



KALINGA INSTITUTE OF SOCIAL SCIENCES (KISS)
Deemed to be University, Bhubaneswar - 751024
(Declared under Section 3 of UGC Act, 1956)

6.1.2 Decentralization and participative management.

Q: Effective leadership is reflected in various institutional practices such as decentralization and participative management.

A:

Reflection of Leadership in Institutional Practices at KISS-DU

Various policy-making bodies of University follows a decentralized and participatory framework. The Board of Management is the highest policy-making body of KISS-DU headed by the Vice Chancellor. The Board keeps trying to introduce innovative institutional practices to create a congenial academic and vibrant cultural environment in campus. Students' representatives and alumni are invited as co-opted members from time to time to participate in decision-making. Moreover, students are engaged in different clubs, community, and extension activities. This has been institutionalized to reflect the participatory framework, and all the management practices have been decentralized to develop a student friendly sustainable model.

The academic and administrative governance of KISS-DU rests on the leadership of the policy-making in structured manner. The organogram reflects a decentralized structure of authority with responsibility and power acts in unison with another. The policy and decision-making processes are democratic and involve engagement of all stakeholders. All policies and resolutions are formed with a nuanced view, collectively working for the holistic development of the Adivasi students.

KISS-DU strongly believes in a fair decision-making process, equity, and just-participation while developing the roadmap for the future. Fair access to information, transparency, decision-making process and appropriate level of scrutiny by stakeholders are carried out on a regular basis. The management practices include blend of responsibility and accountability. The Head of the Institution (Vice Chancellor) frequently interacts exclusively with the students to monitor academic progress in the form of feedback. In the monthly review meetings, faculty members get a chance to discuss pressing academic problems with the University leadership and collective efforts are made to resolve those problems.

Decentralization Mechanism at KISS-DU

- The Deans of various Schools and Heads of all the Programmes are responsible for implementing and executing decisions of University. Each School develops its quality indicators to excel in various domains.
- All the Cells, Committees, Councils, and Centres operate in a decentralized manner wherein the members express and share their suggestions, feedback, and opinions. The voices of all those stakeholders are taken seriously by senior functionaries of the University.
- The Deans of the Schools are responsible to make day-to-day operational decisions.
- Financial administration is entrusted to the Finance Committee, and Chief Finance Officer, with the stakeholders, makes the budget. Further, the Development Officer and team members carry out the developmental infrastructure works.

Participatory Management at KISS-DU

- Conducting Review Meetings for all staff. KISS-DU holds separate meetings for teaching and non-teaching staff.
- Besides centrally coordinated Review Meetings, such meetings are also being conducted at the Programme and School level.

- Informal meetings and discussions are held regularly for monitoring of progress of various Cells/Centres/Committees and Councils.
- Bottom to top approach is followed for redressal of grievances by various stakeholders of the University.
- Students Council, Athletics Society, Cultural Society provide opportunities to the students to voice their views and showcase their talents in different platforms. The students participate in various extra-curricular activities, social outreach programmes, students' welfare activities to create an academically and culturally vibrant campus culture.