

Government Degree College Kulgam
CHAWALGAM ROAD KULGAM-192231

Institutional Developmental Plan (IDP)
2023-24



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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INSTITUTIONAL DEVELOPMENT PLAN IN-2023-24

INSTITUTIONAL BASIC INFORMATION

1. Institutional Identity:

- Name of the Institution: **Government Degree College Kulgam**
- Address: **Kulgam-192231**
- Year of establishment: **2004**
- Type of Institution: **Government Aided**
- UGC Affiliation: **Yes (2f & 12b)**
- University Affiliation: **University of Kashmir**
- E-mail of Institution: **kulgampincipal@gmail.com**
- Website: **<http://gdckulgam.edu.in>**
- Details of Head of the Institution:
 - Name: **Dr. Syed Eazaz Hussain Rezvi**
 - Phone No: **9419595057**
 - E-mail Address: **kulgampincipal@gmail.com**

2. **Accreditation/re-accreditation status with details:** Accredited for First Cycle (Grade C): The institution has submitted AQARs for the years 2018-19, 2019-20, 2020-21 & 2021-22.

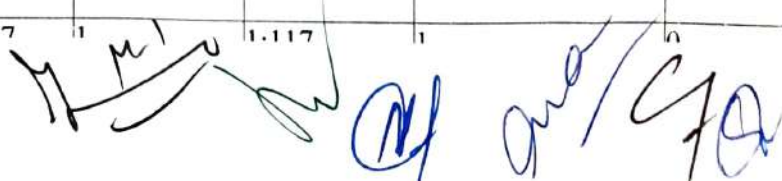
3. Institutional Guiding Policies:

- **Mission:**
 - ✓ To prepare morally, emotionally and mentally balanced and socially committed community.
 - ✓ To explore and nourish inherent creative qualities of students for their overall development.
 - ✓ To introduce varied courses for offering best career choices to our students to meet future challenges.
- **Objectives:**
 - ✓ **Excellence:**-The institution strives to achieve excellence in curricular and co-curricular activities and administration.
 - ✓ **Dignity:**-The institution strives to instill dignity among its students and inculcate core values like universal brotherhood, truth, honesty and non-violence.
 - ✓ **Ethics:**- Institute strives to inculcate values among the primary stake holders like character building and social responsibilities. The Institution has declared campus Tobacco free/polythene free/Ragging free.
 - ✓ **Integrity:**- Institution strives to develop personality of the students by encouraging their participation in sports, debates, seminars, cultural activities etc.
 - ✓ **Student Focus:**- College is committed to initiate different student centric programmes/courses/activities to make them confident and self-reliant.
 - ✓ **Diversity:**-The college admits students from all the sects of society like OM, OBC, SC & ST's (Gujjars, Bakerwalls and Phari Speaking people). Diversity is offered in programmes/courses/activities to encourage students to become self-reliant and confident.
 - ✓ **Public Engagement:**- College NCC & NSS wings are committed to arrange public outreach programmes by involving the local community in initiatives like sanitation & environmental consciousness.
- **Institution's thrust with respect to implementation of NEP 2020:** Introducing UG/PG Honors courses, focus on new skill courses & establishment of research ecosystem.
- **In case of need to revisit the institutional vision/mission or objectives in the light of NEP2020:** NO

A. ACADEMIC INFORMATION OF THE EXISTING PROGRAMMES:

1. a. Intake Capacity and Enrollment Details in different Programmes/Subjects:

S no.	Programme/ Subject	Sanctioned Intake	Number of Students in all Semesters		Number of Sanctioned Posts	Teacher- Student Ratio (Programme/ Subject-wise)	No of Permanent Teachers available In the college for the Programme /Subject	Deficiency of Teachers, if any
			M	F				
1	English	1500	1790	2236	3	1:1342	3	9
2	Math	160	143	37	1	1:180	1	1
3	Physics	80	80	32	3	1:37	2	0
4	Chemistry	160	184	129	3	1:104	2	2
5	Botany	160	301	306	3	1:202	1	2
6	Zoology	160	284	303	3	1:195	2	2
7	Bio-Chemistry	40	69	55	1	1:124	1	1
8	Environmental Science	1500	292	182	2	1:237	1	1
9	Computer Appl./BCA	160	231	123	3	1:118	3	2
10	Geography	240	372	312	1	1:684	1	9
11	Education	480	545	802	3	1:449	3	1
12	Political Science	240	388	405	2	1:396	2	1
13	Urdu	480	537	951	4	1:372	1	0
14	Economics	160	289	205	1	1:494	1	1
15	History	160	276	221	2	1:248	2	0
16	Psychology	160	175	318	2	1:246	1	5
17	Sociology	320	342	719	2	1:530	2	2
18	Commerce	80	72	40	3	1:37	3	1
19	Kashmiri	80	40	77	1	1:117	1	0



23	Geology	80	125	119	1	1:244	0	1
24	Statistics	40	85	41	0		0	1
25	Islamic Studies	40	43	111	0		0	1
26	Philosophy	40	46	43	0		0	1
27	Arabic	40	10	14	0		0	1
28	Persian	40	3	8	0		0	1
29	Tour & Travel	40	0	0	1		0	1
30	Agricultural Technology	40	0	0	1		0	1
31	IT and Computer & Electronics	40	0	0	1		0	1
32	Accountancy and Taxation Banking and Corporate Affairs (Commerce Business and Management)	40	0	0	1		0	1
Total	32	1500	1790	2236	51	-	35	53

b. EXISTING OVERALL TEACHER - STUDENT RATIO: 1:115

2. UG/IG/PG Programmes proposed to be offered with course details of each:

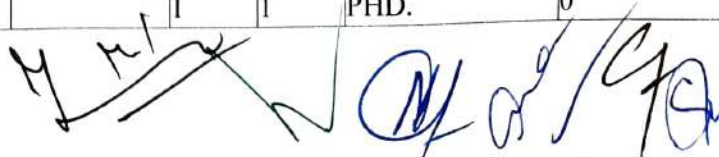
The college proposes to offer admissions in all the existing courses which the college is currently offering under the Category II (4+1) under the NEP-2020, action taken report issued by the HED.

3. Details of ongoing/under process skill courses proposed to be Continued /Introduced:

S. No.	Skill Enhancement Course	Nature of Course	Intake Capacity	Students Enrolled		No. of Credits (Proposed)	Available Exit Options (at Levels)
				M	F		
1	Agricultural Technology	Skill course	80	27	46	12	

4. Faculty Details (EXISTING)

S.No	Faculty Rank	No. of Sanctioned Posts	Subject/ Specialization	Filled Positions		Qualification	Vacant Positions
				M	F		
1	Professor	0		0	0	0	0
2	Associate Professor	0		1	1	PHD.	0

M. H. N.


c. Donations from Alumni etc.

6. Research Profile of the Institution/Faculty

• Research Activities(Projects)

Title of the Project	Year of Sanction	Major /Minor /Other	Research Area	Status		Funding Agency	Amount		Faculty involved (with Name, Qualification/ of PI/Co PI)
				Completed	Ongoing		Allocated	Received	
Elucidate the role cellular senescence in therapeutic intervention to TNBC in Kashmir valley	2021	Major	Molecular Biology	NO	YES	DST	18.30 lac	6.10 lac	Dr. Mohammm Iqbal Rathore Phd. in B Chemistry

- Percentage of Faculty with Doctoral degrees: 45 %
- Research publications of Faculty in Indian refereed journals: <http://gdckulgam.edu.in/Main/Default.aspx?active=lnk7>
- Research publications of faculty in International refereed journals: <http://gdckulgam.edu.in/Main/Default.aspx?active=lnk7>
- Faculty contributions as Author of books/Book Chapters: All the Permanent Faculty members.
- Percentage of faculty involved in research activities/Major and Minor Projects: 2.85%
- Patents granted/Filed, if any: 01
- Faculty receiving national/international awards: 0
- Faculty participation in National/International Seminars and Conferences: All Faculty Members.

7. Faculty Participation in Extension and out reach with Name of the Faculty and Type of outreach Activity: College NSS unit, NCC unit, Department of Sociology, Department of Commerce.

8. Non-Teaching/Supporting staff details:

S. No.	Name	Designation	Gender	Total Service	Service in the institution
01.	Mr. Manzoor Ahmad Rather	Jr. Assistant	Male	5 ½ years	8 months
02.	Mr. Shameem Ahmad Bhat	APTI	Male	15 years	15 years
03.	Mr. Mushtaq Ahmad Padder	Assistant Librarian	Male	23 years	07 years
04.	Ms. Nazira Akhter	Jr. Lab. Assistant	Female	18 years	06 years
05.	Ms. Rozy Jan	Jr. Lab. Assistant	Female	3 years	2 years
06.	Mr. Tariq Ahmad Rather	Jr. Lab. Assistant	Male	04 years	2 years
07.	Mr. Majid Manzor	Ac. Assistant	Male	04 years	2 Months

9. Ratio of Teaching/Non-teaching staff: 2:1
10. Interaction with industry: YES
11. MOU in Place with Industry or Skill Enhancement Centers/Institutions: YES
http://gdckulgam.edu.in/Files/f07ef270-7e91-4716-8825-2966f17cc017/Menu/MOU_SKUAST_f3958bb2-cb38-4597-990a-75e4aa36e824.pdf
http://gdckulgam.edu.in/Files/f07ef270-7e91-4716-8825-2966f17cc017/Menu/MoU_NIELIT_ddd4786a-25dd-4927-a754-e3cc26c88962.pdf
http://gdckulgam.edu.in/Files/f07ef270-7e91-4716-8825-2966f17cc017/Menu/MoU_with_District_Legal_Service_Authority_KULGAM_12_Nov_2021_63dd0ce5-7b44-4152-b3b8-2c49ed527133.pdf
http://gdckulgam.edu.in/Files/f07ef270-7e91-4716-8825-2966f17cc017/Menu/GDC_kulgam_Mou_1_f25005a4-7bd2-4a73-915a-34b2db410ad4.pdf
12. Existence of Research centre/Hub/Incubation centers: YES (Agricultural Technology)

INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP) for NEP 2020:

1. INFRASTRUCTURAL RESOURCES AVAILABLE IN THE INSTITUTION

a) TEACHING-LEARNING RESOURCES IN PLACE

- Total Land Available (in Kanals): 92
- Total Built up Area: 1.75 Acres
- Number of Classrooms: 36
- Library Block with Surface Area/resources/Automation: Details of books/journals.
- /subscriptions, e-learning resources, Library Management system, e-contents: (Library block sanctioned, however, execution of work yet to started).
- Auditorium with Built up area: 12288 sq.ft. (Under construction).
- Physical Sciences Block with area & equipment details: 6750 sq.ft.
- Biosciences Block with area & Lab. Equip Details: 6750 sq.ft.
- Earth Sciences Block with area and labs: 8100 sq.ft.
- Social sciences Block with area: NA.
- Skill rooms/labs with area: 16 (Each lab is in the area of 0.01 Acre).
- Language Lab with area: NA.
- Seminar Hall with area: 0.09 Acre.
- Museums/Pond/Botanical Garden with area: 0.01 Acre/NA/0.30 Acre.
- Details of Academic Monitoring Mechanism and Audit: YES.
- DetailsofAcademicAudit,EnvironmentalAudit,EnergyAuditandInfrastructureAudit: YES (<http://gdckulgam.edu.in/Main/ViewPage.aspx?Page=000000000006>)

Add special note on Infrastructural sufficiency/deficiency:

(The college requires separate Social-Science block and Earth-Science Block).

b) DIGITAL RESOURCES

- Browsing Center with area & Details/No. of Computers/Printing Facility/Server:
- (The college has established two browsing centers in the area of 0.04 Acres camped at Girls common Room and in separate accommodation. The college has 102 Functional computers, sufficient printing facilities and internet connectivity. The details of ICT Infrastructure in the college can be viewed at <http://gdckulgam.edu.in/Main/ViewPage.aspx?Page=0000000002>).

• No. of Smart Class Rooms: 27

c) BUDGETARY ALLOCATION UNDER VARIOUS HEADS (LAST THREE YEARS)

S. No.	BUDGET HEAD	AMOUNT UTILISED		
		2020-21	2021-22	2022-23
1	CAPEX(PLAN)			
	LANDACQUISITION	-	-	-
	CONSTRUCTION (with Details)	830000		73.09 lac
	MACHINERY EQUIPMENT	&804330	476890	3035964
2	REVENUE (NON-PLAN)			
	SALARY	58632157	53666079	64570627

d) STUDENTSUPPORTSERVICES:

- No. of Hostel (Boys/Girls) with built up area: NA
- Playfields with area: 1.37 Acres
- Indoor Stadium with Health club: NA
- Dispensary with built up area: 572 sq.ft.
- Canteen Block with built up area: 880 sq.ft.
- Girls Common Room with area: 2340 sq.ft.
- Toilet Blocks (B/G) with built up area: 1822 sq.ft. (Built separate for Boys & Girls)
- Facilities for specially-abled: Ramps available in all Buildings.
- Central Instrumentation facility: NA
- Career Counseling/Placement Cell: YES
- Centralized Computational Setup: YES
- Dean Student welfare (Student welfare Schemes): YES
- Scholarship/Financial Aid (Number of existing beneficiaries with quantum of financial support): YES(<http://gdckulgam.edu.in/Main/ViewPage.aspx?Page=232>)
- Student mentoring system: YES
- Participation of Students in State / National / International events (Supports/Debates/Competitions etc.): <http://gdckulgam.edu.in/Main/EventList.aspx>
- Feedback System: <http://gdckulgam.edu.in/Main/Feedback.aspx>
- Extension and community outreach: <http://gdckulgam.edu.in/Main/EventList.aspx>
- Students grievances redressal mechanism: <http://gdckulgam.edu.in/Main/ViewPage.aspx?Page=351>
- Student Progression and placement Details: <http://gdckulgam.edu.in/Main/Alumni.aspx>

e) ADMINISTRATIVEANDMANAGEMENTRESOURCES.

- Administrative Block with built up area: 4704 sq.ft.
- e-governance:<http://gdckulgam.edu.in/Main/Default.aspx>
<https://jkpaysys.gov.in>,<https://sso.gem.gov.in/ARXSSO/oauth/doLogin>,
<https://beamsjk.gov.in/Pages/login.aspx>
- Online admission facility: Shall be done from the academic year 2022-23.
- Office ManagementSystem/e-management:<http://gdckulgam.edu.in/Main/Default.aspx> ,
<https://jkpaysys.gov.in>,<https://sso.gem.gov.in/ARXSSO/oauth/doLogin>,
<https://beamsjk.gov.in/Pages/login.aspx>
- Accounts section/Financial Audit: YES
- Staff Welfare Schemes: <http://gdckulgam.edu.in/Main/ViewPage.aspx?Page=010101>

f) OTHERS.

- College Lawns/Parks with Area: 2.21 Acre/0.125 Acre.
- Road Connectivity: 0.47 Acre
- Eco friendly campus/Green Campus / Green Audit: YES (5.25 Acres)
- Rain water harvesting /Solar Energy: YES (Solar Panel Park-5586 sq.ft.)

2. ACTION/STRATEGIC PLANNING

➤ A} SWOT Analysis for Implementation of Nep-2020.

As of now the institution has the following weaknesses and threats which may possibly create certain hindrances in the smooth implementation of NEP-2020:

- **Absence of proper policy for intake capacity:** The affiliating university-UOK had no proper policy for intake capacity in its affiliated colleges. It is needless to mention that in the year 2021 the Higher Education Department (J&K UT) issued an order, wherein an intake capacity in government colleges has been fixed. However, the intake capacity could not be implemented in its true spirit due to various reasons. Thus, in the absence of a proper mechanism for implementation of intake capacity, it becomes difficult to run the academic session, with large enrollment of about Six Thousand, smoothly. Therefore, for a successful implementation of NEP-2020 it is highly desirable to have a fixed intake capacity and a proper mechanism for its implementation. This becomes more important given the kind of infrastructure, the college currently possess.
- **Paucity of Faculty:** Another challenge that the institution may face is paucity of faculty. The college allotted only 52 posts for about 6000 students. Therefore, for successful implementation of NEP-2020 the college must be allotted additional 50 posts so that the academics and other allied activities are being run smoothly. Needless to mention that the college administration has recently worked out the modalities for implementing NEP-2020 from the academic session 2022. During the process it has been observed that minimum 50 additional faculty positions are required for the smooth functioning of academics.
- **Lack of adequate infrastructure:** The College has presently inadequate infrastructure in place. The institution has only 23 classrooms to cater the needs of 6000 students. Therefore, it is strongly desired to have at least 2 additional blocks viz. Social Sciences Block & Earth Sciences Block or a separate academic block which can fill the requirement of classrooms in the institution.
- **Additional weaknesses:**
 - The college has not LAN connectivity in place.
 - 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 headquarter, no Honors course or PG course is presently being offered in the college.
 - Absence of proper landscaping.
 - Lack of proper Cricket stadium.
 - Less Avenues for generating Internal Revenues for the institution.
 - Lack of adequate facilities in the college canteen.
 - Absence of student shed in the campus.
 - Absence of uninterrupted power supply.
- **Strengths:**
 - High demand for admissions.
 - Availability of diverse subject in the college.

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- The college campus has conducive location for the teaching learning process.
- The college is easily accessible.
- 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.

● **Opportunities:**

- Plethora of internship opportunities for students to be workforce ready and gain soft skills.
- Skill courses offer training, skills and education for students to be relevant in the contemporary world.
- The college has tied strong collaborations with different state and non-state actors in the form of MOUs to foster skill & allied developments.
- The college has developed industrial and community linkages which will help students to augment their overall development.
- Availing interactions through interactive panels installed in the college.
- Colossal scope for introducing PG courses in the college.
- College can provide extension and consultancy services to society.
- Possibility of cultivating any plant species in the campus.

● **Threats:**

- If all the enrolled students attend the college on daily basis, the administration may not be in position to accommodate the all, therefore, may bring huge disciplinary issues.
- Possibility of cyber crimes in the college, given the pace at which the digital technologies are coming in the institution.

Budget Estimates for the Financial Year **2023-2024** and Revised Estimates for the Financial Year **2022-23** under Major Head 2202- General Education (Plan).

1.	001	Salary	An amount of Rs. 698.20 Lacs under Revised Estimate for financial Year 2022-23 including provision for vacant posts and an amount of Rs. 814.66 lacs under Budget Estimate for Financial Year 2023-24 including provision for Vacant posts.
2.	641	NPS 14% Govt. Share	An amount of Rs. 68.36 lacs under Revised Estimate for financial year 2022-23 including provision of vacant posts and an amount of Rs. 82.36 lacs under budget Estimate for Financial Year 2023-24 including provision for vacant posts.
3.	002	Traveling Expenses	An amount of Rs. 2.0 Lacs under Revised Estimate for financial Year 2021-22 and an amount of Rs. 2.5 lacs under Budget Estimate for Financial Year 2022-23.

4.	006	Telephone	An amount of Rs. 2.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 2.5 lacs under Budget Estimate for Financial Year 2023-24.
5.	007	Office expenses	An amount of Rs. 3.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 4.00 lacs under Budget Estimate for Financial Year 2023-24
6.	008	Electricity	An amount of Rs. 10.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 15.00 lacs under Budget Estimate for Financial Year 2023-24
7.	010	Material and supplies	An amount of Rs. 10.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 10.00 lacs under Budget Estimate for Financial Year 2023-24.
8.	011	Books & periodicals	An amount of Rs. 10.00 Lacs under Revised Estimate for financial Year 2021-22 and an amount of Rs. 10.00 lacs under Budget Estimate for Financial Year 2022-23
9.	014	POL	An amount of Rs. 3.500 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 4.00 lacs under Budget Estimate for Financial Year 2023-24
10.	020	Machinery and Equipments	An amount of Rs. 10.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 10.00 lacs under Budget Estimate for Financial Year 2023-24.
11.	022	Camps, Seminars and Conferences	An amount of Rs. 2.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 2.00 lacs under Budget Estimate for Financial Year 2023-24
12.	023	Maintenance & Repairs	An amount of Rs. 3.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 4.00 lacs under Budget Estimate for Financial Year 2023-24.
13.	103	Office Equipments & Appliances	An amount of Rs. 4.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 4.00 lacs under Budget Estimate for Financial Year 2023-24.
14.	003	Provision for LTC	An amount of Rs. 6.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 6.0 lacs under Budget Estimate for Financial Year 2023-24.
15.	054	Furniture	An amount of Rs. 10.0 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 10.0 lacs under Budget Estimate for Financial Year 2023-24
16.	009	RRT	An amount of Rs. 2.0 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 2.0 lacs under Budget Estimate for Financial Year 2023-24.
17.	071	Medical Reimbursement	An amount of Rs. 8.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 9.0 lacs under Budget Estimate for Financial Year 2023-24
18.	003	Leave Travel Concession	An amount of Rs. 6.00 Lacs under Revised Estimate for financial Year 2022-23 and an amount of Rs. 6.0 lacs under Budget Estimate for Financial Year 2023-24

➤ **B} Action Plan/Requirements for success full implementation of NEP-2020.**

Institutional Strategic Goals:

1. Structure Teaching Learning Methodology.
2. Effective Leadership and Participative management.
3. Proactive Internal Quality Assurance Cell.
4. Ensuring effective Governance.
5. Student's Overall Development through Participation.

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6. Employees Advancement & Welfare.
7. Proper Discipline.
8. Women/Student/Faculty Grievance.
9. Financial Planning & Management.
10. MOUs.
11. Encouragement of Budding Entrepreneurs.
12. Constant Growth in Research and Development.
13. Alumni Interaction and Out reach activities.
14. Augmenting Physical Infrastructure.
15. Increasing Faculty and Support Staff.
16. Introduction of New Programs/ Courses relevant under NEP-2020.

Strategic Planning

Efficient Teaching Learning methodology	<ul style="list-style-type: none"> • Academic planning and preparation of Academic Calendar. • Introduction of New Courses/Programs as envisaged under NEP-2020. • Preparation of teaching plan as per NEP-2020. • Preparation of Lesson Plan based on NEP-2020. • Constant assessment to measure out comes. • Use of more practical methods of teaching. • Use of e-learning resources. • Promote research culture & facilities. • Providement of ring and individual support. • Follow a transparent feedback system. • Performance enhancement through workshops and seminars. • Implementation of best practices for students. • Evaluation parameters and benchmarking.
Effective Leadership and Participative Management	<ul style="list-style-type: none"> • Consolidation of Committee List. • Decentralization of the academic, administration and student related authorities & responsibilities. • The minutes of the meetings are communicated to the Principal who in turn consolidates all the suggestions and submits them to the Administrative Department for approval & reference.



**Constant
Quality
System**

**Internal
Assurance**

- College has well established IQAC Cell.
- Develop, maintain and regularly update the document of all the processes involved in the academic and administrative activities and the forms to implement the processes.
- All the departments, with the teaching and non-teaching faculty carry Out the activities as per the Processes and forms.
- Customers at is action by collecting feedbacks from students, parents, alumni and industry and actions are taken to ensure that the colleges at is fles all its stakeholders.
- Internal Audit-Regular internal audits are conducted at planned Intervals to checks the effectiveness of the implementation, maintenance and improvement.
- Monitoring and measurement of processes and products Continuous Measurement and Monitoring of the processes are done to identify appropriate corrective action to ensure conformity of service.
- Control of non-conformity to prevent and get prepared for deviations and the actions to be Taken Data analysis and continuous improvement.
- External Audit.
- Framing of Quality Policy.
- Educating & Training of all employees.
- Periodic check & guidance for quality improvement.
- Establishment of audit team and process.
- Audit for remedial measures.
- Academic audit.

**Ensuring Effective
Governance**

- To review the smooth running of the administrative activities of the college, discussing approval of new programs.
- To review the examination results (Internal as well as External) of all programs; result analysis and their improvement strategies.
- To approve the up gradation & maintenance of the Infrastructure of the Institute.
- To review the budget allocated for different purposes and their expenditure etc.
- Promotion of various faculty career advancement programs, Approval for posts, Study leaves etc.
- To review the Placement activities, Collaborations with Industry and R&D programs.
- Reviewing the Performance appraisal of faculty backed with the discussion. & suggestions given by Faculty for improvements in the college.
- To provide support or conducting all kinds of activities:-Co-curricular and Extra-curricular.
- To review the awards and scholarships for students based on the performance in co-curricular and Extra-curricular activities etc.
- Evaluation of Institute's performance and benchmarking
- Institutional strategic goals setting.
- Institutional Strategic Planning.
- Monitoring and Implementing the Quality Management Systems.
- Establishing E-Governance.
- Leadership development through decentralization.
- Establishing internal audit committee.
- Code of conduct and policy formulation, approval and implementation.
- Establishing fair and effective performance appraisal system.

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<p>Student's Development Participation</p> <p>Overall through</p>	<ul style="list-style-type: none"> • The Student Representatives have the responsibility towards students to be available to listen to student views and concerns and actively represent them in an objective and accurate manner. • Budget framing and allotment for student development programs and activities. • Students Trainings & Placement Activities. • Student's representation in various committee and cell • Participation in competitions. • Organizing competitions. • Rewards & recognitions of achievers. • Participation in extra curricular activities. • Participating in social/welfare & community extension services.
<p>Employees Advancement & Welfare</p>	<ul style="list-style-type: none"> • Recruitment Policy development & implementation. • Employee's performance evaluation system. • Regular Training for quality improvement. • Healthy and supportive working environment & infrastructure. • Proper established Code of conduct, service rules & leave rules to be followed by all. • Staff welfare policy implementation. • Career advancement schemes. • Deputation for seminars, conferences and workshops etc. • Motivation for qualification enhancement • Support for research, consultancy, innovations.
<p>Placements</p>	<ul style="list-style-type: none"> • The Career Counseling and Placement Cell plays a very important and key role in getting students their dream placement through counseling and guiding the students for their successful Career Placement. • It is a crucial interface between the stages of completion of academic program of the students and their entry into avenues of suitable employment through campus placement drives. • Signing of MOUs.
<p>Proper Discipline</p>	<ul style="list-style-type: none"> • Installed CCTV Cameras at desired places and other measures to maintain the discipline. Responsible for the entry of the students only with I-cards and proper uniforms.
<p>Women/Student/Faculty Grievance</p>	<p>The grievance committee functions with the following purposes;</p> <ul style="list-style-type: none"> • To make women, students, faculties & staff members aware about their rights. • To help them in knowing their importance of good health and nutrition and facilities available for them. • To help them in developing decision making abilities and be self-dependent. • To help them in raising voice against all kinds of discrimination in a proper manner. • To help them in changing their mind setup. • To assist them in overall development of their personality. • To help them (community women) in knowing about reproductive health care and child care. • The Student Representatives have the responsibility towards students to: be available and listen to student's views and concerns, and actively represent them in an objective and accurate manner.
<p>Financial Planning & Management</p>	<ul style="list-style-type: none"> • Framing of financial budget according to multiple areas. • Forecasting of Revenue & Expenditure. • Effective purchasing through purchasing committee. • Budget formulation. • Periodic Audit- Internal and External. • E-governance in payment/financial planning & management.

Handwritten signatures and initials in blue ink, including a large signature that appears to be 'V. N.' and other initials like 'S.P.' and 'G.P.'.

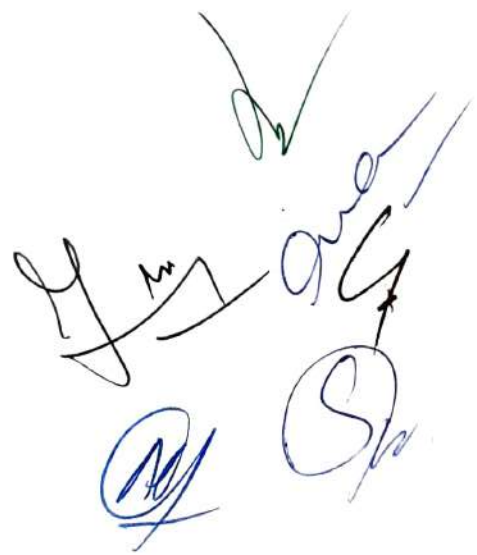
<p>Institute – Industry Interaction Cell</p>	<ul style="list-style-type: none"> • Signing of MOUs, • Industrial Research & Consultancy, • Research guidance from industry. • Short-Term Training Programmes. • Collaborative Educational Programmes. • Industry-Institute Human Resources Exchange. • Faculty and student exchange for knowledge sharing. • Training Programmes / Short term assignments to the faculty members in industries. • Student internships and industrial visits. • Formation of entrepreneurship committee. • Support for internship, visits, trainings, guest lectures. • Providing career guidance.
<p>Encouragement of Budding Entrepreneurs</p>	<ul style="list-style-type: none"> • Establishment of Entrepreneurship & Development Cell. • Industrialists visit for seminar, lecture, workshop for entrepreneurship development. • Promoting, sponsoring and facilitating entrepreneurship development. • Providing training & guidance for entrepreneurship development.
<p>Constant Growth in Research and Innovation</p>	<ul style="list-style-type: none"> • Dedicated R&D Facilitation. • Establish and develop Laboratories with more research facility. • Fund generation through Project proposals. • Collaborations with Government & Private Institutes, Universities and Research Organizations.
<p>Boosting Internal Revenue Generation</p>	<ul style="list-style-type: none"> • Formation of the committee to look after the financial needs of the various Departments, of the finances involved during functions and celebrations, for other administrative and infrastructure purposes.
<p>Alumni Interaction and Outreached Activities</p>	<ul style="list-style-type: none"> • Configuration of Alumni association to increase their participation • Invitation for guest lecturers/internship/placement/training/entrepreneurship. • Exploring Contributions. • Sponsorships/scholarships/fund generation. • Data base creation, Regular interactions with alumni and networking. • Recognition of successful alumni for appreciation and felicitation.
<p>Augmenting Physical Infrastructure</p>	<ul style="list-style-type: none"> • Proposal for constructing Social-Sciences Block and Earth-Sciences Block. • Infrastructure building development& modification. • Functional facilities fore-learning. • Safety & Security management. • Water facility. • Hygiene, zero plastic & green campus. • Recycling of water. • Smart Classrooms, Tutorials, Seminar halls. • Modernization of Laboratory& equipment. • Library infrastructure up gradation. • System up gradation. • Medical facility. • Development of sport s(indoor/outdoor)facilities. • Plantations. • Green Audit. • Energy Audit.

Strategy Implementation and Monitoring

Once the planning part has been done the next step is its implementation. This stage is among the most imperative part and has to be implemented with proper supervision and cooperation.

Implementation at Institute Level

Particulars/Functions	Deployment Authorities
Governance & Administration	Principal & Establishment Section
Expansion	Advisory and Development Committee
Infrastructure(Academics)	Academic Affairs Committee
Teaching-Learning	Principal, HODs, Faculty and Staff
Infrastructure(physical)	Principal, Development Committee
Departmental Activities	HODs and Faculty
Training & Placements	Career Counseling and Placement Cell
Research & Development	Research Committee
Academic Audit/Students Development	IQAC
Quality Assurance	IQAC Team
Students Admissions	Principal, HODs, Admission Committee
Statutory Compliance	Principal, HODs, Coordinators



1. Financial Requirement for implementing NEP-2020 (Based on the deficiencies and requirements listed above):

New Constructions:

- A. Academic Block- 18 Classrooms, 6 Faculty Rooms, Bathrooms/ Furniture (expected expenditure 20 Cr.)
- B. Up gradation of Canteen and Cafeteria – 20 Lac.
- C. Multipurpose Indoor Sports Complex – 05 Cr.
- D. Toilet Block for Boys & Girls – 15 Lac Each.
- E. Hostel Facility for Boys & Girls – 09 Cr. Each
- F. Campus Development (Up gradation of Roads, Drains, Water storage/facility, Beautification, Parking, Boundary Walls) = 06 Cr.

S. No.	Activity	Grants Required	
		Non-recurring	Recurring
1	Infrastructure		
	Modernization of existing classrooms		
	Establishment of new laboratories for 4 yea UG and new PG programs under NEP, 2020		
	Modernization and strengthening of existing laboratories		30 Lac
	Updating of learning/Library Resources		50 Lac
	Procurement off furniture		30 Lac
	Establishment/up-gradation of central and departmental computer centers		
	Modernization/improvements of supporting departments		15 Lac
	Modernization and strengthening of libraries and increasing access to knowledge resources		30 Lac
	Refurbishment(minor Civil works)		
2	Research and Development support		
	Establishment of Research cells in the departments for 4-YRUG course with research work		15 Lac
	Establishment of Research Centre		
3	Faculty development support		
	Faculty and staff development (including faculty qualification up-gradation, pedagogical training and organizing/participation of faculty in workshops, seminars and conferences.		05 Lac
4	Institutional reforms		
	Institutional management system and establishing e-governance and updated admission system		10 Lac
5	Academic support		
	Introduction of new subjects/courses	Public Administration	
	Introduction of New Skill courses.	1.Interior Designing 2.Fashion Designing	

Student support activities	1. Indoor Stadium 2. Canteen 3. Cafeteria	
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 actions required to be taken by the Higher Education Department:

- a) Land Acquisition: The disputed land maybe handed over to the college authorities.
- b) Approval for Building Projects and Campus Development: Construction of two additional blocks viz. Social Sciences Block & Earth Sciences Block or separate Academics Block.
- c) Special Funding for Purchase of Laboratory and Library Resources: Sufficient funds for procurement of books
- d) Providing dedicated faculty as per Requirement: Sanction of 50 additional faculty positions.
- e) Any other: Hostel for students.

Actions required to be taken by the Affiliating University (Mentoring):

- a) Curriculum Development: Fair representation of college faculty in Board of Studies for UG course meetings.
- b) Developing the Student Assessment & Evaluation Infrastructure: NIL
- c) Developing Certification Mechanisms: NIL
- d) Developing Research Ecosystem: Fair percentage of college faculty should be considered as research guide.
- e) Any Other:


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 Govt. Degree College
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 Dr. Mohd Younes Bhat
 Coordinator IQAC
 Convener
 IQAC
 GDC Kulgam.