

## IIT (BHU) Varanasi

### Innovation in Governance

- The Institute ensures **culture of participative management** at all levels of its operations from top decision making to the bottom level of execution.
- Not only this, the Institute has developed a culture of democratic and *dialogic* functioning, as it is considered an essential ingredient towards ensuring the success of adoption of any new and innovative idea/practice. There is high degree of involvement of teachers as well as students in all academic and administrative ventures in the faculties, beginning from faculty management and development, maintaining regularity of classes, to organizing seminars/ conferences/ symposia, courses etc.
- There is an attempt to foster teamwork rising above the hegemonic blocks and hierarchical structures, thereby adopting a policy of non-differentiation.
- All important decisions are discussed and deliberated in different committees of the Institute and if required experts from outside are also invited. As far as possible every effort is made to ensure equitable participation of all stakeholders in the decision making process.
- The Institute has evolved **a knowledge management strategy** to set the ball rolling in the direction of fast paced globalization. A web based **Institute Repository** has been started for creating document data base. The Institute considers that management of knowledge becomes important not only from the point of view of institutional success, but also seen with the perspective of the nation's standing in the international socio-political milieu, in which the Institute has a key role to play.
- **Harmony Workshops** are regularly conducted for faculty and non-faculty staff of the Institute.

The following values are well reflected in the functioning of the Institute:

- Contributing to national development
- Fostering global competencies among students
- Inculcating a sound value system among students
- Quest for excellence