

APPENDIX I

CENTRE OF ADVANCED STUDY IN EDUCATION

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A STUDY OF THE MANAGEMENT OF AUTONOMOUS COLLEGES IN INDIA

(Opinionnaire for Teachers)

Dear Sir/Madam,

As part of a research study leading to Ph.D., this is an attempt to evaluate the management of academic programmes and administrative structures of autonomous colleges in India. Since you are intimately associated with the autonomous college programme, I feel that you are the right person to speak authentically about it. Your views and suggestions will be most valuable for this study and consequently for those who look forward to venture into autonomous college programme. Hence I would request you to kindly fill up this opinionnaire and cooperate with me. All the information you provide will be kept strictly confidential and will be used only for research purposes.

Yours sincerely,

Varghese P.P

HOW TO ANSWER

- (i) For YES () No () NK () type of questions make only one choice and give a tick mark as (_/). (NK = NOT known)
- (ii) On the questions with four-point scale, statements are given. Kindly make a choice of any one of the letters A B C D as your preference for one statement or portion thereof and encircle the same as (c). The significance of letters on the scale are given below:

A = Fully agree
B = Agree to a great extent
C = Agree to a certain extent
D = Disagree
- (iii) Where various alternative statements are given as answers, please tick mark (_/) in the space provided against your preference. More than one statement may be preferred.

PERSONAL DATA

- i. Name of the respondent (optional)
- ii. Male () Female ()
- iii. Educational qualifications
- iv. Community/Caste
- v. Name of the college
- vi. Department
- vii. Year of joining the college
- viii. Present designation
- ix. Experience as teacher in years:
 - (a) autonomous college(s) ()
 - (b) Affiliated college(s),if applicable ()
- x. Affiliated to which teachers' union, if applicable

1. Could you please describe what autonomy means to you as a teacher in this college?

2. (a) Have you participated in any orientation programme about autonomy, and if so, how many?

YES() No() Number()

(b) If yes, please describe the nature, content of such programme (s)

(c) Such orientations given were adequate to equip the staff members to involve themselves in the autonomous college programmes. A B C D

(d) There is need for periodic refresher programmes for the staff on the working of autonomy A B C D

3. Your college is in an advanced stage of achieving the following objectives of autonomy:

(i) to orient curriculum to meet the regional needs A B C D

(ii) to adopt innovative instructional methods A B C D

(iii) to bring reform in examination system A B C D

(iv) to promote continuous internal assesment A B C D

(v) to adopt final internal evaluation of the students A B C D

4. Your opinion about the following structural changes.

(i) Through the representation in the Board of studies each staff member has a say in:

(a) Course and curriculum planning A B C D

(b) preparation of syllabus A B C D

(c) evaluation of students A B C D

(ii) More local/regional needs have been accommodated in curriculum A B C D

(iii) Methods of teaching and learning have changed A B C D

- (iv) All these added to the work load of all categories of staff A B C D
5. What other changes and modes of decentralisation would you like to have to attain the goals of autonomy?
6. Could you express your attitude towards the implementation of autonomy in the college in the beginning and now:
- | | NOW | In the beginning |
|--------------------------|-----|------------------|
| (i) enthusiastic | () | () |
| (ii) positively inclined | () | () |
| (iii) indifferent | () | () |
| (iv) negatively inclined | () | () |
| (v) totally opposed | () | () |
7. You are satisfied with the participation of the teachers in:
- | | |
|---|---------|
| (i) long term administrative planning such as reorganisation, pattern of assignment, etc. | A B C D |
| (ii) long-term academic planning such as starting of new courses, evaluation methods and patterns of assignment, etc. | A B C D |
| (iii) implementing the planned activities | A B C D |
| (iv) course and curriculum planning | A B C D |
| (v) Co-curricular activities planning and implementation | A B C D |
8. In the planning of courses and programmes and in their modifications sufficient thought is given for:
- | | |
|---|---------|
| (i) identifying the emerging developmental needs for man power | A B C D |
| (ii) locating employment areas and opportunities | A B C D |
| (iii) imparting education in the light of rapidly expanding knowledge and communication technology | A B C D |
| (iv) organising curriculum in such a way as to provide flexibility with regard to student aptitudes and interests | A B C D |
9. Could you please enlist a few innovative steps taken in your department to illustrate the points in question No.8?
10. In order to improve quality and effectiveness, curricular strategies and methods of instruction and evaluation in your college do give importance to:
- | | |
|-------------------------------------|---------|
| (i) self learning technique | A B C D |
| (ii) problem solving skills | A B C D |
| (iii) trans-disciplinary perception | A B C D |
| (iv) inclusion of social awareness | A B C D |

- (v) attainment of practical skills A B C D
 (vi) fostering originality and creative application of knowledge A B C D

11. In such curricular strategies which of the following teaching-learning methods are employed in your classes?

- (i) Project work () (ii) case study ()
 (iii) guided group study () (iv) seminars etc. ()
 (v) symposia () (vi) workshop ()
 (vii) guided library work () (viii) field study/visit to work places ()
 (ix) programmed learning () (x) multimedia trsching, etc. ()

12. Autonomous college programme aims at "liberting the teacher and restoring to him his functional autonomy"

- (a) You really experience this autonomy in:
 (i) syllabus planning A B C D
 (ii) innovative methods of teaching A B C D
 (iii) evaluation of students A B C D
 (iv) leadership in co-curricular activities A B C D

- (b) this experience is rewarding to you in:
 (i) accademic achievements A B C D
 (ii) personal and satisfaction A B C D
 (iii) gaining the confidence of students A B C D

- (c) Most of the members of the teaching staff are making use of autonomy in a very responsible manner A B C D

- (d) In what ways autnomy has changed your style of functioning as a teacher?

13. Is there any system in the college whereby you can regularly communicate your opinions and suggestions about the working of the autonomous programmes through:

- (i) periodic brain-storming sessions YES () NO ()
 (ii) periodic departmental meetings organised by the authorities YES () NO ()
 (iii) periodic staff meetings for the whole college YES () NØ ()
 (iv) regular meeting with the principal:
 (a) indivudally YES () NO ()
 (b) in groups (say, dept, wise) YES () NO ()

14. The management of your college is resourceful enough in the administration of the college with reagrd to:

- (i) intellectual leadership and academic orientation A B C D

- (ii) financial capability A B C D
 (iii) adaptability to changing situations and values A B C D
 (iv) constructive in approach A B C D
 (v) responsive to and appreciative of the legitimate aspirations of the staff A B C D
 (vi) sympathetic to the points of view and problems of the students A B C D
15. Choose any ONE of the following as the most likely characteristic style of your management (tick mark):
- (i) ruthlessly autocratic () (ii) autocratic ()
 (iii) benevolent dictator () (iv) thoroughbred democrat ()
 (v) Pragmatic(practical) democrat ()
 (vi) any other. ()
16. (a) State how decisions are taken in your college in most occasions by choosing any one of the alternatives below:
- (i) all members of the teaching staff are involved at various stages ()
 (ii) a small committee takes them without involving others ()
 (iii) only one or two individuals decide and the others just follow ()
- (b) You are satisfied by the procedure followed in the college for decision making ()
17. There is a view that autonomy involves added work load to the teacher with no proportionate compensation.
- (a) This view is true A B C D
 (b) This added work is acceptable to you as an academic and rewarding to you as a teacher A B C D
 (c) What per cent work load is added in comparison with the affiliated college teachers (%)
18. The UGC guidelines give the following as the functions of the Board of Studies. Do you agree that these functions are really performed by it in your college?
- (i) prescribing the regulations and syllabi for various courses A B C D
 (ii) review and update syllabi periodically A B C D
 (iii) introducing new courses A B C D
 (iv) determining the details of continuous internal evaluation A B C D
 (V) recommending panels of examiners for appointment for the semester exams A B C D
19. The co-ordination among the various agencies listed below involved in the planning and implementation of autonomy

programme in your college is satisfactory:

- (i) Principal and teaching staff A B C D
- (ii) Teaching staff and office staff A B C D
- (iii) Academic administration staff (Deans, Heads, etc) and the teaching staff A B C D
- (iv) Staff and Students A B C D
- (v) College and local bodies/agencies A B C D

20. Among the aims of higher education include the training of the mind leading to formation of character and grooming the individual for life in a secular society. The effectiveness of the affiliating system of colleges in this regard is considered very limited.

- (i) Autonomous college is a better alternative for achieving this aim A B C D
- (ii) Such aims of education are properly articulated in the college programme so that the limitations of the earlier system can be overcome A B C D

21. What do you say about having a Cell in every autonomous college to continuously engage itself in research and continuous interaction with academic experts with a view to training the faculty and updating it in techniques of teaching and evaluation through refresher courses, seminars, etc:

- (i) it is advisable to have one A B C D
- (ii) it is feasible to have one for this college A B C D

22. Is there any remedial teaching programme in the college for the weaker students as a consequence of continuous internal evaluation? YES () NO ()

23. Have you or your department at any time experimented with any methods of evaluation, such as open book exams, group interaction evaluation, etc., and if yes, please describe: YES () NO ()

24. There is a widespread apprehension in academic circles that in autonomous colleges marks in internal assessment are given by teachers with subjective bias and extra-academic considerations.

- (a) This apprehension is valid with regard to your college A B C D
- (b) What portion of the teachers in your department are similarly biased?

- (i) All of them () (iii) Some of them ()
- (ii) Most of them () (iv) none of them ()

25.(a) Would you willingly submit yourself to be evaluated by:

- (i) colleagues of your own department YES () NO()
- (ii) colleagues of other departments YES () NO()
- (iii) your students YES () NO()
- (iv) an independent agency employed by the college authorities YES () NO()

(b) Do you have any books or other research publications to your credit YES () NO()

(c) If yes, how many:

- (i) Books ()
- (ii) research papers in the last 3 years ()

(d) Have you participated in any of the following programmes in the last five years, and if so, in how many?

- (i) inter-collegiate staff seminar/ conferences number YES () NO () ()
- (ii) national/international seminars/ conferences, etc. YES () NO () ()
- (iii) extension lectures given to other colleges and institutions YES () NO () ()

26. (a) In the running of the college as an autonomous institution, do student politics and their union activities:

- (i) make any creative contribution YES() NO() NK()
- (ii) create any substantial problems YES() NO() NK()

(b) If yes, enlist a few such contributions and problems and give your comments about them.

27. Catering to local needs and extension services to the community around are among the aims of autonomous college programme.

(a) What are the steps, if any, taken to identify such local needs by your college?

(b) Please indicate some courses or programmes in the college specifically catering to local needs if any.

28. In your opinion, where does your college stand in the scale of success as an autonomous institution?

- (i) Highly successful () (ii) Successful ()
- (iii) Average () (iv) Below average ()
- (v) Failure () (vi) Do not know ()

29. (a) Do you remember any programmes introduced after the attainment of autonomy which were later discontinued, curricular, co-curricular programmes or administrative reforms or reorganisations? YES () NO ()

(b) If yes, please name a few.

(c) Could you please list a few programmes introduced as improved substitutes in place of some programmes in the affiliating system?

30. There have been great apprehensions in our country about conferring of autonomy to colleges. In the light of your experience with an autonomous college, do you agree that the following apprehensions are well-founded?

- (i) Autonomous colleges will succumb to pulls and Pressures A B C D
- (ii) Internal assessment is going to be biased A B C D
- (iii) There will be wide-spread disparity in the attainment of the products from various autonomous colleges A B C D
- (iv) Selection of colleges for conferring of autonomy on the basis of excellence will be difficult. A B C D
- (v) Teachers are lacking judgement in assessing their students A B C D
- (vi) Autonomous colleges under private managements will not be a healthy system in higher education. A B C D
- (vii) Power and control of the management will be enhanced which may not be good for the staff and students A B C D
- (viii) The rights and privileges of the teachers will be curtailed by the management A B C D
- (ix) In view of the pressure of numbers and other prevailing conditions, time is not ripe for college autonomy. A B C D
- (x) Teachers are not properly motivated A B C D

31. On the basis of your experience, please make your preference on the following points also:

- (i) Under autonomous college system students have a variety of choices in selecting the combination of courses according to their interest and needs A B C D
- (ii) Autonomous colleges encourage students to have intimate interaction with teachers A B C D
- (iii) Continuous internal evaluation gives feedbacks to students and teachers for remedial action A B C D
- (iv) The system makes students hard working A B C D

- (v) Internal evaluation gives reliable results A B C D
- (vi) There is complete academic freedom for teachers A B C D
- (vii) Autonomous colleges are liked by teachers more when compared to non-autonomous ones A B C D
- (viii) Teachers' job is as secure as it is in non-autonomous colleges A B C D
- (ix) Employment prospects of the students have improved because of their being trained in autonomous colleges A B C D
- (x) There are more examinations and tests and hence less time for personal reading A B C D
- (xi) There is less student unrest because:
- (a) their time is fully occupied A B C D
- (b) there are more co-curricular activities A B C D
- (c) there is strong regimentation A B C D
32. Your college is among the pioneering institutions to experiment with autonomy. The central government is for expanding this programme and ultimately to make all colleges in the country autonomous. Please express your opinion on the following statements by making appropriate choices:
- (i) The time is ripe in our country to expand this programme in a large scale A B C D
- (ii) Our higher education system is strong and mature enough to sustain the autonomous colleges programme. A B C D
- (iii) The college teachers in this country in general are capable to extent this programme to all colleges in the following capacities:
- (a) Intellectually A B C D
- (b) academically A B C D
- (c) psychologically A B C D
- (d) organisationally as members of teachers' associations A B C D
- (iv) Autonomous colleges programme in this country should be stopped forthwith A B C D
33. Do you have any further comments or suggestions about autonomous colleges programme in the light of your involvement with this experimentation?