

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

Response:

Centurion University firmly believes in empowerment and has strived to build a culture of excellence as well as a safe space for its faculty, staff and students to freely express themselves.

These aspects are reflected in the following:

Flat structure: The University has a flat structure discouraging hierarchies and power plays. It encourages a participative & democratic management style that facilitates a free flow of ideas and shared decision making thus keeping the team highly motivated.

Autonomy to Deans: Deans are given full autonomy who collectively work with HoDs on various aspects ranging from new course offerings, curriculum design, infrastructure planning to managing faculty load & reviewing outcomes. The Vice Chancellor leverages the collective expertise of the team. She interacts with Deans through weekly Dean's meetings.

Open Communication and Information Sharing: University leadership & management follow an open door policy with unrestricted access up to the level of Trustees & the Board of Governors. Further all academic & administrative information are openly published on University's website. Slack tool is used for open communication & information sharing.

Shared Services: Admin meetings, monthly all faculty meetings & Research Review Meetings & various committees assigned for specific purposes.

Multidisciplinary and Collaborative Approach (Research Centers): The University has established 25 research centers.