



## SAROJINI NAIDU VANITA PHARMACY MAHA VIDYALAYA

(Sponsored by the Exhibition Society), Tarnaka, Secunderabad

Affiliated to Osmania University, Approved by AICTE & PCI

ISO 9001: 2015 Certified Institution, NBA Accredited B. Pharmacy Course

### Effective Leadership is Visible in Various Institutional Practices such as Decentralization and Participative Management

Sarojini Naidu Vanita Pharmacy Maha Vidyalaya (SNVPMV) implements various policies in strict compliance with the Governing Rules and Regulations (GRR) prescribed by the sponsoring body - the Exhibition Society. The Governing Body ensures that the institutional practices are in agreement with the rules and regulations of the Pharmacy Council of India (PCI) and the affiliating University. The institute's Honourable Chairman, Dr. B. Prabha Shanker, himself is a postgraduate and Doctorate holder in Pharmacology and is the Managing Director of Leads Pharma Ltd. Besides the Chairman, four Members of pharmacy background are the Members of the Governing Body and this Management team comprising a group of Pharma professionals are participative in all the institutional practices.

The Principal of the college is the Head of all the committees, and all the decisions taken are carried further through to the Heads and in charge of various other committees. All the college administrative and finance matters like admissions, rules and regulations, recruitment procedures, development activities, and purchase matters regarding infrastructure and equipment are considered and approved by the Governing Body on the recommendations of the Institutional Development Committee led by the Director of the institute. Various institutional committees as stated here supervise the aforesaid activities and work towards an improved decentralized governance system.

The constructive decision-making, equitable participation, and improved functioning of SNVPMV is achieved through transparency and decentralization in systems and procedures by involving all stakeholders in important matters. This has led to improved results in teaching-learning processes, research, extension, placements, and administrative procedures.



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### Academic Decentralization and Participative Management:

The following decentralization measures ensure smooth governance of the institution:

- IQAC members are involved in all quality enhancement activities- teaching, research, and administration
- One staff member from each department works closely with IQAC to ensure that quality initiatives are efficiently implemented.
- Leadership skills and the abilities of faculty are enhanced by giving them positions as Directors, Vice-Principal, Coordinators and Conveners of committees. They work closely with the Management in implementing all crucial decisions
- Students provide effective feedback through their participation in decision-making bodies. They are involved in the hostel purchase committee as members.
- Industry professional representatives are also members of the Governing Body and contribute to curriculum revision.
- Alumni of the institution are involved in securing internships and industry training for students, giving special lectures, and in student placements.
- Feedback from all stakeholders is collected. Infrastructural upgradation, curriculum changes including internship and project work, and interaction with industries are designed based on this feedback from the students.
- Regular faculty meetings are conducted to assess academic, research, and extension activities. Requirements of the departments are assessed by the HOD and communicated to the administration.
- Important decision-making bodies like the Purchase Committee etc. are included with adequate representation from the IQAC and other senior teaching faculty to ensure transparency.
- Faculty members are appointed as Chief Warden and Assistant Wardens of Hostel who work under the guidance of the Director.



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### **Administrative Decentralization and Participative Management:**

SNVPMV ensures an egalitarian system of administration in all academic and administrative positions. A transparent mechanism underlies the day-to-day activities of the institution and is seen in decision-making processes.

- The Management interacts with the Director, Principal and Vice-Principal, HODs and other teaching faculty regularly to ensure participative management in systems and processes.
- The Management interacts with the administrative and Office Staff in regular meetings to ensure participative management in systems and processes.
- Financial decisions are taken collectively after necessary discussions at the finance committee meetings.
- The next generation of leadership is cultivated by giving young faculty membership in various committees that helps to train them to take up leadership positions in the future.

The majority of the stakeholders are made a part of participativemanagement.

**1. External Representation:** Institutional Animal Ethics Committee (IAEC), Institutional ethics committee (IEC), CPCSEA, Anti Ragging committee, Internal Quality Assurance Cell(IQAC).

**2. Student's Representation:** Women's Grievances and Redressal Cell, Anti-ragging Committee, Internal Complaints Committee, Sports-Cultural Committee, Environmental Education and Awareness Committee, NSS Committee, SNVPMV-IPASF, SNVPMV Alumni Association, Magazine Committee, Newsletter Committee, IQAC, Hostel Committee, Sc/ST/BC/Minority Committee.

**3. Parent's Representation:** Parent-Teacher Committee, Anti Ragging Committee and IQAC.

**4. Non-teaching Staff Representation:** Admission Committee, Anti-Ragging Committee, Library eResources Committee, Committee for Maintenance.

**5. Teaching Staff Representation:** All committees that work for the continuous development of the institution in all spheres.



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