

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)

PRINCIPAL
Govt. Degree College
Kulgam (Kmr) J&K

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Academic Audit Report

The committee for academic audit (external) was constituted vide this college order no. GDCK/Estb/21/145, dated 09-02-2023. The committee conducted the academic audit on 27th May 2023 using the NAAC Parameters. The whole exercise was done based on the following criterion of the NAAC covering all academic activities of the College:

Criteria	Academic Audit Report –Criteria wise
Curricular Planning and Implementation:	<p>Syllabus: Syllabus is prepared by the Board of Undergraduate Studies at the affiliating University-University of Kashmir, in which the senior college faculty members are invited to participate and provide feedback. The syllabus is prepared/approved in the meeting and is being made available at the University Website.</p> <p>Inputs to students are through: Lectures Chalk &Talk Power Point Presentation Case Study/Assignments Internal Assessment</p> <p>COURSES OFFERED:</p> <ol style="list-style-type: none">1. B.A2. B.Com3. B.Sc4. BBA5. BCA6. Agricultural Technology (Skill Course)7. Certificate Courses <p>The features of the Programmes are:</p> <ol style="list-style-type: none">a. Skill Course in Agricultural Technologyb. B.Com Honors

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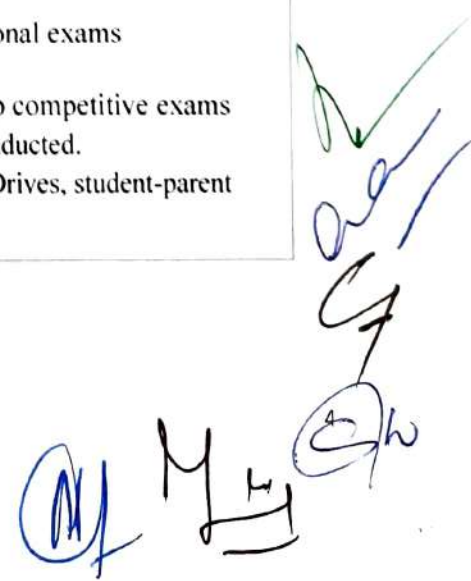
	<ul style="list-style-type: none"> c. Reference material by learning partners d. Continuous student orientation program e. Certificate Add-On Courses f. Industry Academia Interface g. Field visits h. MoUs with industrial bodies i. Hospitality & Management Course j. PHP Programming k. Android Programming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

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

Catering to Student Diversity:	<ol style="list-style-type: none"> 1. Counseling Program conducted 2. Remedial classes/Tutorials conducted 3. Internships/Field visit provided 4. Mentoring & Counseling 5. Recognizing achievements 6. Scholarships provided 7. Guidance& Support for professional exams provided 8. Encourages students who take up competitive exams 9. Entrepreneurship programmes conducted. <p>Need to work on On-Job placement Drives, student-parent meetings, & 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>BEST PRACTICES:</p> <ul style="list-style-type: none"> a. Course material – is being provided either in person or through the college website. b. Demands of future employment avenues are being considered while discussing Curriculum designing in BOUS at the affiliating University c. Participatory learning methods employed d. Practices shared teaching methods
<p>Teacher Quality:</p>	<ul style="list-style-type: none"> 1. Subject knowledge of the teacher is sound as per the students survey conducted by IQAC. 2. The college faculty is highly involved in Research & Publication of Papers and Books. 3. Faculty evaluation is done by the college IQAC. 4. Monitoring of discipline and classroom participation of students, 5. Use of computerized presentations. 6. Faculty feed back taken every year 7. Effective utilization of staff. 8. Benefit of research/book writing-incentives, non-monetary recognition. 9. Infrastructure adequate class rooms and other facilities 10. I-net & Wi-fi 24X7 availability 11. Programmes are conducted for faculty members both in-house and outside with leave. These programmes are organized to support faculty development. <p>Need to work on joint Teacher-Student Research. proper student feedback mechanism in every department.</p>

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

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	<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 Need to work on placement drives in the institution</p>
Research, Consultancy & Extension:	
Promotion of Research:	<p>DOCTORAL 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>PLANNED FOR</p> <ol style="list-style-type: none"> 1. UGC funded projects 2. Journals. 3. Student Research: guiding them to choose the subject, conducting and reporting process. 4. Research Initiatives <ol style="list-style-type: none"> a. For faculty- <ol style="list-style-type: none"> i. Leave for PhD ii. Book writing iii. Research paper writing. <p>Very less faculty members engaged as research guides.</p>
a) Research Facilities:	<ul style="list-style-type: none"> • Institute has a well-planned library and internet facility to cater to the needs of research. • Adequate research facility and equipment's in science departments. • Online journal/E-content available • Highly enriched computer lab facilities. <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"> a) Seminar Compendiums in the form of College Annual Newsletter. b) College Annual Magazine- <i>Talaash</i>. c) Faculty Publications in National/International Journals.
c) Extension Activities and Institutional Social responsibility:	<ol style="list-style-type: none"> 1. Committee Conveners particularly NSS coordinator is encouraged to carry out reach programmes for students to inculcate: <ul style="list-style-type: none"> a. Social concern b. Character building c. Adaptation of Village-Malwan / Ashthal Kulgam d. Environment Concern e. Legal Awareness f. Domestic Issues
d) Collaborations	<ol style="list-style-type: none"> 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. 2. Interactive academic partners—University of Kashmir, IUST University, Mumbai University. 3. Encouragement to faculty members to take-up more funding projects 4. NSS, NCC training. <p>There is a need of more collaboration particularly with Industries & Institutes of Skill development.</p>
Infrastructure and Learning Resources:	
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 & 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.
Student Support And Progression:	
Student Mentoring And Support:	COUNCELLING: 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



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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

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:

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.

Institutional Vision and Leadership:

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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"> • Agricultural Technology • New Skill Courses such as Disaster Management, • Certificate courses. <p>PLACEMENT:</p> <ul style="list-style-type: none"> • College Placement Cell has been established to look into the placement issues.
<p>Faculty Empowerment Strategies:</p> <ul style="list-style-type: none"> - Faculty development initiatives - Support staff development initiatives - Student development initiatives 	<p>Faculty empowerment:</p> <ol style="list-style-type: none"> a) Full autonomy to HODs. b) Right faculty choice c) Faculty encouraged to attend external programmes d) HODs prepare requirements of faculty and other associated things. e) Industry – institute inter face programmes are being organized f) Molding students to corporate values, responsible citizens and attitude development programmes. g) Scholarships are being provided to students.

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

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

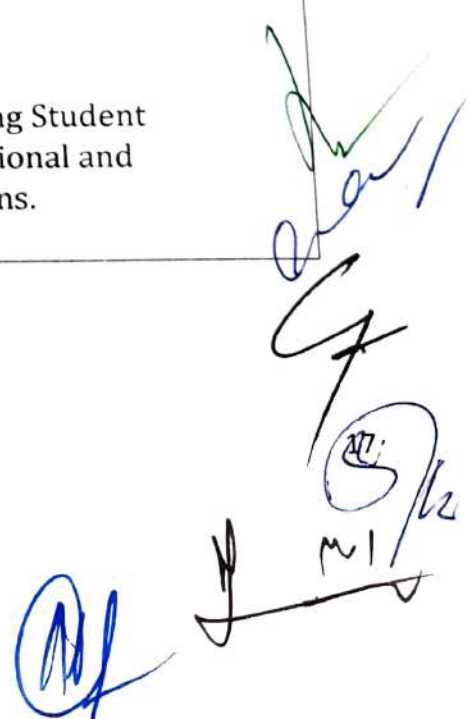
college library

- Negligible placement drives are taking place in the campus
- College being situated at District 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.

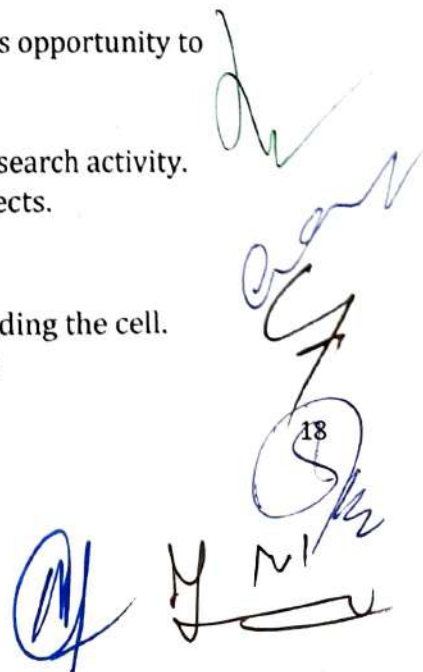


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<p>Institutional Challenges:</p>	<ul style="list-style-type: none"> • Absence of proper policy for Intake capacity. • Paucity of Faculty • Lack of adequate Infrastructure • Coping with Changing policies of the government • Competition from private Universities and Colleges, handling modern students indiscipline • Faculty retention • Financing academic development • Space for expansion • Academic excellence in line with 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.
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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



- 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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