

## **Capacity Building**

The institution is distinctive in its thrust towards **capacity building** for teaching, non-teaching staff and students (most of whom belong to marginally weaker sections like SC/ST/EWS). Despite the college being in the hard zone (Zone-C), it has uniqueness of providing co-education to more than 3000 students on yearly basis and more than 55% of students are girls thus women emancipation is the focus of this institution along with providing co-education. Despite choices being provided to the students to opt for admissions to UG courses to get better colleges as per the merit lot of students preferred this college for admissions. The natural landscape of the institute is extremely beautiful and unique spreading over 100 Kanals of land with an elevated landscape whose beauty is fortified by the peaks of Pir-Panchal mountain range. The Government Degree College Kulgam (GDCK) Urdu; گورنمنٹ ڈگری کالج کُلگام was established in the year 2004 with a vision to spread value-based education to this vibrant district of fresh water streams in the south of Kashmir Valley. The college presently offers more than thirty subjects under different programmes including professional (BBA, BCA), non- professional (BA, BSC, BCOM), UGC sponsored Add-on courses, Vocational courses under RUSA, Short- term courses, Skill Enhancement Courses and Ability Enhancement Courses under CBCS and NEP-2020 Schemes. BBA, BCA & BCOM are the courses which are distinct to this college among all southern colleges of Kashmir valley for the catering of the college is from peripheral rural areas who cannot afford for these courses by moving to distant urban colleges. The college provides education to the structurally poor students many of whom belong to SC/ST/ EWS categories. It provides every **opportunity to its teachers, non-teaching staff and students for an ethical and moral value-based self-development to meet the challenges of the dynamic teaching-learning environment**. This is vital for the growth and advancement of the institution. In line with the NEP 2020 objectives, the College is consistent in its commitment to enhance the quality of its faculty, catalyse high standard academic research in discipline specific and interdisciplinary fields, build effective governance and leadership and provide an optimal learning environment and support system for the students. **The College has a collaborative and interactive work culture.**

**In the past five years, the practice of capacity building has been strengthened in multiple dimensions. In area of sports/games college provides all kinds of support to the students who are proving better at all fronts be it national competitions etc. The college**

**has a spacious playground for both girls and boys and the students take enough advantage of it for tapping the inherent and natural sports potential of the students. The college has distinctiveness of getting students enrolled from the peripheral areas who are sturdy and have so many natural sports instincts which are used by the department of sports of the college to train them further for competing at inter-college at UT and national levels.**

**For teaching staff:**

1. The College encourages young and newly recruited faculty to participate in FIPs and enhances skill development of teachers through FDPs/Refresher Courses/Workshop. The teachers are **financially and administratively supported.**
2. **Workshops and hands-on training for skill development** of teachers focuses on preparing for classroom (offline/online) lectures, accessing Open Educational Resources (OERs), using Creative Common License (CCL) and google applications, creating MOOCs and video resources through Open Broadcaster Software (OBS) and other meaningful teacher-student engagement.
3. In the context of Covid-19, all teaching learning was shifted to the MS Teams platform. A group of **expert teachers were given the responsibility to train and guide the faculty to ensure smooth transition.**
4. The IQAC has instituted research grants, awards and incentives in various categories to recognize substantial research contributions, thereby motivating the faculty to undertake doctoral and postdoctoral studies, quality academic research and publication in reputed and accredited journals.

**Most of the faculty members have published in SCOPUS or Web of Science accredited journals** in the past year and half. Teachers have also published in books and contributed chapters in books.

1. The infrastructural incentives provided to the teachers helped them to **develop their respective departments** and acquire Honours courses. In the past five years, the College has been granted Honours courses in Economics, Environmental Science and History.

2. In the TLC programmes, teachers of the College serve in the capacity of Programme Director, Convenors, Co-convenors. These engagements enable the teachers to **recognise their own potential, increase productivity in the workplace, undertake multiple roles, develop leadership quality, and build a sense of teamwork.** Many teachers of the College have been invited as valued **resource persons and keynote speakers** in national and international academic events.
3. The teachers have taken up **minor and major research projects**, funded by the College/University of Delhi/UGC.
4. The College **values the long-term physical and emotional well-being of its teachers** in order to support their teaching-learning, research and organisational roles and responsibilities. The School of Happiness plays an important role in this endeavour by organising talks, yoga and meditation sessions.
5. The College extends **administrative support** for faculty to engage in curriculum development, content creation, question paper setting and evaluation.

**For non-teaching staff:**

1. Administrative and accounts related workshops for non-teaching staff have been held for **updating knowledge and skills.**
2. Non-teaching staff organise **regular talks and seminars** and attend programmes in other colleges/universities.
3. **Non – teaching staff has been provided training in the application of latest media software and use of equipment** to produce high quality media resources.
4. The IQAC has instituted an **award for innovative administrative reform**, which has been initiated and practiced.
5. Non-teaching staff are involved in supporting faculty in organising TLC programmes, which has **enhanced their work spectrum.**

### **For students:**

1. The department of botany offers commercial mushroom cultivation course and helps the students develop capacity building in mushroom cultivation and medicinal and aromatic plant cultivation.
2. **BBA, BCOM, BCA, Tourism, Geography, Geology courses are offered from its very establishment which have been helping students develop skills for becoming independent entrepreneurs.** These courses give overall uniqueness to the college.
3. **Facilities like Common/Rest Room, health centre, browsing facilities, separate library facilities for both girls and boys.**
4. Separate girls and boys NCC and NSS unit's operative in the institution.
5. Special career counselling cells are in place to prepare the students to face **competitive exams and entrance tests.**
6. The IGNOU study centre of this college offers various UG and PG courses, like **MPS, BAG, MAGPS, MAPC, MAH, MSO, MEG, MPA, BCOM, B.A., MHD, MAWGS, MEG**, etc. more than 2000 students are benefitted by this centre.
7. MANUU study centre at the institute offers courses viz UG & PG courses in sciences, humanities, diploma and certificate courses as well and caters the needs of more than new 1000 students enrolled on yearly basis
8. Students are encouraged to identify, explore and develop their hidden talents and potential through a wide array of societies, promoting **extracurricular activities.** Students are largely involved in the organization of all activities like celebration of voter's day, Independence Day, republic day, voters' day, and other important national and international days.
9. Students are exposed to wider range of experiences by facilitating them to attend the national symposia happening at premier academic institutes like at University of Kashmir, **SKUAST-Kashmir, IUST**

The IQAC periodically facilitates academic and administrative audits. Department-wise post-audit review meetings are conducted, which allows the teacher and non-teaching staff and students to introspect and channelise their strengths to acquire more skills and expertise, pivotal to their efforts in right direction.

With this thrust in capacity building, The Government Degree College Kulgam is poised to take on greater academic challenges in the future and become the most sought-after institution of higher education.

**Government Degree College Kulgam**  
Chawalgam Road Kulgam-192231

**Academic & Administrative Audit Report**  
2022-2023



Assessed and Accredited with 'C' Grade by the  
National Assessment and Accreditation Council

Recognized by the UGC under its 2(f) & 12 (b)

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Kulgam (Kmr) J&K

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	<ul style="list-style-type: none"> <li>c. Reference material by learning partners</li> <li>d. Continuous student orientation program</li> <li>e. Certificate Add-On Courses</li> <li>f. Industry Academia Interface</li> <li>g. Field visits</li> <li>h. MoUs with industrial bodies</li> <li>i. Hospitality &amp; Management Course</li> <li>j. PHP Programming</li> <li>k. Android Programming</li> </ul> <p><b>Need to work on:</b> improving Faculty representation in BOU Studies, scope for introducing PG courses/skill courses.</p>
Curricular Design and Development	<ol style="list-style-type: none"> <li>1. Syllabus revised as and when an affiliating university convenes Board of Undergraduate Studies.</li> <li>2. Process-Inputs are taken from different Stakeholders viz. Competitive Exams, Industry, Civil Society, Academia, Students etc.</li> <li>3. Courses such as Communicative Skills, Industrial Skills, Art Skills are Encouraged</li> <li>4. Industrial internships</li> <li>5. Skill based papers introduced–Agricultural Technology, Peace &amp; Conflict Building, English Communicative Skill, Disaster Management, Apiculture, Renewable Energy, PHP programming, Android Programming</li> <li>6. Subject coordinators identify the industry needs while preparing lesson plans.</li> <li>7. Cases developed by faculty.</li> </ol>
Academic Flexibility:	<ol style="list-style-type: none"> <li>1. Faculty flexibility in handling number of subjects and participating in add on, value added courses and extra curricular activities.</li> <li>2. The NEP-2020 implemented from the year 2022 provides wide ranging opportunities to students.</li> <li>3. CBCS system provides choice of taking credits in a year across the semesters</li> <li>4. Faculty has full freedom to plan and execute the outreach programmes</li> </ol>



Curriculum Enrichment:	<ol style="list-style-type: none"> <li>1. Learning management system introduced and used– Google, Online Apps such as Wise App, College Website, E-contents, E-resources are being made available to the students.</li> <li>2. Online interaction through online terminal used effectively.</li> <li>3. Industrial internship</li> <li>4. Regular Supervisions</li> <li>5. Community Development Outreach</li> <li>6. Seminars, Debates &amp; Conferences</li> <li>7. Field Visits</li> <li>8. Eminent Persons &amp; Experts from sciences, arts, literature, industry, and academia are invited to share knowledge.</li> </ol>
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Feedback System:	<ol style="list-style-type: none"> <li>1. Screening of deficiency of students             <ol style="list-style-type: none"> <li>a. Online feedback through College Website</li> <li>b. Class mentoring–on going process.</li> <li>c. Interactions in Class</li> </ol> </li> <li>2. Design of programme:             <ol style="list-style-type: none"> <li>a. Prior survey through the college counseling cell</li> <li>b. Feedback from field visits is obtained.</li> <li>c. Feedback from alumni’s obtained.</li> </ol> </li> <li>3. Additional skill development:             <ol style="list-style-type: none"> <li>a. Communicative skills</li> <li>b. IT based kills</li> <li>c. Community Development based skills.</li> </ol> </li> <li>4. Joint research by faculty and students is not being done</li> <li>5. Inter-disciplinary courses are offered–in the form of general elective.</li> <li>6. Skill training exposure attempted.</li> </ol> <p><b>Need to improve</b> feedback mechanism into structured form.</p>
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**Teaching-Learning& Evaluation:**

Catering to Student Diversity:	<ol style="list-style-type: none"> <li>1. Counseling Program conducted</li> <li>2. Remedial classes/Tutorials conducted</li> <li>3. Internships/Field visit provided</li> <li>4. Mentoring &amp; Counseling</li> <li>5. Recognizing achievements</li> <li>6. Scholarships provided</li> <li>7. Guidance&amp; Support for professional exams provided</li> <li>8. Encourages students who take up competitive exams</li> <li>9. Entrepreneurship programmes conducted.</li> </ol> <p><b>Need to work</b> on On-Job placement Drives, student-parent meetings, &amp; meeting with Alumni.</p>
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<p>Teaching-Learning Process:</p>	<p>1. Process adopted; lectures, projects, classroom participation, assignments, debates among teams on subjects, changes in environment-technological (e-source of information and knowledge), student presentations.</p> <p><b>BEST PRACTICES:</b></p> <ol style="list-style-type: none"> <li>Course material – is being provided either in person or through the college website.</li> <li>Demands of future employment avenues are being considered while discussing Curriculum designing in BOUS at the affiliating University</li> <li>Participatory learning methods employed</li> <li>Practices shared teaching methods</li> </ol>
<p>Teacher Quality:</p>	<ol style="list-style-type: none"> <li>Subject knowledge of the teacher is sound as per the students survey conducted by IQAC.</li> <li>The college faculty is highly involved in Research &amp; Publication of Papers and Books.</li> <li>Faculty evaluation is done by the college IQAC.</li> <li>Monitoring of discipline and classroom participation of students.</li> <li>Use of computerized presentations.</li> <li>Faculty feed back taken every year</li> <li>Effective utilization of staff.</li> <li>Benefit of research/book writing-incentives, non-monetary recognition.</li> <li>Infrastructure adequate class rooms and other facilities</li> <li>I-net &amp; Wi-fi 24X7 availability</li> <li>Programmes are conducted for faculty members both in-house and outside with leave. These programmes are organized to support faculty development.</li> </ol> <p><b>Need to work</b> on joint Teacher-Student Research, proper student feedback mechanism in every department.</p>

<p>Evaluation Process and Reforms:</p>	<p>Evaluation process.</p> <ol style="list-style-type: none"> <li>Classroom interactions</li> <li>Tests and exams</li> <li>Practical's, Assignments and presentations</li> </ol> <p>Internal assessment :</p> <ol style="list-style-type: none"> <li>30 50 marks through internal assessment conducted by the subject teacher + class attendance.</li> <li>Industry institution interaction–done by the Career &amp; Placement Cell.</li> <li>The Internal assessment process is coordinated by Coordinator College Exam Cell.</li> </ol> <p>External assessment:</p> <ol style="list-style-type: none"> <li>60 &amp; 100 marks through Semester end Exam conducted by the Controller Examinations, affiliating University.</li> <li>Status report of evaluation is being published prior to the Final Results, thereby, students gets an opportunity to rectify missing report if any thereof.</li> <li>The process of External exams is coordinated by the Coordinator College Exam Cell.</li> </ol> <p><b>Need to work</b> on maintenance of proper records of student attendance &amp; there is ample scope for conducting Semester end exam at college level.</p>
<p>Student Performance and Learning Outcomes:</p>	<p><b>Student oriented initiatives are:</b></p> <ol style="list-style-type: none"> <li>On-spot competitions</li> <li>Students seminars and workshops</li> <li>Student exchange programmes.</li> <li>Introduced NEP-2020</li> <li>Orientation &amp; counseling</li> <li>Mentoring and counseling by fulltime faculty</li> <li>Certificate courses.</li> <li>Recognize achievements–scholarships from college, state &amp; central.</li> </ol> <p><b>STUDENT FEED BACK</b></p> <ol style="list-style-type: none"> <li>Expectations met by the institution</li> <li>Academics–excellent</li> <li>Flexibility offered.</li> </ol>

	<p>d) Challenging assignments  e) Good admission policy  f) Fee structure No grievance  g) Infrastructure Browsing Center  h) Library timings No concerns were raised  i) Certificate, Add-on courses, Skill courses adequate  <b>Need to work</b> on placement drives in the institution</p>
<b>Research, Consultancy &amp; Extension:</b>	
Promotion of Research:	<p>DOCTRAL DEGREE PROGRAMMES= Nil  However, the college faculty is recognized as Supervisors at the affiliating University. This has been observed in the department of Political Science.</p> <p><b>PLANNED FOR</b></p> <ol style="list-style-type: none"> <li>1. UGC funded projects</li> <li>2. Journals.</li> <li>3. Student Research: guiding them to choose the subject, conducting and reporting process.</li> <li>4. Research Initiatives <ol style="list-style-type: none"> <li>a. For faculty– <ol style="list-style-type: none"> <li>i. Leave for PhD</li> <li>ii. Book writing</li> <li>iii. Research paper writing.</li> </ol> </li> </ol> </li> </ol> <p>Very less faculty members engaged as research guides.</p>
a) Research Facilities:	<ul style="list-style-type: none"> <li>• Institute has a well-planned library and internet facility to cater to the needs of research.</li> <li>• Adequate research facility and equipment's in science departments.</li> <li>• Online journal/E-content available</li> <li>• Highly enriched computer lab facilities.</li> </ul> <p>However, Good scope for creation of inter-disciplinary science lab for research purpose.</p>

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b) Research Publications and Awards:	<ul style="list-style-type: none"> <li>a) Seminar Compendiums in the form of College Annual Newsletter.</li> <li>b) College Annual Magazine- <i>Talaash</i>.</li> <li>c) Faculty Publications in National/International Journals.</li> </ul>
c) Extension Activities and Institutional Social responsibility:	<ol style="list-style-type: none"> <li>1. Committee Conveners particularly NSS coordinator is encouraged to carry out reach programmes for students to inculcate: <ul style="list-style-type: none"> <li>a. Social concern</li> <li>b. Character building</li> <li>c. Adaptation of Village-Malwan / Ashthal Kulgam</li> <li>d. Environment Concern</li> <li>e. Legal Awareness</li> <li>f. Domestic Issues</li> </ul> </li> </ol>
d) Collaborations	<ol style="list-style-type: none"> <li>1. Collaborations with District Legal Service Authority Kulgam, District Social Welfare Department Kulgam, Municipality Committee Kulgam, Transport Department Kulgam, Disaster Management Kulgam, EDI Srinagar, Chanykia IAC Academy.</li> <li>2. Interactive academic partners—University of Kashmir, IUST University, Mumbai University.</li> <li>3. Encouragement to faculty members to take-up more funding projects</li> <li>4. NSS, NCC training.</li> </ol> <p><b>There is a need of more collaboration particularly with Industries &amp; Institutes of Skill development.</b></p>
<b>Infrastructure and Learning Resources:</b>	
Physical Facilities:	<p>Institute has a well-designed classrooms/Science laboratories and conference rooms. There is ample Facility for out door games. Lack of Indoor Stadium &amp; Separate Academic Block.</p>



Library as a Learning Resource:	Library has Volumes of books/Reference books/ journals/ magazines. Separate Library Block under construction
IT Infrastructure	Three browsing centers for students. Vibrant computer labs. 32 Smart classrooms. Wi-Fi campus, provides free access to Faculty and students.
Maintenance of Campus Facilities:	Girls park, botanical Garden, Beautified Gardens & Approaching Paths, Flower Beds, Water Facility, Hygienically maintained campus.
<b>Student Support And Progression:</b>	
Student Mentoring And Support:	<b>COUNCELLING:</b> 1. Career Counseling Cell 2. Placement Cell 3. Psychological counseling Cell 4. Dean Student Welfare 5. NSS, NCC 6. Remedial Classes for weaker students 7. Reading Room 8. Girls Common Room
Student Progression:	1. Entrepreneurship Development Committee 2. NSS, NCC for students 3. Placement Cell 4. Collaborations 5. Skill Development Courses 6. Community Development Outreach 7. Field Visits 8. Industrial Visits


Student Participation and  
Activities:

The college Sports Board is always providing ample opportunities for students to participate in sports and games that are physically wholesome, mentally stimulating and socially sound.

Indoor games are-Gym, Table tennis-  
Carom-and others.

Outdoor Games-Volley ball, cricket.

The college has produced athletes and sports persons of National and International repute.

**STUDENT SUPPORT**

- Scholarship
- Canteen, were affordable  
Breakfast/Lunch is Available.
- TA&DA
- Awards
- Concessions are provided to sports persons

**Social and cultural activities organized are:**

1. Adoption of Govt. schools/village.
2. Leadership & Rural Camps
3. Debates, Seminars, lectures, workshops on social issues
4. Blood donation camps
5. Cleanliness drives, awareness campaigns & recycling projects
6. Reaching out to communities in distress and at times of emergencies

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7. 01 Leadership & Cultural Camps conducted
8. 02 Blood Donation Camps conducted
9. Business Associations
  - a. E-Cell – Entrepreneurship Cell
10. Cultural & Language Associations
  - a. International Mother Tongue Day
  - b. Aharbal Adb-i-Aagur
  - c. Maraz Adb-i-Sangam
  - d. International Women's Day

**Governance, Leadership and Management:**

**Institutional Vision and Leadership:**

1. Vision statement is clear and noble
  - To achieve academic excellence.
  - To earnestly strive for making the college most enviable institution of higher learning, producing graduates par excellent in humanism, sincerity, morality devotion dedication ethics and commitment.
  - Investment on faculty:
    - a) Conduct workshops/faculty development programmes in line with the demand
    - b) Faculty hiring policy is strictly Followed- based on the need identification by the Principal, academic affairs committee, based on workload, and in consultation with subject HOD.
    - c) Principal makes the decision based on qualification, experience and remuneration.
    - d) Faculty motivation policy: encourage For higher studies.
    - e) PhD leave.

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	<p>f) Deputation to national seminars, workshops by universities and educational institutions encouraged</p> <p>g) Faculty attrition is minimal</p>
<p>Strategy Development and Deployment</p>	<p>Admission policy: Inclusivity promotion</p> <p>i. Admission Committee approved by the college administration looks into the admission policy and follows the guidelines of the affiliating University.</p> <p>New courses and add-ons:</p> <ul style="list-style-type: none"> <li>• Agricultural Technology</li> <li>• New Skill Courses such as Disaster Management,</li> <li>• Certificate courses.</li> </ul> <p>PLACEMENT:</p> <ul style="list-style-type: none"> <li>• College Placement Cell has been established to look into the placement issues.</li> </ul>
<p>Faculty Empowerment Strategies:</p> <ul style="list-style-type: none"> <li>- Faculty development initiatives</li> <li>- Support staff development initiatives</li> <li>- Student development initiatives</li> </ul>	<p>Faculty empowerment:</p> <ol style="list-style-type: none"> <li>a) Full autonomy to HODs.</li> <li>b) Right faculty choice</li> <li>c) Faculty encouraged to attend external programmes</li> <li>d) HODs prepare requirements of faculty and other associated things.</li> <li>e) Industry – institute inter face programmes are being organized</li> <li>f) Molding students to corporate values, responsible citizens and attitude development programmes.</li> <li>g) Scholarships are being provided to students.</li> </ol>

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<p>Financial Management and Resource</p>	<ol style="list-style-type: none"> <li>1. Finance Committee looks into the financial management</li> <li>2. Revenue &amp; disbursement: <ol style="list-style-type: none"> <li>a) Infrastructure</li> <li>b) Scholarships</li> <li>c) Fee structure</li> </ol> </li> </ol>
<p>Internal Quality Assurance System:</p>	<p>Monitoring system: Have a structured system to monitor outcome of courses, value added courses.</p> <ul style="list-style-type: none"> <li>• IQAC is proactive in innovating curriculum on a regular basis.</li> <li>• Faculty performance is evaluated effectively</li> <li>• Student performance is evaluated effectively</li> <li>• Collaboration with industries are being initiated.</li> <li>• Remedial classes for slow learners</li> <li>• Green Audit and Academic Audit is being carried out.</li> <li>• Monitoring of class work</li> <li>• Preparing of Annual Performance Reports of Faculty.</li> <li>• Recommendations for Best Teacher Award</li> <li>• Recommendations for Best Student Award.</li> <li>• Organizing Debates, Seminars, Workshops &amp; Extension Lectures.</li> </ul>
<p><b>Section III: OVERALL ANALYSIS: Observations</b></p>	
<p>Institutional Strengths:</p>	<ul style="list-style-type: none"> <li>• Sound and value based Management,</li> <li>• Efficient Administration,</li> <li>• Reasonably good infrastructure,</li> <li>• Committed Faculty,</li> </ul>

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	<ul style="list-style-type: none"> <li>• Skill Based Curriculum</li> <li>• Good quality of students</li> <li>• Automation</li> <li>• High degree of community development outreach</li> <li>• Skill based education introduced</li> <li>• Collaboration with - DLSA Kulgam, MC Kulgam</li> <li>• Interactive academic partners- Kashmir University</li> </ul>
<p style="text-align: center;">Institutional Weakness</p>	<ul style="list-style-type: none"> <li>• Less Industry interface,</li> <li>• Lack of research orientation in curriculum,</li> <li>• Limited space for academic expansion,</li> <li>• Lack of consultation</li> <li>• Weak In-Placement drives</li> <li>• Lack of Digital library</li> <li>• Weak Internet Facility</li> <li>• Limitation-for inter-disciplinary course</li> <li>• Less Skill training field exposure</li> <li>• Lack of Proper Cricket Stadium</li> <li>• Lack of Academic Block</li> <li>• Weak Infrastructure at Department level</li> <li>• No In-Campus placement Drives</li> <li>• Less Faculty participation in curriculum designing</li> <li>• Lack of Separate Library Block</li> <li>• Large vacancies in faculty</li> <li>• Lack of registered Alumni.</li> <li>• Minimum e-resources available in the</li> </ul>

college library

- Negligible placement drives are taking place in the campus
- College being situated at District headquarter, no Honors course or PG course is presently being offered in the college
- Lack of proper Cricket stadium
- Less Avenues for generating Internal Revenues for the institution.

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Institutional Opportunities:

- To become a cluster university
- Faculty and student exchange
- New programmes, choice of electives, dual electives
- PG Honors Courses
- Industry institution interface
- Committed Faculty, Staff and Administration.
- Fair Student/Faculty Ratio.
- Solid college connections to the local community.
- Academy of Lifelong Learning, Fitness Center, the Arts, Vibrant NSS/NCC, Women Safety, Vibrant Course Programs, E-content studio, Diverse Student Groups, Vibrant Debates And Seminars.
- Improved Alumni connections.
- Variety and abundance of non-classroom opportunities, internships and programs.
- Strong emphasis on Student Life and Engagement.
- Great financial value for the quality of education received.
- Dedication to Global trends.
- Accreditations, recognitions and affiliations.
- NAAC Accredited institution.
- Focus on improving Student Success in the National and Global competitions.





**Institutional Challenges:**

- **Absence of proper policy for Intake capacity.**
- Paucity of Faculty
- **Lack of adequate Infrastructure**
- Coping with Changing policies of the government
- Competition from private Universities and Colleges, handling modern students indiscipline
- Faculty retention
- Financing academic development
- Space for expansion
- Academic excellence in line with the hanging domestic and global employers' demands
- The Admission process is still in traditional mode.
- Lack of registered Alumni.
- Minimum e-resources available in the college library.
- Negligible placement drives are taking place in the campus.
- College being situated at District head quarter, no Honors course or PG course is presently being offered in the college.
- Absence of Helpdesk in the college.
- Lack of proper Cricket stadium.
- Less Avenues for generating Internal Revenues for the institution.

**Recommendations for Quality Enhancement of the Institution:**

1. Investment inland for future expansion since the college has opportunity to become a Cluster University
2. Research-
  - Research Centre: Create a corpus fund to support research activity.
  - Encourage faculty to take up more of funded projects.
  - Introduction of Research projects at UG level
3. Placement:
  - Dedicated placement cell with a professional heading the cell.
  - To Create a student progression dairy to include:
  - Student transformational index

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- Student competency mapping.
- 4 All the activities planned by various departments, under various criteria are to be measured and quantified.
    - a. Library—to become digital and increase the seating capacity in a separate Library Block.
  5. Seeking collaboration with Institutional funding agencies for projects.
  6. Collaboration with other Industry Bodies.
  7. Benefits for research and book writing to be relooked by the faculty
  8. More and more skill components to be added in the Curriculum

Infrastructure Development:

1. Construction of Academic Block.
2. Construction of Social Sciences & Earth sciences Block.
3. Indoor Stadium.
4. Multipurpose Hall.

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**Government Degree College Kulgam**

NAAC Accredited College  
(Chawalgam Road Kulgam-192231)

Academic/NAAC Preparedness- Audit Report 2022-23:

Recommendations:

S. No.	Field/Programme	Suggestions
1.	Student Support/Curriculum	<ul style="list-style-type: none"><li>a. Need to reflect scholarship schemes in a specific manner so that it becomes transparent and visible to stallholders through a proper dissemination.</li><li>b. Need to create Community Fund for needy students and low paid employers to meet their timely emergencies and regularization of the fund.</li><li>c. Need for augmentation of health facility in the campus.</li><li>d. Develop footfall &amp; proper roster in the Gym for students and provision of this facility to the girls also.</li><li>e. Maintain the foot fall / register in the Girls Common Room, Health and Gym. facility. in the campus.</li><li>f. Maintain Footfall at the browsing centers.</li><li>g. Develop STUDENT CORNERS in all the departments reflecting students Activities, their Achievements, and write ups available facilities in departments as well as program outcomes and course outcomes.</li><li>h. Need for proper Identification management of Advanced and Slow Learners.</li><li>i. Need to develop Student Corners in every department Reflecting-Name of the wall suitable to the subject/course and field of interest as well as Best practices for projection.</li><li>j. The English Department shall launch Certificate course in Communicative Skill in English for 50 students.</li><li>k. Need to develop roster in</li></ul>

*[Handwritten signatures and initials in blue and green ink]*

*[Handwritten signature in blue ink]*



		Language lab for boys and girls and make its optimum use.
2.	Research/projects & Publications	<ul style="list-style-type: none"> <li>a. Develop a mechanism for small projects to be offered to students especially for the Advanced learners.</li> <li>b. Faculty must develop culture of producing quality research publications and projects and approach to funding agencies.</li> <li>c. The Education Department may adopt an area under Unnat Bharat for survey about educational status especially with regard to women education and other reserved categories. Adopt 10 families under Adult Literacy Campaign and develop the reading and writing and their other skills.</li> <li>d. A Centre Equipment Facility may be developed in MDRC-in Physics Department.</li> </ul>
3.	Best Practices	<ul style="list-style-type: none"> <li>a. Need to develop a vibrant mechanism for waste management in science departments and in campus along with local techniques of segregation of waste material in pits etc.</li> <li>b. Need to install exhaust fans in the lab rooms.</li> <li>c. Need to develop a culture of Optimum Utilization of resources available in the college for the students and community.</li> <li>d. Do conduct health audit in campus and provide test facility in adopted villages and provide facilities of doctors on call weekly from the community health centers or other hospitals.</li> <li>e. Numbering/ bar-coding/tagging of trees in the campus.</li> </ul>
4.		<ul style="list-style-type: none"> <li>a. Need to develop stock registers/ office equipment file in every department and facility.</li> <li>b. Develop record of Rank Holder in departments and dissemination of the same on</li> </ul>

AN

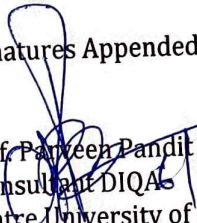
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Administration  
and infrastructure

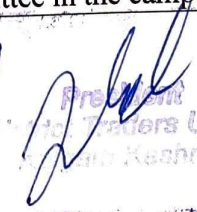
- departmental web. Page and the student corners.
- c. Make the e-content studio functional and available to students.
  - d. The BCA department must develop Digital facilities page on the website.
  - e. Train the students to run digital facilities in the campus.
  - f. The Evs, Botany & Zoology departments may develop ethnic center, eco-park, & pond in the campus.
  - g. Develop footfall in museum and every centre, library, language lab. etc.
  - h.
  - i. Develop Ethics Corner in campus-encourage students to bring old traditional things and maintain them in the corner and project these in botany museum.
  - j. Need of doing SWOT analysis in every department.
  - k. Need to substantiate student mentorship in the college for a close connect with the students.
  - l. Need to augment Induction Meet in the campus- for talent hunt/tracing.
  - m. Need to develop a mechanism for result analysis and attainment of learning outcomes.
  - n. Formation of Internal Complaint Committee in the campus.

Submitted for necessary action.

Signatures Appended

  
Prof. Parveen Pandit  
(Consultant DIQA)  
Centre University of Kashmir)  
Chairperson

  
PRESIDENT  
Mr. Ab. Aziz  
President Civil Society/Auqaf  
Member

  
Mr. Mohd Iqbal Sofi  
President Trade  
Member

  
Dr. M Y Bhat  
IQAC  
Member

CONVENER  
IQAC  
GDC Kulgam.

Govt. Degree College Kulgam

(192231)

Minutes of Meeting

Agenda: Submission of 4<sup>th</sup> AQAR/Alumni Meet Date.

Date: 29-09-2022

Venue: Principal Chamber

Participants:

1. Dr. Manzoor Ahmad Lone (Principal) Chairman
2. All HODs/Conveners/Coordinators

A meeting of the HODs/Conveners/Coordinators of different committees and cells was convened on 29<sup>th</sup> September 2022 under the chairmanship of the college principal in the college conference hall. The meeting was convened in the backdrop of review of 4<sup>th</sup> AQAR and its onward submission at the NAAC Portal and finalization of date for the maiden Alumni Meet in the college campus. The participant members took a vibrant discussion on all the parameters of the AQAR for the year 2021-22 and shown satisfaction on the filled data. On the occasion the worthy chairman figured out different parameters of AQAR viz. student progression, placement, research activities of the faculty, publications etc. and advised to substantiate these parameters so that the college gets a good grade form the NAAC Bangalore. On further issues the members took a vibrant deliberation and resolved the following points which are hereby inked for your kind consideration/approval:

- The members unanimously resolved that the maiden Alumni Meet shall be organized on 13<sup>th</sup> October 2022 in the college campus. A wide publicity shall be carried out through print and electronic media, so that maximum participation is ensured.
- The members further resolved that to strengthen the student progression and placement, all the HODs shall carry a rigorous exercise of collecting data of pass outs of this institute of last five years (2018-2022), who are working or pursuing higher studies.

Submitted for Consideration/Approval

Signature of participant HODs/Conveners/Coordinators



Approved.  
