

Govt Degree College Kupwara

FORMAT FOR INSTITUTIONAL STRATEGIC PLAN IN LIGHT OF NEP 2020

A. INSTITUTIONAL BASIC INFORMATION

1. Institutional Identity:

- Name of the Institution: Govt Degree College Kupwara
- Address: Bohipora, Kupwara
- Year of establishment: 1988
- Type of Institution: Govt funded Institution
- UGC Affiliation: Yes (2f & 12b), NAAC Accredited
- University Affiliation: Yes (University of Kashmir, Srinagar)
- E-mail of Institution: principal@gdckupwara.edu.in
- Website: www.gdckupwara.edu.in
- Details of Head of the Institution

Name: Dr Mohammad Farooq Rather

Phone No: 9419036917

E-mail Address: kcollege786@gmail.com

2. Accreditation/re-accreditation status with details: Cycle /Grade/Date. [SSR for Cycle 02 already submitted. Data Validity & Verification \(DVV\) completed.](#)

3. Institutional Guiding Policies

Mission: College developing into an institution of excellence and a lighthouse of genuine, reliable, and unbiased knowledge leading to the enlightenment of minds and help students to meet economic, social and environmental challenges to become active participants in shaping the world in general and the society in particular.

Objectives. To impart quality education for all round development of the students.

To foster interest in research and inquiry.

To develop community sense through extension work.

To inculcate moral values and leadership qualities among students.

To promote peace and harmony for better work.

- Institution's thrust with respect to implementation of NEP 2020: **Empower the students to be self-reliant and bold enough to take on the challenges life throws at them. Also empower them to assume leadership roles in a rapidly changing, technology-based society.**
- In case of need to revisit the institutional vision/mission or objectives in the light of NEP 2020. If yes, write details: Encourage long-term, future-based, solution-oriented innovative thinking through imparting the experiential knowledge.

- Does college have a handbook on Code of Conduct/Ethics (for Teaching & Non-Teaching Staff and Students): **Yes**
- Does Institution have Staff (Teaching & Non-Teaching) and student Welfare schemes: **Yes**
- Does the College Conduct Programmes on: **Yes**
 - ✓ Gender Equity /Sensitization: **Yes**
 - ✓ Environmental Ethics: **Yes**

B. 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				
01	BA, BSc, B.Com, BCA	740	1700	1227	47	1.30	19	28

b. EXISTING OVERALL TEACHER - STUDENT RATIO: 1.30

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

S. No.	Programs (UG, IG, PG, B.VOC) with Details	Subjects offered	Duration (Years)	Proposed Intake	No. of Credits for the Programme	Level/Exit Option at Multiple Exit Points
01	Social Science(UG)	BA Honors (Economics)	03	30	144	Yes
02		BA Honors (History)	03	30	144	Yes
03		BA Honors (Political Science)	03	30	144	
04		BA Honors (Sociology)	03	30	144	
05	Science 1. Bio Sciences (UG)	BSC Honors Zoology	03	25	144	
		BSC Honors Botany	03	25	144	
		BSC Honors Bio-chemistry	03	25	144	
07	2. Environmental Science (UG)	BSC Honors EVS	03	25	144	
08	Languages (UG)	BA Honors (English)	03	30	144	Yes
09		BA Honors (Urdu)	03	30	144	
10		BA Honors (Arabic)	03	30	144	
11	BCA	BCA Honors	03	40	144	yes
12	B.COM	B.COM Honors	03	60	144	yes
13	BBA	BBA Honors	03	40	144	yes
14	BA (General)	All subjects allotted to college by the HED	03	180	144	yes
15	BSC (General)	All subjects allotted to college by the HED	03	110	144	yes

16	PG (3+1)	Zoology Botany Economics History Arabic Urdu	3+1	25 25 30 30 30 30		Yes
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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		
	Existing SECs: 1. 13 2. 05	Theoretical/ Field work				04 credits each	Yes
	SECs to be proposed: 1. Plastic waste anagement & its conversion into useful product 2. Vermi-compost (Bio-fertilizer) 3. Stock Market Exchange Analysis 4. Local Geographical Economy	Theoretical/ Field work	30			02 credits each	Yes
			30				
			30				
			30				

4. Faculty Details (EXISTING)

S. No	Faculty Rank	No. of Sanctioned Posts	Subject / Specialization	Filled Positions		Qualification	Vacant Positions
				M	F		
1	Professor (Principal)	01	Physics			PHD	NO
2	Associate Professor	02				MSC	NO
3	Assistant Professor (Level 3)	1				PHD	NO
4	Assistant Professor (Level 2)	2				PHD	NO
5	Assistant Professor (Level 1)	14				PHD/NET/SET	27
6	Academic Arrangement / Contractual Teachers	49				PHD/NET/SET	

5. Institutional revenue generation

- IRG from students' fee and other charges per year. **Rs. 97, 06308 lakhs.**
- IRG from externally funded R&D projects, consultancies, if any. Nil
- Donations from Alumni etc. **Rs 45000/-**

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/s of PI/CoPI)
				Completed	Ongoing		Allocated	Received	
Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

- Percentage of Faculty with Doctoral degrees: **46%**
- Research publications of Faculty in Indian refereed journals: **60**
- Research publications of faculty in International refereed journals: **30**
- Faculty contributions as Author of books/Book Chapters: **57**

- Percentage of faculty involved in research activities/Major and Minor Projects: Nil
- Patents granted/Filed, if any: Nil
- Faculty receiving national/international awards: Nil
- Faculty participation in National/International Seminars and Conferences: **35**
- Faculty Participation in Extension and outreach with Name of the Faculty and Type of Outreach Activity: **Dr Mehraj Bashir and Dr Shazia Lone conducted 19 extension and outreach activities during the year 2020-21.**

Dr Mehraj Bashir, Dr Hilal Ahmad Mir and Dr Showkat Ahmad Malik were assigned the COVID related duties in 2020 & 2021.

- Non-Teaching /Supporting staff details:

S. No.	Name	Designation	Gender	Total Service	Service in the Institution
1	Mohd Yousuf Dar	Head Assistant		More than 15 years	More than 5 years
2	Zahoor Ahmad	Accountant		More than 5 years	More than 5 years
3	Aisha Bano	Lib Assistant		More than 15 years	More than 5 years
4	Nazir Ahmad Masoodi	Lab Assistant		More than 10 years	More than 5 years
5	Irshad Ahmad Wani	Lab Assistant		More than 10 years	More than 06 months
6	Mohd Asif Bhat	Junior Assistant		More than 5 years	More than 02 years
7	Shahnawaz A. Tantray	Lab Bearer		More than 10 years	More than 5 years
8	Khursheed Ahmad Wani	Lab Bearer		More than 7 years	More than 5 years
9	Mehfooza Bano	Lab Bearer		More than 7 years	More than 5 years
10	Hajira Bano	Orderly		More than 7 years	More than 02 months
11	Mohd Yousuf Sheikh	Lab Bearer		More than 10 years	More than 5 years
12	Farooq Ahamd Shah	Night chowkidaar		More than 15 years	More than 5 years
13	Mohd Syed Pir	Orderly		More than 15 years	More than 5 years
14	Javed Ahmad Mir	Bus conductor		More than 07 years	More than 5 years
15	Bashir Ahmad Malik	Bus Conductor		More than 07 years	More than 5 years
16	Insha Gulzar			More than 02 years	More than 02 years
17	Khalida Bano	Sweeper		More than 15 years	More than 5 years
	LOCAL FUND NEED BASED EMPLOYEES (37)	_____			More than 5 years
	Senior Assistant (01) Lib Bearer (02) Lab Assistant (02) Cook (01)	_____		Vacant	Vacant

7. Ratio of Teaching/Non-teaching staff: **2.04**

8. Interaction with industry: Under process

9. MoUs in Place with Industry or Skill Enhancement Centres /Institutions: **08**

Name of the institution/ industry/ corporate house with whom MoU is signed	Year of signing MoU
Distance Education University of Kashmir	2005-2021
Maulana Azad national Urdu university	2016
National Institute of Electronics and information technology (NIELIT) Srinagar	2020-21
JAN Shikhsan Sansthan ministry of skill development and entrepreneurship	2020-22
Chankaya IAS Academy	2020-21
Department of Fisheries Govt of Jammu and Kashmir	2020-21
Municipal Council Kupwara	2020-21
Indira Gandhi National Open University	2013-2021

10. Existence of Research centre/ Hub/Incubation centers: Under process

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): 49015.95 sq.mts
- Total Built up Area: 5406.18 sq.mts
- Number of Classrooms:24 (21 ICT enabled classrooms)
- Library Block with Surface Area / resources / Automation: Details of books/journals /subscriptions, e-learning resources, Library Management system, e-content: Two story building with 405.17 sq.mts built up area. The library is automated using SOUL (software for university libraries) of INFLIBNET AND NLIST subscription.
- Auditorium with Built up area: State of art auditorium with side rooms, Audio and Mike System. Podium with Projection System LED display, Air Conditioned with 431.93 sq.mts
- Physical Sciences Block with area & equipment details: Physical science block with 660.13 sq.mts builtup area.
- Biosciences Block with area & Lab. Equip Details: Bioscience science block with 660.13 sq.mts built up area.
- Earth Sciences Block with area & and labs:
- Social sciences Block with area: 04 Rooms 75.15 sq. mtr built up area
- Skill rooms/labs with area: 04 labs
- Language Lab with area: Browsing center cum language lab with 50 computers.
- Seminar Hall with area: 01 with 230.76 sq. mtr area
- Museums/Pond/Botanical Garden with area: Botanical garden green house with 1097.01 sq. mts area

- Details of Academic Monitoring Mechanism and Audit: The College is having academic monitoring committee which regularly conducts academic audits and conducts regular meetings to improve the teaching learning process in the institution.
- Details of Academic Audit, Environmental Audit, Energy Audit and Infrastructure Audit: Quality audits on environment and energy are regularly undertaken by the Institution. Recently the audits conducted by the institution and authenticated by third party are 1. Green audit 2. Energy audit 3. Environment audit. The college has well-established systems for maintaining and utilizing physical academic and support facilities. Committees are established for decision-making to upgrade and maintain the same. Various committees like the advisory committee, purchase committee, development committee, landscape development committee, store committee, internal audit committee, sports committee, and library committee help in formulating the maintenance policies.

Add a special note on Infrastructural sufficiency /deficiency.

b) DIGITAL RESOURCES

- Browsing Center with area & Details /No of Computers/ Printing Facility/Server: **50 computer, Printing and Photo state facility**
- No. of Smart Classrooms: **21**
- Details of Wi-Fi /Internet Connectivity: **250 MBPS Jio Fibre**
- Vibrant and updated website: **College website www.gdckupwara.edu.in registered and hosted on India Education & Research Network (ERNET) domain. Integration of web domains with Google G-Suite under Educational License.**
- E-content developing Resources: **E content and Multimedia lab**

Add a note on Internet connectivity of Campus and computer coverage

The regular up-gradation of IT facilities is among one of the top priorities of the college. The college realizes the importance of adequate IT infrastructure for an effective teaching-learning process. Despite the disadvantage of the geographical location of GDC Kupwara (far-flung area of JK (UT)), the college administration has ensured that Infrastructural facilities in terms of physical and software/networking components be upgraded to the best possible extent. After reviewing course requirements, computer–student ratio, budget constraints, working condition of existing equipment, and student grievances, a need-assessment for replacement/up-gradation/addition of the existing infrastructure is carried out at the start of the academic year based on suggestions from faculty members, lab technicians, and the IT in charge. The institute has constantly been checking the current needs, and accordingly, the internet bandwidth is upgraded from time to time. The college has more than 250 Mbps internet bandwidth from different Internet Service Providers (ISP). To the already available 05 Mbps line from the University of Kashmir and 50 Mbps lease line from Bharat Sanchar Nigam Ltd (BSNL), the college has recently boosted the internet bandwidth by purchasing about 200 Mbps from Jio. The college upgraded the internal networking to distribute the internet connection to administration block, departments, classrooms, browsing centers, laboratories, classrooms, conference hall, and auditorium. In 2021, the college purchased high-capacity Wi-Fi routers to ensure that the whole campus has good Wi-Fi connectivity and that the internet is accessible to students/faculty. The college conducts workshops, awareness initiatives, and training programs for academics on using new technology to ensure optimal infrastructure implementation.

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

S. No.	BUDGET HEAD	AMOUNT ALOTTED in lacs		
		2019-20	2020-21	2021-22
1	CAPEX (PLAN)			
	LAND ACQUISITION	Nil	Nil	Nil
	CONSTRUCTION OF LECTURE BLOCK-C	61.00	122.00	30.50
	CONSTRUCTION OF GIRLS COMMON ROOM	—	20.00	—
	CONSTRUCTION GIRLS CANTEEN	—	20.00	—
	CONSTRUCTION MAIN GATE & GATEKEEPER HUT	—	20.00	15.00

	CONSTRUCTION OF WASHROOMS	5.00	15.00	_____
	MACHINERY & EQUIPMENT	24.33	37.50	9.00
	BRICKWALLING OF HOSTLES	5.00	15.00	
	WIDENING OF INNER ROAD AND BLACKTOPPING	_____	20.00	_____
	REPAIRING OF CARDBOARD CEILING OF VARIOUS BLOCKS	5.00	23.13	_____
	REPAIR OF LEAKING SLAB OF CANTEEN	5.00	1.25	_____
2	REVENUE (NON-PLAN)			
	SALARY	539.29	437.00	333.21

d) STUDENT SUPPORT SERVICES

- No. of Hostel (Boys/Girls) with built up area: **02**
- Playfields with area:
 - Athletics Long jump and triple jump pit 24.75 metre.**
 - Badminton 340 sq.ft**
 - Chess 200 sq.ft**
 - Cricket Ground 210 sq. mts**
 - Cricket net practice turf wicket 700 sq.ft**
 - Foot Ball 1500 sq.m**
 - Kabaddi field 130 sq ft**
 - Kho Kho 432 sq ft**
 - Table Tennis 240 sq ft**
 - Gymnasium 1048 sq ft**
 - Powerlifting 1048 sq ft**
 - T.T Hut 375 sq ft**
 - Volleyball 162 sq ft**
 - Yoga 400 sq ft**
- Indoor Stadium with Health club:
- Dispensary with built up area: **01**
- Canteen Block with built up area: **02**
- Girls Common Room with area: **01**
- Toilet Blocks (B/G) with built up area: **15**
- Facilities for specially-abled: Every building has ramps for easy access to classrooms, library and administrative blocks. Specially-abled friendly washrooms, display boards, Assistive technology and facilities for specially-abled accessible website, screen-reading software, Human assistance, reader, scribe.
- Central Instrumentation facility: **Yes**
- Career Counseling/Placement Cell: **Psychological Counseling and Placement cell.**
- Centralized Computational Setup: **Yes**
- Dean Student welfare (Student welfare Schemes); **Yes**
- Scholarship/Financial Aid (Number of existing beneficiaries with quantum of financial support): **706 for the year 2020-21**
- Student mentoring system: **Yes**
- Participation of Students in State/National/International events (Supports/Debates/Competitions etc.): **Yes**
- Feedback System: **Feedback from various stakeholders like students, teachers, parents and alumni is invited through online and offline feedback forms. It is then analyzed, and appropriate action is taken and shared with the stakeholders. The link for online feedback is <https://gdckupwara.edu.in/Header/Feedback.html>**

- Extension and community outreach: The College has two vibrant Boys and Girls NSS units and one NCC Army unit. The student volunteers of NSS and NCC take the initiative to regularly organize extension activities, awareness campaigns on social issues, and donation drives, especially to help people through social experiments and those affected by natural calamities.
- Students' grievances redressal mechanism: The College has active students' grievance redressal mechanisms that help them seek redressal for complaints, including those about sexual harassment and ragging. Grievances are received through both online and offline modes.
- Student Progression and placement Details; The institution regularly conducts alumni meets and keeps record of student progression and placements.

d) ADMINISTRATIVE AND MANAGEMENT RESOURCES.

- Administrative Block with built up area: 2 story building 241.77 sq.mts
- e-governance: E-governance systems like College Website domain with India Education & Research Network ERNET (www.gdckupwara.edu.in), Centralized Personnel Information System (JKCPIS) for Administration, Online Payment system (JKPaysys), Budget Estimation Allocation system (BEAMS), Gem Portal, JKtenders.gov.in for Finance and Accounts, College website and examination portal of the University of Kashmir, NSP for Student Admission and Support Examination are used in the institution.
- Online admission facility: Pre admission counselling and whole admission process is conducted online.
- Office Management System/ e-management: E-governance systems like College Website domain with India Education & Research Network ERNET (www.gdckupwara.edu.in), Centralized Personnel Information System (JKCPIS) for Administration, Online Payment system (JKPaysys), Budget Estimation Allocation system (BEAMS), Gem Portal, JKtenders.gov.in for Finance and Accounts, College website and examination portal of the University of Kashmir, NSP for Student Admission and Support Examination are used in the institution.
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- Accounts section/ Financial Audit: Financial audit of the accounts is an important process and is strictly followed by the government degree college Kupwara. The Internal Audit Committee is in place which is headed by a senior faculty member preferably with a commerce background who conducts internal audit of the College local fund and state grant/fund periodically after every financial year. Similarly, the administrative department of the Higher Education and Accountant General (AG) office of the UT Government also conducts external audits of funds received from various sources after each financial year and sometimes after two years. Audits are also conducted by authorized Chartered Accountants at the end of the grant period by hiring registered Chartered Accountants.
- Staff Welfare Schemes:

All the permanent members of the faculty are covered with the following welfare schemes: General Provident Fund (GPF). The employees who are appointed prior to 2010 are covered under GPF. National Pension System (NPS) The employees who are appointed after 2010 are covered under the NPS Medical Insurance scheme (Mediclaime) Moreover, all the employees are now covered under the Ayushman Bharat Scheme which is Govt. of India's free hospitalization cover of Rupees 5 Lacs to every employee. The College facilitates in providing of accommodation in staff quarters of the college to its teaching staff. The College facilitates in providing of accommodation in College hostels to the teaching staff who hail from far-off places.

All the permanent members of the non-teaching staff are covered with the following welfare schemes: State Life Insurance (SLI). General Provident Fund (GPF). The employees who are appointed prior to 2010 are covered under GPF. National Pension System (NPS) The employees who are appointed after 2010 are covered under NPS. Medical Insurance scheme (Mediclaime). Moreover, all the employees are now covered under the Ayushman Bharat Scheme which is Govt. of India's free hospitalization cover of Rupees 5 Lacs to every employee. The College facilitates in providing of accommodation in College hostels (Boys/Girls) to the nonteaching staff who hail from far-off places. The employees who are on a temporary basis are provided with financial assistance from the College Local Funds and by pooling the amount amongst the entire staff of the College in case of medical exigencies and any natural calamities. The College staff has now come up with structured welfare schemes for students and staff who are financially weaker and assistance is provided on a case to case basis

e) OTHERS.

- College Lawns / Parks with Area: 04
- Road Connectivity: Yes
- Eco friendly campus/Green Campus /Green Audit: Yes
- Rain water harvesting/Solar Energy: Yes

2. ACTION / STRATEGIC PLANNING

A} SWOT ANALYSIS FOR IMPLEMENTATION OF NEP, 2020.

Institutional Strength (S): For the smooth and successful implementation of NEP 2020 the College, to a reasonable extent, has the infrastructure and human resource in place. The College already offers 21 subjects under 4 programs (226 courses). Holistic development of students beyond classroom activities, social work, and community engagement is taken care of. Infrastructure with the latest Electronic Gadgets, smart and interactive LFDs for the effective teaching-learning process have been put into place. Students are encouraged to participate in sports, cultural and literary, and extension activities. Environmental initiatives like green landscaping and plastic-free campus have been taken. The college provides the hostel facility to its students. Students are provided with the transport facility as well. College being a fully Wi-Fi enabled campus with more than 200 MBPS speed and automated library will certainly help in implementing the NEP 2020. College website registered and hosted on India Education & Research Network (ERNET) domain. Integration of web domains with Google G-Suite under Educational License. G Suite for Education is a set of apps like Gmail (integrated with college domain), Docs, Drive (unlimited storage), Calendar, and more—designed with intelligent features that make work easier and bring teachers and students together. Community Engagement and Adaptation of two villages by the college to meet the needs of the society. Playgrounds are available for Sports and Games. The college has adopted a Govt middle schools of the locality as well.

Institutional Weakness (W): Since the ultimate goal of the NEP 2020 is to grant the HEI's the autonomy, it is imperative that the policy makers start working in this direction too. Making colleges the knowledge production centres will certainly be an important step in this direction. Presently the college is not provided with any research infrastructure so minimal research activities are conducted in the college. The college being located in the frontier district does not have the proper facilities for its staff coming far off places. Less campus placement due to the non-availability of the corporate sector in the region. There is less collaborations with Research institutions and industry as well.

Institutional Opportunity (O): Inter- disciplinary research activities can be started. Introduction of the new course in psychology, Integrated BA-B.ed, BSc-B.ed, and skill-based courses in Handicrafts, Paper-machie, Carpet and Shawl Weaving, Agriculture Technology, Fisheries, Food Processing, Military Science and Horticulture Technology, etc. Professional Certificate Courses in Computer Applications, DTP, Android Programming, Mobile repairing, JAVA programming, Tally (GST), Bee Keeping, Communication skills, Early Childhood Care and Education, Travel, and Tour Operations can be started with existing infrastructure. Registration of Alumni association and to develop the opportunities for placements. To start new programs at PG levels. Development of language labs. Research collaborations

Institutional Challenge/Threats (T): The College is facing the challenge of maintenance of classroom ICT gadgetry and batteries due to non-availability of uninterrupted electricity. Digitization of old records and rare books. Placement drives for outgoing students. Shortage of teaching and non-teaching staff. Limited environment of operations, particularly in cold climatic condition. To streamline academic and examination calendar.

B} Action plan for successful implementation of NEP 2020.

- Introduction of Programmes / Courses with planned intake: **450**
- Envisaged role of the institution in light of the socio-cultural ecosystem of the surrounding community:
- Improving the Infrastructure in terms of Class Rooms, Laboratories, Library:
- Arrange faculty with Ph. D in respective fields:

- Arrange supporting staff for running day to day affairs of the Departments:
- Arrange technical staff for the Departments:
- Improvement in faculty qualifications: Presently two faculty members pursuing Ph. D
- Improving research capabilities: Under process

Introduction of skill course:

SECs to be proposed:

1. Plastic waste management & its conversion into useful product
2. Vermi-compost (Bio-fertilizer)
3. **Stock market exchange Analysis**
4. Local Geographical Economy

- MOU's with Industry for up-skilling of students/ as training partners:

Actions required by the Institution for implementing NEP, 2020.

- Raising of Infrastructure in terms of Class Rooms, Laboratories, and Library.
 - Classroom block C under construction
 - Proposal for three storey science block
 - Extension of existing library block
 - Proposal for Skill Enhancement Course (SEC) Block
 - Proposal for Examination block
 - Proposal for Girls Common Room (Funds released but got lapsed)
 - Proposal for Multi Utility block (Museum, child care for female staff)
 - Proposal for Staff Cafeteria
 - Proposal for Social Sciences/ Humanities/ Languages block
 - Proposal for upgrading of College Landscape
- Curriculum redesigning and reframing to make the programmes multidisciplinary.
With the introduction of NEP 2020, the College has proposed 12 Honors programmes and 6 PG Programmes and multi-disciplinary EVS Department for overall Ecosystem, Biosphere and social environmental balance.
- Embedding moral and ethical values/national issues in the curriculum based on holistic approach
- Arranging /improving faculty with research expertise in respective fields.
Most of the teachers with Ph. D attend research programmes / workshops in their respective fields in UT and at National level.
- Arranging supporting staff for running day to day affairs of the Departments.
The college at present has 15 permanent staff and 37 local fund employees for the smooth functioning of college affairs.
- Arranging technical staff for the Departments.
For the smooth functioning of the affairs of administration, Labs, Library and overall supervision, the college has computer knowing staff and Lab technicians.
- Improving research capabilities: Under process
Introduction of new skill/Voc. course.
SECs to be proposed:
 1. Plastic waste management & its conversion into useful product
 2. Vermi-compost (Bio-fertilizer)
 3. Stock market exchange Analysis
 4. Local Geographical Economy
- MOU's with Industry for up-skilling of students/ as training partners.
- Improving and enhancing the extension/outreach.

Helping less privileged students through financial aid

Helping low profile sections of the society through interaction by providing health and hygiene related awareness.

In the light of above broader requirements devise the intuitional road map under:

Short-term planning:

Within a timeline of three years to be started from Academic Year 2022-23: **40 Lakhs**

a. Medium-Term Planning

Action Plan for medium-term goals: **40 Crores**

b. Long Term Planning: 298 crores

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

S. No.	Activity	Grants Required	
		Non-recurring	Recurring
1.	Infrastructure		
	Modernization of existing classrooms	12 LAKHS	1.5 lakhs
	Establishment of new laboratories for 4 year UG and new PG programs under NEP, 2020	200CR	
	Modernization and strengthening of existing laboratories	40 LAKHS	8lakhs
	Updating of learning/Library Resources	1.35CR	5 Lakhs
	Procurement of furniture	20 LAKHS	5 Lakhs
	Establishment/up-gradation of central and departmental computer centers	20 LAKHS	5 Lakhs
	Modernization/improvements of supporting departments	20 LAKHS	3 Lakhs
	Modernization and strengthening of libraries and increasing access to knowledge resources	40 LAKHS	5 Lakhs
	Refurbishment (minor Civil works)	20 LAKHS	5 Lakhs
2	Research and Development support		
	Establishment of Research cells in the departments for 4- YR UG course with research work	50 CRORE	20 Lakhs
	Establishment of Research Centre	80 CRORE	20 Lakhs
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.	30 LAKHS	5 Lakhs
4	Institutional reforms		
	Institutional management system and establishing e-governance and updated admission system	20 Lakhs	3 Lakhs
5	Academic support		
	Introduction of new subjects / courses	95 Lakhs	2 Lakhs
	Introduction of New Skill courses.	75 Lakhs	5 Lakhs
	Introduction of B. Voc	Nil	
	Enhanced interaction with industry	40 Lakhs	4 Lakhs
	Student support activities	30 Lakhs	10 Lakhs
6	Misc.	1.25 crores	15 Lakhs
	TOTAL	337.22 crores	1.215 crores

Any special remark / suggestion/ observation

Actions required to be taken by the Higher Education Department:

- a) Land Acquisition: **Diversion of Main road running through College campus.**
- b) Approval for Building Projects and Campus Development: yes
- c) Special Funding for Purchase of Laboratory and Library Resources: Yes (mentioned above)
- d) Providing dedicated faculty as per Requirement: **yes (42 faculty members)**
- e) Any other: **The College campus is bifurcated due to the main road that runs through the campus. The diversion of the road and the unification of college campus will solve the land acquisition problem to a large extent.**

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

- a) Curriculum Development: **There must be a greater participation of the college faculty in the curriculum framing exercise.**
- b) Developing the Student Assessment & Evaluation Infrastructure: **There is always a communication gap between the colleges and the examination body i.e. university, which adversely affects the career of the students. The assessment and evaluation process must be taken care of by the colleges.**
- c) Developing Certification Mechanisms: **The certificate developing and issuing mechanism should be made more student-centric.**
- d) Developing Research Ecosystem: **In order to build the research eco-system in the colleges, the university statutes must be made flexible so that all the eligible college teachers act as research guides.**
- e) Any Other: **Access to all research laboratories/libraries of the affiliating university.**