

Academic Leadership at Higher Educational Institutions - Role of Principals as Academic leaders Challenges and Issues- with reference to Self Finance Colleges in Bangalore City

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Abstract

The present paper made a study on Academic leadership at HEI assessing the role of Principals being an academic leader and work responsibilities and challenges faced by the principals are review and identified through secondary source of information along with growth prospects of self finance colleges in the state of Karnataka and preference to Bangalore city is identified and reviewed. Academic leadership and found that leadership in academic field poses problems that are noticeably different than leadership in government agencies and companies. Paper absorbed that academic leaders need to work closely with teaching, learning, research, and scholarship to bring out the best among academics. The paper also talks about the administrative positions of academic leadership of Principals and challenges faced by them. In higher education (HE) and issues and challenges in academic, which shows the great importance and relevance in this context.

1. INTRODUCTION

Academic leaders are those who motivate and help the teachers to achieve the institutional and person goals by providing the right guidance and support where ever necessary, academic leadership is gaining momentum at present as they are the main source of knowledge asset provider for the industries through good education and facilitate the students with greater skills and experiences. If a nations has grow with the development and empowerment the pupil or the youth become the source of development. For such development higher education institutions become the main source of education and development of students. Every year more than 3 million of Students gets graduated in India as per the report 2022 which clearly shows that the role of higher educational institution is remarkable. Leaders of Higher Education play a significant role in creating an environment that is essential for its Teachers to continuously engagement in professional development as the demand of corporate houses are ever changing.

Academic Leaders vary from Vice chancellor to pro vice chancellor, dean and Principals who work under various universities, the present study is based on assessing the role of Principals being an Academic leaders and challenges at Self Finance Colleges in Bangalore city Bangalore, is known as IT Hub of India it has attracted many corporate companies to be established in the city, the city has greater source of technical support and knowledge transformation through various institutions established in the city And it also ranked as the second most student-friendly city in India (QS rankings 2023, after Mumbai).

A self Finance Colleges are those which do not receive any form of financial aid from the government for teaching their courses nor any grants from UGC. These institutions are run mainly with private finance and get affiliation under different universities and follow the norms

and procedures laid down by these universities. The main focus of self finance colleges is providing quality education to the student community with affordable fee structure.

Benefits of pursuing Higher Education at Self Finance Colleges in Bangalore is highly helpful for the student community due to low cost of education, affordability, good infrastructure, and excellent placement opportunity attracts the students all over the world to pursue their education.

Educational Institutes have to equip the students with the knowledge and skills they will need to succeed in a constantly changing and challenging tomorrow and meet the diverse needs of student population. In this path, Teachers becomes the pillar of support and mediator of knowledge transmission. The old methods or simply lecturing method of teaching would not work today. Teachers need to update themselves regularly with latest methodologies of teaching and the use of technology in order to engage the students in the classroom more meaningfully and will have to adopt different teaching styles to fit into the students development.

2. METHODOLOGY

The present research paper tries to identify how academic leadership plays an important role in development of the institutions and the students at large. Principal being the leaders of such institution possess a greater role and challenges to be faced. In the research paper the roles and responsibilities of the Principal are identified and growth of self finance or private colleges are summarized from the department of higher education AISHE PORTAL. Secondary source of data is used to summarize the roles and responsibilities of the Principals being the Academic leader and growth of self finance colleges is also summarized.

3. ROLES OF PRINCIPALS AT SELF FINANCE COLLEGES

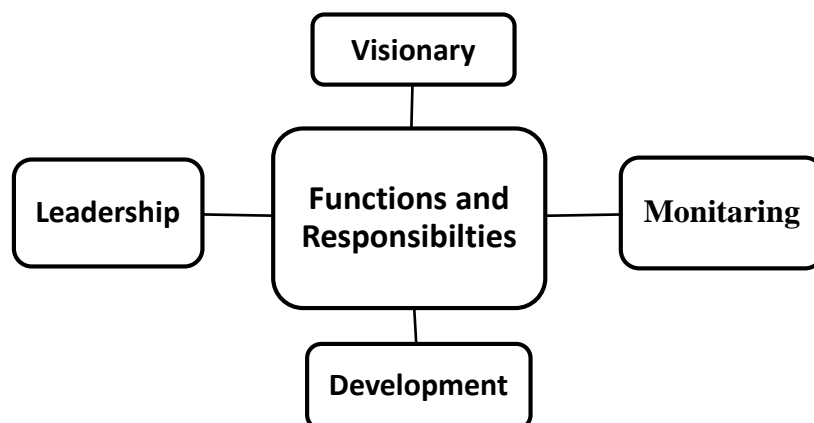
The Principals are the head of the institution and are considered to be the main responsible person at the college. As the academic leader they inspire and lead other to work in harmony to achieve institutional goals. Principal is considered as the essence of professionalism and an example of honesty and sincerity. Their role at the institution are vivid and challenging. The role of Principals are listed as under:

1. Visualize the institutional vision and mission into reality
2. Develop institutional wealth through quality improvement and develop the habit of innovative and development.
3. Ensure that the staff and students are aware of rules, policies and procedures laid down by the college
4. Be fair and unbiased at the judgment and decision made at the institution
5. Monitor, manage and educate the administration of the institution and take remedial actions based on the stakeholder's feedback.
6. Motivate and empower the staff with their able leadership
7. Work with university norms and procedure without failing in duty
8. Support the enhancement of research and research centers and institutes within the College and across colleges.

4. WORK RESPONSIBILITIES OF PRINCIPALS AS HIGHER EDUCATIONAL INSTITUTION

Principals are considered as main pillar of support to any institution, the success of an institution becomes the utmost responsibility of the person who is driving it in the forefront. Such responsible task is carried out by the Principals. Their functions are broadly classified as under

Figure 1: Functions and Responsibility of Principals



(Source: MVPS's KBT COE pp 9)

a. Visionary Function

Being a visionist is the most important function of the Principal, Being an Academic Leader the following are the visionary functions:

1. Developing a long term model for the institution and working for realizing this vision in close association with Executive Council.
2. Taking steps at regular intervals which facilitate towards realizing the vision.
3. Establishing necessary systems, procedures, and policies facilitating towards realizing the Vision.
4. Under each of the heads mentioned above, the Principal could take up many more functions suiting to the requirement and needs to the institution from time to time.

b. Monitoring Function

Controlling academic and general administration as well as keeping an eye on the institution's systems, policies, and procedures is one of a principal's key duties. This is done to ensure that the institution meets the demands of top management, students, and parents, as well as governmental oversight bodies like the Department of Technical Education, the University, and the All India Council for Technical Education. Some of the significant duties falling under this area are as follows:

1. Monitoring the functioning of the academic and administrative staff and to see that they fulfill all their responsibilities as prescribed.
2. Monitoring the conduct of both administrative and academic staff in terms of their regularity, discipline and conduct.

3. Monitoring the student discipline and conduct (including attendance) and maintaining the decorum of the institution.
4. Monitoring effective teaching as per the prescribed curriculum and as per the teaching / institutional methodology suggested by the University / AICTE / Management

c. Developmental Functions

The principal must also assume developmental responsibilities, which are crucial to the institution's growth. The Principal is expected to undertake the following developmental responsibilities.

1. Keeping in mind the institution's future needs, the principal must find, reach out to, and recruit the best faculty members for the school.
2. Providing the faculty with the required direction and assistance, as well as nurturing and facilitating them.
3. Determining and projecting the institution's essential competencies, whether they are current or probabilistic.
4. Concentrating on enhancing the institution's reputation overall or in relation to a specific area of expertise, such as a department or set of activities.

d. Leadership Functions

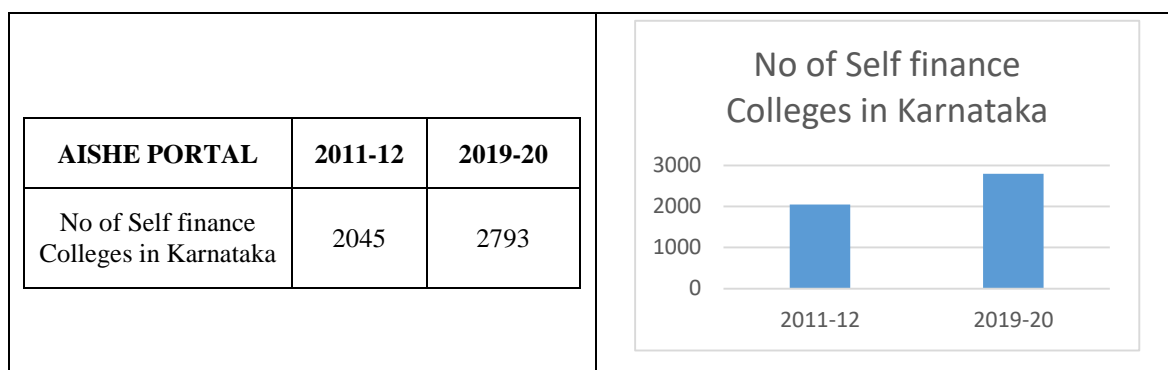
In reality, a principal of an academic institution must do these duties above all others. The Principal will demonstrate the genuine attributes of a leader by carrying out these responsibilities and setting an example for all of his or her staff. Among the roles of leadership are the following ones.

1. The Principal will demonstrate that he is a superb educator and that he is among the greatest in his field.
2. To become recognized by all faculty members as a true academic leader, pursue research, publications, consulting, training, and establishment of credentials as an academician of worldwide level.
3. To establish rigorous requirements for involvement, dedication, and discipline in work habits.
4. To encourage all of his or her co-workers to work toward the objectives

5. Growth of Self Finance Colleges in Karnataka

Some important facts on development of self finance colleges or Private colleges in the state of Karnataka are listed below which exhibits a greater development. The information is gathered from higher education authority and comparison nis made between 2011-12 and 2019-20 some of the key points are as follows:

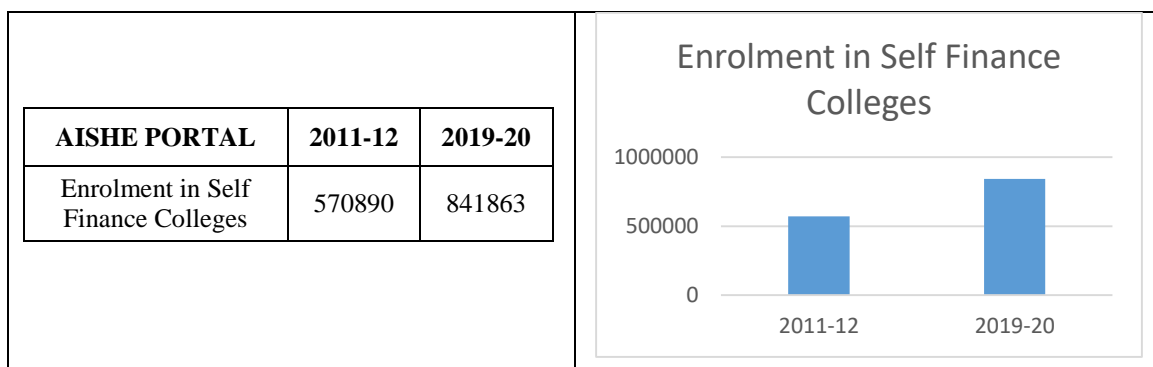
Table: 1 and Figure 1: No of Self Finance Colleges in Karnataka



(Source: All India Survey on Higer Education, Government of India)

The above table 1 explains on the increase in number of Self finance colleges has gone up by 748 colleges and the increase percentage is 36.5% which shows that there are more scope for development in self finance colleges in the state.

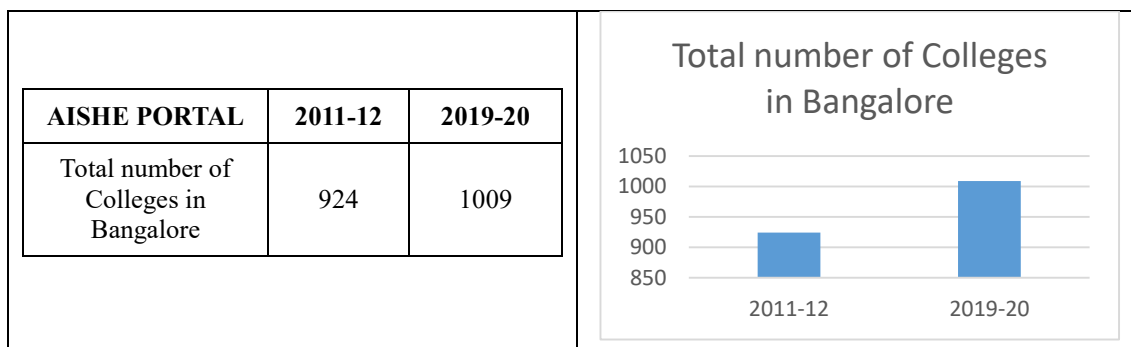
Table: 2 and Figure 2: Students Enrolment in Self Finance Colleges)



(Source: All India Survey on Higer Education, Government of India)

From the above Table 2 it shows the number of students enrollment has increased by 270973 as more number of students are attracted to the services provided by the colleges the percentage of increase is 47%, the state is providing all the scope for better development in terms of higher education and Bangalore city being the main hub education in the State

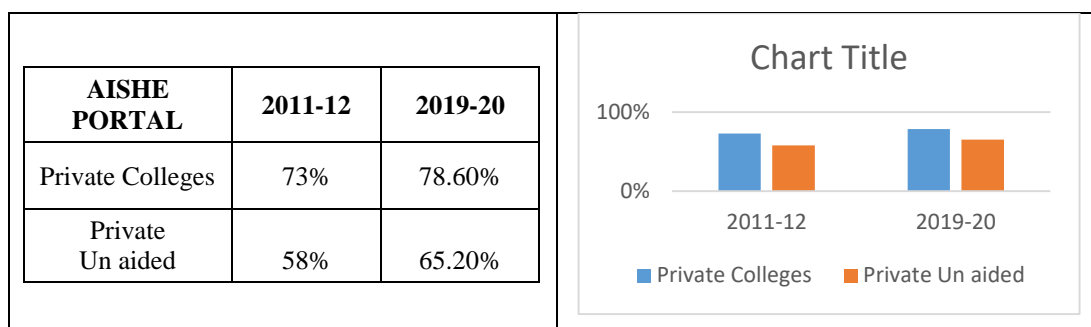
Table: 3 and Figure 3: Total number of Self finance colleges in Bangalore



(Source: All India Survey on Higer Education, Government of India)

The number of colleges enrolled in the Bangalore city has increased by 75 colleges and as per the survey of higher education it is the number 1 city India with more number of colleges operating both in the year 2011-12 and 2019-20

Table: 4 and Figure 4: Percentage of Private and UN Aided Colleges



(Source: All India Survey on Higer Education, Government of India)

As shown in the above table the increase in private colleges are very evident and in terms of operation and development the private or self finance college stand apart from government and aided colleges in the state

6. Challenges of Principals at Self Finance Colleges

Majority of self colleges get university affiliations based on their protocols. Each institutions have to follow the norms and procedures, Principal being the academic leader face the following problems. Some of them are listed below:

1. Curriculum updating: Continuous updating of curriculum is quite challenging for the Principals to adopt and bring in the changes as it would enforce a lot of changes in the administration and academic conduct of activities.
2. Infrastructure and Resource: Self Finance colleges have a constraint with infrastructure required by the institution as they lack funds to have a greater and sophisticated and well equipped facilities as v=compared to government or aided institutions.
3. Financial constraints: Self finance colleges are run on the private funds. These institutions do not get any grants or funds for its operation from the government or statutory bodies. Any extension or development of the institution are purely done based on the funds mobilized by the institutions through the fee collected.
4. Overcrowding- The self finance colleges are opted by many students at large, due to quality services provided due to which the number of intakes are always high. The crowd management is big task for the Principals as the number students are more, the more responsibility to give a quality education.
5. Policy Reforms: the higher educational policies and reforms are revised and updated based on the requirement, it is necessary for all the institutions to abide by the reforms and change in policies from time to time.
6. Changing technology: the rapidly changing technology poses a greater challenges to the educational institutions as they have to shift from old method or technique of delivering the educational services are to be replaced by the latest technology. The changing technological environment and adoptability to such changes are real challenge to the institutions and replacing of present working manual system to digitalized method.

7. CONCLUSION

Principals being the academic leader has a greater role in development of the institution and students future with varied opportunity creation and rigorous training and development. Principals would achieve the Organisational goals through the teachers and Employees who work in forefront in the development of both students and institutions. Therefore, the role of Principals is crucial and challenging. from the above, review on role of Principals work responsibilities, growth prospects of self finance colleges and challenges faced by the Principals it can be concluded that self finance colleges success and growth are in the hands of the person who takes up the responsibility in running the institution and such responsibility is clearly identified with Principals work culture. therefore, the future of any Self finance colleges are in complete responsibility of the person who takes up the institutional goals and makes into reality the one who motivate and work with other people for the benefit of student community at large.

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