



Smt. Saroj R. Dhumane  
Founder Chairman

Kalpataru Samajseva Mitra Mandal's

## **DHANVANTARI HOMOEOPATHIC MEDICAL COLLEGE AND HOSPITAL & RESEARCH CENTRE**

Recognised by – Govt. of Maharashtra & NCH, New Delhi

Affiliated to – Maharashtra University of Health Sciences, Nashik

Website: dhanvantarihms.org | mail: dhanvantaricollege@yahoo.com | Reg. No. F-3116

Address: Dhanvantari Campus, Kamatwade, Cidco, Nashik - 422008 ☎ 0253-2377103, 2393748

### **6.1.2 Effective leadership is reflected in various institutional practices such as decentralization and participative management.**

The Organogram of the college management and its functioning system follows a decentralized and participation in management strategy. Principal is the overall incharge of the institute and manages all administrative and academic functions. Governance of the institute includes Board of Governance (BoG), College Development Committee (CDC), and Principal. Various policies are framed and discussed in the meetings of the BOG and CDC. These are the policies which are decided in tune with the institute's vision and mission. The Principal is a leader who implements and monitors the same within the organization. The Principal, who is also the chairman of IQAC and other members of IQAC, continually monitors the academics. In addition, the Principal of the institute constitutes the various internal committees which are working together for the stated vision and mission. Faculty members, students, and non teaching staff are the members at all such committees. Thus the principal of the institutes decentralizes the various activities and ensures the participation from all levels within the organization.

Followings are the highlights that indicates how institute practices decentralization and participation of every individuals:

- Members of the board of governance are businessman, educationist, and representatives of university and formulates various guidelines for effective implementation of the perspective plan
- Institute has other committees like college development committee (CDC), IQAC, women's grievance, academic review etc. and in addition various other committees established by the principal for monitoring, control and development of the institution
- Vision and Mission statements are established considering the stakeholders expectation and their participation

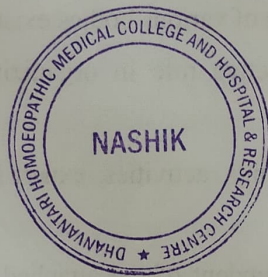
- With the participation of faculties, management and principal institute has established skill laboratories and various medical laboratories complying with the requirements of statutory bodies as well as stakeholders expectations. These efforts are resulted in enhancement quality education, skill and research leading to improvement of the university examination results
- Joint efforts of all the stakeholders resulted in provision of the state-of-the-art infrastructure that includes auditorium, conference hall, play ground, generator backup, ICT facilities etc.
- Principal and various bodies has initiated the various steps for the academic enrichment of the departmental laboratories with latest equipments
- Management members and Principal has appointed qualified and experienced faculty
- Provision of infrastructure and support for various value added / add on courses, professional visits, experts lectures, seminars, workshops, conferences, staff trainings, higher education etc.
- Principal and Registrar takes various initiative for implementing e-governance in the areas of administration and academics through the latest software
- Principal and Academic committee members takes initiatives for the effective implementation of the competency based medical education (CBME)
- Principal and other IQAC members has initiated the quality initiatives that has resulted in certification as per ISO 9001:2015, ISO 14001:2015 and ISO 50001: 2015. Such initiatives cares for quality assurance not only in the academic but for overall institutional practices including environment, social and energy management
- Principal and Member of the management through the BoG meetings establishes various policies for the staff welfare

Participatory management and decentralization is practiced at various levels, which involves making decisions and executing various activities concerning academic and administration as explained below.

- Board of Governance (BoG) is the apex body responsible for developing policies, budget and strategies for the overall development of the institution.

- Principal follows the directives of the apex body and implement the actions through the various planning along with all departmental heads
- College development committee and IQAC plans the various actions for the development of the institute and conveys them to Board of Governance for the approval
- Principal shoulders the responsibility of administration along with account head and the registrar for smooth functioning of the institution.
- The Head of Department follows all the circulars from various authorities for actions, co-curricular and extra-curricular activities with respect to their department.
- Faculty members are assigned with different functional responsibility and participate in decisions making processes during the departmental meetings.
- Faculty members, staff and student representatives are members of various institute level committees like student welfare, student clubs, professional chapters etc.
- Students association and local chapters of various bodies exists in each of the department where students representative take active role in organizing various student centric program.
- Students are free to suggest any trainings, activities, expert lectures, various sports and cultural activities etc.
- Principal is also the Medical superintendent of the attached Hospital and monitors the functions.
- The decentralization of the hospital consists of a Superintendent of the hospital. In our case, we have provided the Asst. Medical Superintendent, Chief Medical officer who takes care of the patient services in outpatient departments and wards. He is assisted by the Resident Medical officers and the House physician.
- The Principal's office and the Administrative staff is headed by Registrar and Administrative Officer. The clerical staff deals with the procedures and documentation of student admission process, eligibility criteria , fee collection, examination documentation.
- Academic coordinators have been arranged to coordinate with the departments involved in the teaching of curricular activities for I, II, III, and IV BHMS. The coordinators control the curricular activities of respective years with the supervision of the Heads of departments.

- The clinical departments applies the curriculum in coordination with the attached Hospital.
- Students, Parents and Alumni has their participation through the committees like Library, Academic, Student clubs, Cultural, Sports, IQAC, CDC etc.



*Bomikes*  
**PRINCIPAL**  
Dhanvantari Homoeopathic Medical College  
and Hospital & Research Centre, Nashik