

INTERVIEW SCHEDULE FOR STUDY OF SELECTED INNOVATIONS

- I. Name of Innovation
- II. Institution in which it has been adopted
- III. Year of Adoption
- IV. The person/persons who were chiefly responsible for the adoption/planning/implementation of the innovation :
- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |
- V. (a) What was the need/problem that was sought to be met/solved by the innovation?
- (b) How did you become aware of that need/problem?
- | | |
|-------------------------------------|--------|
| From personal experience | () |
| From discussion with colleagues | () |
| From discussion with students | () |
| From discussion with parents/public | () |
| In any other way? | |
- (c) Did you consider various alternate solutions for the need/problem? Yes/No
- (d) If yes, why did you choose the innovation under discussion for adoption/implementation?

- () Its compatibility with the aims of the college.
- () Its practicability.
- () Its economical nature.
- () Its potential usefulness for the college/ students.
- () The support received from UGC/ University/Other agencies.
- Any other (mention which) .

VI . From which sources did you get information/ awareness about the innovation?

- Books/Journals ()
- U.G.C. ()
- University ()
- Colleagues ()
- Other colleges ()
- Visits abroad ()
- Experts ()
- Any other ()

- VII. (a) How many staff members were involved in its operation?
- (b) How many students were involved in it?
- (c) Was anybody else involved in it?

VII. (d) Who were the beneficiaries of the innovation?

Students ()

Teachers ()

Local Community ()

Any Other ()

(e) What were the benefits they derived?

VIII. How was the decision to adopt/start it, taken?

In consultation with the Governing Body? Yes/No

In consultation with the Staff? Yes/No

In consultation with the Students? Yes/No

In consultation with the University? Yes/No

In consultation with anybody else? Yes/No

IX. (a) The proposal for adoption was discussed with -

All the staff members ()

The majority of staff ()

Some of the staff ()

None at all ()

(b) What was the reaction of the staff to the proposal?

Indifference ()

Initial Resistance ()

Cautious Reservation ()

Half-hearted agreement ()

Cooperation ()

Full Support ()

(c) If there was resistance/lack of cooperation, how was it dealt with?

By informal discussion with individuals ()

By discussions in staff meeting ()

By using opinion leaders ()

By offering incentives ()

Any other? ()

(d) Did you perceive any constructive meaning in the resistance/opposition? If you did, was any corrective action taken while shaping the innovation?

X. (a) How was the innovation planned/shaped for implementation? (Reading/Research/Consultation with experts)

(b) Who helped/cooperated in that process as change agents/resource persons?

(c) What kind of orientation/training did you give to staff/students? Give details.

XI. (a) What is the cost structure of the innovations?

From what sources did you receive the funds for implementing the innovation? (Indicate what percentage or amount) .

U.G.C.

University

Students

Public

College Management

Any other source?

- (b) Did shortage of funds create delay/difficulties in implementing?
- XII. What was the conceptual framework of the innovation and its objectives?
- XIII. Describe the programme structure of activities involved in the innovation.
- XIV. As a model of planned change it can be described as:
- (a) Research and Development and adoption Model
 - (b) Social Interaction Model
 - (c) Problem-Solving Model
 - (d) Linkage Model
- XV. Did strategies adopted for bringing about change include any of, or a combination of the following?
- (a) Empirical-rational approach.
 - (b) Normative-reeducative approach.
 - (c) Power-coercive approach.
- XVI. What were its beneficial results/impact:
- (a) On students?
 - (b) On teachers?
 - (c) On college as a whole?
 - (d) On any other?

XVII. What were its dysfunctional consequences, if any:

- (a) On students?
- (b) On teachers?
- (c) On college as a whole?
- (d) On any other?

XVIII. What were the factors which helped in its successful implementation?

XIX. What were the factors which ~~constrained~~ its success?

XX. Was the innovation evaluated? Yes/No

If yes how frequently?

- Every month ()
- Quarterly ()
- Half Yearly ()
- Annually ()
- Any other ()

XXI. Did you use the feed back of evaluation for improving the performance of the innovation?

If yes; please illustrate:

XXII. To what extent did the innovation achieve its objectives? (Please put a tick mark against appropriate answer)

- Totally
- To a great extent
- To some extent
- Very little
- Not at all

XXIII.

(a) Did you publicise/diffuse the results of the innovation?

To other colleges ()

To U.G.C. ()

To University ()

In Newspapers ()

In journals ()

By writing books ()

(b) Have you helped any other college in introducing the innovation? Have staff/students from other colleges visited your college to study it?

Did you help them with information?

XXIV What are your plans for follow-up?
What help/cooperation do you expect for strengthening the innovation -

From education agencies?

From Colleagues?

From Students?

Any other?