



Shri Vithalrao Joshi Charities Trust's
SAMARTH NURSING COLLEGE

(NAAC ACCREDITED GRADE 'B')

Kasarwadi, Post Sawarde, Tal. - Chiplun, Dist. - Ratnagiri 415 606

Phone : 02355-264149 / 137, 8379972264 Fax : 02355-264181

Email : sncdervan@gmail.com

Website : www.svjctsamarthnursing.com

(Recognised by Indian Nursing Council, Maharashtra Nursing Council & Maharashtra University of Health Sciences, Nashik and MSBNPE Board, Mumbai)

6.1.2 EFFECTIVE LEADERSHIP IS REFLECTED IN VARIOUS INSTITUTIONAL PRACTICES SUCH AS DECENTRALIZATION AND PARTICIPATIVE MANAGEMENT

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Principal
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Response:

The institution operates strictly in accordance with the guidelines established by MUHS, Nashik. To ensure effective governance, various dedicated committees have been formulated at the institutional level.

Academics:

Our institution focuses on the strategic planning, seamless implementation, and rigorous monitoring of all academics programs. We prioritize structured learning through meticulous planning and oversight. We ensure 100% syllabus coverage for both theoretical & practical components, consistently leading to excellent student results. We maintain a high standard of academic success.

Extracurricular Activities:

Beyond the Classroom life at the institute is enriched by active student participation in diverse extracurricular events. From competitive sports and cultural festivals to outdoor camps and special celebrations, we foster a well-rounded student experience.

Decentralization of Governance

To ensure effective management and academic excellence, the institution operates through a decentralized administrative framework. Policy formulation begins with the General Bodies, which establish the core strategic goals and operational guidelines.

Once policies are finalized, the Principal oversees their execution. This is achieved by delegating specific authorities and responsibilities to various functional committees and department heads, ensuring a streamlined flow of communication and accountability across all levels.


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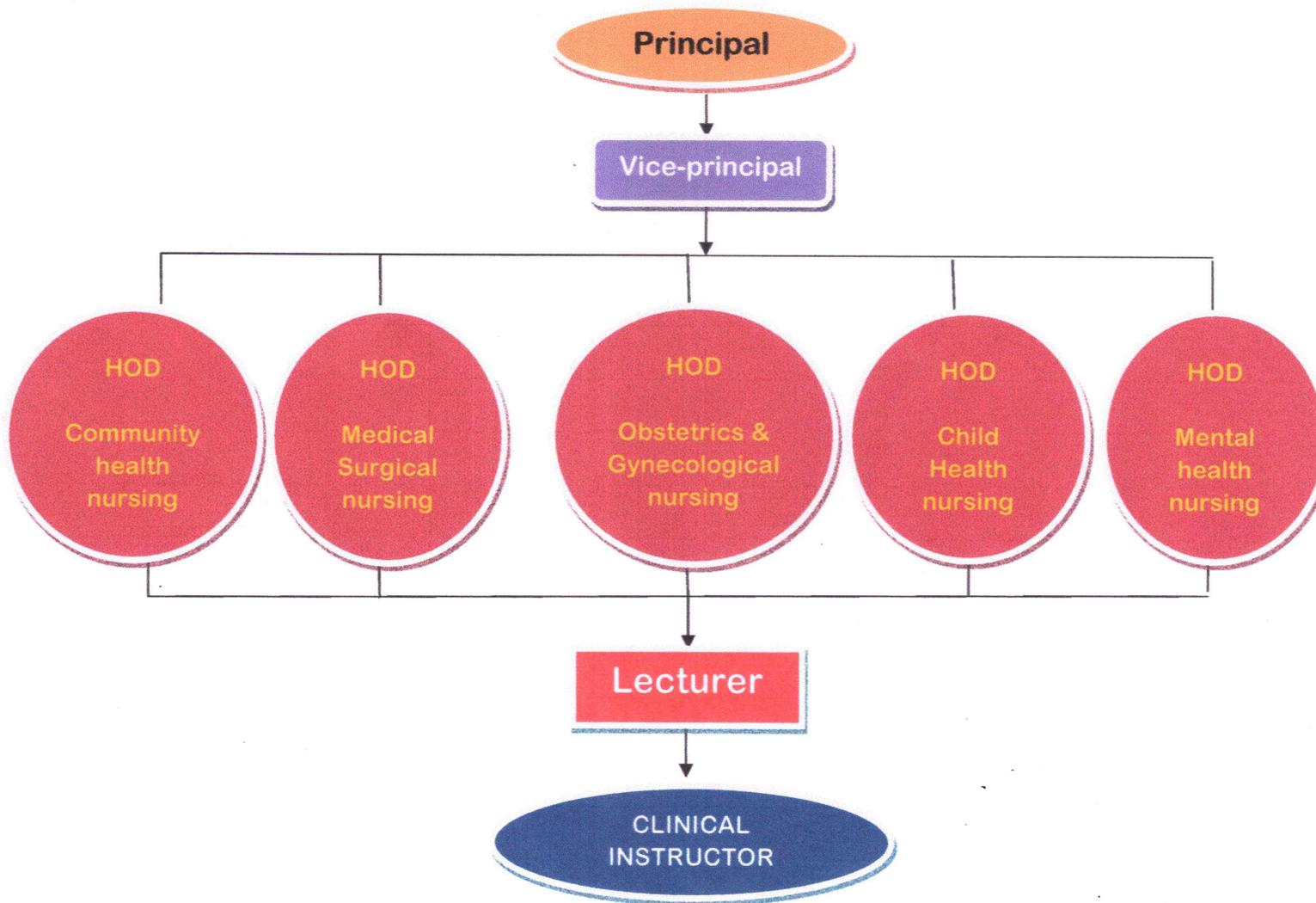
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Job Profile: Principal

1. Academic Leadership & Strategy

- **Drive Institutional Growth:** Lead initiatives focused on the continuous academic development and long-term growth of the institute.
- **Curriculum Management:** Oversee the planning, implementation, and supervision of both curricular and co-curricular programs.
- **Research Advocacy:** Motivate and support faculty members in pursuing research projects and academic publications.
- **Instructional Involvement:** Actively participate in teaching, research, and institutional training programs.

2. Administrative & Operational Oversight

- **Admissions Management:** Ensure student admissions align strictly with the criteria established by MUHS, Nashik.
- **Facility Management:** Oversee the efficient operation of the college library, laboratories, and the affiliated hospital for student clinical exposure.
- **Record Integrity:** Maintain and monitor a robust system for institutional record-keeping.
- **Regulatory Liaison:** Collaborate with hospital departmental heads and engage in integrated hospital programs.

3. Examination & Quality Control

- **Examination Supervision:** Manage the integrity of University and College examinations, including paper setting and the assessment process.
- **Disciplinary Standards:** Uphold and enforce high standards of discipline across the campus.


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4. Faculty & Student Welfare

- **Advocacy:** Safeguard the professional interests and well-being of both teaching and non-teaching staff.
- **Mentorship:** Provide professional counseling and academic guidance to faculty and students.
- **Performance Motivation:** Create an encouraging environment that fosters faculty excellence and student success.

Job Profile: Vice-Principal

The Vice-Principal serves as a key leader within the institution, balancing administrative oversight with active educational engagement.

1. Administrative Leadership

- **Executive Support:** Acts as the primary deputy for the Principal, assuming all leadership duties during their absence or leave.
- **Faculty Supervision:** Provides direct oversight and management of faculty members to ensure high performance and professional standards.
- **Strategic Planning:** Collaborates with the administrative team in institutional planning and development.

2. Academic & Clinical Engagement

- **Active Teaching:** Maintains a presence in the academic environment by participating in both classroom instruction and clinical teaching.
- **Curriculum & Activity Support:** Organizes and encourages student participation in extracurricular activities to ensure a well-rounded educational experience.


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3. Operational Oversight

- **Records Management:** Oversees the systematic maintenance of institutional records.
- **Clinical Coordination:** Works closely with Heads of Departments (HODs) to manage and synchronize student clinical records.

4. Student Welfare

Mentorship: Provides dedicated guidance and counseling services to support the personal and professional growth of students

Job Profile: HOD / Professor / Associate Professor

1. Academic Leadership & Administration

- **Curriculum Management:** Orchestrates the implementation of both theoretical and clinical curricula through collaborative planning with departmental faculty.
- **Academic Scheduling:** Directs the allocation of lecture hours and teaching assignments to ensure balanced faculty workloads.
- **Policy & Documentation:** Periodically reviews and updates clinical procedure manuals to align with current best practices.
- **Operational Planning:** Develops comprehensive monthly schedules and strategic plans for clinical requirement fulfillment.

2. Faculty & Student Supervision

- **Instructional Oversight:** Actively supervises nursing students across both classroom settings and clinical rotations to ensure educational standards are met.
- **Mentorship:** Serves as a primary professional role model, demonstrating excellence in clinical practice and classroom pedagogy.

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- **Performance Monitoring:** Systematically records and analyzes student performance in written examinations and practical assessments.

3. Operational Management & Campus Life

- **Data Integrity:** Oversees the meticulous maintenance of departmental records, including student attendance and absenteeism logs.
- **Extracurricular Engagement:** Leads and participates in the organization of campus activities that promote a holistic student experience.

Job Profile: Lecturer / Assistant Professor

1. Academic & Instructional Leadership

- **Curriculum Planning:** Establishes clear learning objectives to guide student progress.
- **Instructional Design:** Develops innovative teaching aids and materials to ensure high-quality education.
- **Versatile Instruction:** Provides comprehensive teaching and supervision across classrooms, laboratories, and clinical settings.

2. Assessment & Student Support

- **Academic Evaluation:** Maintains accurate records of student performance in written examinations and assessments.
- **Mentorship:** Acts as a professional role model, upholding the standards of the nursing profession.
- **Guidance:** Provides dedicated counseling and academic advising to support student well-being and success.


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3. Institutional Contribution

- **Campus Life:** Actively participates in the planning and execution of extracurricular activities.
- **Governance:** Serves as a productive member of various institutional committees.
- **Administrative Flexibility:** Executes additional duties as assigned by the college administration to meet institutional needs.

Job Profile: Clinical Instructor

The Clinical Instructor is responsible for bridging the gap between theoretical knowledge and practical application, ensuring students achieve clinical competency through high-quality instruction and mentorship.

Key Responsibilities:

- **Curriculum Enhancement:** Develop and implement innovative teaching aids to improve the quality of educational delivery.
- **Instructional Oversight:** Provide comprehensive teaching and supervision across classrooms, laboratories, and clinical settings.
- **Student Engagement:** Actively participate in the planning and execution of extracurricular activities to foster a holistic learning environment.
- **Mentorship:** Offer professional guidance and personal counseling to support student growth and well-being.
- **Clinical Supervision:** Maintain direct oversight of students within clinical areas to ensure best practices and patient safety.
- **Institutional Support:** Execute additional duties as required by the college administration to meet institutional goals.

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Participative Management & Student Welfare

The institution is committed to a participative management mechanism designed to ensure the timely and effective redressal of student grievances. This inclusive approach fosters a safe and supportive environment through specialized committees.

Core Committees

To uphold student safety and institutional integrity, the college operates the following bodies:

- **Students' Grievance Redressal Committee:** For general academic and administrative concerns.
- **Sexual Harassment Prevention Committee:** To ensure a safe, respectful environment for all.
- **Anti-Ragging Committee:** To maintain a zero-tolerance policy toward harassment or bullying.

Collaborative Decision-Making

Our decision-making process is rooted in collaboration, drawing expertise from various levels of the organization. Key stakeholders involved in these committees include:

- **Medical Director** (Hospital & Medical College)
- **Nursing Superintendent** (Hospital)
- **Principal & Faculty Members**
- **Administrative Officer**
- **Social Workers**


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By involving both medical and administrative leadership alongside social welfare experts, the institution ensures that every student's voice is heard and every issue is resolved with a holistic, fair, and transparent approach.

Participative Management and Institutional Collaboration

Our institution fosters a culture of participative management, which decentralizes decision-making and empowers our staff. This collaborative environment ensures high-quality education for our students and superior care for our patients.

Stakeholder Engagement

Key figures including the Hospital Superintendent, Social Workers, Administrative Officers, and the College Principal work alongside faculties and students from SVJCT's Samarth Nursing College. This inclusive approach:

- Increases faculty **accountability**.
- Enhances the capacity for **decisive action**.
- Ensures a transparent, merit-based **recruitment process** for selecting eligible candidates.

International Collaboration: B.K.L.W. Hospital & UK Medical Team

For 29 years, B.K.L.W. Hospital has hosted an annual week-long medical camp in partnership with a medical team from the UK. Samarth Nursing College plays a vital role in this initiative by managing:

- **Logistics & Hospitality:** Coordinating guest invitations and medical staff departures.
- **Communication:** Overseeing detailed liaison between all parties.
- **Academic Integration:** Scheduling Continued Nursing Education (CNE) sessions and clinical teaching programs within the hospital setting.


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LEVELS OF PARTICIPATIVE MANAGEMENT

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