



6.1.2

**EFFECTIVE LEADERSHIP IS VISIBLE IN VARIOUS
INSTITUTIONAL PRACTICES SUCH AS
DECENTRALIZATION AND PARTICIPATE
MANAGEMENT**



Qusingh

PRINCIPAL

ST. WILFRED'S COLLEGE OF LAW
SHEDUNG-PANVEL 410206



St. Wilfred's College of Law

Affiliated to Mumbai University

Near Shedung Toll Plaza, Old Mumbai-Pune Highway, Panvel, Dist Raigad, Navi Mumbai-410206

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GOVERNANCE		PARTICIPATIVE MANAGEMENT	
GOVERNANCE AT MANAGEMENT LEVEL	GOVERNANCE AT PRINCIPAL LEVEL	ADMINISTRATIVE GOVERNANCE	ACADEMIC COMMITTEES
President	Mr. Suresh Kumar	Entrepreneurship Cell	Examination committee
Secretary	Dr. Keshav Badaya	Admission committee	Placement committee
Treasurer	Mr. Ramesh Chand Dusad	Anti-ragging committee	Public relationship committee
Registrar	Mr. S.R. Gupta	Grievance redressal committee	IQAC committee
Member	Sh. T.O. Peter	Women's Cell and Sexual Harassment Committee	Cultural committee
Member	Smt. Munni Devi	Student development cell	Research committee



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2. DECENTRALISATION IN COLLEGE ADMINISTRATION

DECENTRALISATION	PARTICIPATIVE	
Management body	Administration committees	Academic committees
Organogram	Entrepreneurship Cell	Examination committee
Principal's management hierarchy	Admission committee	Student's cell
IQAC formation	Anti-ragging committee	IQAC committee
Committees in college	Grievance redressal committee	Placement committee
	Women's Cell and Sexual Harassment Committee	Cultural committee
	Student development cell	Research committee



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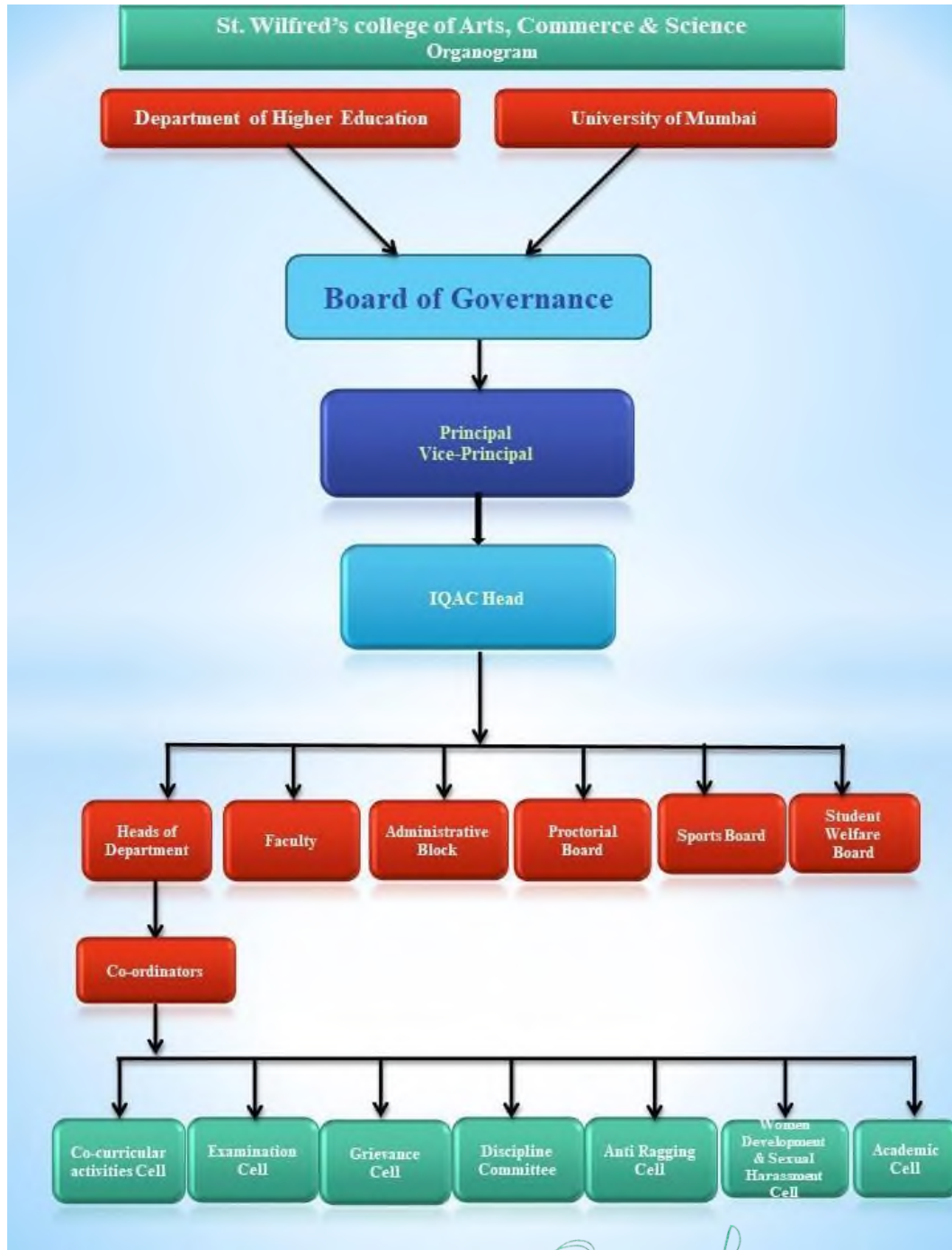


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ORGANOGRAM



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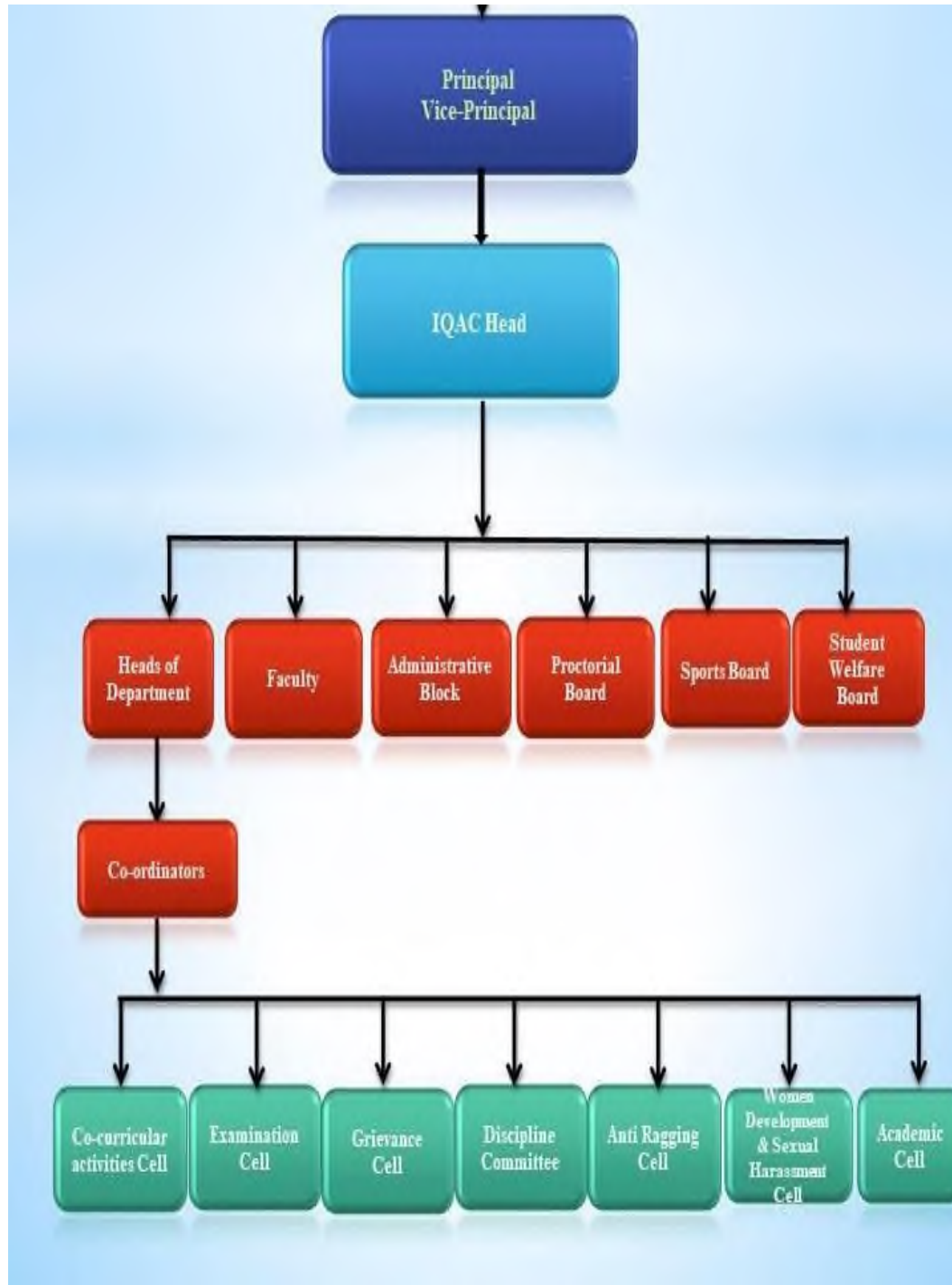


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PRINCIPAL'S MANAGEMENT HIERARCHY



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IQAC FORMATION –IQAC MEMBERS LIST

PRINCIPAL - DR. MRITYUNJAI PANDEY	CHAIRPERSON
ASST. PROF. - DR. MAROOF BASHIR	COORDINATOR
ASST. PROF. - MR. SUBHASH SONKAR	MEMBER
ASST. PROF. - MR. LALIT PAGARE	MEMBER
ASST. PROF. - DR. RAJESH KUMAR SINGH	MEMBER
ASST. PROF. - MS. KAMILA BAIG	MEMBER
ASST. PROF. - MS. POOJA SINGH	MEMBER
ASST. PROF. - MS. PRIJA MUMBAIKAR	MEMBER



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COMMITTEES IN COLLEGE

S.NO.	COMMITTEES
1.	Programme Advisory Committee/Academic Committee
2.	Departmental Academic Committee
3.	Examination Committee
4.	Research Committee
5.	Discipline Committee
6.	Women's Cell and Sexual Harassment Committee
7.	Student Development Cell
8.	Cultural Committee
9.	Anti-Ragging Committee
10.	Entrepreneurship Cell
11.	Grievance Redressal Committee / Internal Compliant Committee
12.	Training & Placement Cell / Career & Guidance Cell
13.	Student's Sports Association
14.	Alumni Association Cell
15.	Scholarship Cell (Minority, SC-ST, OBC Cell)
16.	Public Relationship Committee
17.	Purchase Committee



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DESCRIPTION IN MAXIMUM 500 WORDS

Decentralization and Participative Management at St. Wilfred's College of Law

St. Wilfred's College of Law in Panvel, Navi Mumbai, has long been recognized for its commitment to innovative management practices. One of the key aspects contributing to its success is the implementation of decentralization and participative management within the institution. This case study explores how these practices have been effectively applied at St. Wilfred's College of Law, resulting in enhanced decision-making, improved faculty and student satisfaction, and overall institutional growth.

Decentralization in Practice

Decentralization at St. Wilfred's College of Law involves delegating decision-making powers from the central administration to various departments and committees within the college. This approach ensures that decisions are made closer to the point of action, allowing for more responsive and effective management.

1. **Departmental Autonomy:** Each academic department operates with a significant degree of autonomy. Department heads are empowered to make decisions regarding curriculum development, faculty recruitment, and resource allocation. For instance, the Department of Criminal Law can introduce new courses or modify existing ones based on emerging trends and student feedback without needing prior approval from the central administration.
2. **Committee-Based Governance:** Various committees, such as the Academic Council, Examination Committee, and Student Welfare Committee, play a crucial role in the college's governance. These committees comprise faculty members, administrative staff, and student representatives, ensuring a diverse range of perspectives in decision-making. For example, the Examination Committee, responsible for designing and conducting exams, operates independently to maintain the integrity and fairness of the examination process.



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Participative Management in Practice

Participative management at St. Wilfred's College of Law involves including faculty, staff, and students in the decision-making process. This inclusive approach fosters a sense of ownership and accountability among all stakeholders.

1. **Faculty Involvement:** Faculty members actively participate in shaping the college's policies and strategies. Regular faculty meetings are held to discuss academic and administrative matters. During these meetings, professors can voice their opinions, propose new initiatives, and provide feedback on existing practices. For instance, the faculty collectively decided to implement a mentorship program where senior professors guide junior faculty members in their professional development.
2. **Student Participation:** Students at St. Wilfred's College of Law have a significant role in the governance process. The Student Council, an elected body, represents the student community and participates in key decision-making forums. The council collaborates with the administration to address student concerns, organize events, and improve campus facilities. For example, in response to student feedback, the council successfully advocated for the establishment of a legal aid clinic on campus, providing practical training for students and legal services to the community.

Outcomes and Benefits

The decentralization and participative management practices at St. Wilfred's College of Law have led to several positive outcomes:

1. **Enhanced Decision-Making:** Decisions are made more efficiently and are better tailored to the needs of specific departments and the student body. This agility has enabled the college to quickly adapt to changes in the legal education landscape.



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2. **Increased Satisfaction:** Faculty and students feel more valued and heard, resulting in higher levels of satisfaction and morale. The participative approach has fostered a collaborative and supportive environment.
3. **Institutional Growth:** The College has seen growth in terms of student enrollment, academic performance, and faculty retention. The decentralized model has allowed for the introduction of innovative programs and initiatives, enhancing the college's reputation.

Conclusion

St. Wilfred's College of Law's commitment to decentralization and participative management has created a dynamic and responsive educational environment. By empowering departments, committees, faculty, and students, the college has not only improved decision-making processes but also fostered a culture of inclusivity and collaboration. This case study demonstrates the effectiveness of these management practices in achieving institutional excellence and stakeholder satisfaction.



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