department of Chemistry (Rs. 25 lakhs). Such funds have facilitated procurement of sophisticated equipment like Vector Network Analyzer (Rs. 48 lakhs), and FTIR (Rs. 16 lakhs) and development of modern facilities.
- Similarly, Department of **Mathematics** has been able to mobilize Rs. 30 lakhs under the UGC-SAP program for their R&D activities and strengthening of teaching programs in the Department.
- The Department of **Environmental Science** has obtained funding from ISRO (Rs. 20.85 lakhs) to establish and develop Geo-informatics Laboratory for analysis and interpretation of remote sensing satellite images for programs like natural resources management, watershed management, town planning, agriculture and various other applications.
- The Department of **Biochemistry** has developed a new microbial technique for degradation of DMF in the chemical effluents of industries. M/s Lupin Laboratories Pune has signed an MOU with the University to promote this research work at a larger scale by providing a grant of Rs. 5 lakhs.

- Rupees One Crore Grant from Infosys Foundation for developing **Virtual Learning Resources Centre at University Library.**
- In this way, the University initiated a number of plans/programs during the past five years and most of the proposals have been implemented successfully.
- Ambigara Choudaiah Chair sponsored by Govt. of Karnataka with Rs. 100.00 lakhs.
- Hadapada Appanna Chair sponsored by Govt. of Karnataka with Rs. 50.00 lakhs.

6.3.4 What are the mechanisms evolved by the university to meet the developmental needs of the affiliated institutions?

- The University holds frequent meetings with the Principals and other stakeholders of the affiliated colleges with coordination of CDC. Such meetings result in a number of recommendations to the University. These recommendations are considered for their viability by the AC, the Finance Committee, the PMEB, and the Syndicate. The University issues guidelines and sanctions such feasible and viable proposals of the affiliated colleges.

6.3.5 How often is the functioning of the affiliated institutions inspected and supervised? When was the exercise done last? Give details

- The University arranges inspection of the functioning of the affiliated colleges once in every year. This exercise was carried out during December 2007-February 2008. In case the affiliated colleges do not comply with the conditions laid down by the LIC, for continuation of the affiliations, the University arranges another inspection by the LIC on *ad hoc* basis.

6.3.6 Has the University conducted an academic audit of its affiliated colleges? If yes, give details.

- Yes, the University has an effective administrative and academic auditing system not only for the PG Departments/Centres but also for the affiliated colleges. The University had appointed one Committee for the said purposes during the year 2001-02. The committee was headed by senior Professor and twelve internal and external members to look into the functioning of the affiliated colleges.
- The University local inquiry committee annually visits and also conducts AAA audit with respect to the previous reports and plan of the institution.

6.4 Human Resource Management

6.4.1 How are the staffs recruited? Illustrate the process.

- The teaching staff (Professors, Readers and Lecturers) are recruited as per UGC guidelines and corresponding provisions of the KSU Act 2000. The guest faculty is recruited as per the statute framed by the University and as per the provisions of the KSU Act 2000. The recruitment of the temporary guest faculty has stringent eligibility conditions as those for recruitment of permanent teachers.
- The non-teaching staff is recruited as per the vacancies and the cadre and recruitment rules of the University as per provisions of the KSU Act 2000. The University also follows career advancement as per UGC guidelines and provisions of the KSU Act 2000 for personal promotions of the teachers. The provisions of the cadre and recruitment rules as per the provisions of the KSU Act 2000 are utilized for promotion of non-teaching staff.

6.4.2 How does the University assess the need for staff recruitment?

- In view of the workload in the PG Departments and introduction of new programs/electives and possible establishment of new courses, the BOS proposes creation of new teaching and non-teaching posts. Such proposals are placed before the UGC team visiting the University for mid-term evaluation. The administration and Chairpersons of the Department defend and justify creation of such positions. The UGC team approves such new posts for period of five years. The financial concurrence of the State Govt. and the Finance Department of the State Govt. is obtained for continued support for such newly created posts for future period. After obtaining the concurrence of the State Govt., the University initiates the procedure for recruitment of staff as per the UGC guidelines and cadre and recruitment rules as per the provisions of the KSU Act 2000. In case, the State Govt. does not issue concurrence certificate, the unattended workload in the Departments is taken care of by recruitment of temporary/guest faculty.

6.4.3 What percentage of faculty is recruited from other institutions, other states and other countries? Give details

- Approximately, 8% of the teaching faculty recruited is from other Institutions/States. Some of the guest faculty from foreign countries promotes teaching and research activities in this University under the faculty exchange program.

6.4.4 What is the ratio of teachers to non-teaching staff?

- The teaching to non-teaching ratio for this University is 1:4.
- As per UGC norms, it should be 1:1.18. This anomaly is on account of superannuation of the senior teaching faculty and the ban of State Govt. on recruitment of teaching staff for the past ten years. This has led to some imbalance in the teaching programs. This problem is addressed by recruitment of temporary/guest faculty as per needs of the University every year.

6.4.5 Does the institution have a 'self – appraisal method' to evaluate the performance of the faculty in teaching, research and extension programmes? How far has it motivated the teachers?

- Yes. The University evaluates the teachers on their teaching and research performance based on their Self Appraisal Reports (SAR)/ Personal Appraisal Reports (PAR) submitted every year. This evaluation based on SARs/ PARs helps in ensuring academic accountability of teachers and monitoring of their major research projects and other academic activities. The Vice Chancellor sends commendation to the teachers who have done well so as to motivate them in teaching, research, and extension programs with renewed zeal.

6.4.6 Does the institution appraise the performance of the teaching staff? If yes, specify.

- Through the Personal Appraisal Reports and the Evaluation Reports of the Supervising Officers, the University appraises the performance of the teaching staff. The teaching/non-teaching staff is encouraged to pursue higher studies or attend advanced administrative/academic training programmes if the reports of the Supervising Officers so desire. This helps in up gradation of their skills, teaching methodologies involving ICT enabled methods.

6.4.7 Does the institution appraise the performance of the non- teaching staff? If yes, specify.

- Yes. The performance of the non-teaching staff is appraised by the University based on the reports of the Supervising Officers or the Chairpersons of the Department. The non-teaching staff is encouraged to pursue higher studies or attend advanced administrative training programmes. If the reports of the Supervising Officers so desire. This helps in up-gradation of their administrative and management skills involving ICT enabled methods.

6.4.8 Has there been any study conducted during the last five years by the university/government or by any other external agencies on the functioning of any aspect of academic and administrative management? If yes, give the details of the reports.

- The Internal Quality Assurance Cell (IQAC) ensures that higher standards in quality are sustained and enhanced.
- The details of the studies conducted by the University and external agencies (AAACs) on the functioning of all aspects of academic and administrative management during the last seven years are outlined below. The reports of the said Committees may be perused.
- Academic and Administrative Audit Committee (AAAC) was constituted during 2002-03 as per the guidelines of UGC to ensure academic and administrative accountability of all the teaching Departments, various Central facilities, and individual teachers involved therein. This Committee was headed by Prof. K. Siddappa, Former Vice-Chancellor of Bangalore University with three external experts and six internal experts, coordinated by internal Member-Secretary.
- Similarly, an internal Academic and Administrative Audit Committee headed by senior Professor with twelve internal members was constituted during 2001-02 to look into the academic and administrative accountability of the system as a whole.
- During 2006-07, the university had constituted a High Power Committee comprising of three eminent experts, viz., Prof. Anand Krishnan, Director, Madras Institute of Development Studies and former Vice-Chancellor of Anna University, Chennai, Tamil Nadu, Prof. G.D. Sharma, Former Secretary of the UGC and Prof. M.I. Savadatti, Former member of UGC and Former Vice-Chancellor, Mangalore University. This team visited the various Departments and facilities of the University, interacted with the faculty to assess the functioning and achievements of these units. The Committee has submitted a comprehensive report for further development of the University. The committee analyzed the administrative and academic accountability of the system with SWOT and suggestions which helped the University to prepare the road map for the next 15-20 years. The Planning, Monitoring, and Evaluation Board (PMEB) will utilize such inputs to initiate new programs and also take remedial measures to ensure high quality of teaching learning process.
- The AAA Committee is also doing administrative, academic audit for the undergraduate colleges affiliated to this University and will provide recommendations for improvement of the teaching learning process, academic and administrative audit inputs for overall development of the University system.

- Major recommendations of the High Power Committee under the chairmanship of Dr. Anandkrishnan and the Action initiated by the University are as under:

Sl. No.	Recommendations	Action taken
A	General	
1.	Awareness about the developmental activities in the university area	Committee constituted
2.	Inter-disciplinary approaches	Initiated
3.	Development of Library facilities	Implemented
4.	Personality Development Programmes	Implemented
5.	Interaction with stake holders	Initiated
6.	Outreach programmes	Implemented
7.	National Park for Rain water harvesting	Initiated
8.	Evaluation and Feedback	Implemented
9.	Strengthening of collaborations	Initiated
10.	New and Innovative programmes	Initiated
B.	University Centre for Area Development - Model, Composition and Function	Committee constituted and action initiated
C.	Human Resource Development	Action initiated
D.	Enhancement of Internal Strength	Initiated
E.	Perspectives – Inclusive growth and Research Funding	Initiated
F.	P.G. Centre Development	Committees constituted and action initiated
G.	Faculty of Eminence	Under consideration

6.4.9 Has the institution conducted any programme for skill up gradation and training of the non-teaching staff based on the performance appraisal? Give details

- The University has conducted many short term programmes for up-gradation of the skills and training of the non-teaching staff based on performance appraisal reports. For example, the computer Centre has arranged a number of programs to train the non-teaching staff in effective utilization of the software packages like DBMS packages, MS-Office, Origin, and Internet browsing and downloading relevant information. The University has conducted special classes for non-teaching staff to prepare them for the Departmental examinations and to improve their knowledge about Karnataka State Finance Code, Karnataka State Civil Service Rules, Cadre and Recruitment Rules, KSU Act 2000, the Statutes, Ordinances and Regulations of the University under KSU Act 2000. Such training helps the non-teaching staff to improve their day to day performance in effective discharge of their duties.

6.4.10 Does the institution conduct staff development programme for the teaching staff, & non-teaching staff? Illustrate.

- The University conducts staff development programmes for the teaching and non-teaching staff regularly to ensure Human Resource Development and Total Quality Management. The University has organized a few courses for their teaching and non-teaching staff, Chairpersons, and Section Heads of Central Facilities to familiarize them with the revised procedures and methodologies in connection with the Re-accreditation process of the NAAC. Training programmes on Right to Information Act were held on 06.11.2007 and 20.12.2007 for teaching and non-teaching staff respectively. The Department of Commerce and Management arranged short-term courses on research methodology and curricular aspects. The University also arranges programmes and special lectures on value-addition, personality development, and development of communication skills for the benefit of teaching and non-teaching staff. University also conducted UGC sponsored refresher courses in select subjects. ISRO sponsored training programmes on basics of Geoinformatics and Remote sensing awareness programmes for the benefit of UG and PG teachers were organized.

6.4.11 How are teaching staff encouraged to use the computers, Internet, audio-visual aids, computer aided packages etc.?

- The UGC has strengthened the Central Computer Facility by providing generous grants for procurement of PCs, LAN, Servers, V-SAT terminal, campus networking through Optical Fiber, UPS, and advance software packages. The University has also procured additional computers either through the State/Central Govts. or through major research projects from various funding agencies. The University has procured adequate number of modern audio-visual aids like LCDs, OHPs, remote control public address systems for their utilization for teaching-learning and academic purposes. The teachers and the non-teaching staff have been trained regularly in effective utilization of such modern ICT enabled technologies. Some of the Departments like Applied Electronics, Physics, Mathematics, and Environmental Science have procured advanced software packages and trained their faculty, research scholars and students in effective utilization of these packages for digital signal processing, virtual instrumentation for automation and robotics, data acquisition and analysis, Geographic Information System for spatial data management, and processing remote sensing satellite images for various applications. Most teachers are ICT enabled.
- The library with support from INFOSYS Foundation has established a Virtual Learning Resource Centre. This centre has a separate section for teachers.

6.5 Financial Management and Resource Mobilization

6.5.1 Provide income/expenditure statement for the last financial year (provide the same to the peer team during the onsite visit)

Sl. No.	Heads of Accounts	Amount in Rs.
1.	Opening Balance	70,48,608
2.	Actual receipts for the year 2006-07	32,51,81,434
3.	Total Receipts	33,22,30,042
4.	Actual Expenditure for the year 2006-07	27,66,20,319
5.	Balance for the year 2006-07 (31.03.2007)	5,56,09,723

6.5.2 Is the operating budget of the institution adequate to cover the day-to-day expenses? If not, how it is managed?

- The operating budget of the University is adequate to cover the day to day expenses.

6.5.3 Is the maintenance budget of the institution adequate with reference to its infrastructure and learning resources?

- Yes. The maintenance budget of the University is adequate with reference to maintenance of its infrastructure and learning resources.

6.5.4 Have the accounts been audited regularly? What are the major audit objections and how are they complied with?

- Yes. The accounts of the University are audited by the Govt. Auditor regularly as per the provision of the KSU Act 2000. The major audit objections and their compliance are outlined below:

6.5.5 Does the institution have a mechanism for internal and external audit? Give details.

- Yes. The University has a mechanism for internal and external audit. The internal audit is carried out by the Finance Branch of the University and the external audit is carried out by the Govt. auditor of the State Department as per the provisions of the KSU Act 2000 every year. Audit by Accountant General of Karnataka is once in three years.

6.5.6 What are the current tuition and other fees?

- The tuition and other fees for current year for various programmes are as under:

Fee structure for various courses under merit-cum-reservation scheme (2007-08):

Sl. No.	Course	Total Fees (Rs.) for the Course		
		GM	SC/ST	OBCs
1.	MA/M.Com/ LL.M/ M.Sc.	7,300	1,660	2,900
2.	B.Sc. (at P.G. Centre Sandur)	3,640	1,165	3,040

Fee structure for various courses under self-supporting scheme (2007-08):

Sl. No.	Course	Total Fees (Rs.) for the Course		
		G.U. affiliated College Students	Students of Other Universities with State	Students of Other Universities Outside State
1.	MA/M.Com/MLISc	22,000	29,280	36,600
2.	M.Sc. (Microbiology, Biochemistry and Biotechnology), M.Ed., M.S.W.	60,500	71,500	82,500
3.	M.Sc. (in subjects other than in Sl. No. 2)	36,850	58,850	73,150
4.	PG Diploma Courses	29,280	36,850	51,260
5.	B.P.Ed.	29,505	36,105	42,705
6.	M.P.Ed.	28,870	28,870	37,670

6.5.7 How often is the fee revised?

- The fee structure is revised annually with a rise of 10% and also as and when need arises. The fee structure for the self-supporting schemes is revised as mentioned above. The fee structure for disadvantaged sections of the society is kept low to ensure easy accessibility, equity, and social justice in the dynamic socio-economic scenario of the society.

6.5.8 What is the quantum of resources mobilized through donations? (other than block grants) Give details.

- The University mobilizes additional resources through donations from philanthropists. For example, for creation of Science and Technology Creativity Centre in the University, Shri S.S. Patil, well known industrialist and philanthropist has donated a seed money of Rs. 10 lakhs in memory of his father.

- Grants from INFOSYS Foundation worth Rs. 1 crore in the form of computers and ICT tools.
- The University also mobilizes resources through institution of endowments and gold medals to arrange endowment lectures and to promote meritorious students of the University. The details of the endowments are enumerated below.

Sl. No.	Particulars of Endowment Lectures (Datti Upanyasas)
1	Padoor Ramakrishna Tantri Endowment Lecture
2	Prof. N. Rudraiah Endowment Lecture
3	Sri S. R. Patil Endowment Lecture
4	Sri Swamy Ramand Teertha Endowment Lecture
5	Smt. Pillu Homi Irani Endowment Lecture
6	Sri Chandrasekhar Patil Endowment Lecture
7	Khaja Banda Nawaj Endowment Lecture
8	Mahamahima Hyderabad Nizam Charitable Trust Endowment Lecture
9	Mahadevappa Rampure Endowment Lecture
10	Dr. H.V. Ganganna Endowment Lecture
11	State Bank of Hyderabad Endowment Lecture
12	Sardhar Joga Singh Endowment Lecture
13	Sri. K.G. Shah Endowment Lecture

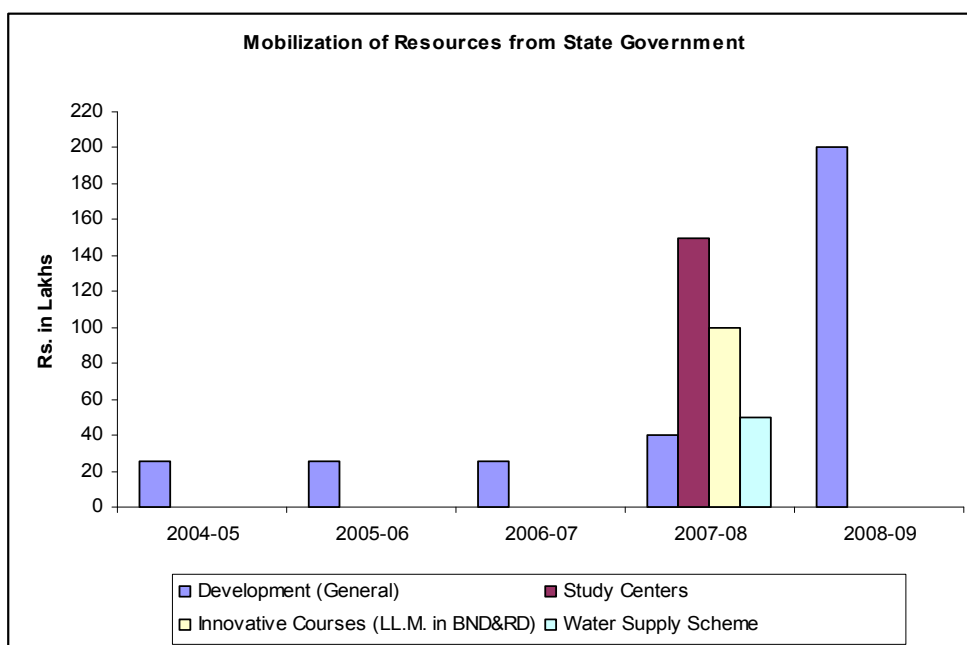
The resources generated for institution of gold medals and cash prizes are listed below:

Sl. No.	Faculty	No. of Gold Medals/ Cash Prizes	Amount (Rs.) Per Gold Medal/ Cash Prizes	Total Amount (Rs.)
1.	Arts	33	11,000	3,63,000
2.	Social Science	23	11,000	2,53,000
3.	Science and Technology	65	11,000	7,15,000
		01	30,000	30,000
4.	Commerce and Management	16	11,000	1,76,000
5.	Education	04	11,000	44,000
6.	Law	09	11,000	99,000
		01	30,000	30,000
		152		17,10,000

- The University was able to convince the State Government to enhance the development grants to university.
- The details of Development grants received from Government and other various sources during the last five years as follows.

Mobilization of Resources from the State Government for the improvement of infrastructure and establishment of Study Centres (2004-05 to 2008-09)

Type of Grants	2004-05 (Rs. in Lakhs)	2005-06 (Rs. in Lakhs)	2006-07 (Rs. in Lakhs)	2007-08 (Rs. in Lakhs)	2008-09 (Rs. in Lakhs)
Development (General)	25	25	25	40	200
Study Centers	--	--	--	150	--
Innovative Courses (LLM in Bharathiya Nyaya Dharshana and Raja Dharma)	--	--	--	100	--
Water Supply Scheme	--	--	--	50	--



- For the year 2008-09, State Government has sanctioned development grant of **Rs. 200 lakhs** for improvement of infrastructure.
- State Government has sanctioned **Rs. 100 lakhs** for the establishment of **Ambigara Chowdaiah Study Centre/Chair**, to take up research and extension activities concerning the contributions of Ambigara Chowdaiah.
- The State Government has also sanctioned **Rs. 50 lakhs** for the establishment of **Hadapada Appanna Study Centre/Chair**, to take up the research and extension works on the contributions of Hadapada Appanna.

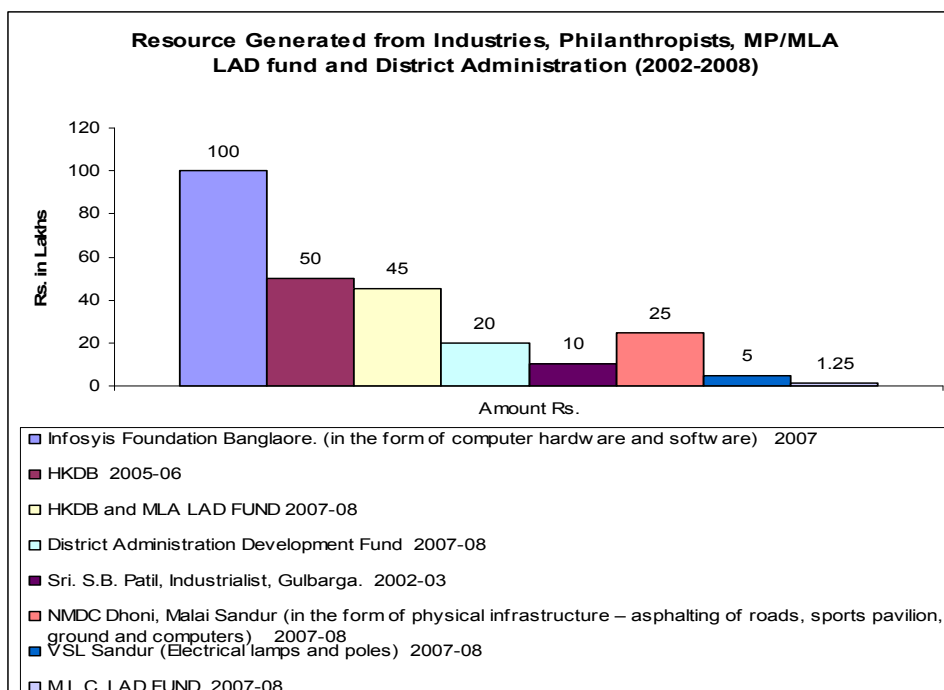
- Realizing the contribution of **Vijnaneshwar to Hindu Law** (the legal system which is followed even today), State Government has sanctioned **Rs. 100 lakhs** to introduce innovative course called **LLM in Bharathiya Nyaya Dharshana and Raja Dharma. This is a unique course in entire India.**
- In order to ensure surface water supply and preservation of ground water table, the University had proposed for the inclusion of the University campus under **Bheema Drinking Water Scheme** of Gulbarga city. The State Government has initially sanctioned Rs. 50 lakhs towards the same. Estimated cost of the project is **Rs. 87.5 lakhs.**

Establishment of University Area Development Committee

The High Power Committee, consisting of eminent educationists under the chairmanship of Prof. Anand Krishna, Dr. G.D. Sharma and Dr. M.I. Soudatti as members, has recommended a model entitled **University Area Development Committee**. In the said model, there is a vast scope for involvement of all the stake holders in a given area towards the growth of the institution as well as of the geographic area. The university has accepted this model and University area development committee has been constituted. It is expected to strengthen the existing plans as well as future plans of the University.

Mobilization of Resources and Infrastructural Development MP/MLA LAD fund, District Administration, Industries and Philanthropists (2002-03 to 2007-08)

Sl. No.	Source	Year	Purpose	Amount (Rs. in lakhs)
1.	Infosyis Foundation Banglaore. (in the form of computer hardware and software)	2007	VLRC&DL (Main campus)	100.00
2.	HKDB	2005-06	Building (P.G. Centre, Raichur)	50.00
3.	HKDB and MLA LAD FUND	2007-08	P.G. Centre, Raichur.	45.00
4.	District Administration Development Fund	2007-08	Water Supply P.G. Centre, Bidar.	20.00
5.	Sri. S.B. Patil, Industrialist, Gulbarga.	2002-03	Additional donations to Basavadi Sharana Sahitya Kendra	10.00
6.	NMDC Dhoni Malai Sandur (in the form of physical infrastructure – asphaltting of roads, sports pavilion, ground and computers)	2007-08	Infrastructure	25.00
7.	VSL Sandur (Electrical lamps and poles)	2007-08	Electricity	5.00
8.	M.L.C. LAD FUND	2007-08	P.G. Centre, Bidar Bus shelter	1.25



Creation of Assets through Internal Resources

Sl. No.	Source	Asset acquired	Year	Amount (Rs. in Lakhs)
1.	University	Land (22.50 acres of land)	2008	200.00
2.	University	Land	2008	12.00

6.6 Best Practices in Governance and Leadership

6.6.1. Describe best practices in Governance and Leadership adopted by the University in terms of institutional vision and leadership / organizational arrangements / strategies development / deployment human resource management / financial management and resource mobilization.

- Fine tuning of Vision and Mission statements.
- Democratic functioning of the system.
- Well defined duties and responsibilities.
- Transparency in administration.
- Decentralization of the leadership through committee system.
- Establishment of new courses and redeployment staff from the main departments.
- Austerity measures in financial management so as to provide funds for need based academic growth.
- Mobilization of more than Rs. 6 crore from funding agencies for research projects and from philanthropists for infrastructure development.
- Internal and external auditing of academic and administrative activities
 - Internal AAA
 - External AAA
 - External High Power Committee

For Re-accreditation:**1. What were the evaluative observations made under Organization and Management in the previous assessment report and how have they been acted upon?**

- There were no evaluative observations made under Organization and Management in the previous assessment report.

2. What are the other quality sustenance and enhancement measures undertaken by the institution since the previous Assessment and Accreditation with regard to Organization and Management?

- The University constituted a high power committee to study the functioning of the University and to recommend measures for the overall development of Hyderabad Karnataka area, and the participation of Gulbarga University in the developmental process. This is to ensure the involvement of all the stakeholders in the development of this region in general and the university in particular.
- The University has constituted various committees to look into specific issues concerning administration and governance. Given below are some examples (complete list will be given elsewhere):
- Employees' Grievance Redressal Committee, Hostel Committee, Students' Grievance Redressal Committee, SC/ST Amelioration Committee, Deans Committee for Admission, Anti-ragging Committee, NSS review Committee, Equivalence Committee, Malpractice Review Committee, Purchase Committee, Finance Committee, Doctoral Committee, Works Committee, Regulation Review Committee, Library Committee etc.
- Some of these committees are statutory, others are non-statutory.