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PRATISHTA INSTITUTE OF PHARMACEUTICAL SCIENCES

Approved by AICTE & PCI, New Delhi, Affiliated to JNTU and SBTET, Hyderabad & Recognised by Govt of Telangana

Durajpally (V), Chivemla (M), Suryapet District - 508 214, Telangana

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

The Principal of the college has complete authority to administer the institute within the purview of the bye-laws, rules and regulations framed by the management, affiliating University, and the state government. At the beginning of the academic year, a self mapping or review exercise is conducted by the Central Academic Committee which is assisted by HODs Committee, The CAC is constituted by the management is the 'Principal Planning Body' of the institute and is responsible for the monitoring of the development programmes of the institute. The Principal as the chairman of the board, includes six internal members and at least two external experts. Apart from the principal, the administrative officer, two deans/senior professors, two heads of the department and two senior associate professors form part of the body. The powers and functions are prescribed by the bye-laws. They have the right to advice the general body and the academic council on any matter, which it considered necessary for the fulfillment of the objectives of the institute. The recommendations of the CAC shall be placed before the governing body for consideration and approval. Proposals relating to academic matters may be processed through the academic affairs committee. This exercise exposes the strengths and challenges of each of the personnel to draw a potential plan, giving the management an insight for the distribution of responsibilities. The Principal appoints conveners for various institutional committees with the approval of the governing body, and further nominates the members of committees in consultation with the respective conveners based on the inputs and outcome of the reviews. Guidelines defining the roles and responsibilities of the committees are notified and the committees prepare action plans and submit to the principal for approval. The committees carry out the activities and at the end of the academic year the conveners submit the reports of the work done to the head of the institution. All these activities are then evaluated by the CAC. The


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faculties are then informed of their duties and responsibilities by the head of the institution in the scheduled staff meetings and departmental briefings. The administrative staff responsible is also given an action plan along with the roles and responsibilities. The department which forms the fundamental building block of the Institute by and large the decision making role is that of the faculty. This form of decentralized functioning mechanism, empowers the departments and individual faculty with a great level of flexibility in academic administration, and helps the faculty in making decisions at the local level. The policies in these cases are well defined by the College authorities including the Managing Committee and Principal. The representation of faculties in almost all the committees of the institute is very evident at PIPS. However, simultaneously, there are sufficient checks and balances in-built in the system to help these decisions to be made with caution.



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