

**6.1.2:** The institution practices decentralization and participative management संस्था सहभागिप्रबन्धनव्यवस्थां विकेन्द्रीकरणप्रक्रियां च अनुसरति।

In accordance with statutory provisions, the Shri Lal Bahadur Shastri National Sanskrit University functions with a decentralized, participatory governance model, supported by the establishment of academic committees. Decentralization and effective leadership are present across chairs, departments, sections, cells, and centers of the university. The Executive Council serves as the principal decision-making body of the university, while the Academic Council is the primary academic authority. Decisions are made with consensus through participatory management.

For decentralization and participatory governance, various committees at the university level, such as the Executive Council, Academic Council, Finance Committee, Building Committee, Boards of Study, Planning and Monitoring Board, Research Board, Admissions Committee, Hostel Committee, Library Committee, Grievance Committee, Internal Grievance Committee, Screening Committee, and Expert Committees to perform their functions. These committees include active participation from chairpersons, department heads, students, and university officials. Processes are facilitated with appropriate consultation and representation from teachers, students, and other officials.

The university leadership regularly reviews the work of these committees, ensuring necessary improvements and proper procedures. Clear rules and responsibilities are documented for each committee, supporting effective governance through statutory coordination. Reports from internal committees are regularly reviewed by authorities such as the Executive Council, Academic Council, and other governing bodies for implementation. This ensures a dynamic governance structure that allows regular improvements. Decentralization and participatory management are beneficial for collective functioning, contributing significantly to organizational efficiency. This helps the university leadership progress toward its goals.

Under the Central Sanskrit Universities Act, 2020, various financial powers of the university have been delegated to the authorities, such as the Vice-Chancellor, Registrar, Finance Officer, and Controller of Examinations. For instance, under Section 43 of the Act, specific rights concerning approval of various leave types for teaching and non-teaching staff are granted to the respective authorities. Based on this, delegation of powers to chairpersons and department heads for granting leave to teaching and non-teaching staff is implemented through Office Order No. F.1 (48) LBSNSU/Admn/Est/NT/2022/883, dated 07.01.2022.

Participatory management is smoothly executed within the university, involving all administrative authorities and staff. At the administrative, academic, and decision-making levels, the entire system functions through decentralization and participation. For example, under the Registrar, Deputy Registrars work, and under them, Assistant Registrars manage administrative tasks. Similarly, under the Vice-Chancellor, chairpersons, department heads, and other faculty members function effectively.

An example of decentralization is observed in the system of granting leave. The university has decentralized the process of approving casual leave, special casual leave, restricted holidays, and other leave types. Powers for granting such leave have been given to chairpersons and department heads for teaching staff and to the Registrar, Finance Officer, and Controller of Examinations for non-teaching staff. Department heads also have the authority to approve leave. The Vice-Chancellor retains overarching authority over all leave-related decisions, but the respective heads consult with the Vice-Chancellor before approving or rejecting leave.

In this manner, the university adheres to a decentralized approach to leave management. The Vice-Chancellor does not make all decisions unilaterally but consults chairpersons, department heads, the Registrar, the Finance Officer, and others. Similarly, all administrative, teaching, and non-teaching tasks are carried out using decentralized and participatory systems.

Another example is evident in processes such as curriculum development and financial planning, where collective decision-making is prioritized. Similarly, the university ensures participatory processes in activities related to book publishing and other academic initiatives.