

6.1.2. QM: The effective leadership is reflected in various institutional practices such as decentralization and participative management

Upload a case study showing practicing decentralisation and participative management in the institution in not more than 500 words

Yes.

The effective leadership at the institution level is reflected by the combination of both the strategies i.e., top to bottom approach and bottom to top approach. This enables decentralization and empowers the faculty members towards participative management. In order to promote decentralization and participative management at the institution level, the institution has an active delegating authority mechanism, which provides operational autonomy at various levels for effective functionality of the institution confining to the annual operating plan (AOP). The proceedings of the various committee meeting are periodically reviewed by the heads of the institution as well as department to ensure the compliance.

All the key governance issues at the institution level are classified and segregated as independent departments and in-charges are nominated to work independently avoiding the conflict of interest (protecting the quality norms of the respective departments). The various departments identified at the institution level to work independently are Academic administration, Examination center, Research and consultancy, Career Development Center, Faculty Development & Human Resource, Governance of hostels and Student development center. All the departments operate independently aligning with the strategic direction of the management and work for the realization of the institutional vision with the unity of purpose and concurrence.

It is strongly believed that Research and Academics has to go hand-in-hand for the development of the students and the institution. In a way to realize the vision apart from maintaining the academic quality and standards, faculty research capacity development is given utmost priority and is overseen by the Dean R&D/Research Coordinator. Leveraging the autonomy and freedom, the Research Coordinator periodically conducts reviews and training programs to establish research eco-system. In realizing the vision the research coordinator ensures a self-set mandate for building the research profile in terms of paper publications, formulating & submitting research proposals and completion of Ph. D in a stipulated time. This entire procedure of ensuring the research activity is an autonomous process as cited above. Apart from academic accomplishments of the students,

research mandates are also given equal importance in annual performance appraisal. This gives a clear scenario of academic governance and R&D department working parallel with decentralization in line with the institutional interest.

File Description

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