**The Appropriateness and Effectiveness of Governance and Management Practice in Bahir Dar University from the Faculty’s Perspectives**

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The purpose of this study was to examine the appropriateness and effectiveness of governance and management practice in Bahir Dar University from the faculty’s perspectives. For this purpose a survey instrument (questionnaire) was developed to measure the dimensions of governance form the literature. A total 157 randomly selected academic staffs were involved and filled in the questionnaire. A descriptive statistics (mean and standard deviation) and inferential (one sample t-test and multiple regression) were employed to analyze the data obtained from the respondents. The finding indicated the academic staff views the appropriateness and effectiveness of the governance structure, leadership and management, and accountability and transparency practiced at BDU as lower than the expected level. On the other hand, staff seems to have assessed the exercise of institutional autonomy (both internal and external) is greater than the expected mean value. The one sample t-test also indicated that the difference between the expected and observed mean score were statistically significant in all cases. In addition, the level of academic staff satisfaction with governance and management system of the university was found to be lower than the expected. The one sample t-test also confirmed that this variation is significant at P<0.05. To examine whether and to what extent the independent variables predict staff satisfaction with the governance and management system (dependent variable) a forward multiple regression analysis was employed. The regression analysis result indicated that the independent variable (governance structure, leadership and management, autonomy and accountability and transparency) have strong predictive power (82.2%) on the dependent variable. From among the independent variables in this study the leadership and management was accounted for the highest (40.05%) variation in academic staff satisfaction. From the findings and discussion it was concluded that the governance and management system of BDU is not operating to the level it is expected to contribute to the effective implementation of its vision and mission. Based on the findings and conclusion some recommendations were forwarded.