The effective leadership is reflected in various institutional practices such as decentralization and participative management.

Effective decentralization and participative management are hallmark of Srinivas University. The university gives importance to all stakeholders including students, faculty members, non-teaching staff, and administrative staff. The administration provides opportunities to its stakeholders to contribute to the growth of the University as well as to realize their true potential. For its **effective functioning**, the Deans at the institute level enjoy adequate autonomy in decision-making. The Management has created the post of programme coordinator to strengthen the programmes with middle-level leadership. Deans work closely with the programme coordinators and faculty members to handle day-to-day activities.

Practices that use leadership potentials of stakeholders and contribute to the growth of the University are:

1. Decision making & Prioritizing
2. Providing opportunities to stakeholders in decision making
3. Decision-making in Governance and Administration
4. Providing access to information to stakeholders
5. Well-defined action plans for the university
6. Producing quality output to meet the objectives defined
7. Policies, Powers, and Processes
8. Statues of Srinivas University
9. Learning and Teaching Resources
10. Effective Student Support System
11. Adequate Financial sources
12. Physical Resources
13. Qualified Staff
14. Professional Development Programs/Faculty Development Programs
15. Institutional integrity
16. Collaboration with the Industries
17. Research, Development, and Innovation practices
18. Community Engagement
19. Student Forum & Clubs
20. Extension activities

(1) Decentralization: At all levels, the University, being a well-envisioned institution, has coordinators at the Course level, Class level, Programme level, and Department level who passionately and independently govern various activities **efficiently** like academic matters, curriculum designing, allocation of courses for an academic semester, examination coordination, research activities, running various students clubs, and organizing conferences, seminars, workshops, guest lectures, field visits, etc., All these activities are steered and guided by the Deans and supported by the administrative staff, ensuring autonomy & responsibility at the same time. Additionally, the University has **efficiently** assigned planning and development tasks through several committees within the institute and at the departmental levels.

Participatory Management through IQAC: To ensure the participative management model is effective in the University, various policy-making bodies of the university are represented by stakeholders of the university to reflect an efficient participatory framework. The highest policy-making body, BoM of the university has Deans, programme coordinators, and faculty representation to ensure the participation of the stakeholders. The IQAC of the University has been established as a permanent and effective mechanism for addressing all aspects of quality on a periodic basis and fostering a quality culture at the University as shown in figure 6.2.

Figure 6.2: Quality Enhancement at Srinivas University

Good governance in the University is facilitated by the knowledge and insight of distinguished individuals who serve on the various boards of the organizational structure. The University demonstrates strong governance commensurate with its status by directing, rewarding, directing, mobilizing, and comprehending the resources and is capable to do so via the application of high standards of transparency, accountability, and efficiency as depicted in Figure 6.3.
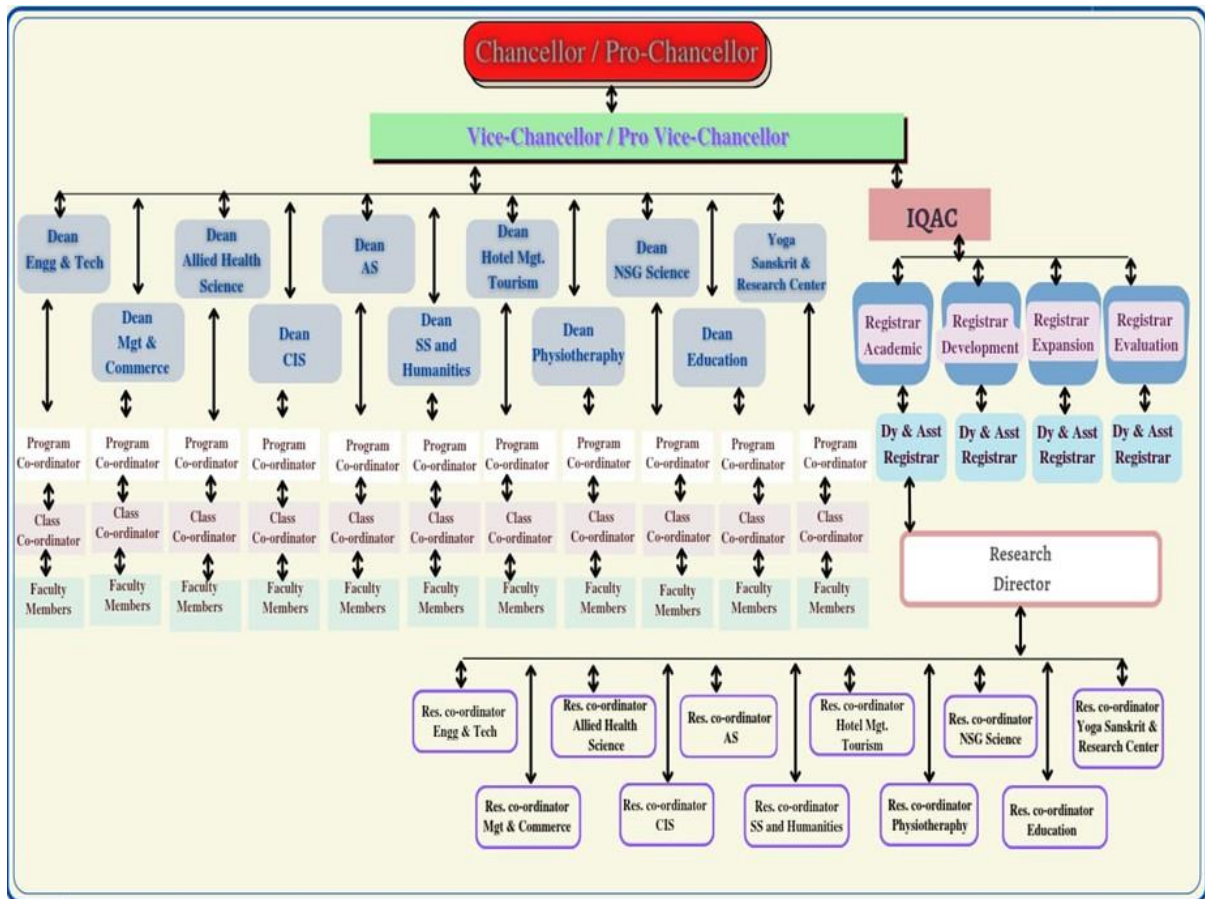
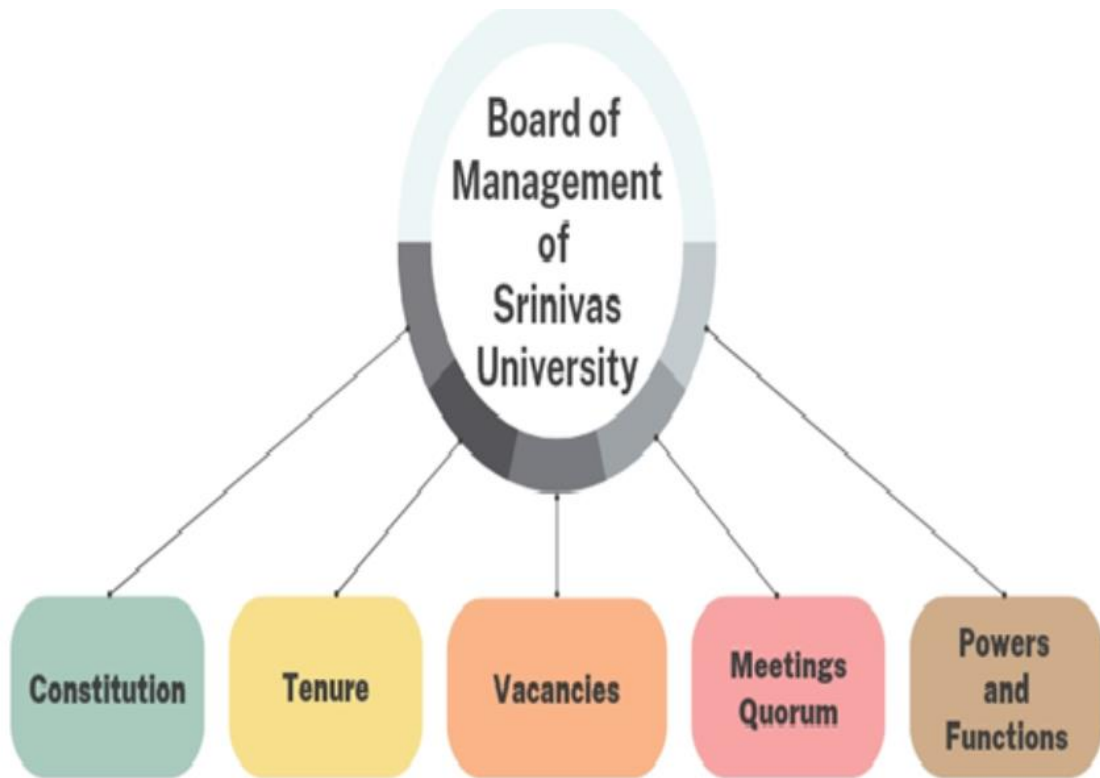**Figure 6.3:** Srinivas University Organizational Structure

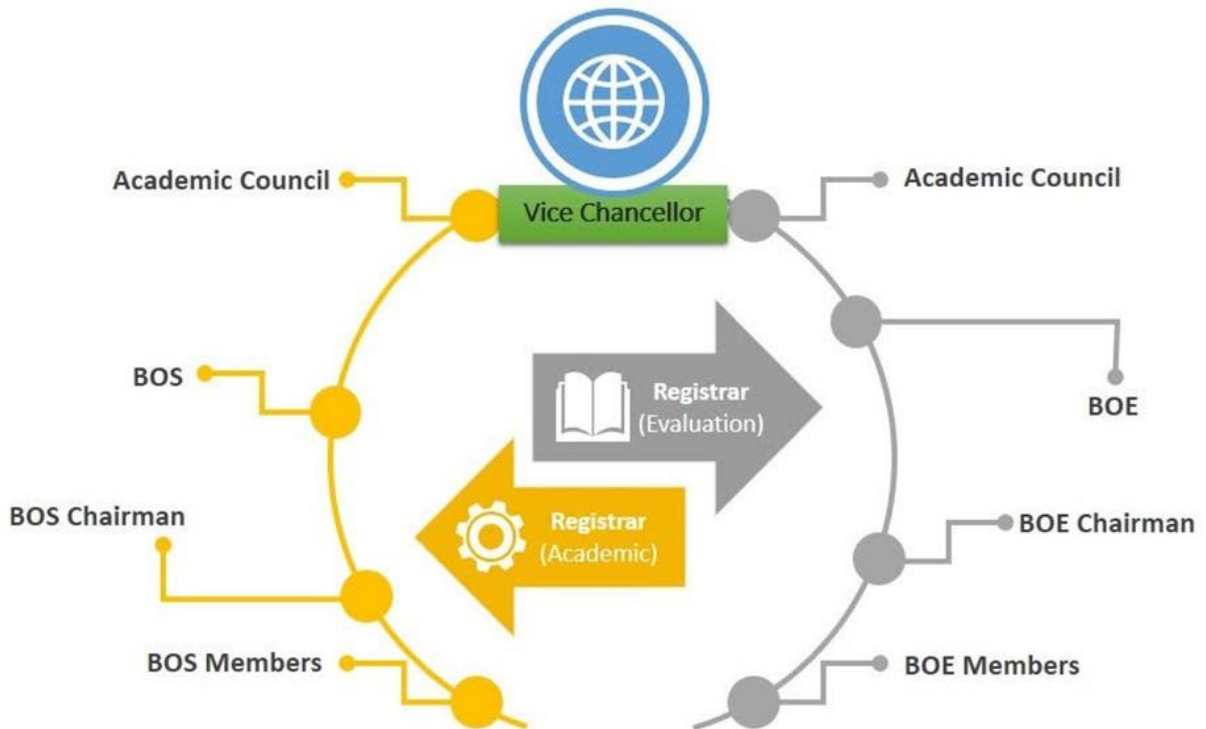**Figure 6.4:** Statutes followed at the University

Figure 6.5: Structure of BOS/BOE

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