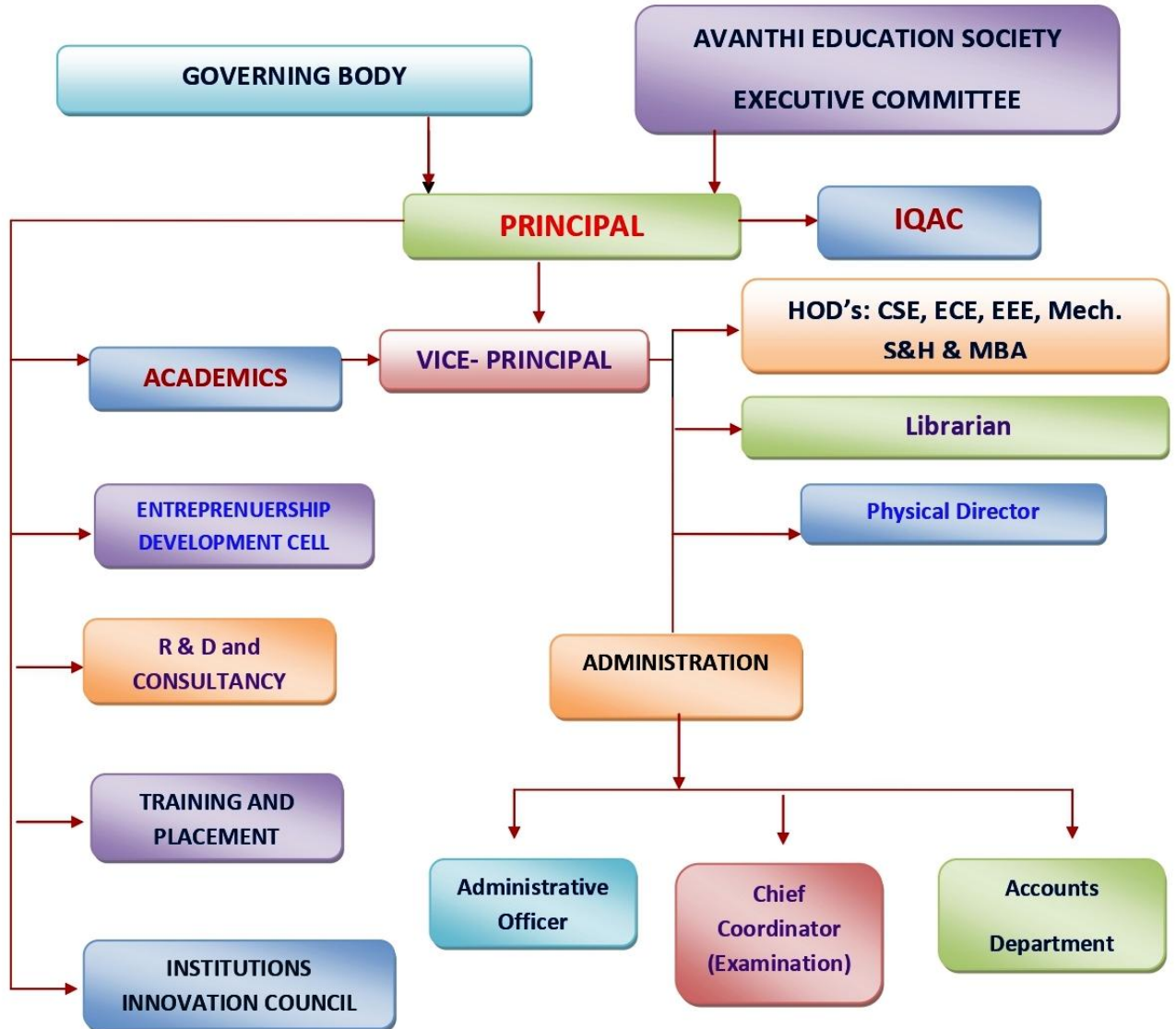


6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management

ORGANIZATIONAL CHART



List of Various Committees for Decentralization and Participative Management

- The Principal, the Vice Principals, the Heads of the Departments, the IQAC co-ordinator, the Coordinators of various committees provide the effective leadership to the college.
- The IQAC has the freedom to formulate quality policy and its implementation.
- The HODs and Coordinators of various committees have freedom to plan, implement, finalize and shape activities in view of the available resources by conducting meetings.
- The college has always been in favour of participation of faculty, administrative staff and representatives from students, alumni, local society, industry, and other beneficiaries in the general administration of the college.
- All of them are encouraged to contribute in terms of their ideas, suggestions and recommendations towards identifying and setting organizational goals, problem solving and other decisions that promote good work culture.

Committees and Cells:

The following cells and committees are in operation in the institution to implement various activities which are part of the strategic plan. The Members from the Management, the teaching and the administrative staff, the students and other stakeholders have been included in such committees and cells as per the needs and guidelines, in order to gain their expertise, knowledge and skills.

Sr. No.	Name of Committee
1	Board of Governors (BoG)
2	College Academic Committee (CAC)
3	Internal Quality Assurance Cell (IQAC)
4	Anti Ragging Committee



5	Disciplinary Committee
6	Grievance Redressal Committee (GRC)
7	SC / ST Committee
8	Entrepreneurship Development cell (EDC)
9	Research and Development cell (RDC)
10	Training & Placement cell (T & P)
11	Industry Institute Interaction Cell (IIIC)
12	National Service Scheme (NSS)
13	Career Guidance Cell (CGC)
14	Examination Committee
15	Library Committee
16	Sports And Games Committee
17	Public Relations Committee
18	Alumni Committee

Principal observes control on working of all the Vice Principals, HODs, Co-ordinators through frequent meetings thus the institute always promotes the culture of participative management by involving staff and students in various activities.



Name of Committee /Activity	Purpose/ Function of committee/ Activity
BOG Committee	<ul style="list-style-type: none"> • To review the smooth running of the administrative activities of the college, discussing approval of new programs. • To review the examination results (Internal as well as External) of all programs; reasons of poor result and their improvement strategies. • To approve the up gradation & maintenance of the Infrastructure of the Institute. • To review the budget allocated for different purposes and their expenditure etc. • Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc. • To review the Placement activities, Collaborations with Industry and R&D programs. • Reviewing the Performance appraisal of faculty and discussing suggestions given by Faculty for improvements in the college. • To provide support for conducting all kinds of activities: - Co-curricular and Extra-curricular. • To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc.
IQAC Committee	<ul style="list-style-type: none"> • The Internal Quality Assurance Cell is started to monitor the quality of services being provided by the institution to its stakeholders. • An IQAC committee is formed and approved by the governing body to take care of quality assurance strategies and processes. • AVIH College of Engineering and Research Centre is committed to continually improve the infrastructure, enhance the faculty competencies and empower the students for self-learning. • Reviewing of the quality policy is done once in every semester and their vision is placed when required by the IQAC committee. • Parameters related to enhance the quality the institution like workshops, conferences, FDP's, paper publications, innovations in teaching and more are considered after the approval of IQAC Committee.
Academic Committee	<ul style="list-style-type: none"> • To formulate schemes for students development, training etc. • For counseling of a group of student's including slow learners & implementing schemes for them. • Monitor different Quality Initiatives such as academic audits, Faculty Development schemes, student's performance etc.

(Signature)



<p>Training & Placement Committee</p>	<ul style="list-style-type: none"> • The Central T & P Committee plays a very important and key role in getting students their dream placement through on campus drives and guiding the students for their successful Career Placement. • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment.
<p>Alumni Committee</p>	<ul style="list-style-type: none"> • Alumni Committee functions to strengthen the relationship between the institute and its alumni. • Well-built Alumni base is one of the formidable strengths for any institute. • Thereby, committee acts as a platform where the existing students and the alumni can interact for healthy & meaningful careers. • The prime objective of this committee is to foster relations between the Alumni and the Institute and strengthen the bond between Alumni and current students. • The committee also tracks and highlights the achievements and successes of alumni so as to provide impulsion to the institute and its students.
<p>Grievance Committee</p>	<ul style="list-style-type: none"> • The grievance committee functions with the following purposes; • To make women, students, faculties & staff members aware about their rights. • To help them in realizing the importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising their voice in appropriate manner against all kinds of discrimination. • To help them in changing their mind setup positively. • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care. • The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.
<p>Discipline Committee</p>	<ul style="list-style-type: none"> • Recommends Installation of CCTV cameras at desired places and other measures to maintain the discipline. • Responsible for the entry of the students only with I-cards and proper uniforms. • Keep an eye on every possible activity in college to maintain proper discipline in the college.
<p>Cultural & Sports Committee</p>	<ul style="list-style-type: none"> • Manages all the cultural events from their planning to their execution throughout the year. • Prepares database of students interested in various activities. • The principal clearly demarcates the responsibilities assigned and maintain a track of functioning and progress of various activities. • Responsibility of procuring all types of sporting inventory as per requirements. • Maintaining the inventory of distribution sports stuff to the students on daily basis.



AVANTHI INSTITUTE OF ENGINEERING & TECHNOLOGY

(Approved by AICTE, Recognised by Govt. of Telangana & Affiliated to JNTU, Hyderabad)

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97047 55516
99637 77979

NAAC
NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL
B++ GRADE

Library Committee	<ul style="list-style-type: none">• The committee looks after the up gradation of the library resources for providing benefits both to the faculty members as well as students.• It also gives its recommendations for purchasing of Journals, software, books etc.
Anti Ragging Committee	<ul style="list-style-type: none">• To overview and ensure that there is no ragging in the campus including hostels (inside & outside) and during transportation for the Institute.

PRINCIPAL
Avanthi Institute of Engineering & Technology
Gunthapally (V), Hayathnagar (M),
Ranga Reddy Dist - 501 512

6.1.2 Case Study Showing Decentralization and Participative Management

The Institution has adopted the decentralization and participative management in the process of academic and administration.

The Top management gives generous freedom and flexibility to the Principal together with the academic council to lead all the academic activities of the college. They regularly meet and take necessary steps to formulate and implement the perspective plan of the institution.

As part of quality improvement and quality initiative the institution and its concern IQAC and College Development Committee and other statutory Committees continuously work on quality improvement.

In the beginning of academic year all faculty members conduct a meeting and discuss the smooth functioning of the institution. Various committees are constituted and responsibilities are assigned to them.

Committee Chairman and members of the committee report to the principal and IQAC about the planning and implementation of the decision. They get the feedback from all the stakeholders of the institution and take steps for further improvements as far as they are within the capacity and recommend the management for further corrective action.

The Administrative and academic duties are controlled by the Principal of the Institution. Head of the department works under the guidance of the Principal and Internal Quality Assurance Cell. The Heads of the Department are given specific duties and responsibilities to attend the day to day routine work. Every faculty member is involved in the various academic and administrative or other statutory and non-statutory committee.

Internal Quality Assurance Cell monitors the academic and administrative activities. Mentorship is introduced in all the departments and it is effectively monitored by the Principal.