SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

GOVERNMENT DEGREE COLLEGE

NH-1 KHAWAJA BAGH BARAMULLA JAMMU AND KASHMIR (UT) - 193103
193103
http://www.baramullacollege.net

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

April 2021

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Government Degree College Baramulla has the honour of being one of the premiere institute of higher learning in Jammu & Kashmir which over the last eight decades has been imparting higher education to the people of this region. Over the years, the College has produced men and women of eminence who have been contributing towards upliftment of the society in various spheres of life.

The College's roots can be traced to an erstwhile English Medium School founded by the Catholic Missionaries, Father Ignatius Brower and Rev. Father Simmons at Baramulla in 1905. It was upgraded to High School in 1913, to Intermediate College in 1938 and eventually to Degree College. Government Degree College Baramulla was then affiliated to Punjab University Lahore (Now in Pakistan). It was closed on 27th Oct. 1947 and re-opened on 28th June 1954, as Intermediate College. It got affiliated to the then University of Jammu and Kashmir and further upgraded to Degree College in 1956 as St Joseph's College Baramulla. The College was subsequently taken over by the State government on 1st of April, 1963 and re-christened as Govt. Degree College Baramulla. The College was recognized by UGC under 12(b) and 2(f) in 1972.

The college with an enrolment of about 3000 students has the distinction of not only providing education in 40 subjects which include job oriented and market-friendly vocational subjects like Industrial Fish and Fisheries, Information Technology, Electronics, Psychology, Biotechnology, Bio-informatics, Anthropology, Mass Communications and Video Production (MCVP) and professional courses like Computer applications (BCA & MCA), Mass Communications and Multimedia production (BMMMC) and Commerce and Management Studies (B.Com & BBA). The College offers postgraduate courses in Mathematics, Computer Application(AICTE approval under process) and Psychology.

Moreover, the college has been accredited with Grade 'A' in its 2nd cycle September 2015 and conferred with College with Potential for Excellence (CPE) by UGC in May 2016.

Vision

To be a preeminent college for learning, research and extension.

To be an instrument of change for peace, progress and prosperity for all.

Our distinctive approach to research, education , innovation and community outreach shall inspire our students, community and other stake holders to transform their world view and make them understand how the world functions, how knowledge is created , shared, interpreted and the way that global issues are solved to ensure peace , progress and prosperity of the nation.

Mission

To develop competent human resource through quality education and skill training to meet the demands of the market at local, national and international levels.

To provide an innovative educational environment and opportunities that enable the individuals, communities and the nation to grow, thrive and prosper.

Design programmes to help the students identify their educational and career goals and develop skills to achieve intellectual and personal growth.

Encourage creativity, innovation, risk-taking and prepare students for entrepreneurial opportunities.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- NAAC Grade-A with CPE Status and also striving for autonomous status
- Well established vision and mission and efficient governance.
- Assured financial support under Centrally sponsored schemes like RUSA and UGC-CPE
- Quality infra-structure with latest Electronic Gadgets, smart and interactive LFDs for effective teaching learning activities.
- Sprawling campus spread over 30 acres with a huge playfield, indoor stadium and Medicinal/aromatic/RET garden
- The college caters the needs of diversity of students including SC/ST/OBC/ Non-creamy layer students and has played a significant role in providing equal opportunity to students belonging to various categories and provides guidance and counselling to students at entry level.
- The College has taken a lead in gender parity and communal harmony.
- Practical and Skill oriented instructional approach
- The College is a multi-faculty institution offering over 40 subjects and three post-graduate programmes in complete CBCS mode.
- Gradual progression towards complete e-governance and automation.
- Integrated RFID enabled library with OPAC Services
- Fully networked campus with Surveillance
- Integration with online admission system and integration with e-awards portal of the affiliating University
- e-resource Centres in Central Library and major Departments of the College
- Recently established Innovation & Incubation Centre for nurturing innovative ideas
- Designated Hub for Research and Skill Courses
- Gradual switch over from conventional to non-conventional forms of energy
- Ample potential for generating revenue from local sources like mushroom cultivation, fish and cocoon rearing, Vermiconmpost etc.

Institutional Weakness

- The college being non-autonomous cannot implement various academic programmes on its own.
- Limited subject diversity when compared to the wide choice of possibilities in the broad field of education.
- In-adequate regular / permanent staff in the College
- Lack of trained non-teaching staff in Library and Laboratories.
- Less campus placement due to non-availability of corporate sector in the region.

- Transferable faculty

Institutional Opportunity

- Scope for Research in Solar and Wind energy due to the geographical location
- More linkages and industrial collaborations need to be developed
- Generation of policies and schemes for employment in horticulture, sericulture, agriculture, fisheries food processing and saffron cultivation
- New and innovative courses in Renewable energy, tourism, horticulture, mulberry, Central Asian studies
- Inter-disciplinary research opportunities need to be tapped
- Huge un-skilled human resource can be trained in conventional and non-conventional areas and entry points.
- Skill courses need to be introduced in Handicrafts, Papermachie, Carpet and Shawl weaving for subsequent employment generation

Institutional Challenge

- Greater dependence on technology resulting into less exploration of creative and aesthetic faculties of the students
- Student retention
- Decline in the enrolment of traditional subjects
- Employability in the absence of industry in the region
- Scope for Capacity building of teachers in latest ICT technology and teaching aids
- Improving work culture and work ethics
- Maintenance and sustenance of classroom ICT gadgetry
- Digitization of old records and rare books
- Smooth transition from non-autonomous to autonomous status

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College is an affiliated college and has an effective mechanism to plan and execute curriculum related issues by way of being included in the Undergraduate and Post graduate Board of Studies of the affiliating University.

- The College is actively involved in curriculum planning, management and delivery.
- Introduction of new and relevant courses due consultation with different stakeholders.
- Formulation of the syllabi and courses and ensure its implementation. The courses and syllabi is kept available at the affiliating University website which can be accessed by the stakeholders.
- At the beginning of an academic session, Departmental meetings are held in every Department in which the topics/units/sections/modules in the syllabus are assigned to the concerned teachers after proper discussion and deliberation.
- Number of classes for each topic is decided according to the syllabus and credit weightage

- Comprehensive time table for each year/semester for both UG and PG classes and its adherence is ensured by the Academic Monitoring Committee.
- Periodical review of the teaching methodology and quantum of syllabus covered is carried out.
- Structured Student feedback is attained periodically and unstructured feedback from stakeholders like Alumni, Parents, and Employees etc. is obtained.
- Deputations of faculty for GOCs, RCs, Workshops, Seminars, Training Programmes, PDPs, FDPs, and Conferences at state and National levels for capacity up-gradation.
- Continuous up-gradation of generic and domain specific knowledge of faculty under TEP under UGC-CPE Scheme
- Introduction of various B. Voc/Skill Courses for industry aligned capacity building of the students in additional to traditional U.G. and P.G. Courses.
- The goals and objectives of the institution are integrated with the national and state level regulatory bodies for conventional and new programmes.
- Special emphasis is laid oncurriculum design and implementation with respect to environmental conservation, ethical and national values, gender sensitization etc.
- Linkage/MoU with reputed institutions like IIRS Dehradun, IIT Bombay, NIELIT, ICAR-CITH, CIIIT , 9-Jawan Club (Mortar Regiment Infantry Division of Indian Army)
- The courses and programmes are constantly reviewed for their relevance to the job market and employability.
- CBCS is operational in all the conventional and non-conventional UG and PG courses

Teaching-learning and Evaluation

The College ensures and strives for highest standards in all the three parameters viz. Teaching, Learning and Evaluation by way of the following endeavours;

- Online Merit and Entrance based admission process
- Preadmission counselling under the purview of Admission committee.
- Admission process is both flexible and transparent which ensures student choices to the utmost level
- Strict adherence to the national and state educational reservation provisions.
- Formulation of academic calendars, teaching plans, modules and evaluation mechanism at the start of the academic session and strict adherence to academic calendars
- Student mentoring system in place with a ratio of 60:1 as the Mentee-Mentor ratio.
- Constant monitoring of the teaching, learning and evaluation by IQAC
- Continuous online attendance compilation and monitoring through in-house software CAMES developed by P.G. Department of Computer Applications of the College
- Psychological cum Career Counselling and Placements cell include three verticals of psychological counselling, career Counselling and Placements in order to ensure students' optimum development
- Establishment of e-resource centres in the Central Library and major Departments of the college to ensure availability of e-content
- ICT based learning is practiced and encouraged and the efforts are being made to cover all classrooms and seminar halls with requisite ICT infrastructure.
- Library has been upgraded with RFID technology for student friendly services.
- Effective mechanism for grievance-redressal for students
- Continuous Capacity building of faculty by way of organizing TEP-Teacher Enrichment Programme under UGC-CPE, participation of faculty in FDPs/GOCs/RCs
- Teaching & evaluation is supplemented by online platforms like G-Suit, ZOOM, Testmoz and online

resources like NPTEL, CEC Content, e-Shodhganga, e-GyanKosh and EDUSAT etc.

- For effective online teaching, the teacher training programmes are periodically organised for the faculty so as to acquaint them with technicalities in managing the online platform of teaching in addition to the conventional methods.
- Up-skilling certificate programmes are being offered to students in collaboration with major training partners like CIIIT, NIELIT, CITH, KLL, 9-Jawan Club Infantry Division of Indian Army, Fisheries Department of J&K Government, Rising Kashmir Media Group, IIT Bombay Spoken Tutorials etc

Research, Innovations and Extension

With the advent of modern blends in technology, cybernetics, communication and the exponential growth in research and development infrastructure across country, the college is sensitive to keep pace with these developments. The College has established the "Central Research & Development Laboratory (CRDL) as step towards mainstreaming the research both at under-graduate and post-graduate levels. The College believes in promoting research at under-graduate and post-graduate level and accordingly the College has been designated as Research Hub for Media Studies and Computer Applications and spoke for inter-disciplinary and multi-disciplinary areas under Hub and Spoke Model of the Department of Higher Education, Govt. of Jammu & Kashmir.

- Research Advisory, Research Ethics and Research Review sub-Committees have been established within the Research Committee for monitoring, evaluation and to take care of ethical issues in Research
- Two Research Projects under SERB-TARE for 2018-19 & 2019-20 are in progress besides 10 more awaiting approval of various funding agencies
- Faculty members are encouraged to pursue Ph. D. under FIP Scheme of UGC
- Sate of Art infrastructure available in Central and Departmental LABS and constant up-gradation/maintenance of the paraphernalia
- Students encouraged to take minor Research Projects as part of their requirement for award of Degrees as well as individual projects addressing the local and emerging issues.
- Collaboration with reputed institutions like Indian institute of Integrated Medicine (IIIM Srinagar), NIELIT Srinagar, Islamic University of Science & Technology, SKUAST-K
- Al-Raazi Chair of Mental Health and Psychotherapy in P. G. Department of Psychology has been established

Infrastructure and Learning Resources

The College has grown exponentially over the years in terms of both infrastructure and learning res-sources.

1. All all the classroom/seminar halls/LABS have been equipped with modern state of art gadgetry like ILFDs/IP-Boards/multipurpose projection Systems (K-eyans) /LED TVs/ LCD projectors/ A.V. Systems and backup systems/ Digital Writing pads
2. The College is already integrated with National and Regional EDUSAT Network.
3. State of Art Studio for recording of A.V. Lectures and e-Content.
4. Multipurpose campus LAN with Fibre based inter-Department connectivity for effective resource sharing and surveillance
5. e–Resource Cells established in Central library and all major Departments
6. Fully automated open access library, with RFID technology housing a huge collection of

Text/Reference/Rare books, with access to 25000 e-books and e-journals through INFLIBNET, KNN etc

7. Air-conditioned Reading Halls, Career Corners, LABS, Seminar Halls, class rooms, two internet browsing centres one each for boys and girls, adequate infrastructural facilities for differently able individuals, and Reprographic/Stationery Centre

8. Artificial Intelligence & IoT LAB with latest equipment of latest configuration

9. State of art Central Auditorium and one conference rooms to cater to the vast variety of Co-curricular and extra-curricular activities being conducted in College on regular basis.

10. Environment friendly campus having Rain water and Solar Energy harvesting systems besides Solid & Chemical waste management systems.

11. One vermicompost plant, one for mushroom cultivation plant, one Saffron cultivation plant, one Aromatic & Medicinal Plants garden, one Botanical garden with RET Patch, one Green house, Lilly pond and fish aquarium and fish pond

12. Two Boys' hostels including one OBC Hostel and one Girls' hostel, One Staff Quarter compound, One indoor stadium, One Sports stadium, three Canteens

13. One huge play field spread over 8-acres with football courts, volley ball court, baseball, badminton, cricket turf and gymnasiums, skiing equipment besides recreational facilities for girls

14. One Botanical, Zoological museum and Raahat Counselling cum disability resource centre

15. RO water facility at multiple places in the campus besides Health Centre with preliminary medical equipment and first aid

16. 250 desktop & laptop computers and internet connectivity through Jio and BSNL Leased/FTTH Line with Power backup facility of 100KW

Student Support and Progression

The student is the pivot around whom whole educational process revolves. The institutional efficiency is determined by the quality and quantity of human resource it produces. The College has rich tradition of the progression of its human resource. For attaining these objectives the College emphasizes upon providing the diverse support services to its students. The pass out students of the College are the torch bearers in different fields of life and successfully performing their roles in different areas and entry points across state, national and international arenas.

- Regular publishing of College newsletter, tabloid, Magazine and prospectus for reflecting the institutional strength
- Providing Psychological counselling and referral services to the needy people having behavioral, adjustment and mental problems.
- Providing short term skill development workshops and other programmes under career counselling cell
- Up-skilling of students through short term certificate programmes/internships by roping in reputed institutions in order to enhance their placement potential
- Organizing regular seminars, workshops, extension, guest lectures, field visits, internships, tours, science exhibitions, employment fairs, etc. organized by different Departments, units and centres with maximum student participation.
- Anti-raging and CASH (Committee against Sexual Harassment) as well as Equal Opportunities & Disability Cell, SC/ST/OBC/Minorities Cells in place.
- Hostel services with recreational facilities and modern state of art sports facilities available
- Financial Aid and Scholarships committee to facilitate students for Scholarships provided by UT and National agencies.

- Debates, Cultural and Seminars Committee for honing the literary, writing, leadership and debating skills of the students
- Grievance Redressal and feedback mechanism in place for students
- Pre-admission counselling both at U.G. and P.G. Levels organised by Admission Committee in consultation with Psychological cum Career Counselling an Placement Cell
- Browsing Centres, Reading room, RFID enables library services with Online Public Access Catalogue (OPAC) available to the students
- Health facility in the form of First Aid Centre available

Governance, Leadership and Management

The administration of the college is lead by the Principal who delegates the authority to the HODs, coordinators, NSS Officers, NCC ANO, hostel superintendents, conveners of committees and student representatives. All Departments, centres and units have relative autonomy in carrying out their academic activities in accordance with the University and the norms of other regulatory bodies.

- Documented Vision, Mission and Regulatory Policy for students and staff.
- Systematic decentralised approach for institutional governance involving core committees of IQAC, Advisory, Development and Purchase
- Regular meeting of various committees for timely deliverance of student support services and policy matters.
- Delegation of authority and powers to HODs , coordinators, conveners, NSS Programme officers, NCC ANO, hostel superintendents for constant review of institutional governance and management issues which commensurate with NEP, UGC, NAAC and other regulatory bodies which ensures the grooming of sub sequent lines of leadership.
- Periodical meetings and review meetings for quality improvement strategies through brain storming, group discussions and feedback mechanisms.
- Participation of all the stack holders in framing institutional development plans.
- Effective grievance redressal mechanism in place through online and offline modes.
- BEAMS and PAYSYS in place for effective and transparent financial management.
- Academic audit and financial audit carried out periodically by internal and external agencies.
- Online grievance redressal and feedback mechanism is in place for the staff, students, parents and alumni.
- Online/offline Feedback mechanism in place for students, teachers, alumni and parents.

Institutional Values and Best Practices

The institution has a distinctive characteristics with certain innovations and best practices as listed below

- This College, having the distinction of being affiliated to Lahore University before partition, is the only College in north Kashmir to have NAAC grade-A and UGC-CPE status.
- Started as a Christian College and then converted into a Govt. College where students of different socio-religious and socio-cultural backgrounds enrol.
- Only Govt. College in entire Kashmir division to be conferred with Autonomous status by University Grants Commission for which the physical inspection is likely to be held in upcoming months.
- Three post-graduate courses in Mathematics Computer Applications and Psychology

- EDUSAT facility hooked to national beam with hub at ISRO, Ahmadabad and state hub at Govt. College for Women, M. A. Road Srinagar.
- Technology driven teaching learning processes.
- All class rooms are equipped with state of art electronic gadgetry.
- Multi-lingual, multi-religious and multi-cultural student enrolment which represents out national ethos.
- Providing constant support to district administration in testing times like natural disasters, pandemic, earthquake etc.
- Strong bonding with different civil society groups like Alumni Association, Gurudwara-Prabandhakh Committee, Sikh Civil Society, Veerwan Welfare Committee of Kashmiri Pandits, Baramulla, Baramulla Beopar Mandal, other Social organizations and Indian Army 9-Jawan Club.
- Hand-holding of adopted villages and Schools under ISR and NSS by way of providing clean drinking water, furniture, scientific equipment and awareness programmes and extension.
- Participating in annual RD and ID Parades, youth parliaments at local, state and National levels.
- Over 15 MoUs and linkages with reputed institutions and organizations like Indian Army, IIT Bombay, IIRS Dehradun, CIIIT (TATA Technologies), IIT Jammu, NIELIT Srinagar, KLL, IUST, KU, SKUAST, J&K Fisheries, J&K Forests, J&K Agriculture, J&K Employment, Rising Kashmir, ICAR-CITH Rangreth, Doordarshan Srinagar/Prasar Bharti, J&K Sericulture Department.
- Organizing sensitization programmes under women's Development Cell, eco-clubs, Red Ribbon Club, Career & Psychological Counselling Cell, Shaheen Club Mountaineering Club and cocoon club.
- Focus on environmental conservation by harvesting of solar energy/rain water, waste management, Vermicompost.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GOVERNMENT DEGREE COLLEGE
Address	NH-1 KHAWAJA BAGH BARAMULLA JAMMU AND KASHMIR (UT) - 193103
City	BARAMULLA
State	Jammu And Kashmir
Pin	193103
Website	http://www.baramullacollege.net

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Dr. Mushtaq Ahmad Lone	01952-234214	9419032863	-	varmulcollege@gmail.com
IQAC / CIQA coordinator	A. M Chalkoo	-	9419202647	-	amchalkoo@gmail.com

Status of the Institution	
Institution Status	Government

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	
Date of establishment of the college	01-01-1940

University to which the college is affiliated/ or which governs the college (if it is a constituent college)		
State	**University name**	**Document**
Jammu And Kashmir	University of Kashmir	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	01-01-1940	View Document
12B of UGC	01-01-1940	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Details of autonomy	
Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	Yes
If yes, has the College applied for availing the autonomous status?	Yes

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	Yes
If yes, date of recognition?	27-05-2016
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	NH-1 KHAWAJA BAGH BARAMULLA JAMMU AND KASHMIR (UT) - 193103	Urban	26.4	12521

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCA,Computer Applications	36	Class XII	English	80	58
UG	BCom,Commerce	36	Class XII	English	60	60
UG	BSc,Botany	36	Class XII	English	115	115
UG	BSc,Zoology	36	Class XII	English	139	139
UG	BSc,Chemistry	36	Class XII	English	94	94
UG	BSc,Bio Technology	36	Class XII	English	30	28
UG	BSc,Electronics	36	Class XII	English	18	18
UG	BSc,Physics	36	Class XII	English	45	45
UG	BA,Statistics	36	Class XII	English	32	32
UG	BSc,Information Technology	36	Class XII	English	30	19
UG	BA,Arabic	36	Class XII	English + Kashmiri	20	2
UG	BA,Anthropology	36	Class XII	English	30	23

UG	BA,Functional English	36	Class XII	English	30	17
UG	BA,History	36	Class XII	English	44	44
UG	BSc,Food Technology	36	Class XII	English	20	14
UG	BSc,Evs	36	Class XII	English	190	190
UG	BA,Philosophy	36	Class XII	English	21	21
UG	BA,Sociology	36	Class XII	English	99	99
UG	BA,English Literature	36	Class XII	English	20	20
UG	BA,Economics	36	Class XII	English	63	63
UG	BA,Education	36	Class XII	English	111	111
UG	BA,Political Science	36	Class XII	English	127	127
UG	BA (Journalism),Mcvp	36	Class XII	English	30	9
UG	BSc,Bio Informatics	36	Class XII	English	30	10
UG	BA,Urdu Literature	36	Class XII	Urdu	48	48
UG	BA,General English	36	Class XII	English	348	348
UG	BSc,Iff	36	Class XII	English	30	15
UG	BSc,Mathematics Applied Mathematics	36	Class XII	English	53	53
UG	BA,Social Work	36	Class XII	English	30	30
UG	BA,Kashmiri Mil	36	Class XII	Kashmiri	80	20
UG	BA (Journalism),Bmmmc	36	Class XII	English	20	16

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UG	BSc,Computer Application Subject	36	Class XII	English	12	12
UG	BBA,Business Administration	36	Class XII	English	30	28
UG	BA,Punjabi Literature	36	Class XII	Punjabi	20	3
UG	BA,Hindi Mil	36	Class XII	Hindi	20	20
PG	MA,Psychology	36	Class XII	English	20	20
PG	MSc,Mathematics	36	Class XII	English	35	31

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				1				8				79
Recruited	1	0	0	1	6	2	0	8	31	7	0	38
Yet to Recruit				0				0				41
Sanctioned by the Management/Society or Other Authorized Bodies				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				60
Recruited	21	6	0	27
Yet to Recruit				33
Sanctioned by the Management/Society or Other Authorized Bodies				48
Recruited	43	5	0	48
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				27
Recruited	8	2	0	10
Yet to Recruit				17
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	1	1	0	12	2	0	17
M.Phil.	0	0	0	0	1	0	4	3	0	8
PG	0	0	0	3	0	0	14	5	0	22

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	14	10	0	24
M.Phil.	0	0	0	0	0	0	0	0	2	2
PG	0	0	0	0	0	0	26	8	0	34

Part Time Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	4	4	1	9
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	12	2	0	14

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	2311	0	0	0	2311
	Female	540	0	0	0	540
	Others	0	0	0	0	0
PG	Male	56	0	0	0	56
	Female	63	0	0	0	63
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
ST	Male	22	28	27	43
	Female	1	2	1	0
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
General	Male	597	855	762	865
	Female	79	129	211	207
	Others	0	0	0	0
Others	Male	175	257	202	285
	Female	17	21	20	35
	Others	0	0	0	0
Total		891	1292	1223	1435

Extended Profile

1 Program

1.1

Number of courses offered by the Institution across all programs during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
723	720	719	719	718

File Description	Document
Institutional data prescribed format	[View Document](#)

1.2

Number of programs offered year-wise for last five years

2019-20	2018-19	2017-18	2016-17	2015-16
37	37	37	37	37

2 Students

2.1

Number of students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
3586	3038	2955	2243	2071

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.2

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
363	250	288	215	152

File Description	Document
Institutional data in prescribed format	[View Document](#)

2.3

Number of outgoing / final year students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
639	794	125	490	504

File Description	Document
Institutional data in prescribed format	[View Document](#)

3 Teachers

3.1

Number of full time teachers year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
55	51	55	23	15

File Description	Document
Institutional data in prescribed format	[View Document](#)

3.2

Number of sanctioned posts year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
85	83	83	83	83

File Description	Document
Institutional data in prescribed format	[View Document](#)

4 Institution

4.1

Total number of classrooms and seminar halls

Response: 36

4.2

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
448.726	692.969	315.044	455.886	388.801

4.3

Number of Computers

Response: 295

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum delivery through a well planned and documented process

Response:

The College is currently having the following mechanisms for effective delivery of the curriculum

- At the beginning of an academic session, Departmental meetings are held in every Department in which the topics/units/sections/modules in the syllabus are assigned to the concerned teachers after proper discussion and deliberation.
- Number of classes for each topic is decided according to the syllabus and credits assigned to each topic/group/paper etc.
- College administration provides a well-constructed academic calendar, weekly routine/schedule/ time table for each semester for both UG and PG classes.
- Departmental Heads prepare the routine timetable which is approved by the Principal.
- Teachers prepare their lectures according to the quantum of syllabus allotted and classes available.
- Classes are held according to the timetable schedule under the supervision of the Time Table and Admission Committee.
- The College has rich central library with open access system and many Departments have their own Departmental libraries.
- A good number of Journals (Science, Arts, and Commerce) are subscribed by our college. INFLIBNET (e-books and e-journals) facility is available for teachers as well as the students.
- Chalk and talk instruction delivery methodology is supplemented with state of art ICT gadgetry, scientific models, charts for effective lecture delivery.
- Student-student (peer learning), student-teacher discussions, classroom presentation, open book tests, book reading/ review methodology is encouraged.
- Proper and adequate instrumentation facility is given to the students for their practical classes.
- The College has obtained the digital content of almost all subjects from NPTEL, CEC, AV lectures of Edusat have been made available for students through e-resource centers of major Departments and Central Library.
- New teaching pedagogies have been evolved over the years and efforts have been made to ensure implementation of LOCF.

1.1.2 The institution adheres to the academic calendar including for the conduct of CIE

Response:

The IQAC of the College in consultation with Heads of Departments and time table committee, examination committee prepares academic calendar of the session and incorporates components like theory & lab. work, date for practical sessional, student seminars at departmental level, extension activities and

reflects same in college brochure, website and notices for information of students. Moreover the examination calendar is notified by the affiliating University from time to time. Under the CBCS pattern, the college has already introduced internal assessment test and class test to evaluate academic performance of students in the curricular aspect. The dates for these tests are being notified by the concerned Departments through notice boards. The aim of these assessments is to ascertain their academic potential and regularity and punctuality in their classes. The Departments keep track of educationally weaker students and their demand like conduct of remedial classes, individual attention is given by the concerned faculty. It has also been found that said reforms have improved the attendance and punctuality of the students. Moreover, most of the Departments have introduced innovative methods of evaluation like Open Book Tests/ Google quiz etc.

The even semesters of U. G. are evaluated to OMR based multiple choice examination pattern and the odd semesters are evaluated through descriptive and theoretical modes of examination. All the faculty members of the college are directly involved in paper setting, evaluation and conduct of examination. For P.G. classes external examiners are invited across Universities and Colleges wherever applicable.

File Description	Document
Upload Additional information	View Document
Link for Additional information	View Document

1.1.3 Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the last five years

1. Academic council/BoS of Affiliating university
2. Setting of question papers for UG/PG programs
3. Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
4. Assessment /evaluation process of the affiliating University

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	View Document
Details of participation of teachers in various bodies/activities provided as a response to the metric	View Document
Any additional information	View Document

1.2 Academic Flexibility

1.2.1 Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

Response: 100

1.2.1.1 **Number of Programmes in which CBCS / Elective course system implemented.**

Response: 37

File Description	Document
Minutes of relevant Academic Council/ BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Link for Additional information	View Document

1.2.2 Number of Add on /Certificate programs offered during the last five years

Response: 8

1.2.2.1 **How many Add on /Certificate programs are offered within the last 5 years.**

2019-20	2018-19	2017-18	2016-17	2015-16
2	1	0	1	4

File Description	Document
List of Add on /Certificate programs	View Document
Brochure or any other document relating to Add on /Certificate programs	View Document
Any additional information	View Document

1.2.3 Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years

Response: 1.5

1.2.3.1 **Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
40	22	0	40	80

File Description	Document
Details of the students enrolled in Subjects related to certificate/Add-on programs	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum

Response:

The curriculum design and enrichment is undertaken by the affiliating university, the faculty of the College participates in UGBOS-Undergraduate Board of Studies. The faculty puts in endeavours to integrate the cross cutting issues in curriculum. Moreover, the College has initiated some of the courses which focus on environment sustainability, human values, gender sensitization, peace building, sociology of crime etc., as part of the CBCS structure of the curriculum. The objective of incorporating these courses is to orient the students to these crosscutting areas of modern educational process.

The College has a tradition of organizing sensitization and awareness programmes for promoting environmental ethics by way of organizing environmental week, plantation drives, cleanliness drives, SWACH Bharat activities, etc. For the purpose of building students' overall personality, programmes on women's day, personal hygiene, drug de-addiction and illicit-trafficking, celebration of disability week, Yoga Day, Mental Health Week etc.are regularly organized by the College.

File Description	Document
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View Document

1.3.2 Average percentage of courses that include experiential learning through project work/field work/internship during last five years

Response: 37.78

1.3.2.1 **Number of courses that include experiential learning through project work/field work/internship year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
305	305	300	300	150

File Description	Document
Programme / Curriculum/ Syllabus of the courses	[View Document](#)
MoU's with relevant organizations for these courses, if any Average percentage of courses that include experiential learning through project work/field work/internship	[View Document](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View Document](#)

1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year

Response: 11.77

1.3.3.1 **Number of students undertaking project work/field work / internships**

Response: 422

File Description	Document
List of programmes and number of students undertaking project work/field work/ /internships	[View Document](#)
Any additional information	[View Document](#)

1.4 Feedback System

1.4.1 *Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders 1) Students 2)Teachers 3)Employers 4)Alumni*

Response: B. Any 3 of the above

File Description	Document	
URL for stakeholder feedback report	[View Document](#)	

1.4.2 Feedback process of the Institution may be classified as follows: Options:

    1.Feedback collected, analysed and action taken and feedback available on website
    2.Feedback collected, analysed and action has been taken

3. Feedback collected and analysed
4. Feedback collected
5. Feedback not collected

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
Upload any additional information	[View Document](#)
URL for feedback report	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 93.85

2.1.1.1 **Number of students admitted year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
1435	1223	1292	891	916

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
1520	1312	1362	939	997

File Description	Document
Institutional data in prescribed format	[View Document]

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Response: 98.7

2.1.2.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
363	250	288	215	152

File Description	Document
Average percentage of seats filled against seats reserved	[View Document]
Any additional information	[View Document]
Any additional information	[View Document]

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Response:

The institution has a well-established mechanism for undertaking different programmes in order to help the poor learners cope with the educational process. The students who relatively are perceived to be requiring special attention like students of weaker sections of society, intellectually disable, advanced learners and other students who require special attention. These students are identified by various subjective assessment processes by teachers, parental recommendations, low-performers in semester end results. After assessment and identification, these students are taken care of their special educational and instructional needs in Mentor-Mentee system. The notice in this regard is circulated among teachers for anonymous submission of the list of such students. Later teachers are guided to organize additional classes and learning resources to such students. Moreover these students are also sent to other institutions so that they can overcome the deficiencies.

File Description	Document
Upload any additional information	[View Document](#)

2.2.2 Student- Full time teacher ratio (Data for the latest completed academic year)

Response: 65:1

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Response:

The College conducts and organizes numerous student centric programmes and activities in teaching-learning process throughout the year. The management of the College has focussed on the premise of Activity Based Learning and learning through experience and participation. The teacher-student and student-student discussions are the core of strengthening the knowledge base of the students. The college level students are the vicarious learners and sharp observers who focus more on the experiences rather than theoretical discussions on the ideas and concepts. However, the ideas and concepts are the basis for creative imaginations and philosophical approaches, it is thus imperative to inculcate the synchronization of theory with practical in imparting knowledge and expertise. The College has made it a policy to supplement the classroom with the experiential learning. The following steps have been taken for experiential learning, participative learning and problem solving methodologies for enhancing learning experiences:

- Organizing subject tours in almost all the courses for real time exposure to students in order to motivate them.
- Organizing periodical excursions and field trips.
- Organizing Science Exhibitions, Science Model Competitions and data collection camps in Botany, IFF and Zoology etc.
- Organizing the expeditions to different museums and historical sites.
- Organizing All India Tours annually.
- Exposure visits to universities, Colleges and other places in UT and the Country.
- Subject specific field works at the Archaeological Sites, Historical places and heritage sites.
- Annual subject tours to different places by different subjects viz. Department of Psychology tour to Mental Hospital, Department of Computer Applications to NIELIT and IUST, IT industrial Hub, Department of Botany to ICAR-CITH, IIKSTC, SKUAST-K etc., IFF department to Fisheries Farm at Mansbal, Department of History to Parihaspora, Burzhama and Pari Mahal, Department of Chemistry to IIIM, and all other departments conduct subject tours in each academic session.
- Field trips, photography exhibitions, visits to media houses, film-festivals, Media-festivals, annual documentary projects, Editing, photography, Print media and other field-based learning programmes in Department of Media Studies.
- Weekly workshops by Physics, Electronic, IT and Computer Applications Departments for skill training.
- Internship programmes by different departments for raising the skill base of their students organized with collaborating industries and organizations with whom the College has working MOUs.
- Group discussions, Brainstorming, student presentations, Weekly student lectures under different clubs, minor student projects within and outside the College, student paper readings in seminars etc. are conducted with the basic purpose of enhancing the applications of the fields of study/subjects.
- Research internship for UG and PG programmes offered by the Department of Chemistry for Pass out students of the College in order to enhance the basic research skills.
- Encouraging Peer-Learning, Collaborative Learning, programmed learning and Group assignments for enhancing the interests of the students.
- Extension activities with groups in community for addressing the local issues.
- Use of technology in education which develops intrinsic motivation for learning.
- Learning through multimedia and animation tools for developing inquisitiveness among students for enhancing their domain specific and generic knowledge base.

File Description	Document
Upload any additional information	[View Document](#)
Link for additional information	[View Document](#)

2.3.2 Teachers use ICT enabled tools for effective teaching-learning process.

Response:

The college has upgraded in terms of use of ICT and technology driven instruction in the classrooms. The college has upgraded all the lecture and seminar halls with latest technology by installing around 300

Desktop & Laptop Computers and internet connectivity through Jio and BSNL Leased/FTTH Line with Power backup facility of 100KW so as to support the ICT enabled instruction in the classrooms. Almost all the classroom/seminar halls/LABS have been equipped with modern state of art gadgetry like ILFDs/IP-Boards/multipurpose projection Systems (K-eyans) /LED TVs, LCD projectors, A.V. Systems and backup systems and Digital Writing pads. Moreover, the College is already integrated with National and Regional EDUSAT Network. The college has a state of art studio for recording of A.V. Lectures and e-content. Multipurpose campus LAN with Fibre based inter-Department connectivity for effective resource sharing. e–resource cells established in Central library and all major departments which helps the slow learners and advanced learners to enhance their knowledge base according to their needs. All the major department having their separate labs and seminar halls have been upgraded with latest electronic teachings aids and their periodical maintenance is ensured. In post graduate department of Computer Applications the Artificial Intelligence & IoT LABS have been provided with the equipment of latest configuration. The college has established Digital Classroom as part the digital initiative whereby e-resources and e-content of University of Kashmir-EMMRC, IUST, NIELIT etc. are directly shared with our students.

File Description	Document
Upload any additional information	[View Document](#)

2.3.3 Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)

Response: 65:1

2.3.3.1 Number of mentors

Response: 55

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll.	[View Document](#)
mentor/mentee ratio	[View Document](#)
Circulars pertaining to assigning mentors to mentees	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 47.95

File Description	Document
Year wise full time teachers and sanctioned posts for 5years(Data Template)	[View Document](#)
List of the faculty members authenticated by the Head of HEI	[View Document](#)

2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 31.33

2.4.2.1 **Number of full time teachers with *Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt.* year wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
20	18	19	7	3

File Description	Document
List of number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. and number of full time teachers for 5 years (Data Template)	[View Document](#)
Any additional information	[View Document](#)

2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)

Response: 4.29

2.4.3.1 **Total experience of full-time teachers**

Response: 235.85

File Description	Document
List of Teachers including their PAN, designation, dept and experience details(Data Template)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode

Response:

The college has introduced internal assessment test and class test to evaluate academic performance of students. The schedule of these tests are being notified by the concerned Departments through prospectus, notice boards and college website. The aim of these assessments is to ascertain their academic potential and attendance in their classes. Most of the Departments have introduced innovative methods of evaluation like Open Book Tests/ Google Quiz etc. for continuous assessment of the students. Moreover the CBCS pattern of curriculum of the affiliating university has an inbuilt mechanism for continuous internal assessment and is being carried out in letter and spirit. The awards of such tests are uploaded on the affiliating university's e-awards portal which helps in the timely declaration of results. The projects, internships of the field based courses is carried out rigorously by the college. The external examiners are invited from other relevant institutes in order to ensure transparency. The internal assessment enables the teachers to continuously monitor the student performance and timely attention to the weak and slow learners in terms of the special programmes and individualized attention to such students.

File Description	Document
Link for additional information	[View Document](#)

2.5.2 Mechanism to deal with internal/external examination related grievances is transparent, time-bound and efficient

Response:

Since the external examination is the domain of the affiliating university, the college faculty participates in the entire examination process viz. setting up of question papers, conduct of examination and evaluation. The CBCS pattern of examination of the affiliating university has introduced many reforms like introduction of OMR based multiple choice question papers with multiple series for even semester and descriptive papers for odd semester of undergraduate courses based on the credit distribution. The post graduate examination pattern is descriptive in nature with choice to the faculty in internal mode for the conduct of internal assessment either in descriptive or in multiple choice mode.

The question papers are set by the College faculty in which the College undertakes assignments of the affiliating university. The evaluation of the answer scripts is also assigned to the college faculty. The awards of are uploaded on the affiliating university's e-awards portal which helps in the timely, transparent and error free declaration of results. The projects, internships of the field based courses is also carried out by the college, the external examiners are appointed by the affiliating university from the different colleges and universities.

The grievance redressal is done through the online portal of the affiliating university, IT cell and examination committee of the college. The grievances are redressed in an efficient and time bound manner. The shortage of attendance is dealt in accordance with the university statues notified from time to time.

File Description	Document
Any additional information	[View Document](#)
Link for additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Response:

The learning outcomes for each programme and course is specified by the affiliating university framed by the members of UG and PG Board of Studies from time to time. These objectives, programme outcomes, course outcomes and graduate attributes are specified on the syllabi and course structure devised by the UG & PG Board of Studies of the affiliating university and notified on its website. These objectives remain the guiding principles for the faculty in realizing these objectives.

The Higher Education Department of the UT of Jammu & Kashmir in 2020 made an effort to revisit the set programme and Course objectives and modify and update them in accordance with the latest and emerging needs. In this connection a series of workshops were organized in different colleges related to different subjects and it was required to frame the recommendations. The College organized a workshop on LOCF in media studies. The recommendations were forwarded to the administrative department and affiliating university for review and implementation.

Moreover, the faculty which participates in UG & PG Board of Studies of the affiliating university ensures that the syllabi and course structures incorporate the topics which represent the institutional Vision and Mission. The emphasis is laid on the incorporation of the following genres:

- Emerging trends in the domain specific and generic courses
- Area specific skill courses in the curriculum
- Value based education for overall development of personality
- Interpersonal skills, Creative abilities, Logical and Reasoning skills, Problem Solving and Analytical skills
- Scientific temperament
- Technology driven approach in teaching and learning
- Field based, on the job training, practical skills and industrial interface.
- Literary abilities, artistic approach and innovative ability
- Entrepreneurial skills
- Indigenous focus of culture and culture based economy.

File Description	Document
Upload any additional information	View Document
Past link for Additional information	View Document

2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.

Response:

The learning outcomes for each programme and course is specified by the affiliating university framed by the members of UG and PG Board of Studies from time to time. These objectives, programme outcomes, course outcomes and graduate attributes are specified on the syllabi and course structure devised by the UG & PG Board of Studies of the affiliating university. The prime objective of the higher education is not only classroom knowledge transaction but it emphasizes upon the holistic development of the human resources so as to carve out a balanced personality with sufficient skill base for earning their livelihood, to become a knowledgeable and well manner member of the society and a productive citizen of the country to contribute to the development of the nation In this direction the college constantly reviews the set programme and course outcomes so that the faculty of the college can give their inputs in the UG & PG Board of studies . The chief areas which the college focusses in reviewing these outcomes as specified in metric 2.6.1.

- Emerging trends in the domain specific and generic courses
- Area specific skill courses in the curriculum
- Value based education for overall development of personality
- Interpersonal skills, Creative abilities, Logical and Reasoning skills, Problem Solving and Analytical skills
- Scientific temperament
- Technology driven approach in teaching and learning
- Field based, on the job training, practical skills and industrial interface.
- Literary abilities, artistic approach and innovative ability
- Entrepreneurial skills
- Indigenous focus of culture and culture based economy.

Every year and sometimes twice in a year the meetings of Board of Studies are held at the affiliating university and the faculty of the College constantly strive to update the syllabi and courses and incorporate the above principles into the curriculum. Some of the above stated objectives have been incorporated in the syllabi. The principles listed above have been framed by the college IQAC, Academic audit Committee, Academic Monitoring Committee in the periodical meetings held in the college from time to time.

File Description	Document
Upload any additional information	View Document
Paste link for Additional information	View Document

2.6.3 Average pass percentage of Students during last five years

Response: 74.58

2.6.3.1 **Number of final year students who passed the university examination year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
562	574	93	382	304

2.6.3.2 **Number of final year students who appeared for the university examination year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
639	794	125	490	504

File Description	Document
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.18

File Description	Document
Upload database of all currently enrolled students (Data Template)	[View Document](#)

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants received from Government and non-governmental agencies for research projects, endowments, Chairs in the institution during the last five years (INR in Lakhs)

Response: 18.7

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
12.6	6.1	0	0	0

File Description	Document
List of endowments / projects with details of grants	[View Document](#)
e-copies of the grant award letters for sponsored research projects / endowments	[View Document](#)

3.1.2 Percentage of teachers recognized as research guides (latest completed academic year)

Response: 7.27

3.1.2.1 Number of teachers recognized as research guides

Response: 4

3.1.3 Percentage of departments having Research projects funded by government and non government agencies during the last five years

Response: 12

3.1.3.1 Number of departments having Research projects funded by government and non-government agencies during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
1	1	1	0	0

3.1.3.2 Number of departments offering academic programes

2019-20	2018-19	2017-18	2016-17	2015-16
6	6	5	4	4

File Description	Document
Supporting document from Funding Agency	[View Document](#)
List of research projects and funding details	[View Document](#)
Paste link to funding agency website	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

Innovation ecosystem is a collaborative approach between Schools, Colleges and university, Industry, Non Governmental organizations, Government and the real stake holder the society. The ecosystem circumscribes the economic, commercial, educational and technological to generate an economic product after a coordinated approach of work opportunities, investments exploration and retention of the skilled workforces. As a long-term evolving model, the ecosystem continuously responds and modifies itself to the emerging needs of the parties involved in various activities. The idea of techno cities has emerged from the coherence of such ecosystems and has lead to industrial revolution in many developed countries.

Govt. Degree College Baramulla being a premier institute of Higher education in North Kashmir of J&K is not lagging behind in finding its place in the innovation ecosystem and has been involved in honing the skill capabilities of its students by imparting traditional and skill based knowledge in them.

Govt. Degree College Baramulla has initiated the skill developmental Programmes like fashion designing, vermicomposting, cocoon rearing, mushroom and saffron cultivation in campus programmes to impart the basic skill training to the students enrolled in the institution. The basic infra structure has been developed from the college pool fund, administrative Department and assistance from the UGC under CPE Scheme. In this regard students both male and female have been trained in the above mentioned skill courses. Moreover the agro based innovations have been transferred from lab to land by organizing farmers meetings with the faculty and students.

However, Higher Education Department, Govt. of Jammu and Kashmir has launched the introduction of skill courses in Govt. Degree Colleges to enhance the employability of the students vide circular No. 05 JK(HE) of 2020 Dated 09-09-2020. Subsequently funds to a tune of Rs. 2.5 to-3.00 cr have been allocated to this institution to run diverse kinds of skill courses viz. establishment of Innovation and incubation centre, Skills in Computer Applications and Multimedia Media Production, Fashion designing, setting up of units in the fields of Agricultural and Horticultural technologies. For setting up of Innovation and

incubation Center, funds to the tune of Rs 200 Lakhs have been sanctioned by the Administrative Department out of which Rs 35 lakhs have been released infavour of the College. As such the institution has geared up to set up the units for above mentioned Centers by way of procurement of equipment, up gradation of existing centers and establishment of new centers like innovation and incubation, Multipurpose Computer skills laboratories and much more.

The institution has entered into MOUs with the institutions of higher learning with expertise in technology and skills to transfer innovative ideas, to depute students and faculty to groom as skilled trainers so as to refine them as per needs of the industry and in-turn to commercialize for the betterment of the society.

File Description	Document
Upload any additional information	[View Document](#)

3.2.2 Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the last five years

Response: 6

3.2.2.1 **Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
3	1	1	0	1

File Description	Document
Report of the event	[View Document](#)
List of workshops/seminars during last 5 years	[View Document](#)

3.3 Research Publications and Awards

3.3.1 Number of Ph.Ds registered per eligible teacher during the last five years

Response: 0.5

3.3.1.1 **How many Ph.Ds registered per eligible teacher within last five years**

Response: 2

3.3.1.2 **Number of teachers recognized as guides during the last five years**

Response: 4

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	[View Document](#)
Any additional information	[View Document](#)
URL to the research page on HEI website	[View Document](#)

3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Response: 2.06

3.3.2.1 **Number of research papers in the Journals notified on UGC website during the last five years.**

2019-20	2018-19	2017-18	2016-17	2015-16
22	18	16	13	13

File Description	Document
List of research papers by title, author, department, name and year of publication	[View Document](#)

3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.63

3.3.3.1 **Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
4	10	6	0	5

File Description	Document
List books and chapters edited volumes/ books published	[View Document](#)

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Response:

The College has the age old tradition of organising community outreach extension by way of providing financial, technical and academic support to the community, schools social groups under Institutional Social Responsibility (ISR), NSS, and NCC etc. The following areas have been addressed over the years.

- The College has adopted Govt. Higher Secondary School, Baramulla, Kasturba Gandhi Baliki Vidyalya, and Girls Middle School Khawjabgah. These adopted schools have been provided with clean drinking water, leveling of lawns and up-gradation of laboratories.
- The College NSS units have adopted one neighboring village namely Kalampora, Singhpora. The village has been given support in the form of providing water facility, furniture to the school. Besides many sensitization programmes like AIDS awareness, health and hygiene and COVID-19 awareness and support. The NSS units have organized many extension activities notable among which are clearance of roads and maintenance of bridges during the flood fury of 2014 as well as the subsequent flash floods and other disruptions like earth quake etc.
- The NSS units of the College have carried out extension activities in Shri Maharaja Hari Singh Hospital Srinagar and Govt. Medical College Baramulla.
- The College regularly organizes farmers meet in order to provide scientific know-how about agro based economic sufficiency and income generation.
- The Psychology Department and NSS units provide counselling to the inmates of sub-jail Baramulla.
- The Psychology Department's RAHAT Centre provides offline and online counselling for mental health issues and 24X7 helpline has been established in the center in collaboration with Kashmir Life Line and Health Center Srinagar.
- The NSS units of the College regularly organizes Republic Day, Independence Day, SWACH Bharat, YOGA day and celebrates all National and International Days like World Arbor Day, Girl Child Day, Disability Day, Women's Day, Mother's Day, Science Day, Mathematics Day, Day for Drug Abuse and Illicit trafficking, Anti-Tobacco Day, World AIDS Day, Voters Day under SWEEP etc.
- Financial inclusion and Financial Literacy by way of organizing awareness programmes under PM Jan-dhan Yojna and SEBI.
- Providing support to the District Administration during the COVID-19 pandemic by way of making sanitizers, surface disinfectants, fumigants, PPE gowns and masks.
- Community outreach activity of IFF Department to fish farmers of adopted village Johama.

3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

Response: 6

3.4.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
1	2	1	1	1

File Description	Document
Number of awards for extension activities in last 5 year	[View Document](#)
e-copy of the award letters	[View Document](#)

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., during the last five years (including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)

Response: 88

3.4.3.1 **Number of extension and outreached Programmes conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
10	32	32	7	7

File Description	Document
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	[View Document](#)

3.4.4 Average percentage of students participating in extension activities at 3.4.3. above during last five years

Response: 51.64

3.4.4.1 **Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
351	4405	1122	683	725

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.5 Collaboration

3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year

Response: 12

3.5.1.1 **Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
0	7	1	0	4

File Description	Document
e-copies of related Document	View Document
Details of Collaborative activities with institutions/industries for research, Faculty exchange, Student exchange/ internship	View Document

3.5.2 Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the last five years

Response: 23

3.5.2.1 **Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
12	5	1	1	4

File Description	Document
e-Copies of the MoUs with institution/ industry/corporate houses	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

Response:

The sprawling college campus is spread over 26.4 acres of land has sufficient infrastructure in terms of academic blocks, classrooms, laboratories etc. Following is the list of academic facilities:

S No.	Type of Academic Facility	No.
1	Academic Blocks	7
2	Class Rooms	36
3	Museums	3
4	LABS	16

5	Computer LABS	4	
6	Innovation and Incubation Centre	1	
7	Conference Hall	1	
8	Artificial Intelligence LAB	1	
9	Browsing Centre	2	
10	Auditorium	1	
11	Research LABS	2	
12	Counseling Centre	1	
13	Al-Razi Chair of Mental Health and Psychotherapy	1	
14	Edusat SIT	1	
15	Career Corner	1	
16	Reading Room	1	
17	Studio	1	
18	E-Content Recording Facility	1	
19	Fully Automated Library with RFID	1	
20	Departmental Libraries	3	
21	Study Centres	2	

The institution is sensitive towards the exponential growth in technology and enormous changes in the technology enabled teaching and learning process. In this context, the College has upheld its objectives and primary principles to gradual transition from traditional to ICT based instructional mechanism. This objective has been achieved to a greater extent by augmentation of the facilities and technology based teaching learning process. The College has ensured all lecture halls and seminar halls are equipped with Interactive Large Format Displays, LCD projectors, K-eYans etc. The LABS are also equally equipped with state of art gadgets and equipment as per the requirement in different subjects. The periodical review meetings help in assessment of the requirement of the up-gradation of infrastructural facilities, carried out by IQAC, Academic Monitoring and Advisory Committees.

The recommendations of concerned committees are translated into well-structured and time bound proposals to up-grade these facilities. The College has over the years achieved many set targets and attained self-sufficiency in academic infrastructure.

The infrastructure required for supporting the ICT enabled teaching learning also requires the computers, e-resource equipment, training of the staff to handle these ICT gadgets and the same is being carried out

from time to time which includes the maintenance of such equipment. The sufficient amount is spent on maintenance of ICT gadgets, equipment and other academic facilities.

Moreover, the College has established the e-resource centres in the central library and all the major departments. One of the biggest problems of the technology enabled learning is the expertise and human factors. In this context it is ensured that the hassle free, smooth and spontaneous learning through ICT is achieved. However, the traditional teaching methodology is not completely given up. This has lead us to the optimum utilization of human and machine resources.

File Description	Document
Upload any additional information	View Document
Paste link for additional information	View Document

4.1.2 The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Response:

The college is an institution of higher learning with rich history and glorious past. The cultural activities have utmost significance in moulding the student personalities and make them the models of culture. Therefore the college has a rich tradition of institutionalizing the cultural events and programmes and embeds these into annual calendars. There is a cultural and Literary Committee which formulates and notifies the annual calendar for cultural and debates programmes. These programmes range from celebration of Fresher's Day, Annual Day, Seminars, debates, symposiums, Iqbal Day, Seerat Conferences, Essay competitions, quiz contests, cultural & Art exhibitions, painting competitions and a host of other events and programmes in and outside the college. The celebration of the days of poets, scholars and other noted figures who have immensely contributed to the national and regional linguistic, socio-cultural and socio-religious ethos and development. Moreover the college regularly publishes College newsletter, Pen-Point (tabloid), Annual College Magazine (Varmul) and Prospectus for providing the platform for the students to hone their literary skills and for reflecting the institutional strength.

The following facilities are in place for such activities in the college:

- State of art auditorium with side rooms, motorized curtains, Audio and Mike System.
- Podium with installed lighting and Projection System
- LED displays for extended views
- Air Conditioned Auditorium with an adjacent Conference hall and a pantry
- Costumes for stage performances

Sports reflect the heart of any institution for the healthy development of all the faculties of the students. The college has sufficient sports infrastructure in place. The college Directorate of Sports organizes sports events, and competitions such as inter-University, inter-college and inter-department tournaments in all the sports categories round the year and also participates in all the inter district, inter state and national tournaments. This helps in the development of sportsman, team spirit and discipline in

addition to attaining name and fame for the college. Students have secured many medals, trophies, awards and certificates to motivate them. The indoor games have also been promoted with equal magnitude.

The college has following sports facilities:

- A huge playfield spread over 4 acres of area.
- One indoor stadium
- one sports stadium
- Cricket Turf, Hockey and Football field used alternatively
- Volley Ball Court
- Basket Ball, throwball, tennis, badminton, baseball courts etc.
- Gymnasiums and Wellness Centres.

In addition to the Cultural and Sports infrastructure, the college has organized many programmes on Yoga Day each year to foster and facilitate the physical and psychological fitness of its students in particular and all stakeholders in general. Moreover the college celebrates Annual Sports Festival for its students and also provides all kinds of support to District Youth Services & Sports as well as the Sports Council in organizing festivals, youth camps and sports festivals round the year.

File Description	Document
Upload any additional information	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. *(Data for the latest completed academic year)*

Response: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 36

File Description	Document
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View Document
Paste link for additional information	View Document

4.1.4 Average percentage of expenditure, excluding salary for infrastructure augmentation during last five years(INR in Lakhs)

Response: 42.64

4.1.4.1 **Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
175	80.38	253.79	239.25	115

File Description	Document
Upload Details of budget allocation, excluding salary during the last five years (Data Template)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS)

Response:

The central library of Government College Baramulla was automated using SOUL (software for university libraries) of INFLIBNET center Ahmedabad in 2013. All the collection of Lending section and Reference section are catalogued in the software. Entire collection is barcoded and duly labelled as per library standards. All the circulation transactions viz issue, return, fine etc. was being carried out on the SOUL till 2019. Three terminals of (online Public Access Catalog) OPAC were functional from where students would search through different approaches like title author subject relevant books. The SOUL being commercial software and confined to INFLIBNET center lacked frequent updated versions and easy operations. In 2019, need was felt to switch the library management system to KOHA from SOUL. KOHA, being used globally for libraries, has far better features than soul and an international community of dedicated developers ensure quick response to technical issues. Thus, the library is currently using KOHA for the better service delivery. Some modules of KOHA are for acquisition, circulation, cataloging, patron management, serials OPAC etc. KOHA has many tools which ease day to day operations of the library like ID card creator, spine label creator barcode generation etc.

The library has a dedicated LAN network for circulation, cataloging OPAC terminals. The LMS of the library is fully integrated with the RFID (Radio Frequency identification) system, which ensures superior service experience to its library patrons. The following sophisticated RFID machines are installed:

Self-check kiosk: This helps patrons to issue, Renew and check accounts themselves without assistance from the staff. The machine generates transaction slip like that of an ATM.

Book Drop: The patrons just need to slide the issued book through this machine and it gets checked in against the account of the patron. The machine also issues transaction slip.

OPAC: (online public access catalogue) three OPAC are available for students for locating books, checking their accounts, due dates fines and reading history. The patrons can make suggestions for book purchases etc. One OPAC is especially for especially abled patrons. The OPACS will be extended to all departments in near future.

Handheld Reader: the device helps in reading the RFID tags of the books hence helps in speedy inventory, shelf management stock control etc.

Besides these the library is in constant updating and customization of its LMS and endeavors to include shortly following services

1. **SMS alert system**: The patrons will be sent auto generated SMS regarding issue/ Return due date and availability of their searched items.
2. **E-mail notification**: The service will send auto generated e-mails to the patrons regarding different events like issue, return, etc. with regard to their respective accounts.
3. **Web OPAC**: the OPAC of the LMS will be linked to the main website of the college through which the patrons can check the status of their accounts, search real-time for books etc.
4. **Mobile interface of the OPAC:** The OPAQ of the library will be customized, so that it can be accessed through mobile browsers and apps.
5. **Rare Books and Manuscripts Digitization.**

File Description	Document
Upload any additional information	[View Document](#)
Paste link for Additional Information	[View Document](#)

4.2.2 The institution has subscription for the following e-resources

1. **e-journals**
2. **e-ShodhSindhu**
3. **Shodhganga Membership**
4. **e-books**
5. **Databases**
6. **Remote access to e-resources**

Response: A. Any 4 or more of the above

File Description	Document
Upload any additional information	[View Document](#)
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership , Remote access to library resources, Web interface etc (Data Template)	[View Document](#)

4.2.3 Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Response: 14.86

4.2.3.1 **Annual expenditure of purchase of books/e-books and subscription to journals/e- journals year wise during last five years (INR in Lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
24.03	16.05	10.45	9.39	14.40

File Description	Document
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the last five years (Data Template)	View Document

4.2.4 Percentage per day usage of library by teachers and students (foot falls and login data for online access) during the last completed academic year

Response: 0.69

4.2.4.1 Number of teachers and students using library per day over last one year

Response: 25

File Description	Document
Details of library usage by teachers and students	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

The College has state of art IT infrastructure for effective teaching, learning, evaluation and institutional governance. These facilities are regularly updated to remain in synch with the advancements in technology. For example, College had installed LCD projectors in 2004 in classrooms and Laboratories. In 2012, interactive boards were installed and now in 2019-20 interactive LED boards have been replaced with Interactive Large format Displays. Over the last five years many new audio visual gadgets have been purchased like; (Ref. 2.3.2 Metric)

- K-eYans have been purchased in addition to LCD projectors
- LED TVs have been installed in some seminar halls, classrooms
- Digital writing pads configurable with zoom, googlemeet etc.
- Multipurpose Campus LAN with Internet, IPBX SIP based intercom facility and surveillance system
- RFID enabled Library with ILMS
- Over 250 Computers with latest configuration and softwares
- Subscription to different Software products (Microsoft Windows 8.1, Microsoft Office 2013, Microsoft Office 2019, Microsoft Visual Studio, Microsoft SQL Server, SPSS, Scientific Workplace, Windows server 2008R2)

- IBM Blade Server
- LED Notice Boards
- Internet Access points of Jio in each Classroom/Lab/Department
- Internet Leased Line - BSNL
- FTTH Connections – BSNL
- RFID enabled Library
- EDUSAT Lecture allHall
- E-Resource Centres
- Interactive Large Format Displays

File Description	Document
Upload any additional information	[View Document](#)

4.3.2 Student - Computer ratio (Data for the latest completed academic year)

Response: 12:1

4.3.3 Bandwidth of internet connection in the Institution

Response: A. ?50 MBPS

File Description	Document
Upload any additional Information	[View Document](#)
Details of available bandwidth of internet connection in the Institution	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years(INR in Lakhs)

Response: 13.41

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year-wise during the last five years (INR in lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
84.68	0.5	102	16.65	47

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	[View Document](#)

4.4.2 There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Response:

The College places great emphasis on its infrastructure upgradation and modernization of its classroom laboratories & support services. It is imperative to devise an effective mechanism to optimally utilize and maintain it for efficient teaching-learning process. The college has a central stock management and a directory is maintained to enlist the time of procurement, warranty contracts and the subsequent upgradation of its ICT equipment. Funds are allocated for the maintenance. The equipment & facilities are constantly monitored by HODs, Committees and the custodians, who report to the Principal. The Principal after seeking recommendations from the IQAC, Advisory Committee, Purchase Committee and Academic Monitoring Committee, constitutes an audit committee which has the mandate to aid and advice regarding the nature and extent of maintenance required. The issues are addressed timely and the equipment and facilities are refurbished for use in terms of efficiency & performance. The committee also submits a report regarding the optimum use of the resources by different departments, services and the units of the college.

The stock registers, log books and consumable registers are also maintained. The maintenance grant is usually allocated in budget, is spent in judicious manner. The power back ups are ensured at the time of installing any gadget. There is one fully automated central library with ILMS & RFID technology. Libraries are established in P.G departments which are connected to the central library. The college has 100 KVA DG sets to ensure un-interrupted power supply. These facilities have been extended to farther locations in hostels and staff quarters. The entire campus is under CCTV surveillance, LAN and Wi-Fi enabled internet facility. Biometric Attendance System is also in place which is maintained periodically. The e-resource centers, all classrooms with ICT gadgets, Career Corner, Edusat, and Browsing Centres are equipped with over 250 laptops and desktop computers which are constantly checked for up to date functioning with antivirus installed periodically. The students can access the library at any time with minimum time required to access books, periodicals and journals. The books are issued by swiping the library I-Card and returned with e mode requiring no human intervention after every 14 days. Attendance of the students is uploaded and monitored online through in-house developed software, "CAMES".

The computer labs, browsing centres, gymnasiums, sports facilities are managed with a pre determined schedule notified on L.E.D notice board, website, and College Facebook page, central and departmental notice boards for avoiding any rush of the students. The repairs and other maintenance related works are carried out on warranty based and other service contracts and sometimes on hire basis through the external agencies.

The sports infrastructure as mentioned in metric 4.1.2 are maintained constantly by allotting time to groups of students for using Gymnasium, the indoor game facilities etc. The maintenance of the Courts, turf and outfield is done regularly. Moreover, the drinking water facilities 'RO system' is periodically serviced, the lawns, student services outlets, gardens, plants and flowers etc. are regularly monitored by concerned

departments and units.

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Response: 11.42

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the Government year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
1018	243	220	120	164

File Description	Document
Upload any additional information Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years (Data Template)	[View Document](#)

5.1.2 Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years

Response: 5.16

5.1.2.1 **Total number of students benefited by scholarships, freeships, etc provided by the institution / non- government agencies year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
23	171	135	162	160

File Description	Document
Number of students benefited by scholarships and freeships institution / non- government agencies in last 5 years (Date Template)	[View Document](#)

5.1.3 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Details of capability building and skills enhancement initiatives (Data Template)	View Document
Any additional information	View Document

5.1.4 Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

Response: 48.37

5.1.4.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
2482	1235	1275	785	1115

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document

5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Upload any additional information	[View Document](#)
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	[View Document](#)
Details of student grievances including sexual harassment and ragging cases	[View Document](#)

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 0.53

5.2.1.1 **Number of outgoing students placed year - wise during the last five years.**

2019-20	2018-19	2017-18	2016-17	2015-16
0	2	2	3	1

File Description	Document
Self attested list of students placed	[View Document](#)
Details of student placement during the last five years (Data Template)	[View Document](#)

5.2.2 Average percentage of students progressing to higher education during the last five years

Response: 53.52

5.2.2.1 **Number of outgoing student progression to higher education during last five years**

Response: 342

File Description	Document
Details of student progression to higher education (Data Template)	[View Document](#)

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 80

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, *etc.)***) year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
5	51	1	15	0

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
5	51	1	15	0

File Description	Document
Upload supporting data for the same	[View Document](#)
Number of students qualifying in state/ national/ international level examinations during the last five years (Data Template)	[View Document](#)
Any additional information	[View Document](#)

5.3 Student Participation and Activities

5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.

Response: 58

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) year-wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
50	2	5	1	0

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national/international level during the last five year	[View Document](#)
e-copies of award letters and certificates	[View Document](#)

5.3.2 Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)

Response:

The student unions and bodies are restricted in the College due to the political sensitivity of the state. However a student member and the class representatives are included in the committees for judicial delivery of the services to the most important stakeholders of the College. The members are included across different strata i-e. Boys, Girls, OM, OBC, SC, ST and Differently Abled. The course completion certificates are sought from student representatives before the commencement of all UG and PG examinations. One student member also represents in the Course Review Committees in Post Graduate Board of Studies at the affiliating university level and for the undergraduate course review meeting prior meetings with the students are convened at the College level in order to incorporate their suggestions for framing and updating syllabus. The meeting of the Principal with all the classes is conducted regularly in phasic manner so as to redress the students' grievances and take students' suggestion for policy framing. The student representatives always manage the stage in almost all the cultural and other extracurricular activities carried out inside the college or in extension activities outside the college.

One student based on his experience, is designated as student Under-Officer/Senior under officer who leads the NCC contingents, one student in each NSS unit is unit representative in addition to NSS Programmer Officers is designated to execute the NSS programmes with efficiency. The students manage the hostel mess and catering themselves in groups under the supervision of hostel superintendents and hostel staff. The college events and extension activities are recorded by the students of Department of Media Studies. Student counselling is also conducted by students of Department of Psychology and different representatives are made for leading the sports events in and outside the College.

Student contingents represent the College in National Youth Parliaments, Republic Day and Independence Day celebrations in and outside the College. Girl students also grow vegetables in the kitchen garden of the hostel. Student group leaders act as guides during the trekking camps, subject tours and internships in and outside the College. Moreover the student representative is also included in meetings of different committees of the College. Efforts are made to shape personalities of our students and incorporate in them the leadership qualities which shall help them in preparing themselves for life.

5.3.3 Average number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 23

5.3.3.1 Number of sports and cultural events/competitions in which students of the Institution participated year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
28	25	20	18	24

File Description	Document
Number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions (Data Template)	[View Document](#)

5.4 Alumni Engagement

5.4.1 There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The institution has registered Alumni Association under the name "Varmul College Alumni Association (VCAA)" comprising Patron, Secretary, Treasurer, Executive members and General Counsel Members. The members include former students, former Principals, faculty, and civil society members. The membership is open to all the alumni of the college with a basic membership fee, member for one year, five years and lifetime membership. The membership fee is accounted and the treasurer is maintaining the financial records and the funds raised is used for the welfare schemes of the needy students. The meetings of the associations are conducted periodically. The issues of the college are discussed and the modus operandi to address such issues is decided. The following activities are conducted by VCAA-Varmul College Alumni Association:

- One nominee member of VCAA is member of IQAC of the college.
- VCAA in consultation with financial aid Committee of the College identify educationally, economically and socially weak students and provides financial support (to the tune of Rs. 25000 in past three years).
- VCAA provides support to address land acquisition issues with concerned authorities from time to time.
- VCAA participates in all the welfare activities and policy making projects from time to time. The college always seeks opinion of VCAA regarding all such policies.
- VCAA organizes guest lectures and other programmes from time to time (prof. Showkat Ali Memorial Lecture and Manjeet Singh Memorial Lecture)
- VCAA participates in Annual Review Meetings with respect to course review, content monitoring, Choice Based Credit System and NEP 2020.
- VCAA conducts seminars, sports activities and cultural programmes for the students of the college.

- VCAA provides support to liaison with Govt. Agencies and represents the College at various forums in private capacity with District Administration, C. M Public Darbars and Secretary to Govt. in facilitating issues regarding Land dispute cases, encroachments but other agencies, introduction of more P.G and U.G courses and augmentation of faculty.

File Description	Document
Upload any additional information	[View Document](#)

5.4.2 Alumni contribution during the last five years (INR in lakhs)

Response: E. <1 Lakhs

File Description	Document
Link for any additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of and in tune with the vision and mission of the institution

Response:

VISION

- To be a Preeminent College for Learning, Research and Extension
- To be an Instrument of Change for Peace, Progress and Prosperity for all.

MISSION

- To develop competent human resource through quality education and skill training to meet the demands of the market at local, national and international levels.
- To provide an innovative educational environment, opportunities that enable the individuals, communities and the nation to grow, thrive and prosper.
- Design programmes to help students identify educational and career goals and develop skills to achieve intellectual and personal growth.
- Encourage creativity, innovation, and risk-taking and prepare students for entrepreneurial enterprise

The institution has set the objective to figure among the eminent institutions of the UT and the country. This objective has been achieved to a greater extent as the College has been a distinctive institute in the past, having a history of 80 years. At present the College is among few colleges of J&K to have NAAC Grade 'A'. The UGC has conferred it with CPE status in May, 2018. The College is also set to be declared as Autonomous College for which the groundwork has already been done. The College has contributed significantly in terms of providing efficient, able and prominent human resource not only in north Kashmir but also in the UT of J&K and the country at large. Some of the pass-outs of the college are working with international organizations as well.

The distinctive approach of the College as also reflected in the contributions of its pass-outs in research, education, innovation, and community outreach in different walks of life, has further inspired our students and other stake holders to transform our attitude towards how the world is understood, how knowledge is created, shared, interpreted and the way global issues are solved to ensure peace , progress and prosperity of the nation.

The College has over the years developed a diverse intellectual community, engaged with the wider world and committed to changing it for the better; recognized for the critical thinking and its widespread influence with an outstanding ability to integrate our education, research, innovation, and creativity for the long-term benefit to the humanity.

The diversity in the courses, modern ways of teaching-learning processes and implementation of CBCS has been the strength of the College which has marked a paradigm shift in the whole educational process. The introduction of new market-oriented, entrepreneurial courses, and applied branches of the traditional programmes has been the achievements of its governance despite being a Government college where the

decision making processes are largely controlled by the Government. The College management has set objectives for itself both short term and long term which has been progressively attained over the years. The College management in coordination with students, alumni, the parents and the community aspires to upgrade the College into a university.

File Description	Document
Paste link for additional information	[View Document](#)

6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management

Response:

Leadership is both effective and efficacious if it follows basic scientific and democratic rules; the decentralization, and participative approach of management. This is the strength of any institution aspiring to achieve eminence. The institutionalization of decentralization and participative management should reflect in its functioning. The College being highly sensitive to this need has emboldened the inclusiveness and participative approach in its Vision and Mission. The College has a meticulous decentralized and participative management system. The committees are being constituted annually or sometimes after two years. Each committee is headed by a convener who happens to be a senior faculty member. In case of any demand by students or staff, a requisition or demand note is submitted to the Principal. The Principal in turn forwards it to the respective committee for inviting suggestions and report. The convener of the committee convenes a meeting of its members to have a threadbare discussion on the demand/requisition. The committee comes up with recommendations which are submitted to the Principal for approval. If it pertains to the procurement of some item like sports items, lab-oriented demand or any equipment, the matter is referred to convener Purchase Committee who in turn takes on board the respective HOD /Coordinator who has put up the demand/requisition and arranges the item following the necessary codal procedure. The student representative takes part in the meetings of committees with the Principal. Due representation to different stratifications viz. female students, minority groups, students from backward regions, specially abled, etc. is given in policy framing.

The students are members of CRCs who contribute directly to framing and updating the courses, syllabi, and examination date sheet. The HODs and the conveners of different committees have utmost freedom in executing their innovative ideas and plans for the enrichment of academic and infrastructural domains. The entire faculty of the college is kept as members in different committees for not only achieving their participation but train them for taking future roles and responsibilities as well. Almost all the academic, co-curricular, and extracurricular programmes are organized and managed by the students themselves with the facilitative and guiding role of the teachers and administration which helps in developing the leadership qualities of the students. There are student editors in the college publications (newsletter, tabloid and ACM-Annual College Magazine) who work with their editor-teachers in shaping the final printable drafts of these college publications. The annual days, cultural and sports festivals are programmed and executed by the students themselves in consultation with concerned committees and departments. The Principal of the college exerts least authority, the works and activities flow in a spontaneous manners reflecting the smooth and easy leadership of the College.

File Description	Document
Paste link for additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Response:

The College has a strategic plan/perspective devised annually for effective implementation. Institutional Development Plans (IDP) are framed annually in which the construction, academic augmentation and infrastructural requirements are projected in order of priority. The plans are submitted to Govt. for approval. The institution has successfully applied for grants from Govt. and statutory bodies and received grants under different schemes. The College also generates local grants through different sources:

- New blocks have been constructed in the College.
- Grants have been received for the maintenance of existing Blocks.
- The laboratories, establishments and facilities have been renovated.
- All the classrooms have been modernized by installing high end ICT gadgets.
- Vertical constructions are being promoted for optimum space management in the campus.
- Ample amount is spent on landscape development and green campus.
- Non conventional sources of energy are being promoted in the campus.
- Gender specific facilities have been ensured by providing separate staffroom, washrooms, recreation room and sports facilities.
- Equal opportunities for all the sections of the students have been ensured.
- Disabled friendly infrastructure has been taken care of.
- More facilities like psychological counseling, career counseling services, residential facilities in hostels, library services and health services have been upgraded.
- Laboratory equipment (consumable & Non-consumable) has been upgraded and high end equipment has been purchased and optimally used.
- Introduction of new subjects at the under-graduate and Post-graduate level.
- Permanent posts have been sanctioned and more permanent staff has been provided by the UT Government.
- Collaborations, Linkages and partnering with research Institutes, industries and skill development and other agencies have been undertaken.
- Participation of teachers in FDPs, PDPs GOCs, RCs workshops, conferences, seminars and other capacity development programmes has not only been promoted but funded also.
- Decision making process has been decentralized to downward hierarchy.
- Participation of teachers at the grassroot for framing policies by way of participating in different committees and sub committees viz. IQAC, Advisory, Purchase, College Development, Examination, Academic Monitoring, Admission, Library, publication, Research, Debates & Seminar, Estates, Discipline, Counseling, IT & Innovations, Audit, protocol committees etc.
- The conveners and members of the committees along with the student representative bodies undertake many reforms and significantly contribute through their constant, autonomous and meaningful interactions.

- Teachers freely undertake their participation in representative bodies by way of becoming members and ex-officio members.
- The College provides significant allocations for the generic and domain specific workshops and training courses for teaching, non-teaching staff and students for their constant capacity building in terms of communication skills, personality development, work ethos etc. through either in house programmes or field visits, internships, on the job trainings etc.
- Some special practices like student exposure tours, trekking camps, NSS & NCC camps, the Womens' Study Cell, Shaheen Literary Club, Mountaineering, Skiing, Red Ribbon, Eco Clubs etc. have been funded generously by the College.
- The College has established "Al-Razi Chair of Mental Health & Psychotherapy" in Post Graduate Department of Psychology.

File Description	Document
Upload any additional information	[View Document](#)

6.2.2 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Response:

Governing Body:

Since the College is a Government college, it has no private body as governing body. The administrative control lies with the Department of Higher Education. However the governance in the College is managed by the Principal with the aid and assistance from different committees, viz. The IQAC, Advisory, Purchase, Development etc.

Administrative Set-Up:

The Administrative Secretary of the Department of Higher Education is at the top of the hierarchical structure. The Principal of the college is the institutional head (DDO), has the authority to spend and release the grants in consultation with College Committees and Accounts Section. The Principal on the basis of aid and advice of the conveners of the committees frames the Institutional Development Plans (IDP) as per the requirement of the College. The plans are approved by the Administrative Department which in turn releases the funds through BEAMS etc. The funds are kept at the disposal of the Principal. The Principal in turn gets the DPRs from the construction agencies and approves in the joint meetings of the staff and committees. The Principal seeks the aid and advice of different committees like IQAC, Advisory, Purchase, College Development, Library Committee, Academic Monitoring, etc. for the actual requirements of the College and then approves the requisitions. The entire Accounts Section of the College executes the financial processes of procurement, construction, and other requirements.

The Functions of Various Bodies:

The College has well-established system of various committees which aid and advise the Principal. Each committee viz.   IQAC, Advisory, Purchase, College Development, Library Committee, Academic

Monitoring etc. monitor the construction projects already approved and executed by the Government construction agencies and recommend the Principal for the release of funds in favour of such agencies after proper monitoring of the quality and quantity of works executed.

In addition to the committees, there are quasi-official bodies like Staff Council which is the representative body of the teaching and non-teaching Staff of the College. The staff council represents the grievances, recommendations and welfare-related issues with the Principal of the College. The Staff Secretary is the ex-officio member of all the committees, ideally the senior most faculty member of the College and is elected through direct election.

Service Rules, Procedures, Recruitment and Promotion Policies:

The service rules of the teaching and non-teaching staff are the same as reflected in CSR and rules put forth by different regulatory bodies of the UT government. The services rules are governed by UGC regulations as well.

The recruitment of the faculty is carried out by J&K PSC on the basis of UGC regulations notified from time to time. The promotion policies are also governed by UGC regulations based on the PBAS and API system of CAS unless specified by the UT government under SROs.

The discrepancies in the service promotion if any is forwarded to the Administrative Department. However, the grievances of the staff is managed under the Grievance Redressal Cell of the College.

File Description	Document
Upload any additional information	[View Document](#)

6.2.3 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces	[View Document](#)
ERP (Enterprise Resource Planning) Document	[View Document](#)
Details of implementation of e-governance in areas of operation, Administration etc	[View Document](#)
Any additional information	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Response:

Welfare Schemes for Teachers:

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 NPS
- Medical Insurance scheme (Mediclaim)
- 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.

Welfare Schemes for Non-Teachers:

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 (Mediclaim).
- 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 non-teaching staff who hail from far-off places.

The employees who are on 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 case to case basis.

File Description	Document
Upload any additional information	[View Document](#)

6.3.2 Average percentage of teachers provided with financial support to attend

conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 16.88

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
21	18	6	0	0

File Description	Document
Details of teachers provided with financial support to attend conference, workshops etc during the last five years	[View Document](#)

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 6.6

6.3.3.1 **Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
6	13	10	2	2

File Description	Document
Upload any additional information	[View Document](#)
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff	[View Document](#)

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Response: 65.1

6.3.4.1 **Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
44	29	21	7	18

File Description	Document
Details of teachers attending professional development programmes during the last five years	[View Document](#)

6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff

Response:

Performance Appraisal System in any institution is of paramount importance because it directly determines its efficiency. The performance appraisal system is linked to the Vision & Mission of the College for greater efficiency in realization of these core institutional objectives. Since the performance appraisal is both continuous and scientific process, the College is following the PBAS-Performance Based Appraisal System laid down by the UGC. In this scheme, the performance is classified into three categories (i) Teaching, Learning & Evaluation related activities (ii) Co-Curricular, Extension & Professional Development related activities (iii) Research Publications & Academic Contributions. These are called Academic Performance Indicators (API). The CAS-Career Advancement Scheme of the entire college faculty in the UT of Jammu & Kashmir is governed by the API unless separate SROs are notified through the administrative department from time to time.

At the end of each academic year, the performance of the faculty is consolidated based on the above categories on the proforma which is signed by the Coordinator and the members of the IQAC of the college. The APRs-Annual Performance Reports are given by the Principal and the API scores are calculated for each of the three categories. The Principal in consultation with IQAC committee of the college recommends the faculty for placement into next higher grade. The recommendation is the basic requirement to be placed into next grade in CAS by the administrative department. The latter constitutes UT level screening committee for the final approval and an administrative order is issued in this regard.

Moreover, the performance of the faculty of the College is always the basis for assigning different roles to the faculty in overall academic administration of the college. This is always done after taking the structured feedback from the students. The temporary and guest faculty is monitored on the basis of their conduct, knowledge and feedback from the students for their reappointment. The Annual certicate of experience and conduct are issued in their favour after receiving the reports from the concerned HODs and the anonymous feedback from the students.

The non-teaching staff constitutes an important section of the College which supports the entire teaching-learning process. The scheme of performance appraisal is slightly different in this context. The APRs are taken from the Principal annually and the same is consolidated by the college establishment section for record and reference. The HODs certify the performance of the non-teaching member on different parameters viz. work and conduct, expertise and punctuality etc. and same is tabled before the Principal for furnishing the APRs of non teaching staff. These APRs are forwarded to the administrative department

which in turn convenes DPCs-Departmental Promotion Committees periodically. The promotion to the next grade is also contingent upon the performance of the non-teaching staff members of the College. Similarly, the employees working on "local funds & need base" are also monitored. Their wages are fixed as per the govt. guidelines and their skill base. The college Advisory Committee recommends the employees for wage-enhancement based on their performance.

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

The institution conducts academic and financial audits regularly. The Internal Audit Committee is in place which is headed by a senior faculty member preferably with commerce background which conducts internal audit of the College local fund and state grant/fund periodically after every financial year. Similarly administrative department of Higher Education and Accountant General (AG) office of the UT Government also conducts external audit of funds received from various sources after each financial year and sometimes after two years. The external audit of the grants received from regulatory bodies like UGC, DST etc. are carried out by the authorized chartered Accountant at the end of grant period by hiring registered Chartered Accountants.

File Description	Document
Upload any additional information	[View Document](#)

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropers during the last five years (not covered in Criterion III)

Response: 0

6.4.2.1 Total Grants received from non-government bodies, individuals, Philanthropers year wise during the last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

File Description	Document
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the last five years	[View Document](#)

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

There is an established mechanism in the College for mobilisation of funds and optimal utilisation of its financial resources. One of the key strategies in financial and resource management is the principle of meeting financial requirement of all academic departments and non-academic units. The College pursues its financial targets by way of the following sources:

- Financial support from UGC schemes under 11th and 12th Plan.
- Grant in aid under College with Potential for excellence (CPE) scheme of UGC.
- Infrastructural grant under RUSA scheme.
- Research grant under DST.
- Capital Expenditure grant (Capex) from Department of Higher Education.
- Internal Revenue Generation (IRG)/Local Fund Resources.

The disbursement and optimal utilisation is overseen by Accountant of the college who is from Finance department of UT Govt. and special committees like College Advisory/Purchases/Development committees. Every year Principal of the college convenes meetings of IQAC, College Development, Purchase and Advisory Committees with senior faculty members on board. The committee drafts Action Plan for next academic and financial year. The action plan for infrastructural requirements of the college is formulated after threadbare discussions. The proposals are approved by DDO in consultation with college establishment and Accounts section. Subsequently the draft proposals are submitted to different funding agencies like UGC New Delhi, Department of Higher Education, DST and other Govt. agencies.

The funding agencies ask for DPRs and cost estimates from executing agencies like R&B (PWD), JKPCC and others approved agencies. The college Development committee approach these agencies with requirements and specifications. The concerned architect/engineers furnish the DPRs and cost estimate to the DDO. The head of the institution forwards same to funding agencies for approval and grant of financial support. At every stage of hierarchy, there is definite monitoring and follow up by College Development committee till the committee is satisfied that the works are executed as per the DPR and quality standards.

The college often receives financial support under infrastructural grant component for construction purpose and for up-gradation and renovation/repair. The other financial provisions include Material and Supply (M/S) and Material and Equipment (M/E), Books and stationery and OE components. The Principal again convenes meeting of all heads of departments and coordinators and distributes funds on the basis of justifiable rationale like student strength and other requirements. The departments submit requisition list to the Principal with quantity and specification. The Principal orders for procurement of items/equipment through DGSND/tendering/e-tendering/ or through GeM portal following the codal procedure. The entire purchasing takes place through College Purchase committee which ensures all items are purchased as per specifications and requirements of concerned Departments.

The payment to suppliers is made through cheque system, more recently through BEAMS portal and through PFMS portal.

All the heads/Coordinators are monitoring the optimum utilization of resources procured. The College Monitoring Committee is tasked with overseeing the infrastructure, facilities and learning resources are used to the utmost benefit of the students. They're required to submit periodical reports to the Principal.

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Response:

Internal Quality Assurance Cell of the College has been a vibrant Cell at the top of the umbrella of different committees which has a significant impact on the overall functioning of the College. It has been established with the prime objective of improving the quality standards in the institution. IQAC has been a successful in its endeavours since its establishment. It has meaningfully contributed to the prior cycles of accreditation in 2004 and 2015. The cell has not only strategized the quality but also institutionalized the processes:

- To devise the Institutional Development Plans (IDP) of the College in consultation with different stakeholders and sections of the College.
- To implement the recommendations of NAAC Peer Team of last two accreditation cycles
- To constitute the IQAC steering committee as per the guidelines.
- To have a single line administrative set up and report directly to the Principal
- To establish liaison with Alumni, Parents, local administration and regulatory bodies like UGC and AICTE and achieve better synergy with all these stakeholders.
- To organize IQAC visits to the departments for assessment and implementation of quality initiatives.
- All the institutional development plans, academic excellence related initiatives, extension programmes, teacher support and capacity building etc. are floated through the IQAC of the College, it may be noted that IQAC played a vital role in getting CPE status for the College.
- To discuss, deliberate and devise ways and strategies for improvement of academic standards and administrative efficiency of the College.
- To monitor, improve and enhance the institutional best practices and evaluate the outcomes.
- To set new quality standards as per the requirement of the changing educational scenario.
- To evaluate the progress of infrastructure and its optimum utilization.
- To have constant meetings of the cell and implement the resolutions of such meetings.
- To render consultations with the H.O.Ds in framing student centric policy and its implementation.
- To record, consolidate and analyse Student Feedback, Feedback from Parents, Alumni and devise plans to address the issues.
- To propose new emerging changes in quality assessment and accreditation and advise the Principal and staff to keep pace with such changes.

File Description	Document
Upload any additional information	[View Document](#)
Paste link for additional information	[View Document](#)

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations

and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Response:

The College IQAC systematically and progressively review its Teaching-Learning Process, structures and methodologies and learning outcomes since its establishment. The IQAC monitors the teaching learning process regularly. The coordinator and the members hold periodical meetings (once in a month) amongst themselves and with the College committees and the Principal after visiting the departments of the College for quality assessment. All the Heads of the departments are the ex-officio members of IQAC. The meetings are focussed on the core agenda of reviewing the learning process, structures & operational methods and learning outcomes. The IQAC constantly reviews the set objectives, projected goals, and plans for enhancement of academic excellence.

The meetings convened at the start of the academic session are largely focussed on setting the objectives and learning outcomes for the entire session. IQAC reviews its implementation periodically in consultation with different stakeholders viz. students, teachers, parents and the alumni of the College. The recommendations put forward are tabled for discussion in different meetings of the IQAC and the Principal. The areas which are focussed in such deliberations are the teaching pedagogy, learning outcomes, assessment and evaluation procedures and the infrastructural requirements. The plans are subsequently operationalized with an assessment of the resources and the mobilization of these resources.

NAAC Peer Team recommendations (Cycle-II 2015)

- Introduce need based addon/vocational programmes like Tourism, Hospitality, and Sericulture etc.
- Take benefit of UGC schemes.
- Introduce new P.G. programmes.
- Faculty members to develop research environment and get projects from funding agencies.
- Enhance language laboratory facility to improve communication skills.
- Initiate academic exchanges with institutes of repute.
- Industrial visits/educational tours to be undertaken to enhance collaborations and consultancy activities.
- Transport facility to be improved.
- Canteen facilities to be improved.
- Toilet facilities to be improved.

Action Taken Report:

The college has taken the following steps to address the recommendations of the NAAC Peer Team, 2015:

- The courses mentioned in the recommendation required administrative approval from the Higher

Education Department. The courses have not been introduced yet but instead the Undergraduate courses like Food Technology, Anthropology, Social Work, Clinical Biochemistry and Post graduate courses like Master's in Computer Applications and Master of Arts in Psychology have been introduced.

- The College applied for CPE scheme soon after the NAAC Peer Team visit in 2015 and got CPE status in May, 2016. The College also received grants under RUSA in 2018. Moreover, the College has also applied for Autonomous Status and the application in this regard has been granted preliminary acceptance.
- The College has introduced two new P. G. programmes in Computer Applications and Psychology in 2016 and 2018 respectively as per the NAAC peer team recommendations.
- The faculty has received the approval and initial grant for two research projects and have applied for six more research projects under different schemes and funding is awaited. Moreover, the College has established CDRL-Central Development Research laboratory, a centralized hi-tech facility for research.
- Language Laboratory has been augmented with latest software to support multiple languages.
- Academic linkages have been expedited after NAAC recommendations and over 15 MOUs have been signed with different industrial and Training institutes for up-skilling of the students. The linkages have been established with ICAR-CITH, IUST, SKUAST-K, CIIIT, IIKSTC etc.
- Industrial, Academic and Technical Collaborations have been established to provide subject specific and generic knowledge and exposure for the students. The collaborations with Sericulture Department, Social Forestry, Agriculture Department, Kashmir Lifeline, NIT etc. have been carried out and industrial visits, internships and subject tours have been arranged.
- Transport, Canteen and Toilet facilities have been increased, enriched and installed both in quality and quantity.

Eminent experts of State/National/International repute from different areas and fields have been invited for guest lectures, talks, seminars, workshops and conferences in order to expose the students to latest developments in knowledge and expertise. CBCS has been implemented from 2016 onwards, the courses and programmes have been revisited and learning outcomes-based curriculum framework is promoted. The members of UG BOS-Undergraduate Board of Studies have reviewed and recommended many changes into the curriculum. These changes are either incorporated or being incorporated in curriculum framework. The learning outcomes are being specified with the purpose to incorporate the skills and achievable objectives for equipping students with more skills for employability and preparing them for life.

The course structure is being remodelled for incorporating basic practical skills, hands on training and experience in the context of basic and advanced learning topics as envisioned by the IQAC of the College.

The College has an additional challenge of keeping pace with the rest of the country as the area is turmoil prone and located on the northernmost part of the country, hence vulnerable to cross border shelling. The internet shutdown has also challenged the educational processes. The IQAC has come up with a novel idea of in house recording of lectures, establishing e-content centres in the central library and the major departments of the College use that e-content in online and offline modes. The repositories have proved fruitful to the educational needs of the students at times of turmoil. The IQAC accumulates both structured and unstructured feedback from the student class representatives and the feedback is discussed in the

IQAC, Academic Monitoring and Advisory Committee meetings. A detailed report is prepared with possible actions required for tabling it before the Principal.

The IQAC of the College is the advisory body to offer and implement the interventions with regard to the gaps and shortcomings in academic functioning of the College. The students' feedback is shared with HODs and faculty of the concerned department and a plan of action is devised.

6.5.3 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality intitiatives with other institution(s)**
3. **Participation in NIRF**
4. **any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

Response: C. 2 of the above

File Description	Document
Upload details of Quality assurance initiatives of the institution	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Response:

The institution gives due attention to issues of gender equality and inclusiveness. While drafting the academic calendar, prominence is given to the observance of the Women's day on the 8th of March every year. The College has well developed Womens' Development Cell comprising of female staff members who chalk out plans for the celebration of the events like Womens Day and gender-sensitization programmes. Every year, the prominent social activists or resource persons from Womens' Commission or the luminaries from Judiciary are invited for talks in the College with an aim to sensitize the society that women deserve an equal future, free from stigma, stereotypes and violence; the future that's sustainable, peaceful, with equal rights and opportunities for all. Further, on such occasions, the special awareness sessions for the female students are conducted in the College auditorium and conference-hall.

Some key initiatives initiated by the College administration specifically for female staff and students are listed below.

- Separate spacious staff room for female-teaching staff with attached wash rooms and pantry.
- Separate recreational/Common room for female students with attached washrooms.
- Dedicated well fenced and protected girls garden.
- Girls reading room in library.
- Girl's browsing Centre
- Separate sports facility for girls.
- Observance of Gender sensitisation programmes for female students.
- Observance of Annual Womens'-Day on 8th March.
- Dedicated prayer hall for females.
- Tuk-shop inside the campus to fracilitate girls' hostel boarders.
- Separate Girls Canteen.
- Separate Girl's Gymnasium
- Expedition tour for Girl students
- Girls Hostel boarders outing
- Dedicated Day Care Centre for females and their kids if accompanying.

File Description	Document
Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	[View Document]
Link for annual gender sensitization action plan	[View Document]

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

Response: B. 3 of the above

File Description	Document
Geotagged Photographs	[View Document](#)
Any other relevant information	[View Document](#)
Any other relevant information	[View Document](#)

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Response:

Solid Waste Management

Three types of waste emanate from the College-plastic and iron scrap waste, agricultural waste and e-waste:

- Solid plastic waste like broken plastic furniture and iron scrap is dumped in sheds after certifying that item is unserviceable. The items are auctioned following codal procedure. The vendor transports the auctioned items for reuse and recycling in industry.
- The agricultural waste like plant litter, lawn-grass is dumped in vermibeds constructed in vermicompost sheds which serves as raw material for making organic manure in the name of vermicompost.
- e-waste like computers, chips is auctioned through paper notice. The approved vendor disposes the waste to hardware factory.

Liquid Waste Management

The sewage emanating from various washrooms and pantry units is drained through underground pipes and

dumped initially in septic tanks and then in soakage pits. The said process leads to charging of water-table and scientific disposal of liquid waste.

The effluents emanating from Chemistry department is dumped in soakage pit to prevent its pilferage in nearby water source.

Waste Recycling System

Although the College is 'No Polythene Zone' and at the same time a faculty member of department of chemistry has come up with an idea of developing a prototype for converting polythene material into gas and biodegradable material. The idea is in incubation phase but the department is actively working on the concept.

7.1.4 Water conservation facilities available in the Institution:

1. Rain water harvesting
2. Borewell /Open well recharge
3. Construction of tanks and bunds
4. Waste water recycling
5. Maintenance of water bodies and distribution system in the campus

Response: A. Any 4 or all of the above

File Description	Document
Geotagged photographs / videos of the facilities	[View Document](#)
Any other relevant information	[View Document](#)

7.1.5 Green campus initiatives include:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. landscaping with trees and plants

Response: Any 4 or All of the above

File Description	Document
Various policy documents / decisions circulated for implementation	[View Document](#)
Any other relevant documents	[View Document](#)

7.1.6 Quality audits on environment and energy regularly undertaken by the Institution and any

awards received for such green campus initiatives:

1. **Green audit**
2. **Energy audit**
3. **Environment audit**
4. **Clean and green campus recognitions / awards**
5. **Beyond the campus environmental promotion activities**

Response: B. 3 of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	[View Document](#)
Certification by the auditing agency	[View Document](#)
Any other relevant information	[View Document](#)
Link for any other relevant information	[View Document](#)

7.1.7 The Institution has disabled-friendly, barrier free environment

1. **Built environment with ramps/lifts for easy access to classrooms.**
2. **Disabled-friendly washrooms**
3. **Signage including tactile path, lights, display boards and signposts**
4. **Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment**
5. **Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

Response: A. Any 4 or all of the above

File Description	Document
Policy documents and information brochures on the support to be provided	[View Document](#)
Geotagged photographs / videos of the facilities	[View Document](#)

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Response:

Fostering inclusion is embossed in Vision and Mission document of the College which clearly envisages the "inculcation of truthfulness, tolerance and brotherhood". This resolution is reflected in the rich history of socio-cultural and socio-religious diversity of the College. The communal harmony and inclusiveness is

evident in all its modes and operations through organizing programmes on the religious days of all the communities, and organizing the conferences and poetic Mushairas on Punjabi, Urdu, Pahari and English. The College prospectus has clear rules and regulations reflecting the secular principles of the constitution which emphasizes upon inclusiveness in all its functioning. Due representation is given to different stratifications viz. gender, religious, geographical location, economic and differently abled. The Annual College Magazine is multilingual having publications in Punjabi, Urdu, Kashmiri, Arabic and English that represent our linguistic diversity and cultural ethos.

Almost all the cultural programmes on special occasions like Annual Day, Republic Day, Independence day etc. have multiple events depicting the rich cultural heritage of the region. The minority groups have greater participation in such programmes. The college faculty plays an important part in holding students accountable for accepting contrary view points and being open to differences. They have an impact on the college community by modelling openness and developing inclusive socio cultural fabric of the College. For instance, the College sensitizes the students regarding the benefits of unity in diversity for the progress and prosperity of the country.

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

The College sensitizes student fraternity and employees (teaching and non-teaching Staff) to participate actively in constitutional obligation duties as assigned to them by District Election Officer /District Magistrate. The participation in activities include;

- Gazetted staff (faculty) are being appointed as Presiding Officers, Nodal Officers, Magistrates, Counting Supervisors in Lok Sabha and State Assembly elections by DEO/DM.
- In Urban Local Body (ULB) elections, the staff is being deputed as Returning and Assistant Returning Officers, where as non-teaching staff as Polling Officers.
- One faculty member has been directed by HED and DEO/DM to remain attached with Election office of the district for smooth conduct of elections whether Lok Sabah or State Assembly or ULB elections for the post of Panchs, Sarpanchs, BDC and DDC candidates.
- The College has furnished around 10 computers and laptops to DEO/DM office for election purpose.
- The College provides accommodation for election activities like distribution of election material, storage of EVMS in strong rooms, space and staff for counting.
- The college provides men and machinery at the disposal of DEO and DM during elections of Lok Sabah/State Assembly and ULB.
- The college provides accommodation and logistic support to security forces deployed for the purpose of elections.
- District Magistrate appoints senior faculty as nodal officers and magistrates for constitutional obligation duties to facilitate smooth and fair conduct of elections.
- The College provides trainers and auditorium for the conduct of election related trainings.
- The NSS Programme Officers organise *Systematic Voters' Education and Electoral Participation*

(SVEEP) programmes in the campus to ensure greater participation of students for a stronger democracy. On this day students hold placard rallies, distribute pamphlets and electoral registration forms among students. Systematic Voters' Education and Electoral Participation program, better known as SVEEP, is the flagship program of the Election Commission of India for voter education, spreading voter awareness and promoting voter literacy in India.

- Most of the faculty members of the College are being deputed as visiting officers by DEO/DM for 'Back To Village' Programmes.
- College also observes important National Days like Constitution Day, Republic Day and Independence Day.

File Description	Document
Link for details of activities that inculcate values necessary to render students in to responsible citizens	[View Document](#)

7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

1. The Code of Conduct is displayed on the website
2. There is a committee to monitor adherence to the Code of Conduct
3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff
4. Annual awareness programmes on Code of Conduct are organized

Response: A. All of the above

File Description	Document
Code of ethics policy document	[View Document](#)

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

The College celebrates United Nations designated "International Days" as well as national and local commemorative days to mark important aspects of human life and history. Each international/national day provides the opportunity to organize activities related to the theme of the day. The College make these commemorative days a springboard for awareness-raising actions. The commemorative days help in revisiting the rich history of the nation and civilizations, human endeavours to renew and resolve the support for upliftment of the weaker sections of societies across globe and across nation. It helps in imparting and inculcating in our students the values and collectivism in our efforts to address the vulnerabilities and empower the marginalized sections of modern societies. The following days are celebrated/convened in the College:

1. 12th Jan.   National Youth Day (India)

2. 24th Jan.   National Girl Child Day

3. 25th Jan.   National voters Day/National Tourism Day

4. 26th Jan.   Republic Day (India)

5. 28th Feb.   National Science Day (India)

6. 8th Mar.   International Women's Day

7. 16th Mar.   National Vaccination Day

8. 23rd Mar.   World Arbour Day

9. 24th Mar.   World Tuberculosis Day

10. 7th Apr.   World Health Day

11. 31st May   World Anti-Tobacco Day

12. 5th Jun.   World Environment Day

13. 14th Jun.   World Blood Donor's Day

14. 21st June.   International Yoga Day

15. 26th Jun.   International Day against Drug Abuse and Illicit Trafficking

16. 15th Aug.   Independence Day

17. 5th Sep.   Teachers Day (India)

18. 5th Oct.   World Teachers' Day

19. 10th Oct.   World Mental Health Day

20. 1st Dec.   World AIDS Day

21. 9th Dec.   International Day against Corruption

File Description	Document
Link for Geotagged photographs of some of the events	[View Document](#)

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Response:

Title of the practice

A. Institutional Support Services to Community and District Administration.

Objectives of the Practice

- To reach out to community through National Service Scheme (NSS)
- To identify the needs of the community by engaging NSS student volunteers.
- To support catchment area schools by way of providing them logistic and academic support.
- To support District Administration in constitutional obligation activities like elections, awareness programmes, and during natural calamities, pandemic etc.
- To support different departments like Govt. Medical College and Social Forestry Department in activities like blood donation camps, plantation drives etc.

The Context

The purpose of the practice is to identify the needs of the adopted schools, community and address the issue of augmentation of their infrastructure, laboratory equipment, computers and furniture requirement etc. The community requirements include providing of basic expertise to village farmers about converting farm waste like cow dung and plant waste into organic manure (vermicompost). To acquaint them about the harmful use of chemical pesticides and fertilizers and relying on organic manure which can be prepared in their respective farms and fields. The other community requirements include conduct of health camps, awareness programmes, plantation drives in adopted schools, providing of teaching material and sanitary items, water storage tanks etc. in adopted schools.

The Practice

It has always been the endeavour of the institution to provide the community support services to society and District Administration during the observance of National and International weeks/days and during the natural calamities and disasters. The national and international days such as World Arbour Day/Chinar Plantation Drive, Drug De-addiction Day, Environment Week observed by the NSS Units of college in campus and in the adopted schools and villages.

In natural calamities like 2008 Earthquake, 2014 Floods and very recent COVID-19 Pandemic, the college has always been at the fore front. The college offered its Boys' and Girls' Hostel space to District Administration for COVID-19 patients as Administrative Quarantine Centres. The patients with COVID-19 symptoms were quarantined in two hostel buildings, the necessary logistic support like meals, bedding and catering was provided by the College with financial support from District Administration. The hostel buildings were under control of District Administration and G.M.C Baramulla. Five Magistrates were designated from College faculty to oversee all logistic support provided to patients and

administration. Five cooks and two sweepers of college were spared exclusively in the hostels for preparation of meals and sanitation of hostel quarantine centres.

The Department of Chemistry of the college was tasked to prepare hand sanitizers and surface disinfectants for district administration. Around 8000 hand sanitizer bottles were prepared as per WHO guidelines and subsequently handed over to Deputy Commissioner Baramulla and among front line workers, community members.

ANO/NCC and Superintendent Girls' Hostel engaged the trainers and the students of Cutting Tailoring Centre for designing and stitching of face masks and personal protective gowns. The masks were subsequently distributed among the front line workers, dwellers of the sweeper colony and to the District Administration.

The Post Graduate Department of Psychology offered online psychological counselling to the students and community through telephonic mode. All the faculty of the department were involved in this endeavour.

The Evidence of Success

As regards success in community outreach activities, the adopted schools have witnessed a good number of students registering for admission. The students have shown positive response towards studies in these schools. Many more Govt. schools have come forward with the requisitions for seeking logistic support with regard to providing of lab. equipment, furniture, and conduct of awareness programmes in village schools.

The people from nearby villages and retired faculty often visit the institution for seeking expertise in vermicompost production and take away earth worms as they desire to establish vermicompost unit in their farms. The coordinating department (Botany) offers necessary expertise and worms to farmers and students free of cost. The college has fixed nominal charges for each Kg of Vermicompost (Rs.10/Kg).

A group of students headed by Mr. Umar Khan of 5th semester (with Botany as one Subject) has constructed a vermicompost unit in his farm at Wagoora Kreeri Baramulla. As the College ambassador he has successfully generated around 50-60 quintals of vermicompost in his unit. He has developed passion for under taking agro based skill initiatives as carrier opportunity in his life. While learning and pursuing under graduation in college, Mr. Umar is earning his livelihood simultaneously and has inspired many other students.

The student has also set up mushroom unit at his residence by getting compost and spawn material from the Department of Agriculture. The Department of Botany has provided training to all the students of Botany Department and Mr. Umar is emerging as successful entrepreneur.

Realising the demand of vermicompost by farmers, the college is conducting 'Progressive Farmers Mela' for farmers and orchardists. The college also invites subject specialists from Agriculture Department and NABARD for providing awareness to farmers and students about loan and subsidy schemes of UT and Central Government.

Problems Encountered and Resources Required

The institutionalization of such extension and community services remains the heart of the higher

education in India. It is therefore imperative to mainstream it while designing programmes and course outcomes. The applications of the fields of knowledge need to be emphasized and the relevance of higher education need to be emphasized in educational planning. The community welfare must be the prime objective of such planning and administration.

Title of the Practice

B. **Technology Driven Teaching Learning**

Objectives of the Practice

- To use ICT gadgets as teaching tools for effective teaching learning process.
- To improve the learning outcome of the students by way of ICT based teaching pedagogy.
- To substantiate teaching with tools like video animations, power point presentations, photomicrographs and other teaching learning software.
- To integrate library services with the ICT based learning.

The Context

The College has made the transition from chalk and talk method of teaching to ICT based pedagogy. This was achieved because of visionary approach by college Principals and faculty who always advocated for augmentation of Teaching–Learning activity by way of adopting ICT approach as solution to effective and outcome-based learning. The Post-Graduate Department of Computer Applications had advocated and played a vital role in modernization and up-gradation of class room teaching by way of replacing old and traditional chalk and talk method with electronic gadgets like smart and Interactive boards, LCD projectors, TFT monitors and visualizers. More recently the College has further modernized the ICT gadgetry by incorporating Interactive Large Flat Panel Displays (ILFPD). The gadget has inbuilt key board, magnetic pens and hand operated swipe options and multi-purpose projection systems. These gadgets have proved handy not only in deliverance but also help in development of e-content and digital classrooms.

The Practice

This year more class rooms were upgraded by way of installation of ICT gadgets like Interactive smart boards, multi-purpose projection systems (K-eYans) projectors and Large Interactive Flat Panel Display boards. Even the teachers were provided with digital writing pads to facilitate online teaching. In the last quarter of session 2019-2020 the teachers delivered classes through zoom, Google class room and other apps during lockdown due to COVID-19 pandemic.

Evidence of the success

The evidence of the success can be determined from the fact that large rush of the students is witnessed by the college over recent few years in class rooms. The class rooms remain jam packed. The students from outside catchment area of the college seek admission because of upgraded teaching learning activities in the college. The UT Govt. has allocated financial support over *Rs 1.0* Crores this year for further up-gradation of class rooms. During the COVID-19 pandemic and the subsequent closure of colleges, the faculty switched over to on-line teaching method via Google class room and other video conferencing tools. The teachers were equipped with electronic writing pads which connected teachers with students for

interactive teaching through online modes.

The students easily access the required books from the Open Access Library shelves through RFID technology which has ensured the optimum use of the library facility. The e-Resource centres in the central library and the departments have led to save time and efforts of students and staff. The timely completion of syllabus and diverse resources have enriched the performance of students in end-semester examinations.

Problems Encountered and Resources Required

Keeping in view the political instability of the region and the location of the College to the farthest north end of the country, which render the internet services suspended often. In-order to overcome such hurdles, the College has created offline e-content repositories in the departments and the Central Library. It is also imperative to optimally re-structure the ICT technology to keep it available in both offline and online modes. Due to the inevitable nature of the technology driven teaching learning, it is imperative to enhance the capabilities of the teaching and non-teaching staff in such a geo-political situation. In the age of cybernetics and communication the outpouring of huge tech efficient human resource, the challenge of employability for them in the absence of technology based MNCs in the region can be overcome by proper tie-ups with the industry across different parts of the country.

File Description	Document
Link for Best practices in the Institutional web site	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Govt. Degree College Baramulla has a rich history and glorious past spread over 80 years. It is an institute of distinction among the galaxy of higher education institutes and has many such strengths and distinctions. But one area has always remained priority since ages and has now further been strengthened and focussed i.e. **"Technology driven Teaching-Learning"**.

The College ensures to impart quality education to all its students with an aim to enhance their intellectual ability and tries to nurture their talents and improve their skill. The College strives to prepare its students not just for examinations, but for the journey of life. The learners are imparted with ideas of social justice and self-reliance rooted in a sense of morality as well as freedom. This is done through a series of regular measures so that tradition and modernity are attempted to be blended. The Institution seeks to impress upon its students the importance of navigating through the journey using knowledge, skill, courage, and humanness as the guiding lights. With this goal in mind, the I

institution uses all means at its disposal to encourage the growth of personality and character. Excellence in teaching through proper guidance and mentoring of students, individual attention during interactions in tutorial classes, participative learning, and field based experiential learning through industrial linkages, field projects and group discussions. Many of its pass outs have qualified the competitive examinations, working with reputed organizations or have attained doctoral and post-doctoral degrees and established themselves in every walk of life. The College has witnessed great strides in outcomes in terms of the pass out students who have created niche in diverse areas, which is the reason the College has witnessed massive trends in applications to different programmes and courses. The College has focussed on introducing many courses which has both marketability and relevance. The alumni and the parents have evaluated the College positively over the years.

Institutional Distinctive Features

Equity and inclusiveness

Faculty Development Programmes (FDP)

Skill Courses

Empowerment of weaker sections of society

Equity and Inclusiveness.

The college offers admission to both genders, Boys and Girls and even to third gender to the applicants from all parts of Kashmir and beyond, however the concentration of students remains in north Kashmir. The college also follows Govt. norms of reservation policy and admits all category of students like SC/ST/OBC/EWS/PWD/ALC and wards of defence personnel. The College due to its uncompromising policy of inclusiveness and excellence despite many challenges has added to the perception of stakeholders.

Faculty Development Programmes (FDP)

The college facilitates and motivates the faculty to pursue higher degree like M. Phil and Ph.D. In the recent years four faculty members completed their Ph.D. programme under FIP scheme of UGC. The deputation of five faculty members has been recommended to Higher Education Department for accord of approval to pursue FIP. Moreover, the college conducts Teacher Enrichment Programmes (TEP) under CPE Scheme of UGC where in subject experts from varied fields are invited for talks. The teachers are also motivated to participate in conferences, workshops, seminars within and outside state.

Skill Courses

As part of institutional mission and vision, the college has introduced spectrum of skill oriented and job oriented training courses and programmes. The aim is to equip students with a skill in a particular area of his choice like soft skill, or agro based skill. The agro based skill programme includes Mushroom cultivation, Vermicomposting, Saffron cultivation, Extraction of Oils from Medicinal and Aromatic plants (MAPs). Moreover, the Skill oriented certificate courses like IOT, CCC, Computer Hardware, Graphics

Designing. Web Designing, Media and Entertainment allied with different Sector Skill Councils have been added to the normal teaching learning process in the College. These short duration training programmes are in addition to academic subjects opted by students of various semesters. Under CBCS the students have to opt skill courses as approved by affiliating university.

Emancipation of the weaker sections through teaching learning interventions:

The College has played a vital role in maximizing the inclusiveness and empowerment of the weaker sections of the society. North Kashmir being **hilly area** often negatively impacts the education of girl students, students of backward areas, student with special physical, psychological and educational needs. The college provides special educational programmes, residential facilities to girls and students of backward regions of north Kashmir. Cutting, Tailoring centre is functional for providing skills to the girl students, so that they can achieve economic sufficiency simultaneously.

To translate these goals into reality and to supplement academics with field experience, the institution has launched several community outreach initiatives through college National Service Scheme in order to build a spirit of empathy and social concern and belonging. The curricular and the extra-curricular activities are oriented in such a way that the mental health, physical disability, skill-development related requirements do not take a back seat. The institution has a thriving, lively campus and academic ambiance which emanate, inter alia, from the extra and co-curricular activities. Such activities bring hidden talents to the fore. The college strives to enrich the student's cultural and sports capabilities. The college shapes the learners into better citizens of the tomorrow enriched with self-confidence, perseverance, patriotism, and humanity. Our main aim is to empower our future generation academically and this is well evidenced by the success of our student pass outs. Many of our students are academically well enriched to be employed in many reputed institutions, organizations and in administration. The progression report available with us reveal that a good number of our students have completed NET/SLET examination and have completed Doctorate degrees (Ph.D.) and are at present working as Assistant Professors in their alma mater. A good number of our students qualified J&K Administrative service examination and are serving in this very District as District Officers. Teachers and students work with great earnestness and sincerity to achieve their goals. Moreover, a good number of the College pass outs are working abroad in IT, media and educational Sectors.

File Description	Document
Link for appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

The great legacy of the College to generate efficient human resource since its inception in 1905 when it was established as a Christian missionary school has a bearing on its present and future. The present is distinguished and also reflects the vision of the leadership to adopt farsighted approach in order to shape the future of this great institution. Being geographically located on the northern end of the country, the College can prove a link between the great nations and civilizations. It has also the potential to further generate enormous enlightenment through knowledge and employment. Due to its vast catchment area and numerous feeding institutions, the College has the potential to be upgraded into a University. Given the academic reputation, infrastructure, faculty expertise and diversity and, most importantly, examination transparency standards during the turbulent times, reflects the consistency of the College to perform over its 80 years history since its establishment as a degree college in 1940. The great service of the college in terms of higher education has made great strides in various areas.

Concluding Remarks :

The college has always worked in collaboration with all the sections viz. civil society, different communities, Security establishments, administrative Department and District Administration for achieving the prime objective of shaping our human capital. The college has always been a great center of knowledge. It has always provided the infrastructural support to the wide range of activities be it in conduct of parliamentary, assembly and local body elections, upliftment of the weaker sections, conduct of competitive examinations various national and UT level recruitment bodies. The College provides the infrastructural support to both Govt. and non-Govt. Organizations viz. providing auditorium facility, hostel facility and residential facility to the different visiting officials of the District Administration. During the times of COVID-19 pandemic, the college offered its indoor stadium and all the three hostels for their conversion into COVID Wellness Centre and quarantine facilities. The Chemistry Department was actively involved in making sanitizers and fumigation material for providing the assistance to the District Administration. The NSS and Sports Department ensured the preparation/stitching of personal protection masks and gowns. The RAHAT Center of P. G. Department of Psychology provided online counselling services to different stake holders viz. students and general public on their personal numbers using online platforms.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification
1.2.1	**Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented** 1.2.1.1. **Number of Programmes in which CBCS / Elective course system implemented.** Answer before DVV Verification : 10 Answer after DVV Verification: 37
3.4.2	**Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years** 3.4.2.1. **Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.** Answer before DVV Verification: table below Answer After DVV Verification : table below

3.4.2.1 Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
3	4	1	1	2

3.4.2.1 Answer After DVV Verification :

2019-20	2018-19	2017-18	2016-17	2015-16
1	2	1	1	1

Metric ID	Sub Questions and Answers before and after DVV Verification
4.2.3	**Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)** 4.2.3.1. **Annual expenditure of purchase of books/e-books and subscription to journals/e-journals year wise during last five years (INR in Lakhs)** Answer before DVV Verification: table below Answer After DVV Verification : table below Remark : Value converted into Lakh
4.2.4	**Percentage per day usage of library by teachers and students (foot falls and login data for**

4.2.3.1 Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
2402539	1604808	1044875	939257	1440292

4.2.3.1 Answer After DVV Verification :

2019-20	2018-19	2017-18	2016-17	2015-16
24.03	16.05	10.45	9.39	14.40

online access) during the last completed academic year

4.2.4.1. Number of teachers and students using library per day over last one year
Answer before DVV Verification : 126
Answer after DVV Verification: 25

Remark : DVV has made the changes as per average of teacher and students using library per day on 04/Feb/18 to 08/Feb/18.

5.3.1	**Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.**

5.3.1.1. Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) year-wise during the last five years.

Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
53	2	5	1	0

Answer After DVV Verification :

2019-20	2018-19	2017-18	2016-17	2015-16
50	2	5	1	0

2.Extended Profile Deviations

ID	Extended Questions
1.2	**Number of programs offered year-wise for last five years**

Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
10	10	09	09	08

Answer After DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
37	37	37	37	37

2.2	**Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years**

Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
363	250	308	215	152

Answer After DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
363	250	288	215	152

3.2	**Number of sanctioned posts year-wise during last five years**

Answer before DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
83	83	83	83	83

Answer After DVV Verification:

2019-20	2018-19	2017-18	2016-17	2015-16
85	83	83	83	83