



प्राचार्य
एम बी राजकीय स्नातकोत्तर महाविद्यालय
हल्द्वानी (नैनीताल) - २६३१३९
दूरभाष: ०५९४६-२२२०१७

(2024-25)

6.1.2 - Effective leadership is visible in various institutional practices such as decentralization

Effective leadership is demonstrated through institutional practices like decentralization by fostering empowerment, accountability, innovation, adaptability, and employee engagement, as decision-making power is distributed and individuals are vested with responsibility. Decentralization is affected through the following-

Empowerment and Responsibility- Statutory committees are formed, and faculties are delegated responsibilities as per their expertise and abilities, since the task delegated needs to be carried out effectively. Each committee is headed by a senior faculty, who in turn is responsible for dividing the task. Such statutory committees are revised, usually after every three years. While formulating the committees, care is taken that none of the faculty member is left out.

Employee Engagement- Decentralization of the responsibility empowers the individual faculty, and raises his/her profile, since he/she is making contribution to the institute. More so, being a committee member, or heading the same, remains obligatory, while filing the CAS, or filing nomination for State-level Award, such as Bhakt Darshan Award given by the Department of Higher Education, Govt. of Uttarakhand.

Resilience and Collaboration- The quality of the work, as well as timely completion of the task, instils teamwork, fosters collaboration, and lessens burden per individual, as also improves the decision making.

At the institutional level, the effective decentralization is carried out thus,

1. Separate statutory committees are constituted to carry out various administrative-related tasks. For example, admissions are run by a core committee, headed by a senior faculty. The core committee in turn constitutes a number of sub-committees relegated to the task of carrying out the admissions in select classes. Similarly, examination committees- there are in fact three committees responsible for holding the exams at three different shifts.
2. Similarly, a core committee looking after the affairs of the students, principally as concerns the Student Union elections is constituted, which is responsible for holding Free & fair elections.
3. Other matters of concern expressed by the students are relegated to the following committees- (i) The proctorial board, (ii) the anti-ragging cell, (iii) Students Grievances Redressal Cell, (iv) IQAC, (v) the Research Cell, which undertakes 6-month long preliminary obligatory course work on research methodology for the new entrants to Ph.D., (vi) Sexual

harassment (prevention, prohibition, and redressal cell), responsible for addressing to the issues of sexual harassment, as well as for undertaking remedial measures or raising awareness about what constitutes sexual harassment, principally amongst the girl students. Similarly Anti-ragging cell, Career counseling Cell, SC & ST Cells mandated to address the needs of the SC, ST students and hold remedial classes for them.

4. Altogether, in the year 2024-25, 59 committees were in existence.

5. Infact, events such as seminars or conferences, even though organised by a particular department, is extended help from rest of the faculties, as members of the advisory board, or even as organising secretaries.

6. Of significance is the fact that students too are made member of some of the committees, such as Anti-ragging Cell, Students Grievance, Redressal Cell, and members constituting the editorial board of the college magazine, brought out annually.



During the conduction of the 10-Days NSS Camp, usually held outside, its customary for the other staff members to attended the camp, give talks, or engage with the campers, otherwise.

This is to certify that the information provided above is correct to the best of my knowledge & belief.

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