

## **8.How does the college effectively reflect leadership in various practices like decentralization and participative management ? Upload Document ?**

**Effectively leadership is reflected in various Institutional practices such as decentralization and participative management etc.,**

**Surya College has committed itself to :**

**Develop the next generation of Leaders .**

- Follow clarity, conviction , compassion and consistency in governance .
- Make every stakeholder more accountable through effective delegation of authorities. Achieve more transparency in the execution of policies and procedures .
- Achieve consensus oriented, equitable and inclusive approach .
- Enhance the intellectual honesty among all the levels of leadership.

The Surya College of Higher Education believes in participative approach at all levels to ensure that the vision and mission of college are realized through its goals and objectives with clear-delegation of powers as described below :

**1. Academic Autonomy** - The Board of Studies, Academic council , Research council and other such academic bodies are vested with the powers to design , implement, monitor evaluate and report on the various academic and research activities of the college and is completely composed of teaching staff , external experts and are effectively functioning and carrying out their responsibilities.

**2.Administrative powers** - The Board of management and the authorities of Surya College have clearly defined the Policies, Powers, and Processes to be followed in fulfilling its mandate and the roles and responsibilities . These powers, starting from the Vice-Chancellor to the faculty level have been defined with regard to recruitment , establishment , service conditions , terminal benefits, leave management , promotions , statutory compliances , decision making, grievance redressal , etc. and the composition of the bodies and the decision made bby such bodies, individuals and boards are implemented without fail.

**3. Financial management** - The financial delegation of powers are well defined at the Surya College of Higher Educational institutional and individual levels. The budget submitted by the Surya College Departments are approved by the authorities of College are completely implementable by the Institution department head level following the various procedures in this regard .

At the college level the faculty find participating and leadership opportunities by being members of the college governing council , various committees and administrative processes.

### **A Case Study : Academic Calendar of Events**

Academic calendars are systems by which you define the landmark dates that drive much of the day-to-day business at the academic institution . Surya College uses the Academic calendar component to define traditional approach based on term and session structure. It is representation of planning of academic and others activities which are scheduled for whole academic year. The calendar lists dates of teaching periods, examination, holidays, health programmes, sports and cultural activities.

- It increase time spent in each course, making it possible to receive in-depth learning and a better opportunity for students to "rebound" from a poor start in a course.
- It promotes greater interaction between faculty and students .
- It reduces the tendency towards course fragmentation.
- Afford Department's greater flexibility in providing course offerings and availability .

