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6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

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The Principal of the college possesses full authority to administer the institution within the framework of the bylaws, rules, and regulations established by the management, the affiliating University, and the state government. At the commencement of the academic year, a self-mapping or review exercise is conducted by the Central Academic Committee, which is supported by the Heads of Departments Committee. The Central Academic Committee, constituted by the management, serves as the Principal Planning Body of the institution and is responsible for overseeing the development programs of the institution.

The Principal, serving as the chairman of the board, comprises six internal members and a minimum of two external experts. In addition to the Principal, the administrative officer, two deans/senior professors, two department heads, and two senior associate professors constitute the body. The powers and functions are delineated by the bye-laws. They possess the authority to advise the general body and the academic council on any matters deemed essential for the realization of the institute's objectives.

The recommendations of the Curriculum Advisory Committee (CAC) shall be submitted to the governing body for consideration and approval. Proposals pertaining to academic matters may be processed via the Academic Affairs Committee. This undertaking reveals the strengths and challenges of each personnel to formulate a potential plan, providing management with insights for the allocation of responsibilities. The Principal appoints conveners for various institutional committees with the approval of the governing body, and subsequently nominates the committee members in consultation with the respective conveners based on the inputs and outcomes of the reviews. Guidelines delineating the roles and responsibilities of the committees are disseminated, and the committees prepare action plans to be submitted to the


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Principal for approval. The committees implement their activities, and at the conclusion of the academic year, the conveners present reports of their accomplishments to the head of the institution. All these activities are then subject to evaluation by the CAC.

The faculties are duly apprised of their duties and responsibilities by the head of the institution during scheduled staff meetings and departmental briefings. The responsible administrative staff is also provided with an actionable plan alongside their respective roles and responsibilities. The department, serving as the fundamental building block of the institution, predominantly holds the decision-making authority vested in the faculty. This decentralized operational mechanism bestows considerable flexibility upon departments and individual faculty members in academic administration, facilitating local decision-making. In these contexts, policies are clearly defined by the College authorities, including the Managing Committee and Principal. The representation of faculties in nearly all committees of the institute is markedly observable at PIPS. However, there are concurrently sufficient checks and balances integrated within the system to ensure that these decisions are made judiciously.


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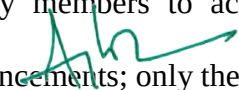
College Advisory Committee (CAC)

The College Advisory Committee (CAC) convened in the HOD chamber to deliberate on and evaluate the Department's Vision and Mission statement. Agenda items included: formulation of the Department's Vision and Mission; alignment of the Vision and Mission with those of the Institution. The following members were present during the meeting.

- a) A.Prabhakar Reddy, Chairman
- b) Dr.A.Srinivas, Principal
- c) Dr.K.Mohini-HOD
- d) Mr.I. Rajeev -Asso.Professor,
- e) Mrs.Vijayalaxmi –Vijaya Krishna MultiSpecialty

The subsequent points were deliberated upon during the meeting, and the minutes are recorded as follows.

1. The Head of Department extended a warm welcome to the committee members and elucidated the agenda of the meeting.
2. Dr.K.Mohini - It was asserted that the integration of updated technical domains should be included in the Vision, thereby ensuring that students are educated on the latest technological aspects to enhance their employability.
3. The review of the institution's mission statement has been deliberated upon, and suggestions were made to align the department's mission with the aforementioned principles.
4. Mr. I. Rajeev stated that it is imperative for all faculty members to acquire knowledge and remain abreast of current technological advancements; only then


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can the department collectively serve as a hub for disseminating updated technology to our students.

5. Mr. P. Nagaraju stated that not only should students be updated with technical education, but each should also be educated in professional ethics to encompass the personal and organizational or corporate standards of behavior expected of a professional.


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