



SADHU VASWANI MISSION'S

SADHU VASWANI COLLEGE OF NURSING  
Founder- Sadhu T L Vaswani

10-10/1, Koregaon Park, Pune – 411001  
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Principal  
Dr. Sripriya Gopalkrishnan

## CRITERION VI - GOVERNANCE, LEADERSHIP AND MANAGEMENT

### **6.1. Institutional Vision and Leadership**

**6.1.2. Effective Leadership is reflected in various Institutional practices such as decentralization and participative management.**

### **6.1.2: The institution practices decentralization and participative management**

The institution practises decentralization and participatory management in keeping with its belief in collective leadership and democratic traditions. Participatory management facilitates decision making to ensure effective outcome. Decision making process takes place through various statutory bodies and committees at institute levels, which gives sense of ownership to all those who are involved the various functions of institution. It helps in motivation of all the stakeholders for positive outcomes and also helps build sense of involvement at various levels.

A particular reflection of this practice may be seen in organogram of SVCON where the extensive delegation of authority to the Heads and coordinators of the various Departments in the college has been allotted. Following are essential components of decentralization and participative management system at SVCON

1. The college is governed by management committee which work under the aegis of Sadhu Vaswani Mission. Management committee has delegated the overall authority to Director Academics who is supervises the all activities of college and provide recommendations to management committee.
2. Principal of college is academic as well as administrative head who works closely with Director Academics for smooth functioning of college. She is assisted by Vice Principal and administrator who help her in academic and administrative functions of the college respectively. She delegates the specific authorities to various teaching faculties, develop strategic plan for the college, ensures its proper execution, recruitments and promotions etc. She is a primary authority for overall supervision and control in the institution.
3. Vice Principal helps Principal in planning and implementation of various academic and administrative functions. She also supervises hostel related activities and ensures the rules and regulations of college are followed at all the levels. She also works as liaison between Principal and other teaching faculties. She coordinates with various HODs and maintains effective communications at all levels.
4. An administrator assists principal in non academic functions of the college. he takes care of various administrative functions including supervision of non teaching and housekeeping staff, budgeting and accounts, admission processes, purchase and indents, maintaining various inventories, building maintenance and academic and non academic correspondence.
5. Heads of the departments assist Principal in academic and day to day functioning. They also participate in the various administrative duties as per allocation by authority. The Heads of the Department oversees the teaching Plans of her departmental members. She is empowered to make modification in the routine, and to allot teaching assignments and evaluation duties. She also holds departmental meetings to decide academic plan for entire term. Heads of different department coordinates interdepartmental activities and also works closely with course coordinators for smooth functioning. She often takes the lead in planning seminars, workshops, career counselling sessions, remedial measures, interdepartmental or/and inter-college exercises, departmental excursions and field visits.
6. Class in charges are allotted to each course and are responsible for supervising overall academic functions and coordination between various courses and departments. They attended departmental meeting and ensure smooth functioning

7. Course coordinators are key members in running various courses smoothly. They are work directly under Principal and are assisted by other faculty members. They are responsible for planning weekly training programmes, planning theory and clinical block, allotting academic duties to others in department, organise parent teacher meeting, conduct internal examinations and maintain meticulous record of everything related to students and that course.
8. There are subject in charge for each subject given in specific course. She coordinates with course coordinator and HOD for completion of theory and clinical hours of her subject as per recommendation. She also ensures that academic plan pertaining to her subject is followed accurately and may provide suggestion for any modification of plan if required. She sets up question papers and assesses answer sheets and assists course coordinators in internal assessments.

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**PRINCIPAL**  
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