

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

#### **CASE STUDY**

All the above mentioned facts can be more visualized when it comes to working of RUSA(Rashtriya Uchchatar Shiksha Abhiyan) committee in an Institution. RUSA committee came into force in year 2012-13 to undertake developmental activities in college. The convener of committee works in collaboration with various other units of college under the guidance of government and institutional policies. The committee submitted its detailed project report (DPR) in the year 2012-13 , wherein teachers at all levels and departments identified grey areas and proposed estimates for 10 years down the line as to various developments required at institution level. On the basis this DPR, college received grants in different phases. One such grant has been received by institution worth Rs.4 crores in phases for upgradation of existing degree college to model degree college. In December 2020, part of this grant worth Rs. 2,37,50,000 has been received. For utilization of this grant, RUSA committee and its convenor formulated further sub-committees like Smart Classroom Committee, Auditorium renovation Committee, Maintenance and Beautification of Lawn Committee and many more. These sub committees' coordinators worked in liaison with various departmental HODs and utilized grants in their respective areas. This demonstrates effective Decentralization and participative decision making in Institution.