



6.1.1

Case Study

*"Elevating Top-tier, Engaging Mid-level, and
Cultivating Frontline:
A Participative Leadership Paradigm for Faculty
Across Management Strata"*

Principals

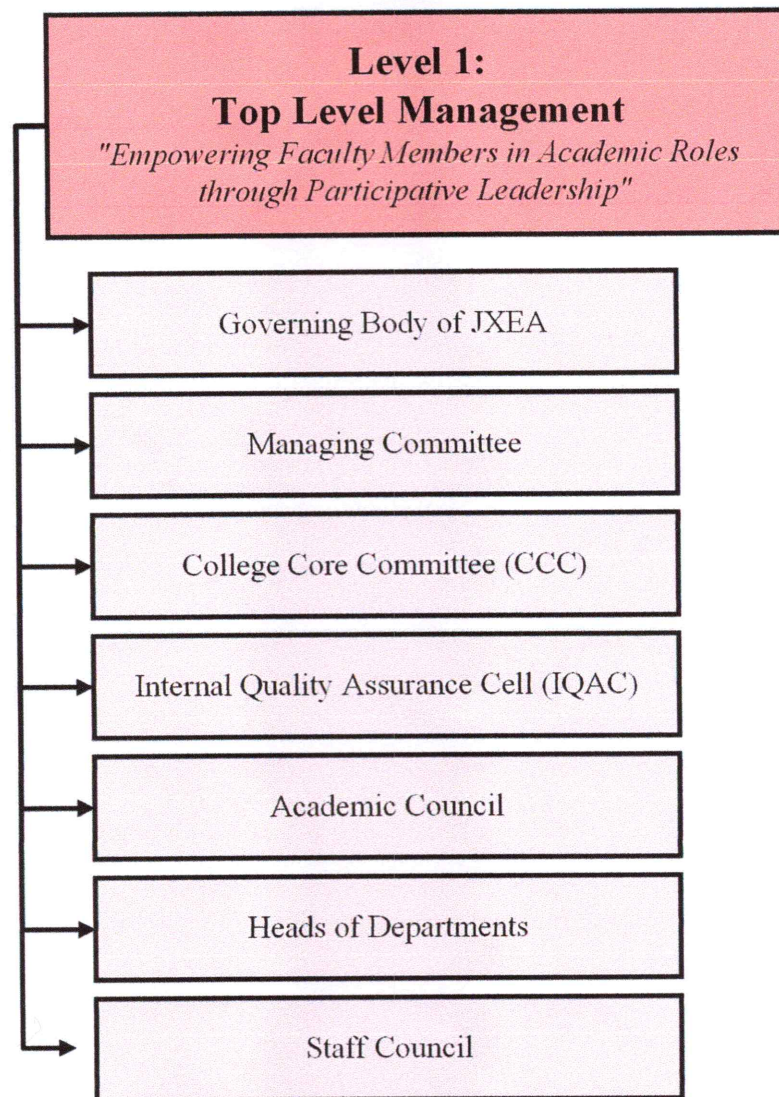
Principal
St. Xavier's College, Jaipur
Nevta-Mahapura Road, Jaipur





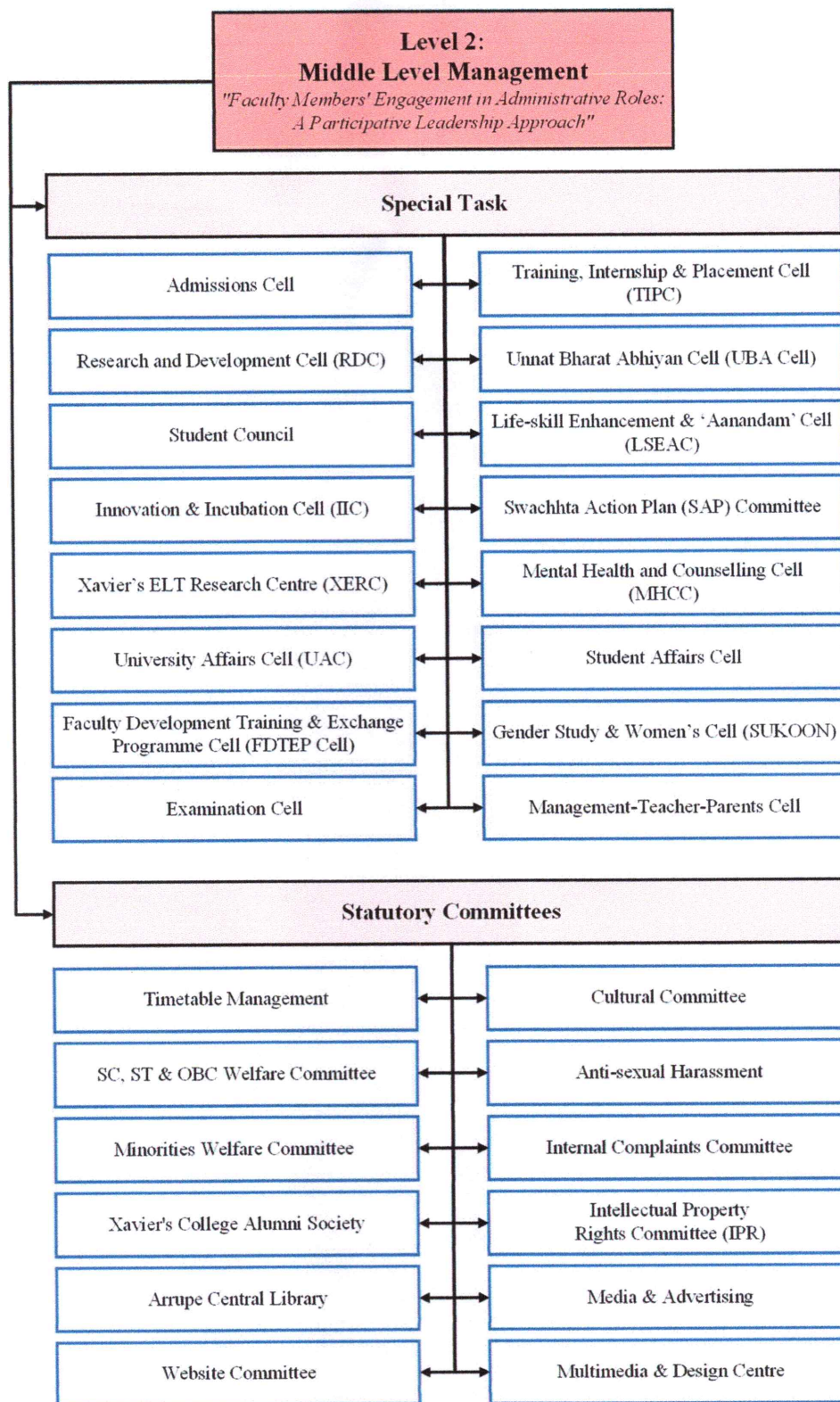
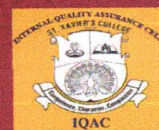
Case Study

*"Elevating Top-tier, Engaging Mid-level, and Cultivating Frontline:
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Principal

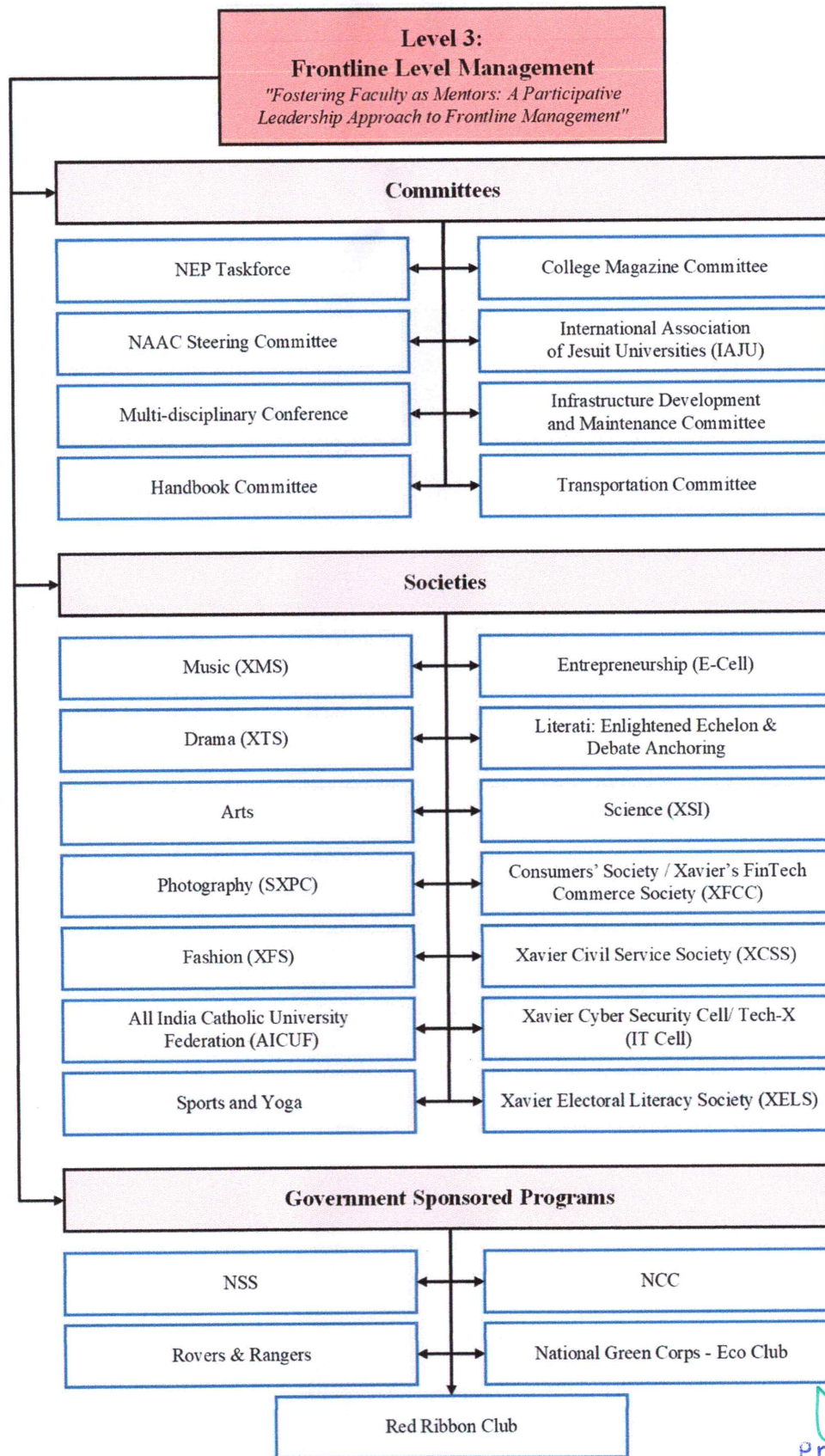
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Nevta-Mahapura Road, Jaipur



A. J. J.
Principal

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Nevta Mahapura Road, Jaipur

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Level 1

Top-level management

"Empowering Faculty Members in Academic Roles through Participative Leadership"

Position	Name
Governing Body of JXEA	
President	Rev Fr Soosai Mani SJ
Vice-president & Treasurer	Rev Fr Dr Nelson Ashok D'Silva SJ
Secretary	Rev Fr Dr S Arokya Swamy SJ
Member	Rev Fr Prof S Xavier SJ
Member	Rev Fr M Dominic Arockiam SJ
Member	Rev Fr Sangeeth Raj SJ
Member	Rev Fr John Ari SJ
Managing Committee	
Manager	Rev Fr Dr S Arokya Swamy SJ
Principal	Rev Fr Prof S Xavier SJ
Vice-principal	Rev Fr Dr Raymond Cherubin SJ
Dean, R & D	Rev Fr Dr M Amaldass SJ
Campus Administrator	Rev Fr Pradeep Indwar SJ
College Core Committee (CCC)	
Convenor	Rev Fr Prof S Xavier SJ
Vice Principal	Rev Fr Dr Raymond Cherubin SJ
Dean, R & D Cell	Rev Fr Dr M Amaldass SJ
Academic Coordinator	Dr Ranjit Kaur
Activity Coordinator	Dr Pradeep Soni
Public Relation Officer (PRO)	Dr Dharmveer Yadav
IQAC Coordinator	Mr Yashwardhan Singh
Internal Quality Assurance Cell (IQAC)	
Chairman	Rev Fr Prof S Xavier SJ
Member	Rev Fr Dr S Arokya Swamy SJ
Member	Rev Fr Dr Nelson D'Silva SJ
Member	Rev Fr Dr Raymond Cherubin SJ
Coordinator	Mr Yashwardhan Singh
Faculty Member	Dr Shikha Arora Bakshi

Principal



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Position	Name
Faculty Member	Dr Nitasha Khatri
Faculty Member	Dr Ranjit Kaur
Faculty Member	Dr Vaishali Singh
Faculty Member	Sr Dr Ligimol Louis
Faculty Member	Dr Antony Nitin Raja
Asst Librarian	Ms Loveleen Mathur
Coordinator, IQAC, University of Rajasthan	Prof Rashmi Jain
Coordinator, IQAC, Banasthali Vidyapith	Prof Harsh Purohit
Industrialist	Mr Ajay Kochar
Alumni Representative	Ms Aparna Joshi
Academic Council	
Chairman	Rev Fr Prof S Xavier SJ
Member	Rev Fr Dr Raymond Cherubin SJ
Member	Rev Fr Dr M Amaldass SJ
Coordinator	Dr Ranjit Kaur
Heads of Departments	All Heads
Coordinator, IQAC	Mr Yashwardhan Singh
Heads of Departments	
Business Administration	Dr Leena Sharma
Commerce	Dr Mahua M. Bose
Computer Science	Dr Arpita Banerjee
English	Dr Rama Hirawat
Economics	Ms Poorvi Medatwal
Political Science	Dr Meeta Sharma
Science	Sr Dr Ligimol Louis CMC
Psychology	Ms Nupur Chouhan
Arts	Ms Mrinalini Faujdar
Staff Council	
Staff Secretary	Dr Dharmveer Yadav
	Regular Teaching Faculty


Principal

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Level 2

Middle-level management

"Faculty Members' Engagement in Administrative Roles: A Participative Leadership Approach"

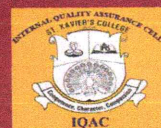
Special Task

Cell	Name	Position
Admissions Cell	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Leena Sharma	Coordinator
		Coordinator, ERP
		Coordinator, Website
Research and Development Cell (RDC)	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr M Amaldass SJ	Dean
Xavier's ELT Research Centre (XERC)	Rev Fr Prof S Xavier SJ	Director
	Dr Akanksha Johar	Coordinator
	Dr Shruti Rawal	Asst Coordinator
University Affairs Cell (UAC)	Dr Dharmveer Yadav	Coordinator
	Mr Praveen Lakhera	Member
	Mr Parmanand Sharma	Office Assistant
Faculty Development Training & Exchange Programme Cell (FDTEP Cell)	Dr Nitasha Khatri	Coordinator
	Dr Renu Jadon	Asst Coordinator
	Ms Pushpanjali Saini	Member
Examination Cell	Dr Leena Sharma	Coordinator
	Dr Meeta Sharma	Asst Coordinator
	Ms Nupur Chauhan	Member
		Member (Coordinator, UAC)
		Member (Office Staff)
Innovation & Incubation Cell (IIC)	Rev Fr Prof S Xavier SJ	President
	Rev Fr Dr S Arokya Swamy SJ	
	Rev Fr Dr Raymond Cherubin SJ	
	Rev Fr Dr M Amaldass SJ	



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Cell	Name	Position
	Ms Anjali Pareek	Convenor & Start-up Activity Coordinator
	Dr Ekta	Innovation Activity Coordinator
	Ms Poorvi Medatwal	Internship Coordinator
	Ms Blessy Varghese	Social Media Coordinator
	Dr Shanmugam Marimuthu	IPR Activity Coordinator
Training, Internship & Placement Cell (TIPC)	Ms Poorvi Medatwal	Coordinator
	Dr Shruti Rawal	Asst Coordinator
	Dr Happy Agrawal	Member
	Ms Ritu Sisodia	Member
Unnat Bharat Abhiyan Cell (UBA Cell)	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr S Arokya Swamy SJ	
	Rev Fr Dr Raymond Cherubin SJ	
	Rev Fr Dr M Amaldass SJ	
	Dr Ranjit Kaur	Coordinator
	Dr Mamta Pareek	Asst Coordinator
	Dr Happy Agrawal	Member
	Sr Dr Ligimol Louis CMC	Member
	Mr Rohan Thomas Cherian	Member
	Member (Coordinator, NSS/NCC)	
Life-skill Enhancement & 'Aanandam' Cell (LSEAC)	Dr Ekta	Coordinator
	Sr Dr Ligimol Louis CMC	Member
	Mr Narendra Lamba	Member
Swachhta Action Plan (SAP) Committee	Rev Fr Dr S Xavier SJ	Chairman
	Fr Pradeep Indwar SJ (Campus Administrator)	
	Ms Nupur Chauhan	Coordinator
	Dr Rama Hirawat	Sanitation & Hygiene
	Dr Shanmugam Marimuthu	Energy & Water Management
	Dr Juniet Maria Jose	Waste Management
	Dr Anik Sarkar	Greenery
Mental Health and Counselling Cell (MHCC)	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	



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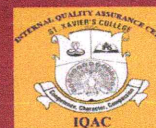
Cell	Name	Position
	Ms Nupur Chauhan	Coordinator
	Ms Ruhi Sinha	Member
	Ms Priya Sahrawat	Member
	Ms Sanbrita Acharya	Counsellor
Student Affairs Cell	Rev Fr Prof S Xavier SJ	Appeals & Grievances Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Salim Khan	Coordinator (Code of Conduct)
	Dr Ajay Kr Dandotiya	Asst Coordinator (Code of Conduct)
		Heads of Departments
Gender Study & Women's Cell (SUKOON)	Rev Fr Prof S Xavier SJ	Chairman
	Dr Rama Hirawat	Coordinator
	Ms Aneesha Jain	Member
	Ms Priya Sahrawat	Member
Management-Teacher-Parents Cell	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Gurneet Kaur Suri	Coordinator
	Ms Mrinalini Faujdar	Member
Students' Council	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Shruti Rawal	Coordinator
	Dr Ajay Kumar Dandotiya	Asst Coordinator
	Ms Ruhi Sinha	Asst Coordinator
	Ms Neetu Sharma	Member
	Ms Akansha Arora	Member
	Ms Ritu Sisodia	Member
	Dr Anik Sarkar	Member
	Mr Praveen Lakhera	Member
Mr Surendra Singh Chauhan	Member	

Finery

Principal

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Nevta-Mahapura Road, Jaipur

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STATUTORY COMMITTEES

Committee	Name	Position
Timetable Management	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Nitasha Khatri	Coordinator
	Academic Coordinator	Member (Academic Coordinator)
Cultural Committee	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Meeta Sharma	Coordinator
		Member (Coordinator, Students' Council)
		Member (Coordinator, Dance, Drama, Music, and Fashion Society)
Anti-sexual Harassment	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Happy Agrawal	Coordinator
		Heads of Departments
	Sr Dr Pearl	External Member
SC, ST & OBC Welfare Committee	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Dharmveer Yadav	Coordinator
Minorities Welfare Committee	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Sr Dr Ligimol Louis	Coordinator
	Dr Salim Khan	Member
Internal Complaints Committee	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Staff Secretary	Staff Secretary
	Heads of Departments	Heads of Departments
Xavier College Alumni Society	Rev Fr Prof S Xavier SJ	Director
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Mahua Bose	Coordinator
	Dr Salim Khan	Asst Coordinator



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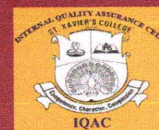
	Dr Ankita Rathore	Member
	Ms Sunita Choudhary	Member
	President, XCA	President, XCA
	Vice-president, XCA	Vice-president, XCA
Intellectual Property Rights Committee (IPR)	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Shanmugam Marimuthu	Coordinator
	Ms Anjali Pareek	Member
Arrupe Central Library	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Sr Dr Ligimol Louis	Coordinator
	Ms Loveleen Mathur	Asst. Librarian
	Dr Antony Nitin Raja	Member
Media & Advertising	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Mahua Bose	Coordinator
	Dr Akanksha Johar	Asst Coordinator
	Ms Blessy Varghese	Member
Website Committee	Rev Fr Prof S Xavier SJ	Webmaster
	Rev Fr Dr Raymond Cherubin SJ	
	Dr Arpita Banerjee	Coordinator
	Dr Gurneet Suri	Asst Coordinator
	Ms Pushpanjali Saini	Member
	Dr Atiq Kelsy	Member
	Ms Blessy Varghese	Member
Multimedia & Design Centre	Rev Fr Prof S Xavier SJ	Chairman
	Rev Fr Dr Raymond Cherubin SJ	
	Ms Pushpanjali Saini	Coordinator
	Ms Neetu Sharma	Asst Coordinator

Principals

Principal

St. Xavier's College, Jaipur
Nevta-Mahapura Road, Jaipur





Level 3

Frontline-level management

"Fostering Faculty as Mentors: A Participative Leadership Approach to Frontline Management"

Committee	Position	Name
NAAC Steering Committee	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Raymond Cherubin SJ
	Coordinator	Mr Yashwardhan Singh
	Asst. Coordinator	Dr Shikha Arora Bakshi
	Member	Dr Nitasha Khatri
	Member	Dr Ranjit Kaur
	Member	Dr Vaishali Singh
	Member	Dr Dharmveer Yadav
	Member	Dr Mahua Bose
	Member	Dr Leena Sharma
	Member	Dr Atiq Kelsy
	Member	Dr Denny Shaji
	Member	Dr Gurneet Kaur Suri
	Member	Sr Dr Ligimol Louis
Multi-disciplinary Conference	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Raymond Cherubin SJ
	Co-convenor	Dr Atiq Kelsy
	Organizing Secretary	Dr Shikha Arora Bakshi
	Organizing Secretary	Ms Poorvi Medatwal
	Organizing Secretary	Ms Anjali Pareek
	Members	RDC Members
	Members	Heads of Departments
Transportation Committee	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Raymond Cherubin SJ
	Coordinator	Dr Salim Khan
	Transport Operator (Representative)	


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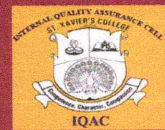


Handbook Committee	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Raymond Cherubin SJ
	Coordinator	Dr Akanksha Johar
	Asst Coordinator	Ms Aneesha Jain
College Magazine Committee	Chairman	Rev Fr Prof S Xavier SJ
	Coordinator	Rev Fr Dr Raymond Cherubin SJ
	Asst Coordinator	Mr Rohan Thomas Cherian
	Members	Members, Students' Council
International Association of Jesuit Universities (IAJU)	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Arokya Swamy SJ
		Rev Fr Dr Raymond Cherubin SJ
		Rev Fr Dr M Amaldass SJ
		Dr Ranjit Kaur
		Dr Salim Khan
Infrastructure Development and Maintenance Committee	Chairman	Rev Fr Prof S Xavier SJ
		Rev Fr Dr Arokya Swamy SJ
		Rev Fr Dr Raymond Cherubin SJ
		Rev Fr Dr M Amaldass SJ
		Rev Fr Pradeep Indwar SJ
	Coordinator, IQAC	Coordinator, IQAC
		Mr Rajeev Nokhwal
NEP Taskforce	Chairperson	Rev Fr Prof S Xavier SJ
	Secretary	Dr Shikha Arora Bakshi
	Member	Dr Ranjit Kaur
	Member	Ms Akansha Arora
	Member	Ms Ruhi Sinha
	Member	Sr Dr Ligimol Louis
	Observer	Mr Yashwardhan Singh, Coordinator, IQAC

Arora
Principal

St. Xavier's College, Jaipur
Nevta-Mahapura Road, Jaipur





MENTORS OF SOCIETIES

S. No.	Society	Mentor	Co-mentors
1	Music (XMS)	Dr Renu Jadon	Dr Mahak Bhatia
2	Drama (XTS)	Dr Happy Agrawal	Ms Priya Sahrawat
3	Dance (XDC)	Ms Mrinalini Faujdar	Ms Neetu Sharma
4	Arts	Dr Denny Shaji	Ms Aneesha Jain
5	Photography (SXPC)	Ms. Akansha Arora	
6	Fashion (XFS)	Dr Mahak Bhatia	Mr Surendra Singh Chauhan
7	AICUF	Dr Denny Shaji	Dr Akanksha Johar
8	Sports and Yoga	Dr Ajay Kr Dandotiya	Ms Sunita Choudhary
9	Entrepreneurship (E-Cell)	Head (Bus. Admin.)	Department Faculties
10	Literati: Enlightened Echelon & Debate Anchoring	Head (English) Mr Rohan Thomas	Department Faculties
11	Science (XSI)	Head (Science)	Department Faculties
12	Consumers' Society / Xavier's FinTech Commerce Society (XFCC)	Dr Ekta	Department Faculties
13	Xavier Civil Service Society (XCSS)	Ms Mrinalini Faujdar	Mr Narendra Lamba
14	Xavier Cyber Security Cell/ Tech-X (IT Cell)	Head (CS)	Department Faculties
15	Xavier Electoral Literacy Society (XELS)	Ms Mrinalini Faujdar	Dr Mamta Pareek
GOVERNMENT SPONSORED PROGRAMS			
16	NSS	Dr Pradeep Soni	Mr Rohan Thomas
17	NCC	Dr Pradeep Soni	Mr Sahdev Singh
18	Rovers & Rangers	Dr Pradeep Soni	Mr Narendra Lamba Ms Mahak Bhatia
19	National Green Corps – Eco Club	Ms Ruhi Sinha	Ms Poorvi Medatwal
20	Red Ribbon Club	Ms Sunita Choudhary	Dr Mamta Pareek


Principal

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