



NEHRU ARTS AND SCIENCE COLLEGE

(An Autonomous Institution Affiliated to Bharathiar University)

Nehru Gardens, Thirumalayampalayam, Coimbatore - 641 105, Tamil Nadu.

www.nehrucolleges.net



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

Nehru Arts and Science College encourages collaborative and partnering leadership with shared responsibilities to reinforce accountability to empower stakeholders. The Institution has adopted Decentralisation and Participative Management in the process of Academics and Administration. The College follows decentralization in all its processes.

The Top Management gives generous freedom and flexibility to the Principal to lead all the Academic, Administrative and Development activities of the College. Principal formulate Common Working Procedures and entrusts implementation through Deans, Heads of the Departments, Centre Directors and Convenors of various Clubs and Committee, Administrative Officer, Campus Manager, Office Administrator, System Administrators and Inventory Manager. They regularly meet and take creative steps to formulate and implement the Perspective Plan of the Institution. As part of quality improvement and quality initiative of the Institution, IQAC and other Statutory Committees continuously work on Quality Enhancement. In the beginning of the academic year all members of faculty conduct meetings and discuss the smooth functioning of the Institutional Goals. Various Committees are constituted and responsibilities are assigned to them. Committee Convenor and Members of the Committees submit reports to the Principal and IQAC about the planning, implementation and Outcomes of the events carried out.

The Administrative and Academic duties are controlled by the Principal and Deans of the Institution. Deans of the respective Schools and Heads of the Departments are given specific duties and responsibilities to attend the day to day routine work over and above the planning. Every member of faculty is involved in the various Academic and Administrative or other Statutory and Non-statutory Bodies. Internal Quality Assurance Cell monitors the Academic and Administrative activities on a regular basis and evaluates the same with the Quality Parameter of NASC. The Mentor-Mentee System is introduced in all the departments and it is effectively monitored by the Principal.




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CASE STUDY:

NASC Student Cabinet - One of the effective practices of decentralization and participative management is, functioning of Student Cabinet, a well-established gender-balanced Representative Body integrated in the fabric of administration through which students actively engage in all College activities. The Cabinet is constituted with **13** different **ministries** like Education, Environment, External Affairs, Research, Innovation and Production, Sports, Health, Public Relation, Human Resource, Law & Order, Transport, Fine Arts and Finance. The selection of Student Ministers starts with inviting applications from students, after four different rounds like, Quiz, Group Discussion, Port-folio Presentation and One to One Interview with the Principal the Best Performers are elected as Ministers and Secretaries. Each Minister is given the opportunity to select 08 Executive Members for their Ministry. **130** most efficient **Students** work as Ministers, Secretaries and Executive Members. Purpose of the Student Cabinet is to enhance and conglomerate the skills through delegation of roles, responsibilities and powers. They participate in decision making and planning for Student Centric Activities of the College. They mentor students and network units to support stakeholders for community engagement. They bridge the gap between the Students Teachers and the Principal. They also help in Discipline Maintenance, Grievance Redressal and Organising of Mega Events. They help their peers by addressing their problem with the help of the concerned faculty.




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