

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

The college runs two faculties Arts and Science. The Arts faculty consists of 11 Dept. (08 Granted and 03 Permanent Non-Grant basis) and Science Faculty consists of 09 Dept. (09 Granted). Moreover, 01 P.G. Course in Geography, under Faculty of Arts, is run on Non-Grant Basis. Overall, 23 Faculties serve the cause of educating students in the institute including the Principal.

1. As a part of participatory management, 03 college teachers and 01 from non-teaching staff are included in College Development Committee (CDC) to exercise their rights at all levels. The college administration is allowed to enjoy full freedom without any interference by the parent college. The same spirit is maintained in the college administration. The departmental and other activity units are delegated the authority and are provided with required autonomy to plan and operate.
2. Every teacher prepares his detailed teaching plan at the commencement of the academic year as per the broad outlines provided by the university and the college. Heads of the departments consolidate these calendars and supervise their implementation. Heads of the departments take a periodical review and inform the Principal. Heads of the departments are free to prepare the calendars of the co-curricular activities including guest lectures in consultation with the faculty. A very important and notable part of the departmental autonomy is that teachers are free to take initiative in organizing different activities like inviting guest lectures, organization of seminars/conference/workshops/symposium, recommending books for library as well as arranging tours and excursions.
3. Coordinator of IQAC & NAAC committees, the Librarian, the Director of Physical Education, the NSS Programme Officer and the Co-Ordinator of Cultural activities have subordinating advisory committees which are free to plan and take appropriate decisions in consultation with the Principal. Suggestion and directions from management on various issues are communicated and implemented through the Principal. He also assigns specific duties to various academic and administrative bodies of the college.

Participative Management:

Yes, the college has developed a work culture from its very beginning as it forms the bedrock of the ideology of the college.

In addition to top management level participation, three teachers and one non-teaching employee is elected to the College Development Committee (CDC) of the college as per Maharashtra University Act 2016. The Principal conveys the important suggestions regarding institutional development such as infrastructural and academic development through regular staff meetings.

Also regular meetings of IQAC, Student Councils, Parent – Teacher and Parent-Teacher- Management are also conducted for the feedback, lacunas and suggestions from the students for better implementation.

Teachers and students participate in curricular, co-curricular and extra-curricular activities through the students' forum, the teachers' forum, the non-teaching staff forum, advisory committees like the College Planning Board, the Building Committee, the Time-Table committee, the Sports Committee, the Cultural Committee, the Internal

Examination Committee, Career Guidance Cell, Anti-Ragging Cell, Grievance Redressal Cell, Student-Teacher Library Committee, Library Advisory Committee, Public Relation Officer (PRO), Research Co-ordination Committee, Student Council, Women's Counsellor Cell, Anti-Sexual Harassment Cell. Staff and students are well associated.