

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

The leadership of the Institute is unique in being decentralized and participatory at all levels of functioning. The administrative and technical head of IARI is its Director, who is supported ably guided by The Board of Management with the Director as its Chairman, served by four Councils, namely, the Research Advisory Council, Academic Council, Extension Council and Executive Council, which provide the overall management direction. The Director is assisted by four Joint Directors i.e., Joint Director (Research), Joint Director (Education) & Dean, Joint Director (Extension) and Joint Director (Administration). The Joint Director (Administration) looks after the day- to-day administrative work. The Comptroller has the overall charge of the audit and accounts matters. Presently, the research, education, and extension activities of the Institute are carried out through a network of 20 discipline-based divisions, 2 multidisciplinary centres, 8 regional stations, 2 off-season nurseries, 10 centres of AICRP and a common set of service units.

The leadership is actively involved in the above-mentioned aspects through various decision-making bodies of the Institute, formal and informal meetings and discussions with the faculty and students and regular visits to the fields and labs of various disciplines. In ensuring the organization's management system development in the following key activities:

- Implementation and continuous improvement
- Interaction with its stakeholders
- Reinforcing a culture of excellence

As a formal institutionalized system, the institute has the bodies like Academic Council, Executive Council and General Council which have representatives from the profession and industry, alumni, MHRD, professional bodies, faculty and students. Many of the activities of the Institute are shared by the management with the faculty for information as well as comments. Meetings of the Heads of the Departments and Professors are held regularly. Each Department also regularly conducts faculty meetings. Board of Studies (BOS) meetings are conducted regularly at least once in a trimester. As explained earlier, selected faculties and one student representative are members of BOS. In general, the management is easily available to faculty and students to discuss problems, issues or any other aspects as and when required.