




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

- The powers of decision making is delegated to Head of the institution i.e. The Principal by which the key areas like Institution administration, University compliances, Institution strategies and policies, Financial Matters, Research & Development, Government & Social interface and other proceedings in the office are executed for smooth functioning of the institute .
- To facilitate and maintain the efficiency to implement the above areas of activities, dedicated specialized administrative committees are formed.
- They are Academic Review Committee, Class Review Committee, Examination Cell, Project Review Committee, Training Committee placement Cell, Disciplinary Committee, Grievance Redressal Committee, Women protection Cell, and Cultural Committee.
- The Institute has a set of well defined policies of Governance that have been framed in close consultation with the stake holders.
- These policies are communicated to faculty members at regular intervals. Students are briefed about these policies during the orientation in the beginning.
- Thereafter, faculty members remind the students from time to time regarding the importance of adhering to these policies.
- There are policies pertaining to faculty members conduct, employment process.
- Joining and separation policies, maternity benefit policy, leave policy, internet Policy and Performance Management standards.
- The Disciplinary Committee framed the policy regarding the antiragging to make the campus Ragging free zone.
- The Academic Committee prepared the policy regarding the academics of the Institution in line with the Industrial needs.
- Examination Cell has framed policy for valuation, paper setting, and proper conduction of exams, Malpractices, and results.
- Library committee has framed the policy which would ensure the Institutional Library has all prescribed books relating to all functional areas.


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- Training and Placement cell has developed well thought out policy to make all students undergo training in softskills and domain areas to get them placed in well reputed MNC's.

Decentralization of Power

- All faculty members are given certain administrative responsibilities.
- . The delegation of responsibilities leads to transparency, faculty development and faculty enrichment.
- The institute follows delegation, decentralization and empowerment policies while entrusting the responsibilities to faculty and staff .
- In view of above, the institute plans and declares various academic committees covering both faculty and administrative staff. .
- The collective decision making is encouraged at all levels.
- Decisions taken by different committees are deliberated at the level of Principal's office o In most cases, the decisions are taken with collective wisdom.

Committees

- In addition to teaching, the faculty members are involved in Research, Training, Administration of academic matters and consultancy.
- The faculty members through various committees in coordination with fellow faculty fraternity carry out different academic activities.
- The faculty members are involved in multiple activities including teaching, research, training, admissions, administration and Industrial consultancy. .
- They are mainly responsible for designing course curriculum, revision, proposal and introduction of new courses, delivery of program, and continuous assessment.
- The different academic activities are carried out by the faculty members though various committees in close co-ordination with the students.

Decentralization, delegation of power and Collective decision making

1. Academic Review Committee: Tenure (yearly)

2. Class Review Committee: Tenure (Every Semester)

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3. Cultural Club: Tenure (every Semester)
4. Training and Placement Cell: Tenure (yearly)
5. Examination Cell: Tenure (Yearly)
6. Disciplinary Committee: Tenure (yearly)
7. Project Review Committee: Tenure (yearly)
8. Grievance Redressal Cell: Tenure (yearly)
9. Women Protection Cell: Tenure (yearly)

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