



# SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat  
Plot No. 334, 335, 336 & 338, Near Haria L.G. Rotary Hospital Campus, GIDC, Vapi - 396195. Gujarat, India  
Mobile No: +91-6357647901, +91-6357647902 E. [info@sscnavapi.org](mailto:info@sscnavapi.org)

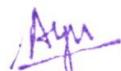
## Criteria 6.1.2 Decentralization & Participative Management

### DECENTRALIZATION - An Overview

Sandra Shroff College of Nursing, Vapi, has more than 22 committees that oversee various aspects essential for the smooth functioning of the college. These committees address areas such as academics, administration, cultural development, social involvement, and inclusion. All convenors report to the principal on a need-based basis. Financial matters, especially those involving significant expenditure, are discussed in advance with the Treasurer, who is a member of both the SSCN Governing Body and the Trust Governing Body.

Faculty members are actively involved in all student bodies on campus, including both permanent and temporary committees. Faculty are rotated among committees to prevent stagnation and avoid the development of a sense of proprietorship.

This structure reflects strong interconnection, semi-autonomous decentralization, and an integrated participative management approach in the functioning of various institutional bodies.

  
Dr. Anita Nawale  
I/C. Principal  
S.S.C.N. VAPI



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## DECENTRALIZATION AND PARTICIPATIVE MANAGEMENT PROCESS

### Decentralization

Institute has a mechanism for delegating authority and providing operational autonomy to all the various functionaries to work towards decentralized governance system.

#### 1. Principal Level

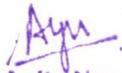
The Governing Body delegates all the academic and operational decisions based on policy to the College committee headed by the principal in order to fulfill the vision and mission of the institute. College committee formulates common working procedures and entrusts the implementation with the faculty members.

#### 2. Faculty Level

Faculty members are given representation in various committees/cells and allowed to conduct various programs to showcase their abilities. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities. Other parts of the institute like sports, library, etc. have operational autonomy under the guidance of the various committees.

#### 3. Student Level

Students are empowered to take an active leadership role by serving as coordinators of the Student Nurses Association. They actively plan, organize, and manage co-curricular and extracurricular activities, fostering teamwork and responsibility. Involvement in NSS activities helps develop social commitment, discipline, and community awareness. These opportunities enhance students' leadership, communication, and organizational skills, preparing them for professional roles.

  
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## Participative Management

The institute promotes a culture of participative management by involving staff and students in various activities. All decisions of the institution are governed by management of facts, information and objectives. Both students and faculties allowed expressing themselves of any suggestions to improve the excellence in any aspect of the Institute.

### 1. Strategic Level

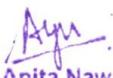
Participative management at the strategic level involves the active involvement of the principal, senior faculty, and key committee members in policy formulation and long-term planning. Decisions related to vision, mission, academic standards, and institutional growth are taken collectively. Inputs from IQAC, academic coordinator, and departmental heads are considered to ensure quality and accountability. This approach promotes transparency, shared responsibility, and effective governance.

### 2. Functional Level

At functional level the faculty members participate in sharing the knowledge by discussing on latest trends/technology during faculty meeting. Faculty members also write joint research papers and share their knowledge.

### 3. Operational level

The principal of the institution is a member secretary of the GB. The GB gives suggestions and monitors the procurement, introduction of new programs and welfare activities. The principal of the institution is responsible for academic, nonacademic and administrative activities of the institution. On behalf of the institution, she interacts and corresponds with Veer Narmad South Gujarat University, INC, GNC, UGC etc., The budget is earmarked for staff members and students to participate in various programmers organized by the institute. All the staff members actively participate in implementing the policies, procedures, and framework designed by the management in order to maintain and achieve the quality standards. Office staff is involved in executing day to day support services for both students and faculties.

  
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## Reflection of Mission and Vision in the leadership of institute in ensuring:

1. The policy statements and action plans: The management and Principal actively participate in Governing body for ensuring that the policy statements and action plans are aligned for attaining the mission of institute, circulates the vision and mission to all stake holders and involve them in forming the policy statements. The leadership includes the principal as the head of the institution, under him various department includes all PG staff and UG staff. Management system updated by various committees. The principal makes action plans in consultation with faculty members to review of outcomes from the implementation of action plans through meetings with functional committees and makes necessary changes in action plans if required. The management takes review of quality policies and makes amendments in quality policies if required

2. Formulation of action plans: The action plans are formulated in line with quality policy under the leadership of the principal and the same are incorporated into strategic plans for effective implementation.

3. Interaction with stakeholders: The Principal ensure that all stakeholders are involved in different activities.

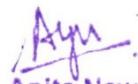
Students; Periodical meeting of Mentor mentee

Parents- Teacher association meeting, Annual Alumni meeting and interaction with neighborhood community for various activities.

4. Proper support for policy and planning: The requirements of the society for policy making and planning are collected by the principal through interaction with various stakeholders

5. Reinforcing the culture of excellence: For the reinforcement of cultural excellence the vision, mission, short term and long-term goals, quality policies are kept wide open to all stakeholders for their suggestions, necessary training is provided to its faculty and supporting staff for their development and motivates the team building and team work to create healthy work culture.



  
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