

## **Case study of effective implementation of the policies and plans of the institution through various Committees/Cells**

The administration is decentralized to a large extent. The Principal with the support of Deans, Heads of the Departments and various committees participate in decision making which create an organizational “climate participatory” democracy. Administrative powers and responsibilities are delegated to teachers based on their competence, commitment and aptitude to meet the institutional objectives:

- To balance workloads and provide development opportunities to staff
- To create positive and motivating environment
- To build team among staff to speed up the process of target achievement and accomplish assignments
- To allow staff to take initiative

One of the practices is syllabus revision and introduction of new programmes.

Principal along with IQAC holds meetings with Planning and Evaluation committee to review the existing curricula and programmes and the changes required are discussed with all the faculty members. Feedback of students and their parents on the desired changes in the curriculum are also obtained by IQAC. Industrial –academia meets are held from time to time and the feedback based on these meetings is also taken into consideration. The Management’s vision and perception of teaching programs is also conveyed to the House through Principal. After thorough discussion a draft is prepared by planning and evaluation committee members and heads or deans communicate the suggestions/recommendations to the Board of Studies meeting held in the college for redesigning the programs for appropriate and effective inclusion. BOS have members from University, Industry, member from other institution of higher education and one alumni of the College. During BOS, interaction is held with all members from industry, research bodies and the university in effective operationalization of the curriculum. Then the BOS minutes are passed from Academic Council which again has representatives from University and other Institutions of importance as well as state nominee. The Academic Council meeting minutes are passed from Governing Body which includes experts from the service sectors (hospitals), small and medium scale industry, and civil society who ensure effective implementation of the curriculum.