

6.1.2:Decentralization and participative management

Institute has a well-defined organizational structure to ensure efficient governance and management through effective decision making. Main bodies have been constituted to formulate and execute policies and strategic plans based on its Vision and Mission and manage all activities of the Institute.

Institute has a mechanism for delegating authority and providing operational autonomy to all functionaries to work towards decentralized governance system.

Principal Level:

The governing body delegates all the academic and operational decisions based on policy to the Academic Monitoring Committee headed by the Principal and Academic Dean in order to fulfil the vision and mission of the institute. Academic Monitoring Committee formulates common working procedures and entrust the implementation with the faculty members.

Faculty Level:

Faculty members are given representation in various committees and allowed to conduct various programs to showcase their abilities. They are encouraged to develop leadership skill by being in charge of various academic, co-curricular, extracurricular activities. They are given authority to conduct industrial tours and to have tie up with industry expert and appointed as coordinator and convener for organizing seminar/conference/workshop/FDP's. For effective implementation and improvement of the institute various committees are formed. Other units of the institute like sports, library, store etc have operational autonomy under the guidance of various committees

Participative management:

The institute promotes the culture of Participative management by involving staff and students in various activities. All decision of institution are governed by management of facts information and objectives. Both students and faculties are allowed to express themselves of any suggestion to improve the excellence in any aspect of the institute.

Strategic level:

The Principal, academic dean, coordinator and staff members are involved in defining the policies and procedures, framing guidelines and rules & regulation pertaining to admission placement, discipline, grievance, counselling, training & development and library services etc. and effectively implementing the same to ensure smooth and systematic functioning of the institute.



For the various programmes to be conducted by the institute all the staff members will meet, discuss ,share their opinion and plan for the event and form various committee involving students and coordinate with others.


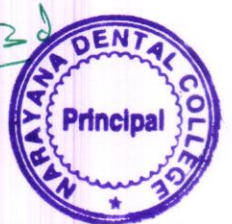
The roles and responsibilities of various bodies are also clearly defined to ensure transparency and accountability to achieve its objectives:

- Planning & Review
 - Institute IQAC
 - Planning & Monitoring Board
 - Finance Committee
 - Infrastructure Committee
 - AAAC
- Course Curriculum Development
 - Board of Studies (Faculty are represented in the University)
 - Academic Council
 - Standing Committee of Academic Council
- Examination Committee
- Department Research Advisory Committee (RAC)
- Finance committee
- Grievance Redressal Committee
- SHE Committee
- Cultural Committee
- Sports Committee
- NSS
- Library Committee

In addition, each Faculty has a number of groups including students and staff members for carrying out various activities to ensure efficient functioning through decentralized management.

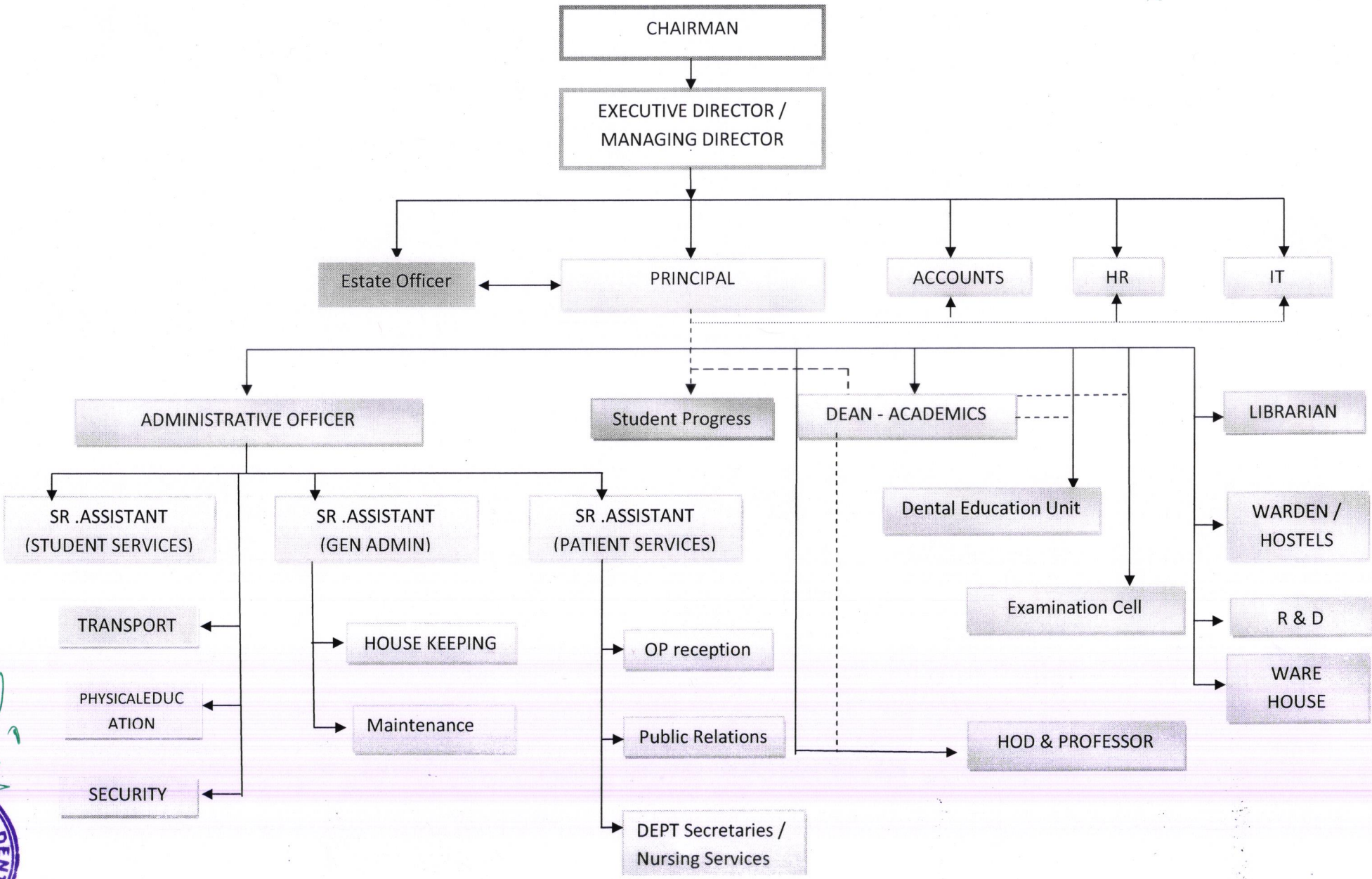
External expert members are part of all important bodies to provide an unbiased broader perspective, transparency and experience.

The Institute accords due recognition to the achievements of staff and students with suitable incentives.



6.1.2



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