



Inspired by Shree Santram Maharaj
DINSHA PATEL COLLEGE OF NURSING

Managed by... MAHAGUJARAT MEDICAL SOCIETY, NADIAD.

College Road, NADIAD - 387 001. (Gujarat)

Phone : (0268) 2521500 | Email : dpcninfo@yahoo.com | www.dpcn.org.in



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

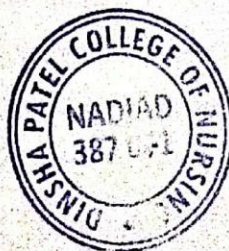
The Governing Body delegates all the academic and operational decisions based on policy to the College council headed by the Principal in order to fulfill the vision and mission of the institute. College council formulates common working procedures and entrusts the implementation with the faculty members.

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 play an active role as a coordinator of student Nurses associations, co-curricular, extracurricular and NSS activities.





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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

The Principal and staff members are involved in defining the policies/procedures, framing guidelines and rules/regulations pertaining to discipline, grievance, counseling, training & development, and library services etc., and effectively implementing the same to ensure smooth and systematic functioning of the institute. For the various programs to be conducted by the institute staff members meet, discuss, share their opinion and plan for the event and form various committees involving students. Staff members are also involved in deciding academic activities and examinations to be conducted in institute.

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, he interacts and corresponds with Sardar Patel University, INC, GNC, UGC and Gujarat University etc., The budget is earmarked for staff members and students to participate in various programmes 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.





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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.

6. Champion organizational change: During the milestone of institute has adopted many changes to attain its vision and mission.


PRINCIPAL
DINSHA PATEL COLLEGE OF NURSING
NADIAD - 387 001.




DIRECTOR
DINSHA PATEL COLLEGE OF NURSING
NADIAD - 387 001.

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