GOVERNMENT DEGREE COLLEGE KULGAM
KULGAM, JAMMU & KASHMIR, 192231
(NAAC ACCREDITED)
Http//:www.gdckulgam.edu.in

@ kulgamprincipal@gmail.com

📞 01931-260177

No: GDCK/Estt./22/ 940 —

Dated: 19/07/2022

Action Taken/Plan for successful implementation of the Circular issued by the Principal Secretary, HED, J&K Govt. vide D.O. No. PS/Pr. Sec. /HE/2022, dated 01-07-2022, during the year 2022-23:

1. Achieving Academic Excellence:

- **NAAC Accreditation**: The College is NAAC accredited for its 1st Cycle in the year June 2019 and secured Grade C. the Re-Accreditation for 2nd Cycle is due in the year 2023. In this connection the college has submitted AQARs for the year/s 2018-19, 2019-20 & 2020-21 successfully. The portal for the submission of last AQAR for the year 2021-22 is yet to be opened. The college IQAC is on the track of completion of all the requisite documentation and necessary steps on account of academics, infrastructure facilities etc. are being taken so that the college gets an excellent grade during re-accreditation process.

- **Academic Calendar**: The College has prepared the Academic Calendar for the year 2022-23 and the same is available on the college website. The calendar has been prepared in consonance with the academic calendar issued by the J & K HED.

- **Capacity Building and Training**: The college administration has already passed the advisory to its all faculty members regarding participation in different academic programmes viz. refresher courses, workshops, trainings, conferences etc. The college administration has remained always liberal in approving permissions for the said activities.

- **Student Feedback**: The college has developed the student feedback in consonance with the model feedback received from the HED. The feedback has been made available online so that it's more convenient for students to fill the requisite details. It is pertinent to mention that the feedback mechanism/process has been implemented as per the direction issued by the HED. It has been the policy of this college to be more open and transparent in receiving the student feedback and college always remains prompt in analyzing and action taken on the responses received during the feedback.

- **Faculty Appraisal**: The college has made the faculty appraisal format online for its staff and the administration is developing a mechanism for receiving and awarding the same through certain e-platforms.

- **Collaborative Growth**: The college administration is well informed regarding the focus areas of higher education specifically under NEP-2020. The college has inked MOUs with DLSA Kulgam, MC Kulgam, SKUAST, SMVDU Katra, NIELIT Srinagar, MANUU Hyderabad for substantiating the teaching learning process in the college. The college is developing more means for linking with different stakeholder so that a real benefit reaches to our students and employment opportunities for our young colligates becomes available from the college campus itself.

2. Enhancing Skills and Employability:

- **Skill Development and Vocational Courses:** The college has already introduced skill courses such as Agricultural Technology, Medicinal Botany, Aromatic Plants,

Commercial Mushroom Cultivation, IT Tools in Business, Personal Selling and Salesmanship, Apicultural, PHP Programming, Early Child Care and Education, Sociology of Development, Renewable energy and Energy Harvesting etc. Moreover, the college is developing mechanism for tying with different industries, academies etc for substantiating the employability opportunities in the campus.

- **Career Counseling and Placement Cell:** The college has established Career Counseling and Placement Cell in the college. The cell has developed the activities plan and strategy for their implementation during the year 2022-23. The main focus of the cell is to bring more opportunities for the students through interactions with industries, academies etc., so that students well oriented for the future challenges and opportunities. Moreover, the cell is working one the feasibilities for bringing in-campus employment drives the college students. It is pertinent to mention that for the Batch-2022, college organized three counseling sessions in the months/s of May & June 2022, in which the invited experts provided guidance and counseling to new entrants in higher education.

3. Research and Innovation:

- **Innovation and Start Up Culture:** The college has established Research Committee and Innovation Cell to carry out the initiatives regarding the given subject. It is pertinent to mention that college is establishing Multidisciplinary Research Centre in the college wherein a collaborative research shall be carried out. The Centre shall be open for both faculty as well as students of the college. The college is highly supportive for its faculty to bring more research projects from recognized bodies such as UGC etc. it is pertinent to mention that the college is a Hub Institution for Agricultural Technology in the J&k UT.

4. My College My Pride:

- **Functional & Interactive Website:** The college has developed well organized website which cater almost all the needs of the college students. The website can be accessed at http://gdckulgam.edu.in/Main/Default.aspx
- **ERP Implementation:** The college has developed well oriented LMS system in the college which is look after by the Department of Computer Sciences. The following points have been achieved so for: the college has made whole admission process in online mode from student registration, selection of subjects, issuance of merit list, automatic generation of fee receipt to assigning class roll no.'s etc.; the college has developed online grievance portal for its students which monitored at administrative level; & the college has developed Online Student Help Desk so that no student feel any inconvenience in the college campus. Moreover, the college administration is mulling to develop IOT Lab (Internet of Things) in the college so that all the services to student and staff is provided through Automatic/Robotic means. Furthermore, the college administration is also developing App for e-management of employee leaves.

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Dated: /   /2022

- **Student Mentoring:** The college IQAC has initiated the process of allocation of Mantor-Mantee Ratio.
- **Institutional Feedback:** The college has developed the institutional feedback in consonance with the model feedback received from the HED. The feedback has been made available online so that it's more convenient for students to fill the requisite details. It is pertinent to mention that the feedback mechanism/process has been implemented as per the direction issued by the HED. It has been the policy of this college to be more open and transparent in receiving the student feedback and college always remains prompt in analyzing and action taken on the responses received during the feedback.
- **SWACHTA:** Swachhta Action Plan (SAP) has been set up in the campus for the year 2022-23, through Department of Environmental Sciences, NSS, and Red Ribbon Club focus on each aspect of SAP – Greenery, Water Management, Energy Management, Waste Management and Sanitation and Hygiene. SAP enables periodical re-visiting and auditing under the above mentioned areas in campus and community engagement. Green, Energy and Environmental Audit has been successfully completed and scope for improvement has been identified.

5. **Rewarding Effort and achievements**: The college administration through its IQAC Cell is mulling to develop a transparent mechanism for awarding its staff who does excellent performances during the academic calendar in different field viz. academics, teaching committee performances etc.. The mechanism shall be based on the criterion adopted by some top institutions and organization worldwide.

Issued for future references

Principal 19/7/22

Copy to:
1. Coordinator IQAC for necessary action and improvements wherever required.

GOVT DEGREE COLLEGE
KULGAM, KASHMIR

گورنمنٹ ڈگری کالج کولگام

Tele / Fax: 01931-260177   E-mail: kulgamprincipal@gmail.com   web: www.gdckulgam.edu.in

NO: GDCK/Esstt/23/ 646.

Dated: 08/06/23.

Report on Collection of Feedback

The government colleges in the Union Territory of Jammu and Kashmir have taken a proactive step by initiating a feedback collection process from both students and teachers. This process is being carried out through a dedicated URL, namely https://dhefeedbacksystemv2.nic.net.in/. The URL serves as a platform for six key entities to participate in the feedback process, namely Students, Teachers, Colleges, HED Director, HED Admin, and Admin.

We have implemented a feedback system that operates on three levels: Student Feedback, Faculty Feedback, and Institutional Feedback. To ensure smooth and efficient feedback submission, the college nodal officer plays a crucial role. He provides login credentials to students and teachers, enabling them to access the feedback system and share their valuable insights. Students are encouraged to provide feedback about their teachers and the overall college experience, while teachers are encouraged to share their feedback about the college.

The college nodal officer also serves as a technical support resource for students and teachers, offering guidance and assistance throughout the feedback submission process. This support ensures that all participants have the necessary tools and knowledge to effectively communicate their feedback.

In our college, we have been assigned the responsibility of being the nodal college for South Kashmir, facilitating the feedback collection process for all colleges in the region. Our dedicated nodal officer extends technical support not only to our own college but also to other colleges in South Kashmir, further enhancing the efficiency and effectiveness of the feedback collection initiative.
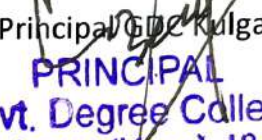
To emphasize the importance of feedback, we actively engage with our students during classes, discussing the significance of their input and how it contributes to the improvement of the educational experience. Additionally, we organize awareness programs to educate students and teachers about the objectives and benefits of submitting feedback. By doing so, we aim to foster a culture of constructive feedback and continuous improvement within our college and the broader education community.

Evaluation of colleges and teachers is conducted based on a range of parameters, reflecting various aspects of the educational environment. These parameters encompass factors such as website functionality, ICT infrastructure, library resources, classroom facilities, and sports amenities, among others. Similarly, teachers are assessed based on qualities such as honesty, subject knowledge, punctuality, rationality, and practical teaching methods. These evaluations provide valuable insights into the strengths and areas for improvement within the college and its teaching staff.

Through this comprehensive feedback collection process, the government colleges in Jammu and Kashmir Union Territory strive to maintain a high standard of education and continuously enhance the learning experience for students. The positive overall feedback scores received by our college reflect the commitment to excellence and the continuous efforts made to meet the needs and expectations of students and teachers alike.

Nodal Officer Feedback

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

Rohit Kansal, IAS
Principal Secretary
Tel.   : 0194-2506136, 2506062

Government of Jammu & Kashmir,
Higher Education Department
Civil Secretariat, Srinagar- 190001

Co-ordinator IQAC
for implementation
as directed
7/7/22

D.O.No: PS/Pr.Secy./HE/2022
Dated: 01.07.2022

Subject: Making 2022 the Year of Academic Excellence: *Academic reforms for improving quality of learning and teaching in the Higher Education Department.*

Dear Prof. Manzoor Ahmad Lone

As you are aware, the National Education Policy 2022 aims to make India a global knowledge superpower by making our higher education ecosystem more flexible, holistic, and multi-disciplinary. The NEP is based on the concepts of Access, Equity, Quality, and Accountability.

In line with the vision of the NEP 2020, the Higher Education department, J&K has initiated a series of reforms for improving the quality of learning and teaching in all Government Institutions. I am enclosing along with this letter a detailed Circular **(Annexure A)** containing a set of guidelines and suggested actions which the Principals and faculty members need to take in order to further improve the quality of instruction. These actions include steps towards Achieving Academic Excellence, Enhancing Skills and Employability of the students, encouraging Research, Innovation and a Start up Culture and finally rewarding effort and achievement. **I would expect you to carefully peruse the enclosed circular and ensure that the necessary actions are initiated in your college and that their progress is monitored regularly at your level.**

In addition to the above and in order to create a culture of excellence within the Higher Education ecosystem, we have also devised a **three step feedback process i.e. at students' level, faculty level and college level. The details are as under:**

a) Student Feedback

This is an anonymous student feedback process through a structured questionnaire. A Student must have at least 60% attendance to be eligible to fill this form. The feedback will be taken twice in a semester i.e. in Mid Semester- 45 days after the start of the semester and the second feedback at the end of Semester, i.e. 90 Days after the start of the semester. The anonymous feedback generated will be collated by the concerned Principal and final data (subject wise) will be shared with the concerned faculty. This will help the faculty understand the perspective of the learners and to further improve the teaching-learning process. The format of the student feedback form is enclosed with this letter as **Annexure B**

b) Faculty Evaluation and feedback

This is a quarterly feedback cum evaluation process where every faculty member is graded by the Principal on a series of parameters including teaching, research and participation in other college activities. Student feedback is an important component of this evaluation. The aim of this process is to provide objective feedback to the faculty and encourage them to build on their strengths and work on their lesser strengths. This will help create a culture of excellence within the Higher Education Ecosystem, so that everyone contributes to the best of the abilities and maintains the highest possible standards. The quarterly faculty evaluation shall be the basis of the Annual Performance Report (APR). The format for Faculty Evaluation and feedback is enclosed with this letter as **Annexure C.**

c) Institution Feedback

This exercise aims to capture feedback from the students as well as faculty members about their overall experience in the Institute in terms of infrastructure, services and other facilities. This feedback too is anonymous and has to be obtained quarterly i.e. 4 times in a year. The special feature of this feedback is that it is obtained from both the students and the teachers. I would expect every Principal to carefully peruse the responses and follow up on the inputs received. The format of the Institute feedback form is enclosed with this letter as **Annexure D**
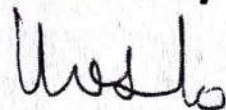
I would expect you to personally ensure that all the actions outlined in the Circular at Annexure A are initiated in your college and monitored regularly by you. I would also like that feedback at each of the three levels described above is taken as per the formats (Annexures B, C D) enclosed and that the data is collated and used for improving the quality of learning and services. The Director Colleges would be sharing with you shortly the steps being taken to prepare a central dashboard to monitor the above actions and **rank the various colleges on the basis of the improvements being recorded by them. I too would be keenly perusing the results of these actions.**

I am confident that with our joint efforts, we will be able to make 2022, **The Year of Academic Excellence.**

With best wishes

Yours Sincerely

(Rohit Kansal)

Prof. Manzoor Ahmad Lone
Principal GDC Kulgam

Implementation of DHE Feedback System

In order to implement the feedback system launched by the Department of Higher Education in an effective manner, an interactive session was organized by the Department of Computer Applications in the college Girls Park on 22/05/2023.

The event was presided by the Principal of the college Dr Syed Eazaz Hussain Rizvi and attended by a large gathering of students and faculty of the college.

The Principal in his address highlighted the importance good student-teacher relationship and impressed upon the students to attend their classes regularly. Students were made aware about the importance of their feedback for overall development of the college.

The Nodal Officer Feedback Prof Sajad Ahmad Shah informed the students that a facilitation centre has been established in BCA Department for providing every kind of technical support to the students and faculty of the college. Earlier the nodal officer demonstrated practically the procedure of submitting the feedback in the college conference hall where a good gathering of students and faculty members attended.

Principal GDC Kulgam

Principal
Govt. Degree College
Kulgam (J&K)

Nodal Officer Feedback

FILTER

The laboratory staff is helpful and cooperative

Not Sure : 2.87%
Never : 1.46%
Rarely : 3.60%
Sometimes : 6.90%
Often : 16.52%
Always : 68.66%

Rating	
Always (5)	1413
Often (4)	340
Sometimes (3)	142
Rarely (2)	74
Never (1)	30
Not Sure (0)	59

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023
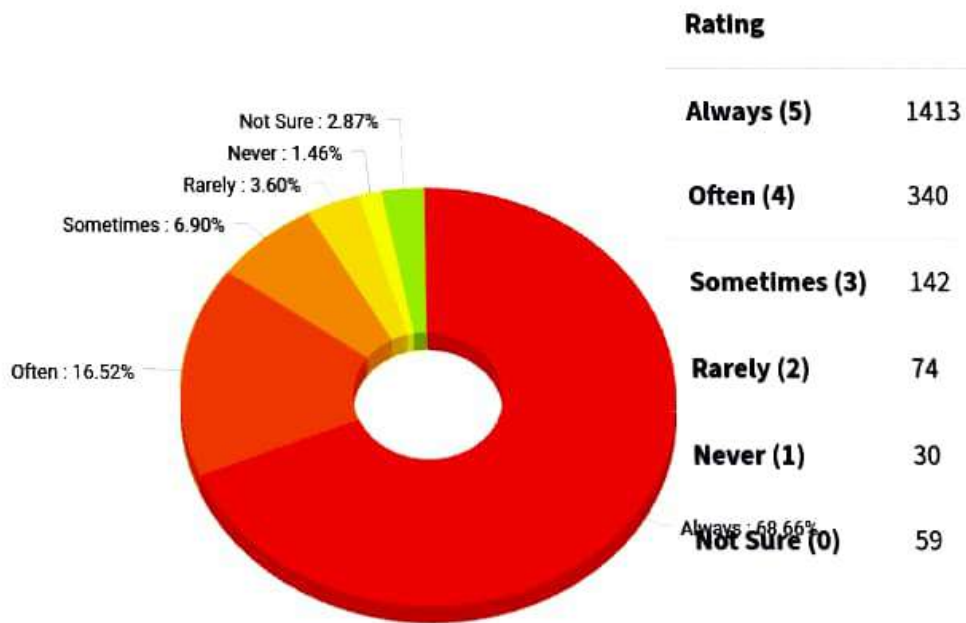
FILTER

The library staff is cooperative and helpful

Rating	
Always (5)	1449
Often (4)	336
Sometimes (3)	141
Rarely (2)	85
Never (1)	27
Not Sure (0)	20

Pie chart labels:
- Not Sure : 0.97%
- Never : 1.31%
- Rarely : 4.13%
- Sometimes : 6.85%
- Often : 16.33%
- Always : 70.41%

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023
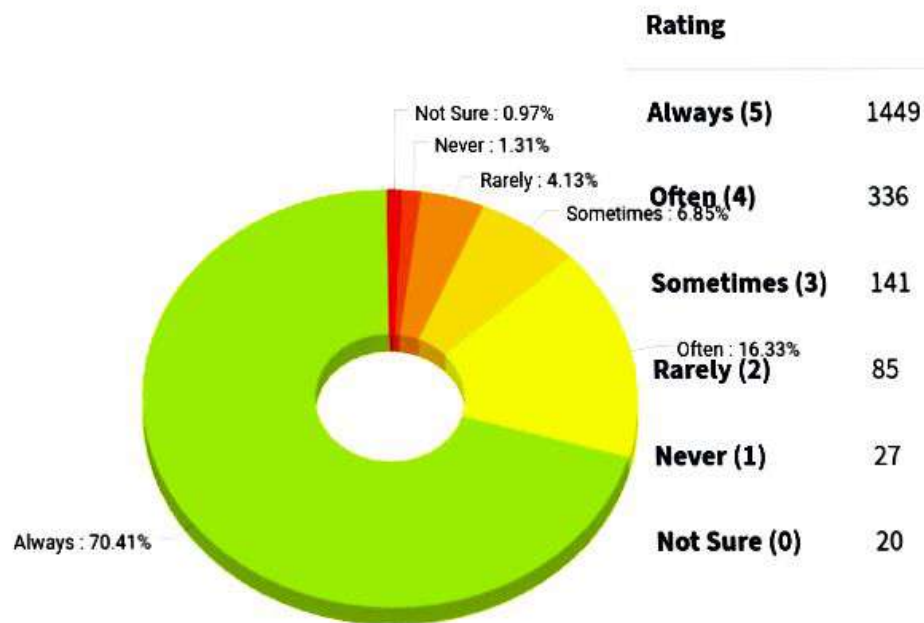
FILTER

The office/administrative staff in the college is cooperative and helpful

Rating	
Always (5)	1365
Often (4)	342
Sometimes (3)	185
Rarely (2)	108
Never (1)	33
Not Sure (0)	25

Not Sure : 1.21%
Never : 1.60%
Rarely : 5.25%
Sometimes : 8.99%
Often : 16.62%
Always : 66.33%

No. of Students

1981/4035
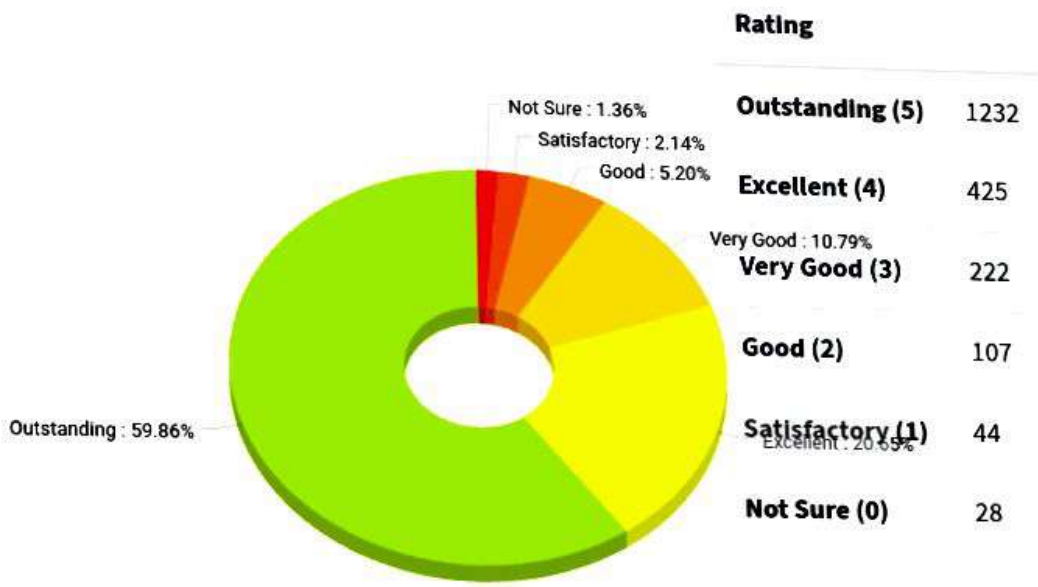
No. of Teachers

77/77

Rating

Outstanding (5)	1232
Excellent (4)	425
Very Good (3)	222
Good (2)	107
Satisfactory (1)	44
Not Sure (0)	28

Not Sure : 1.36%
Satisfactory : 2.14%
Good : 5.20%
Very Good : 10.79%
Outstanding : 59.86%
Excellent : 20.65%

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023

FILTER

Whenever I have a grievance, it is redressed quickly and effectively

Not Sure : 2.14%
Never : 2.33%
Rarely : 6.32%
Sometimes : 10.93%
Often : 20.17%
Always : 58.11%

Rating	
Always (5)	1196
Often (4)	415
Sometimes (3)	225
Rarely (2)	130
Never (1)	48
Not Sure (0)	44
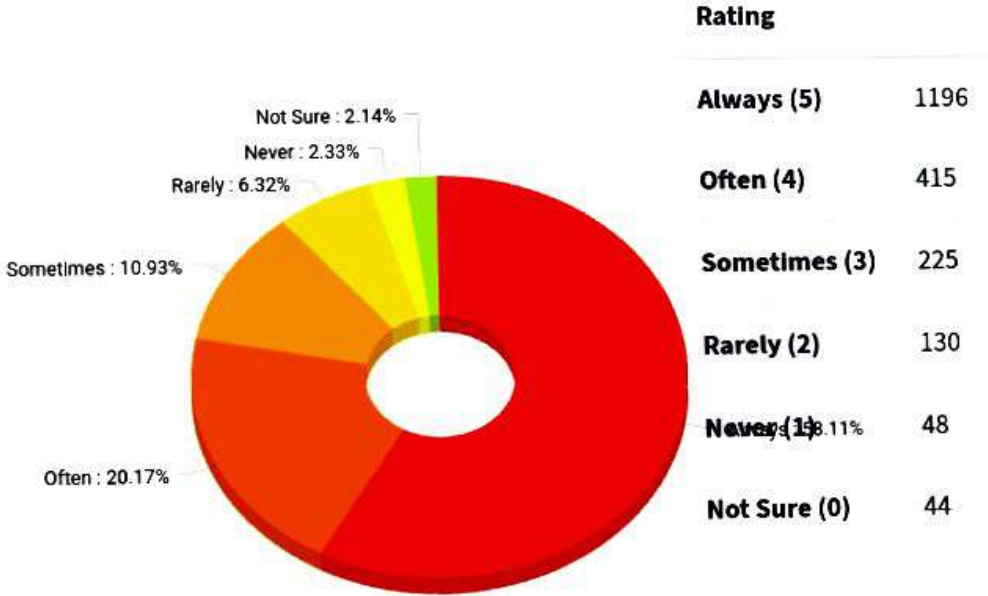
No. of Students

1981/4035

No. of Teachers

77/77

FILTER

Awards and prizes are given on merit and are fair

Not Sure : 3.01%
Never : 2.96%
Rarely : 4.91%
Sometimes : 10.54%
Often : 16.08%
Always : 62.49%

Rating	
Always (5)	1286
Often (4)	331
Sometimes (3)	217
Rarely (2)	101
Never (1)	61
Not Sure (0)	62
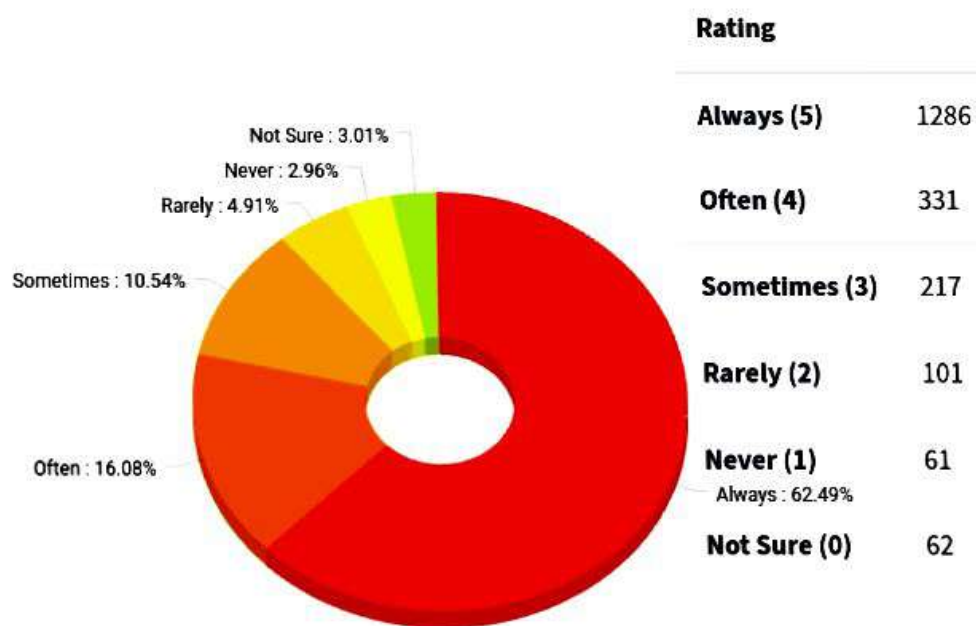
No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College works towards development of Innovation and start up culture
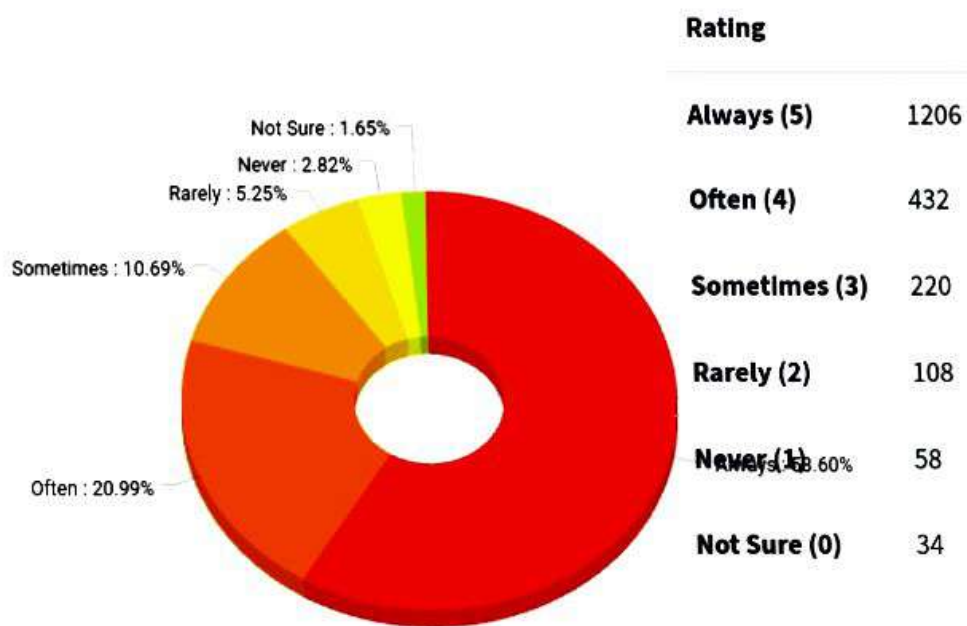
Rating	
Always (5)	1206
Often (4)	432
Sometimes (3)	220
Rarely (2)	108
Never (1)	58
Not Sure (0)	34

Not Sure : 1.65%
Never : 2.82%
Rarely : 5.25%
Sometimes : 10.69%
Often : 20.99%
Always : 58.60%

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College conducts placement melas/ camps regularly through college career counselling and placement cell

Not Sure : 3.35%
Never : 2.87%
Rarely : 5.10%
Sometimes : 12.15%
Often : 18.95%
Always : 57.58%

Rating	
Always (5)	1185
Often (4)	390
Sometimes (3)	250
Rarely (2)	105
Never (1)	59
Not Sure (0)	69

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023

FILTER

College conducts placement melas/ camps regularly through college career counselling and placement cell
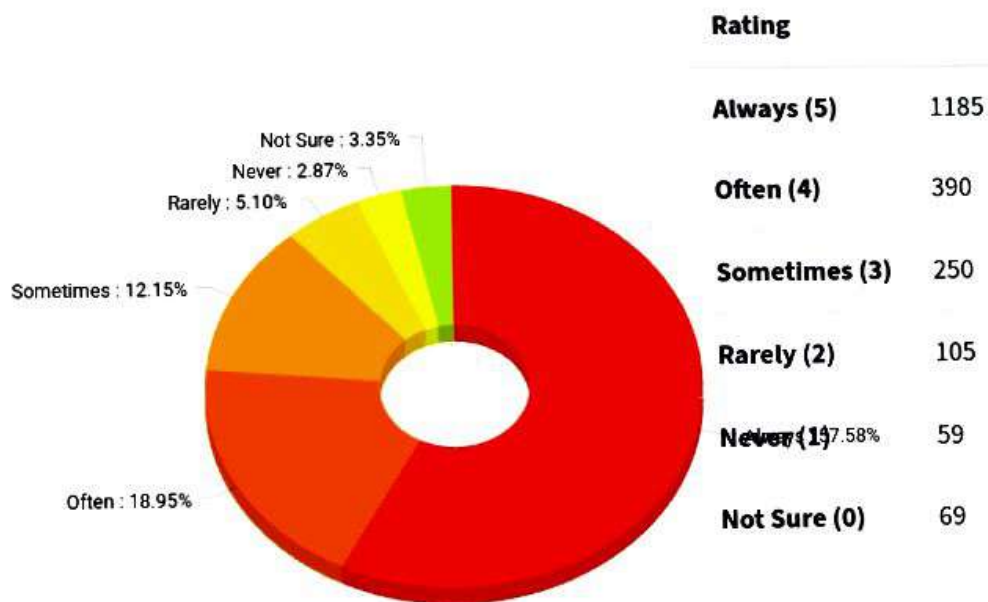
Rating	
Always (5)	1185
Often (4)	390
Sometimes (3)	250
Rarely (2)	105
Never (1)	59
Not Sure (0)	69

Pie chart labels:
- Not Sure : 3.35%
- Never : 2.87%
- Rarely : 5.10%
- Sometimes : 12.15%
- Often : 18.95%
- Always : 57.58%

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

The College is offering various Skill and Vocational courses

Not Sure : 1.90%
Never : 2.96%
Rarely : 4.37%
Sometimes : 7.92%
Often : 19.14%
Always : 63.70%

Rating	
Always (5)	1311
Often (4)	394
Sometimes (3)	163
Rarely (2)	90
Never (1)	61
Not Sure (0)	39
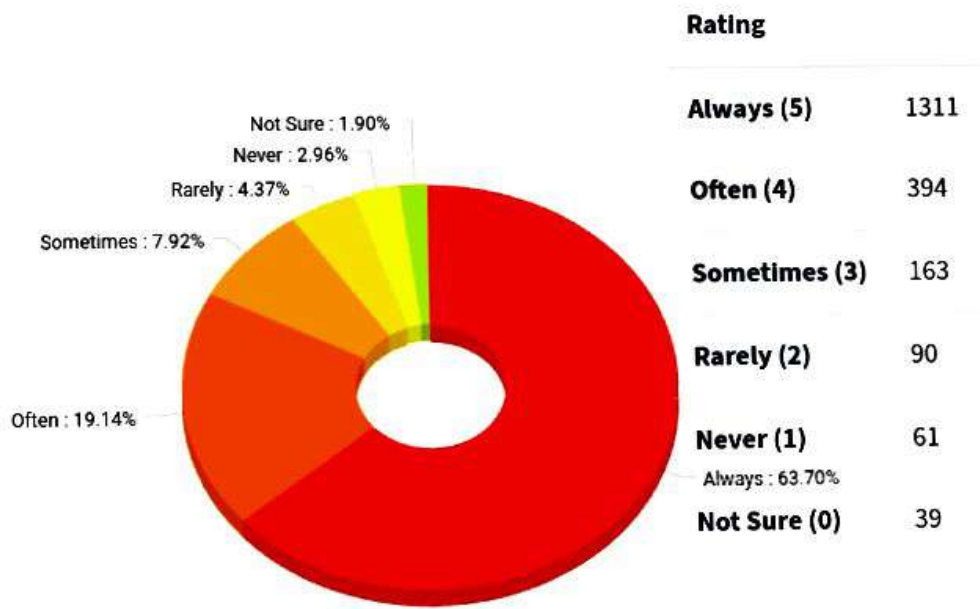
No. of Students

1981/4035

No. of Teachers

77/77

FILTER

Academic and Examination schedules are strictly as per uniform Academic Calendar issued by Higher Education Department and there is no delay in classes or conduct of examinations

Rating	
Always (5)	1405
Often (4)	357
Sometimes (3)	166
Rarely (2)	69
Never (1)	41
Not Sure (0)	20

Chart labels: Never : 1.99%, Rarely : 3.35%, Sometimes : 8.07%, Not Sure : 0.97%, Often : 17.35%, Always : 68.27%
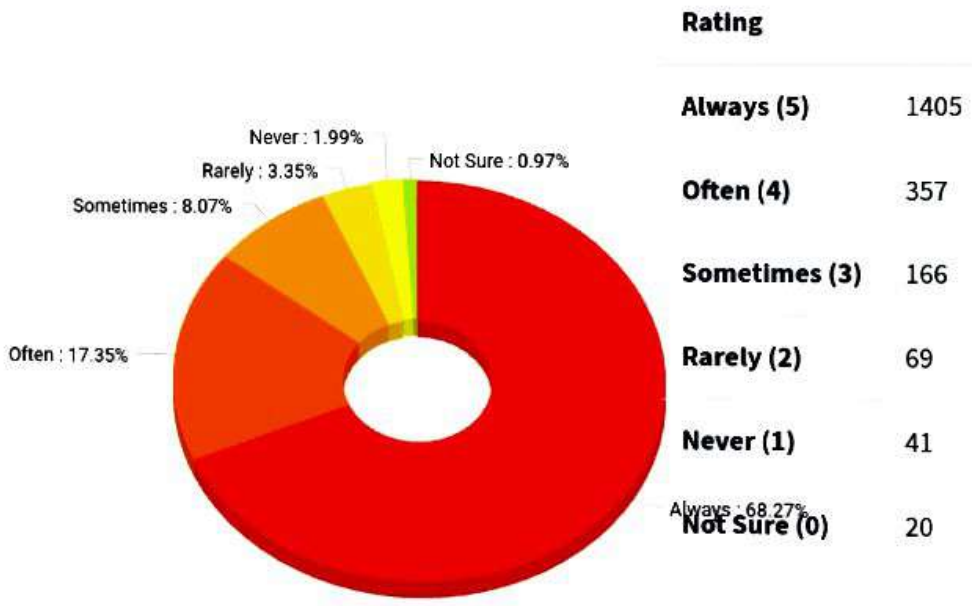
No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College has a well maintained Auditorium / Conference Hall

Rating	
Always (5)	1402
Often (4)	337
Sometimes (3)	156
Rarely (2)	87
Never (1)	49
Not Sure (0)	27

Never : 2.38%
Not Sure : 1.31%
Rarely : 4.23%
Sometimes : 7.58%
Often : 16.38%
Always : 68.12%
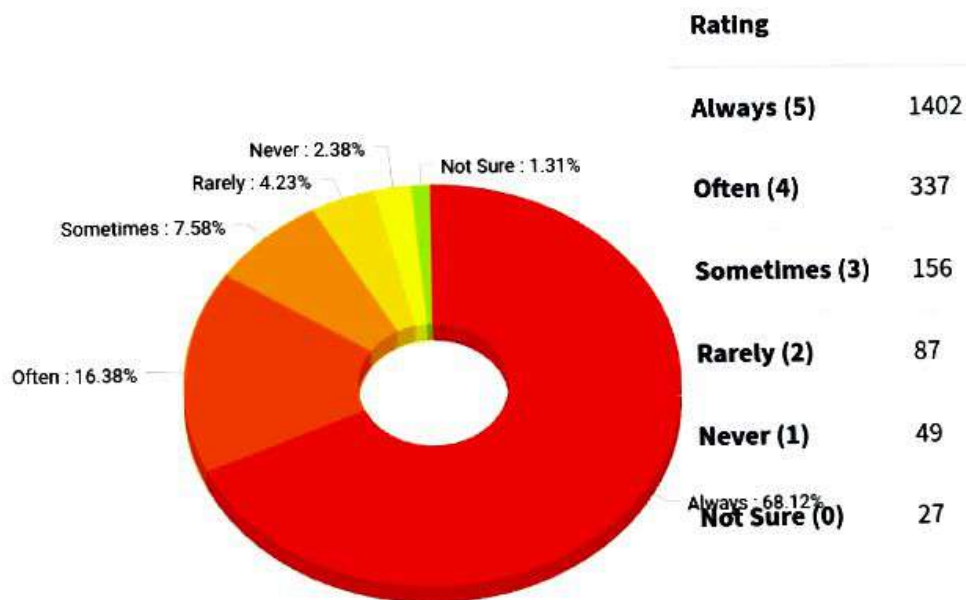
No. of Students
1981/4035

No. of Teachers
77/77

FILTER

College hostel is functional in all respects

Not Sure : 11.71%

Never : 7.87%

Rarely : 5.88%

Sometimes : 9.18%

Often : 13.70%

Always : 51.65%

Rating	
Always (5)	1063
Often (4)	282
Sometimes (3)	189
Rarely (2)	121
Never (1)	162
Not Sure (0)	241
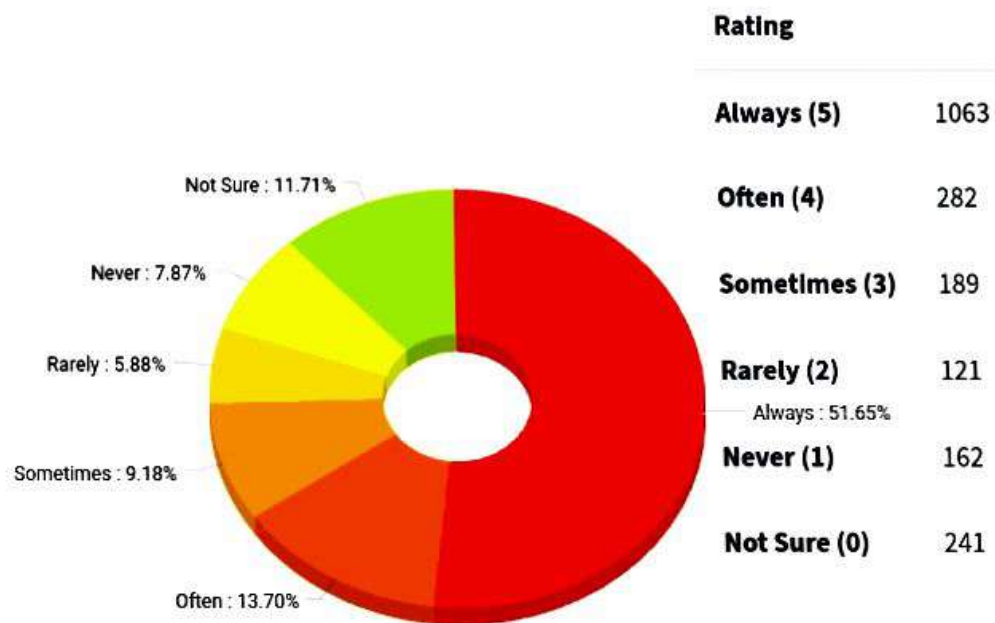
No. of Students

1981/4035
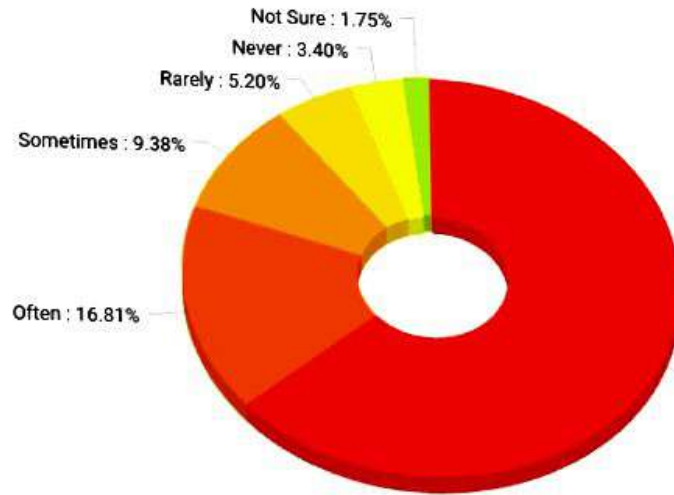
No. of Teachers

77/77

Rating	
Always (5)	1306
Often (4)	346
Sometimes (3)	193
Rarely (2)	107
Never (1)	70
Not Sure (0)	36

Not Sure : 1.75%
Never : 3.40%
Rarely : 5.20%
Sometimes : 9.38%
Often : 16.81%
Always : 63.46%

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College has well maintained Canteen

Not Sure : 1.90%
Never : 4.23%
Rarely : 5.30%
Sometimes : 10.64%
Often : 18.12%
Always : 59.82%
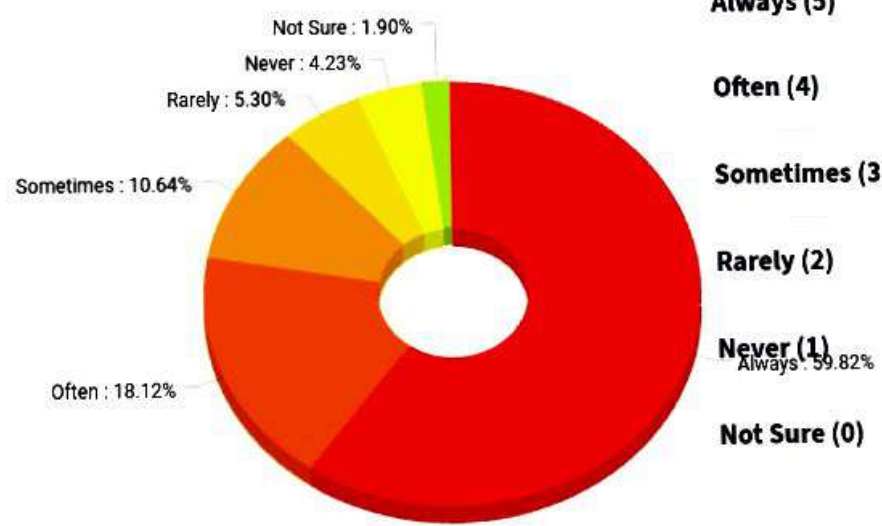
Rating	
Always (5)	1231
Often (4)	373
Sometimes (3)	219
Rarely (2)	109
Never (1)	87
Not Sure (0)	39

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

FILTER

Clean drinking water is available in the college campus

Rating	
Always (5)	1234
Often (4)	334
Sometimes (3)	219
Rarely (2)	115
Never (1)	87
Not Sure (0)	69

No. of Students

1981/4035

No. of Teachers

77/77

... the requirements of the differently abled Students

Not Sure : 3.60%
Never : 3.11%
Rarely : 4.23%
Sometimes : 11.81%
Often : 20.41%
Always : 56.85%
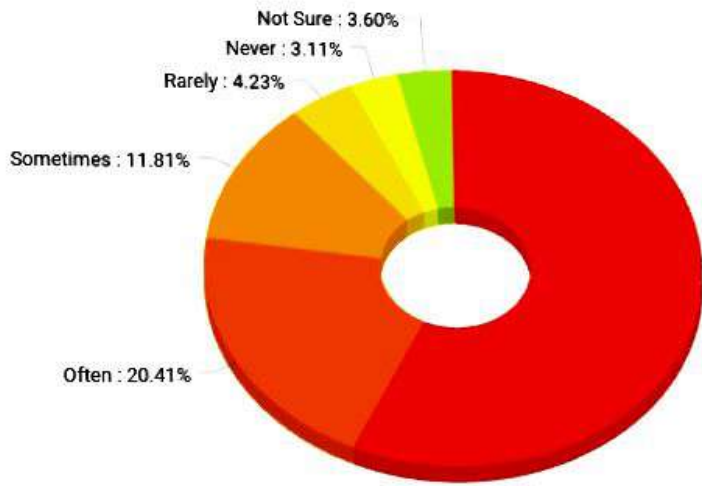
Rating	
Always (5)	1170
Often (4)	420
Sometimes (3)	243
Rarely (2)	87
Never (1)	64
Not Sure (0)	74

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023

FILTER

Toilets / washrooms are clean and properly maintained
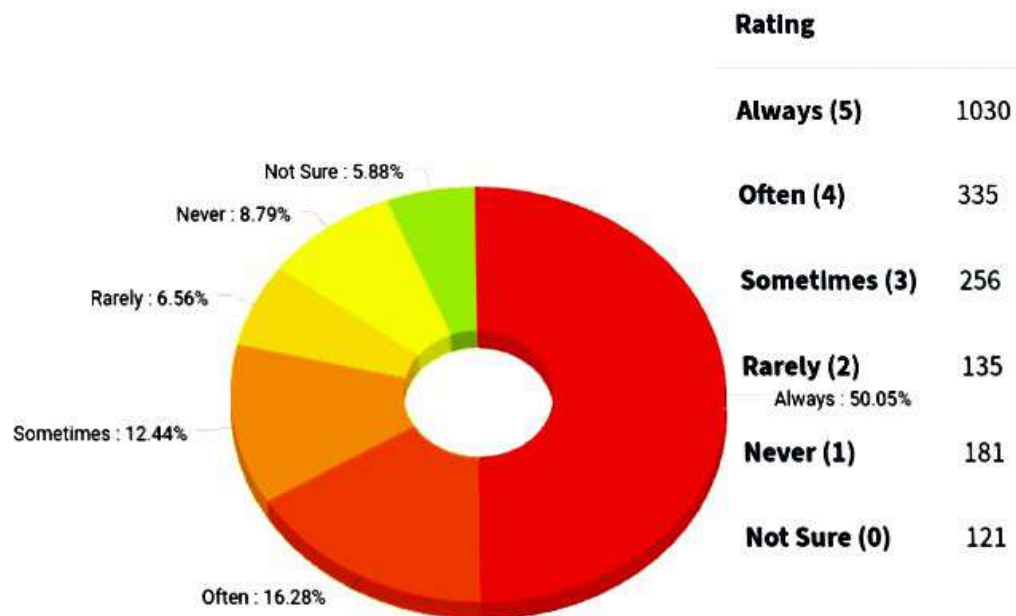
Rating	
Always (5)	1030
Often (4)	335
Sometimes (3)	256
Rarely (2)	135
Never (1)	181
Not Sure (0)	121

Chart labels: Not Sure : 5.88%, Never : 8.79%, Rarely : 6.56%, Sometimes : 12.44%, Often : 16.28%, Always : 50.05%

No. of Students

1981/4035

No. of Teachers

77/77

... and have adequate furniture

Rating	
Always (5)	1229
Often (4)	397
Sometimes (3)	227
Rarely (2)	95
Never (1)	78
Not Sure (0)	32

Not Sure : 1.55%
Never : 3.79%
Rarely : 4.62%
Sometimes : 11.03%
Often : 19.29%
Always : 59.72%

No. of Students

1981/4035

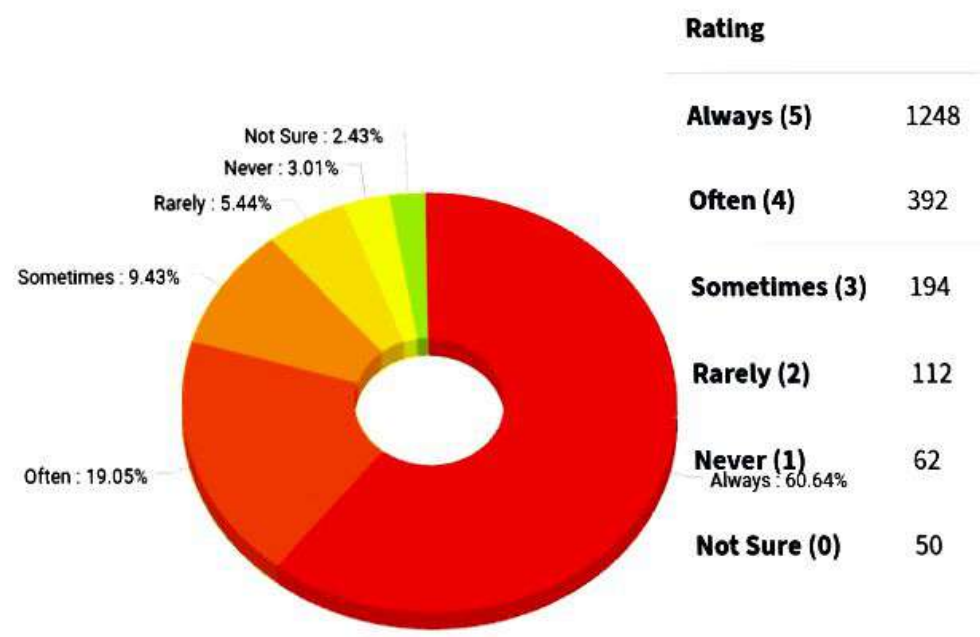No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023
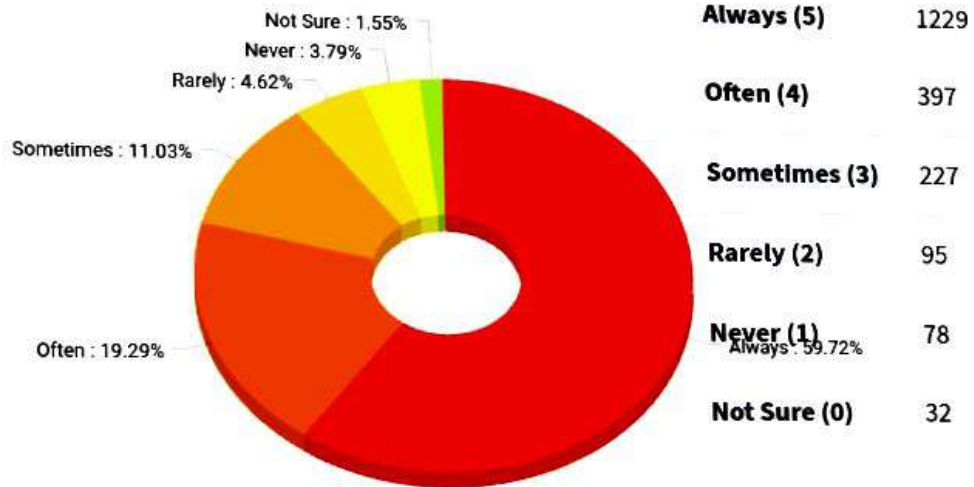
FILTER

My college has emergency exits and protocol for evacuation of students and staff in case of fire or other calamity

Not Sure : 2.43%
Never : 3.01%
Rarely : 5.44%
Sometimes : 9.43%
Often : 19.05%
Always : 60.64%

Rating	
Always (5)	1248
Often (4)	392
Sometimes (3)	194
Rarely (2)	112
Never (1)	62
Not Sure (0)	50

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

My college has a proper building with adequate accommodation

Rating	
Always (5)	1343
Often (4)	377
Sometimes (3)	165
Rarely (2)	101
Never (1)	46
Not Sure (0)	26

Chart labels:
- Never : 2.24%
- Not Sure : 1.26%
- Rarely : 4.91%
- Sometimes : 8.02%
- Often : 18.32%
- Always : 65.26%

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

My college has a proper building with adequate accommodation

Rating	
Always (5)	1343
Often (4)	377
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Pie chart labels:
- Never : 2.24%
- Not Sure : 1.26%
- Rarely : 4.91%
- Sometimes : 8.02%
- Often : 18.32%
- Always : 65.26%

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023
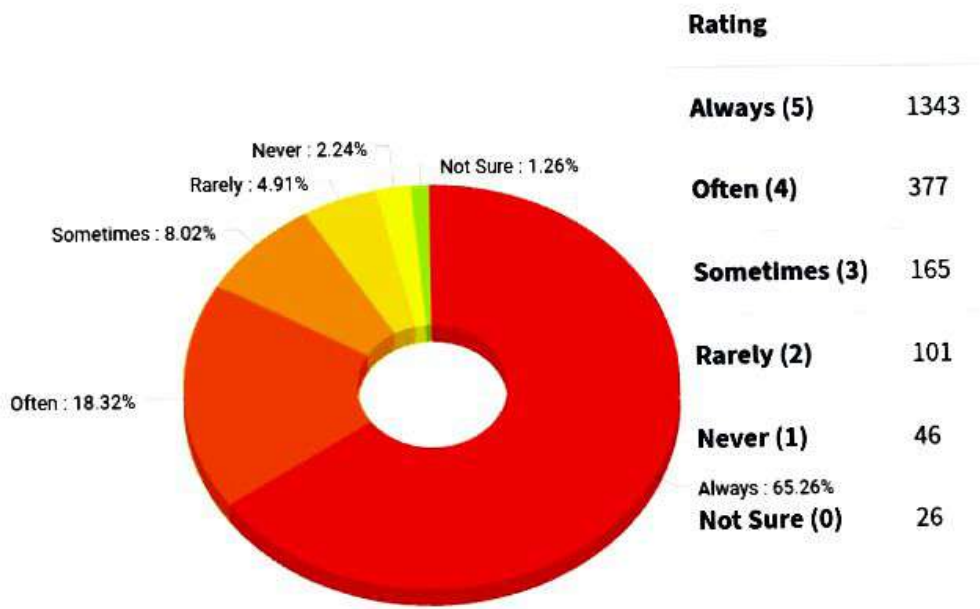
FILTER

The campus is green and eco-friendly
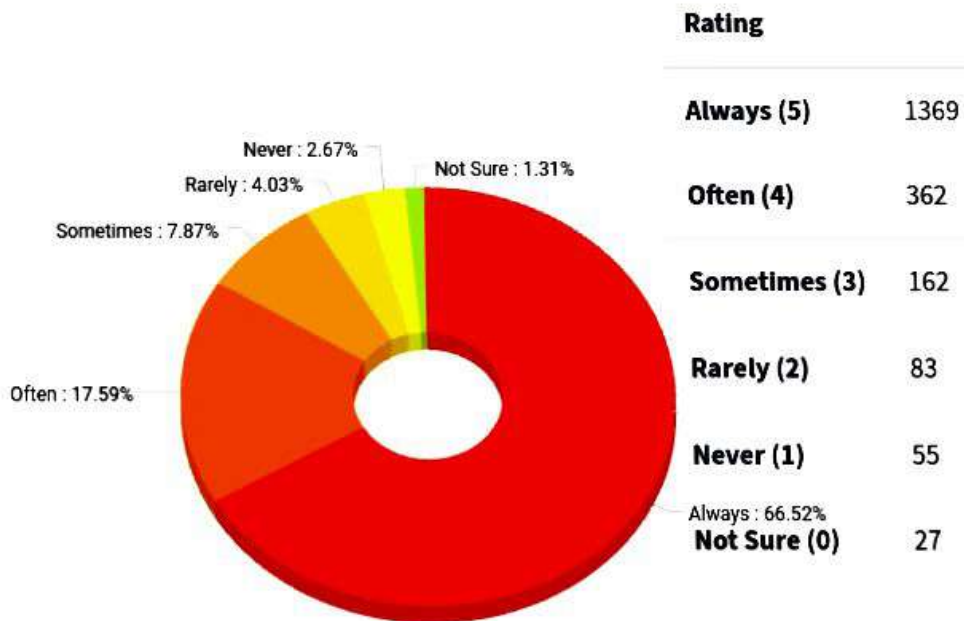
Never : 2.67%
Not Sure : 1.31%
Rarely : 4.03%
Sometimes : 7.87%
Often : 17.59%
Always : 66.52%

Rating	
Always (5)	1369
Often (4)	362
Sometimes (3)	162
Rarely (2)	83
Never (1)	55
Not Sure (0)	27

No. of Students

1981/4035

No. of Teachers

77/77

Feedback for colleges

Batch/Session : 2022-2023

FILTER

College has functional browsing center for students

Rating	
Always (5)	1211
Often (4)	377
Sometimes (3)	210
Rarely (2)	101
Never (1)	78
Not Sure (0)	81

Not Sure : 3.94%
Never : 3.79%
Rarely : 4.91%
Sometimes : 10.20%
Often : 18.32%
Always : 58.84%

No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College has functional browsing center for students

Not Sure : 3.94%
Never : 3.79%
Rarely : 4.91%
Sometimes : 10.20%
Often : 18.32%
Always : 58.84%

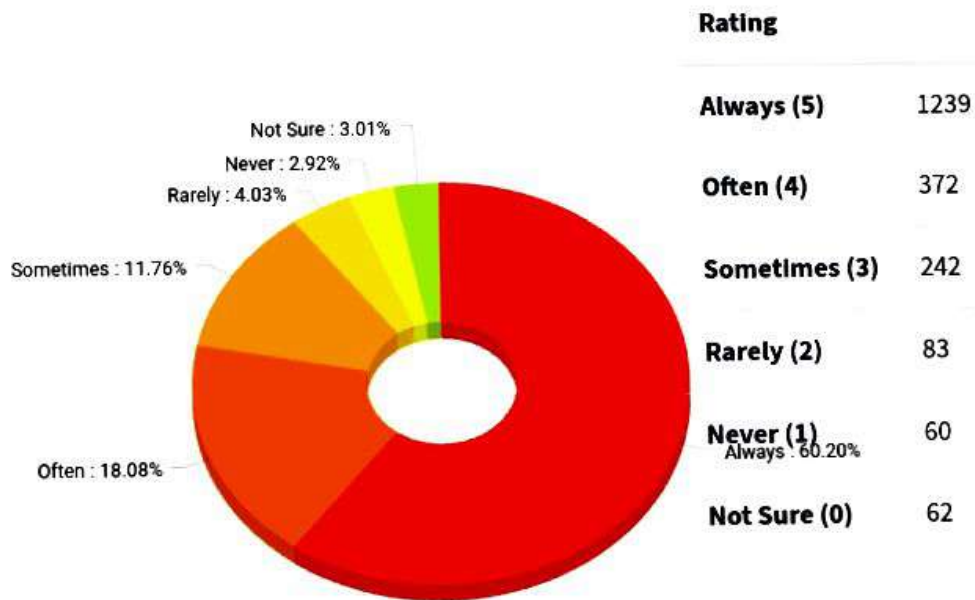| Rating	
Always (5)	1211
Often (4)	377
Sometimes (3)	210
Rarely (2)	101
Never (1)	78
Not Sure (0)	81
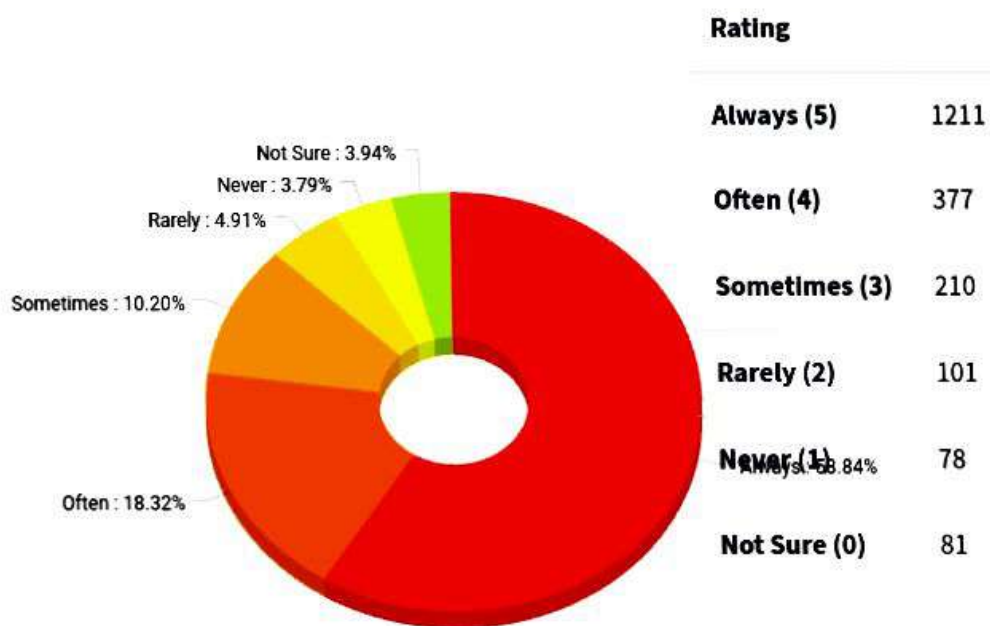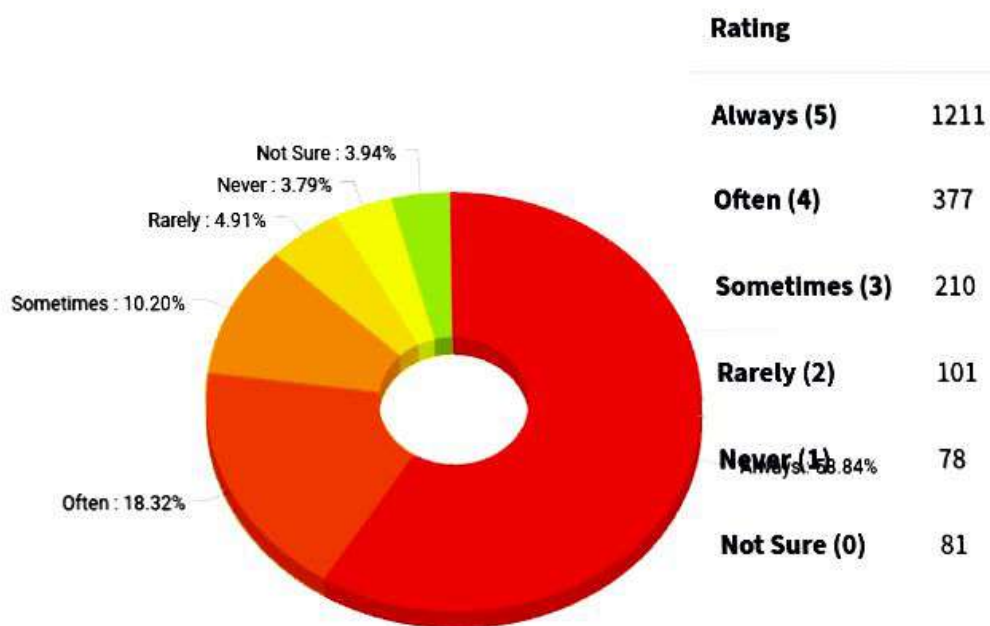
No. of Students

1981/4035

No. of Teachers

77/77

FILTER

College has provided online platform for teaching, evaluation, seminars, workshops etc

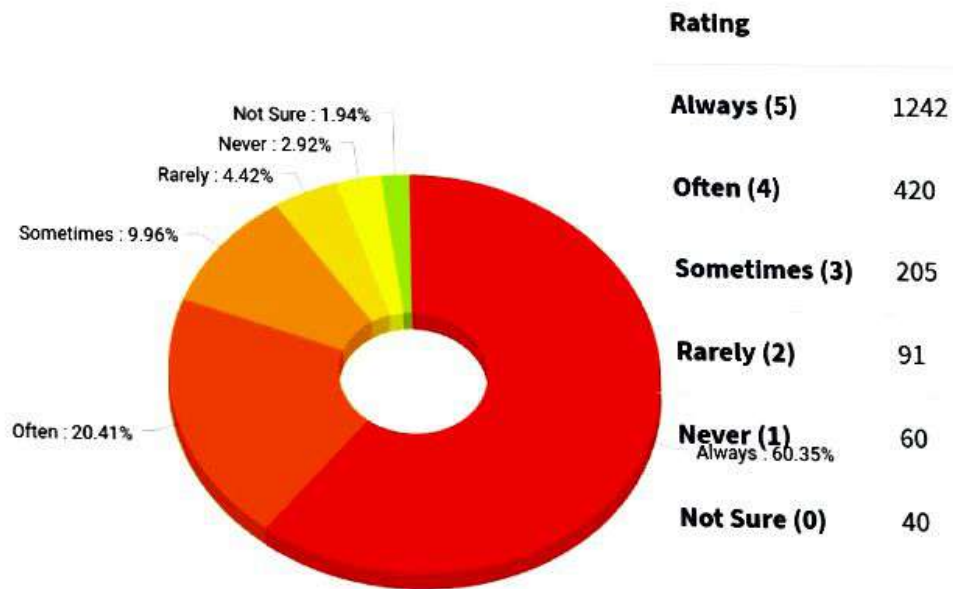| Rating	
Always (5)	1239
Often (4)	372
Sometimes (3)	242
Rarely (2)	83
Never (1)	60
Not Sure (0)	62

Not Sure : 3.01%
Never : 2.92%
Rarely : 4.03%
Sometimes : 11.76%
Often : 18.08%
Always : 60.20%

No. of Students

1981/4035

No. of Teachers

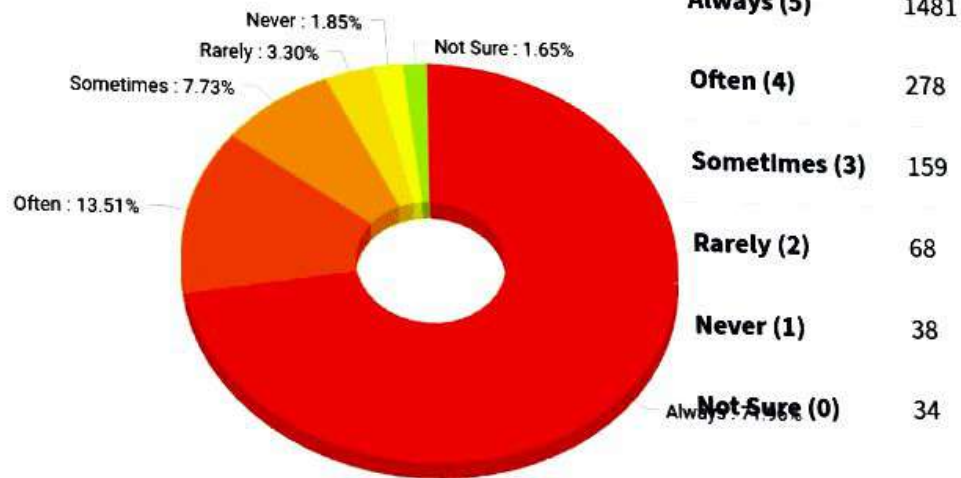**77/77**

Feedback for colleges
Batch/Session : 2022-2023

FILTER

College has a good software based learning management System which helps us in academic delivery and content management

Not Sure : 1.94%
Never : 2.92%
Rarely : 4.42%
Sometimes : 9.96%
Often : 20.41%
Always : 60.35%

Rating	
Always (5)	1242
Often (4)	420
Sometimes (3)	205
Rarely (2)	91
Never (1)	60
Not Sure (0)	40

No. of Students

1981/4035

No. of Teachers

77/77

Never : 1.85%

Rarely : 3.30%

Not Sure : 1.65%

Sometimes : 7.73%

Often : 13.51%

Always : 71.96%

Rating	
Always (5)	1481
Often (4)	278
Sometimes (3)	159
Rarely (2)	68
Never (1)	38
Not Sure (0)	34

No. of Students

1981/4035

No. of Teachers

77/77

CIRCULAR

Making 2022 the year of Excellence in Higher Education

1. ACHIEVING ACADEMIC EXCELLENCE

a. **NAAC Accreditation**
All colleges to ensure NAAC Accreditation in academic year 2022-23

b. **Academic Calendar**

Uniform Academic Calendar finalized for UT of JK to be followed in letter and spirit from Academic Year 2022-23. The Calendar to be prominently displayed on the college website.

c. **Capacity Building & Training**

Capacity building programs for faculty and supporting staff to be carried out round the year. A minimum of 2 training programmes are compulsory for each faculty member in an academic year.

d. **Student Feedback**

Anonymous but structured student feedback mechanism to be introduced by all colleges as per the format provided by HED. Student feedback to be obtained twice (every 45 Days) per semester. The overall feedback of students will be shared with concerned faculty. Student feedback will form an input for faculty appraisal also.

e. **Faculty Appraisal**

Faculty appraisal per the format provided by HED to be adopted by every college. Monthly appraisal reports along with scores to be prepared for each faculty member and uploaded on the portal prepared for the purpose.

f. **Collaborative Growth**

Colleges will enter in to collaborations and sign MOUs with sister colleges in other states to ensure academic growth and skill enhancement. Faculty and student exchange to be encouraged. Partnerships with Tamil Nadu which is the partner of J&K under *Ek Bharat Shershtha Bharat* initiative are especially encouraged.

2. ENHANCING SKILLS AND EMPLOYABILITY

a. Skill Development and Vocational Courses

(i) All colleges to offer skill and vocational courses
(ii) While introducing courses, colleges may carry out an analysis of skill gap and needs of local industries.
(iii) NSDC compliance and certification to be ensured
(iv) Apprenticeship/practical training component to be an essential part of skill courses

b. Career Counseling& Placement Cells

(i) Structured Career counseling and placement cells to be activated in all colleges
(ii) A minimum of 4 counseling or placement sessions to be held in each college annually for the advice and guidance of the students.
(iii) Sessions can be introduced jointly by colleges with larger colleges acting as Mentors and Hubs. The premier college of district will act as Hub and mentor for all other colleges in a district.
(iv) Coaching and guidance for higher entrance tests, admissions to foreign universities and guidance for civil services to be provided
(v) Soft Skill coaching to be initiated for enrolled students as an add on.

3. RESEARCH AND INNOVATION

a. Innovations And Start Up Culture

(i) All colleges to initiate an innovation, research and startup ecosystem in a Hub and Spoke Model
(ii) Older NAAC accredited colleges will be the hubs/mentors while newly established, younger colleges will be the spokes
(iii) The mentor colleges, shall take initiative in research and innovation especially as per demands of area and support research in spoke colleges

4. MY COLLEGE MY PRIDE

a. Functional And Interactive Website

(i) Each college to have an updated and interactive website.
(ii) All relevant information on website to be updated in real time mode and the initiatives / activities carried out in a college to be uploaded on the website on regular basis.

b. ERP Implementation

(i)   Each college to ensure an up to date robust ERP/LMS Implementation. Wherever LMS has already been deployed same is to be kept functional and expanded into ERP.

(ii)   All operational matters involving students, faculty and staff e.g. admissions, time table management, examination management, feedback to be online.

c. **Student   Mentoring**

Each student to be mentored by assigning student groups to a Faculty member.

d. **Institutional Feedback**

Each college to device a mechanism for obtaining feedback from students on various facets of the Institution, including quality of instruction, infrastructure, maintenance ,student support services etc. Feedback may be obtained from other stakeholder like faculty also

e. **SWACHTA**
Every college will ensure SWACHTA such as

- Clean Toilets
- Safe and Clean Drinking Water.
- Deweeding of Lawns.
- Face-lifting of premises.
- Beautification of Campus.
- Clean / uncluttered Campus.
- Maintained Play Grounds for sports activities.
- Hygienic College Canteen.
- Installation of dustbins for proper disposal of garbage/ waste

5. REWARDING EFFORT AND ACHIEVEMENT

(i) All the colleges of UT of J&K will ensure that awards and accolades on above mentioned criteria are announced and transparently awarded to faculty, support staff, students and other stakeholders in order to create a healthy and competitive environment for growth and development.