

## **6.1.2**

### **Information / Document in Support of the Case Study**

# **Decentralization and Participative Management: Outcomes**

## **Decentralization:**

The decentralization model works on the principle of TEAM WORK, under the guidance of Vice Chancellor and other authorities. All the constituent faculties enjoy the participative management and decentralization framework and a freedom of free will and exerting power with accountability. The University has 6 faculties (Medical, Dental, Physiotherapy, Nursing, Pharmacy and Allied sciences). To delegate the responsibilities and to ensure participation in decision making and its effective implementation, from 2016 onwards different autonomous cells were established. All the Deans of constituent faculties are given full autonomy for the day to day working activities for smooth functioning of their respective colleges. In the same manner, the Head of Departments are fully authorized to check on to the day to day activities of their respective departments.

## **Participative Management:**

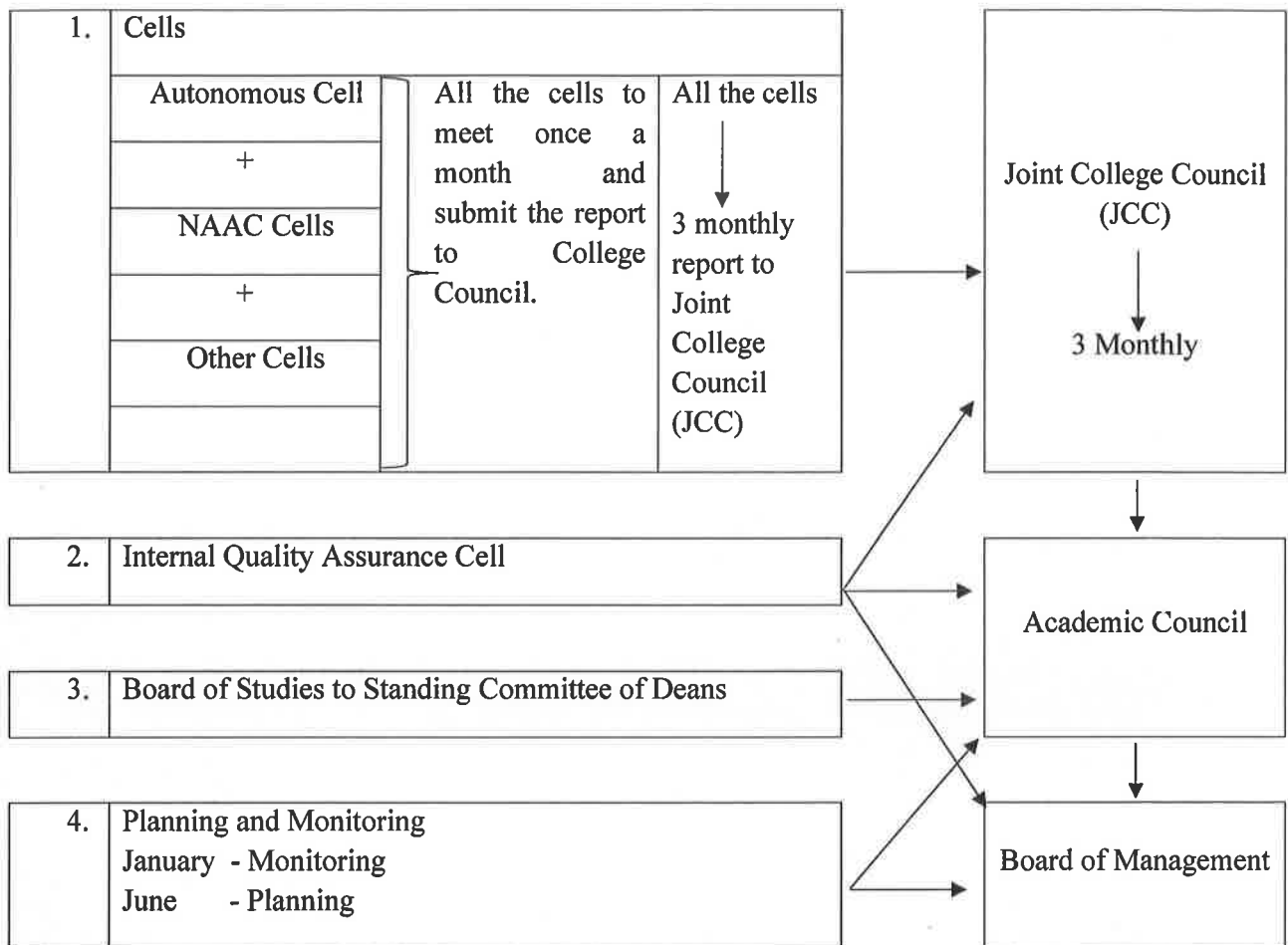
The University works through the principle of participative management based on handling of all its major activities like academic, general administration, financial and examinations. In addition to established statutory committee structures, well defined decentralization of administration, is achieved through creation of Autonomous Cells and empowering those with targeted authorities. These committees have representations of respective staff members and students who actively participate in the discussions and propose ideas related to the working of the university which helps in achieving participative management. The university has created various autonomous cells such as attendance cell, research cell, examination cell, students' welfare cell and women empowerment cell. The stakeholders (staff and students) are members of various decisions making bodies of the University. The student participation is achieved through having them as invitee on various bodies and committees e.g. College Council. An additional phase wise committee structure such as pre-clinical, para-clinical and clinical are created in which all the constituent colleges strive hard for improved coordination in curricular and academic activities.

  
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## Decentralization Process

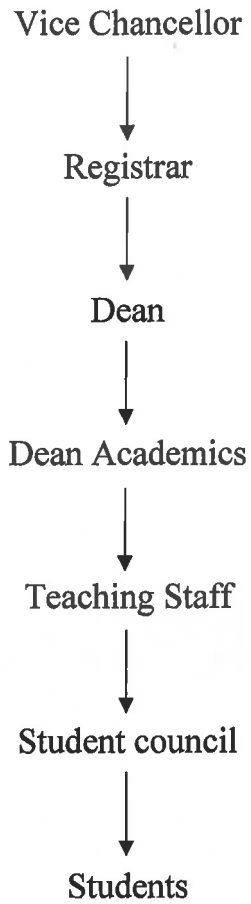
- KIMSDU has established IQAC on 02<sup>nd</sup> July 2014 before the 1<sup>st</sup> cycle of accreditation by NAAC.
- All the work related to IQAC was done by University Officials and the Deans of constituent faculties.
- After the NAAC assessment in the year 2015 the responsibilities of the 7 criteria was distributed to 7 conveners chosen from different faculties.
- Establishment of Standing Committee of Deans to monitor academic concerns.
- Likewise autonomous cells were also established (i.e. Attendance Cell, Research Cell, IPR Cell, Ph.D. Cell, Students Guidance Clinic Cell, Women's Empowerment Cell, University Examination Cell, Placement Cell, Students Welfare Cell, International Students Cell, Value Education Cell, Website Cell, Education Technology Cell, Placement Cell). This was done with the aim to relieve the pressure of academic responsibilities of the Deans.
- The autonomous cells are having autonomous powers and are responsible directly to the Hon'ble Vice Chancellor. Thus decentralization is achieved.
- Establishment of Joint College Council
- Presentation of Developmental Budget in IQAC.
- The post of Dean (Academics) was created in the year 2016. This was also done with the aim to relieve the pressure of academic responsibilities of the Deans and provide them more time to concentrate on administration.
- The constituent faculties are given academic and administrative autonomy. Autonomy of constituent faculties is assured by making respective college council as the decision making forum in all matters of academic research and student discipline. So also the Deans of the constituent faculties are authorized to,
  - Take decision related to the academic activities, research activities, publication, curricular and co-curricular activities.
  - Day to day administrative decisions related to students and employees.
  - To develop and design curriculum as per the need.
  - The Institution has given autonomy to constituent faculties to form calendar of events, sports activities, curricular & co-curricular activities.
  - To formulate policies for smooth functioning of the respective Institute.

## Flowchart of the Data of the Various Cells to the Statutory Bodies



# ACADEMIC DECENTRALISATION

## (Flowchart)



## **Result of Decentralization and Participative Management**

### **Major Achievements of the University**

- Krishna Institute of Medical Sciences "Deemed To Be University" is accredited by NAAC with 'A' Grade (CGPA : 3.20 on 4 Point Scale).
- Krishna Institute of Medical Sciences "Deemed To Be University" is an ISO 9001:2015 certified "Deemed To Be University".
- Krishna Institute of Medical Sciences "Deemed To Be University" is an ISO 14001:2015 certified "Deemed To Be University".
- Krishna Hospital and Medical Research Centre is accredited by National Accreditation Board for Hospitals and Healthcare Providers (NABH).
- Neonatal ICU is accredited by National Neonatal forum of India.
- Blood Bank is accredited by National Accreditation Board for Hospitals and Healthcare Providers (NABH).
- KIMS Diagnostics (Laboratory) is accredited by National Accreditation Board for Testing and Calibration Laboratories (NABL).
- Department of Molecular Biology & Genetics is accredited by National Accreditation Board for Testing and Calibration Laboratories (NABL).
- Krishna Institute of Medical Sciences "Deemed To Be University" created the India's largest hand-printed cancer awareness ribbon measuring 638.98 sq.m. (6.878 sq. ft.) by 1,528 students and faculty on 03<sup>rd</sup> February, 2018. The event was recorded in Limca Book of Records (Indian Record).
- The University was ranked 5<sup>th</sup> amongst the Cleanest Higher Education Institutes in the Country in the Category Technical Institutions – Universities (Residential) in the Swachh Campus Ranking 2018 and was also received award for Maintaining, Promoting and Encouraging The Culture of Swachhta in Higher Educational Institutions in the Country.
- The University is recognized as a Scientific Industrial Research Organization (SIRO) from DSIR.
- The University participated in National Institutional Ranking Framework 2020. University Ranking - 90, Medical College Ranking – 37
- The University was recommended for Commendation Award - Green Institutional Mentor Award on 22<sup>nd</sup> March 2020 (Lr. No.08/MGNCRE/MHRD/NatConfWater/08-03-2020).
- Established UNESCO Chair Bioethics (Haifa)
- Established Dental Chair "Professor Hermann Sailer Chair of KIMSUDU University in Facial Cleft & Craniofacial Surgery".
- Krishna Hospital and Medical Research Centre was ranked 1<sup>st</sup> as a Clean Hospital in "Swachh Sarvekshan 2020" among the Hospitals in Malkapur Nagarparishad, Tal. Karad, Dist. Satara.

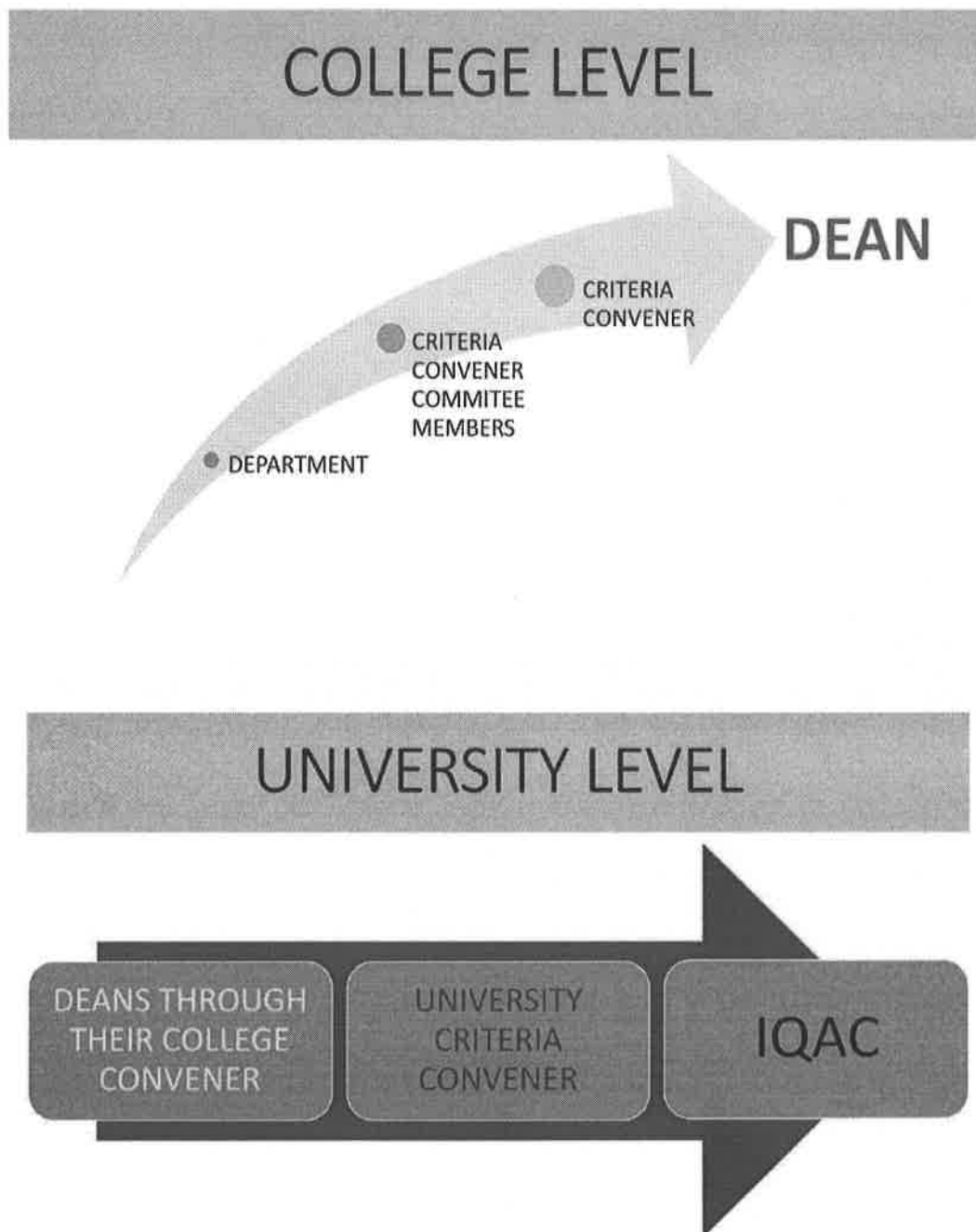
- KIMSDU is recognized by the Knowledge Review Magazine in the Annual Listing of “The 10 Best Phenomenal Medical Institutes in India, 2019”, which are at the forefront of imparting medical education and serving people through exemplary education, research and community outreach.
- KIMSDU is recognized Social Entrepreneurship, Swachhta & Rural Engagement Cell (SES REC) Institution by Mahatma Gandhi National Council of Rural Education, Department of Higher Education, Ministry of Education, Government of India.
- Government of Maharashtra awarded the certificate of appreciation to Krishna Institute of Medical Sciences “Deemed To Be University” for its contribution during the COVID-19 pandemic. The District Collector of Satara awarded this certificate under his signature dated 24<sup>th</sup> December 2020.

### **Patents & Copyrights (2015-16 to 1<sup>st</sup> July 2019 – 31<sup>st</sup> December 2020)**

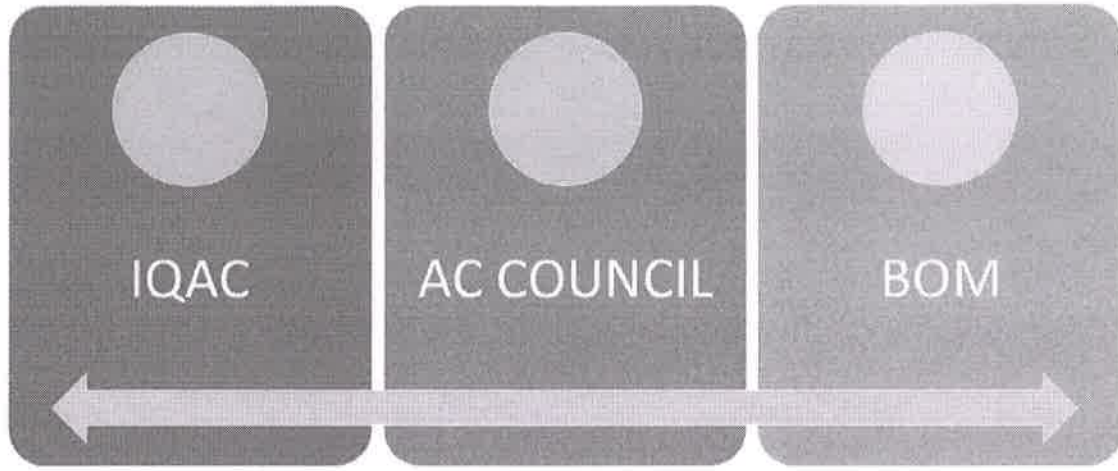
- **Patents & Copyrights :**
  - Granted Patents & Design Patents : 23
  - Patent Published : 35
  - Copyright Awarded : 277
  - Technology Transfer : 7
  - Trademark : 1

## Decentralization and Participatory Mechanism in IQAC

The flow chart for the mechanism for the smooth functioning of IQAC is as follows:







  
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