



### ***6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management***

The service rules are formulated by the governing body of the Institution, in accordance with the provisions of AICTE norms, Govt. of Andhra Pradesh and JNTUH rules and regulations. The service rules are formulated and implemented since then in the Institution. The service rule book called “Staff Service Rules” comprises of the following heads under which the related rules are clearly defined.

- Duties and Responsibilities of Academic Staff and Administrative Officers.
- Profesor
- Associate Professor
- Assitant Professor
- Training & Placement Officer
- Administrative Officer
- Librarian
- Functions and Responsibilities of the Governing Body and other committees
- Functions and Responsibilities of the Principal
- Functions and Responsibilities of Head of the Department
- Functions and Responsibilities of the Teaching and Non-Teaching Staff
- Terms and Conditions of service of a permanent employee
- Rules of conduct for the employees of the Institute
- Classification, Control and Appeal Rules
- Leave Rules
- Travelling Allowance Rules
- Rules regarding the deputation of faculty members Under Quality Improvement Program and to attend conferences, summer and winter schools etc.

The service rules book is available with the departments and Central Library and the information is disseminated among the faculty. The rules prescribed by the affiliating University, ie. Jawaharlal Nehru Technological University Hyderabad will be informed to the students from time to time through notices and also publishing in the institute’s website.

#### ***Decentralization and Delegation of Power***



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The objectives of the practice are as follows:

- To Decentralize and Delegate Powers.
- To facilitate faster decision making related to academic and administrative activities at all levels.
- To involve the members of the faculty and administration at different levels to bring in participation responsibilities with accountability and ownership.
- To ensure transparency
- To take prompt follow up actions

The college offers B.Tech. and Post Graduate programmes in various Engineering disciplines and an MBA programme. And, there are on its rolls around-4000 students, 300 teaching faculty and 110 nonteaching faculty members. Therefore, obviously, lot of administrative decisions have to be made on various issues. In order to facilitate the decision-making related to academic and administrative activities faster and to ensure complete transparency, various decentralization strategies have been practiced as noted below.



An executive committee consisting of the Managing Trustee, Director (Academics) and the Principal has been constituted to decide on certain policy matters. This committee meets once in a month to review the progress in academic, research, placement etc. Apart from this



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Executive Committee, the institution has got various other committees like- Discipline and Welfare Committee, Complaints cum Redressal Committee, Women Empowerment Cell, Grievance Redressal Committee etc., to take the decisions at the right time.

## Evidence of Success:

- Delegation of financial powers to the Head of the Institution and the Heads of the Departments.
- Preparation and approval of the budgets for various activities
- Establishments of industry sponsored laboratories
- Enhancement in the number of funded projects from Government agencies

However, certain problems have also been encountered and Resources Required are identified as follows:

- Orientation of delegation and appropriate exercising of delegation to the Heads of the Departments.

  
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