INSTITUTIONAL DEVELOPMENT PLAN

GOVERNMENT COLLEGE, HISAR HARYANA

1. Institutional Basic Information

1.1Institutional Profile:

Name of the Institution	Government College, Hisar, Haryana			
Head of the Institution	Dr. Deepmala			
Contact Details	Email: gchisar1950@gmail.com	Cell No.: 9996489944	Office: 01662239988	
College Website	www.gchisar.edu.in		AISHE Code: C-10817	
Name of the IQAC Coordinator	Dr Suresh Kumar	Email: sureshgawarya@gmail.com	Cell No.: 941625684	
Name of the NEP Coordinator	Dr. Satish Verma	Email: drsatishverma1008@gmail.com	Cell No.: 9466330999	

IPR Coordinator- Dr Vishnu Ram

NAAC Accreditation Status	1st Cycle: 2003	Grade B	2nd Cycle : 2015	Grad : (3.0
	3rd Cycle: 2021	Grade B+		
NIRF Ranking	2020-21: NA (Participated without Rank)	2019-20: NA	201819: NA	201 NA

UGC Recognition	2(f): Yes		12 B: Yes	
NBA accreditation				No
Financial status	Government			
Under National Education Policy (NEP 2020), would your institute prefer to be:	Short-term/Mid-term goal: Constituent College of the State University			
	Long-term vision: Towards cluster colleges-autonomy-state university of Haryana			

1.2 Institutional SWOC Analysis

Strengths:

- High gross enrolment ratio of SC/ST/OBC and Girls students
- Ideal location for pursuit of academic excellence
- Increasing strength of the students
- Experience and qualified Teaching Faculty
- Research oriented faculty
- Recognition of academic excellence
- Rankers at the University Examinations
- Conversant Sports culture studded with creditable achievements in the sports arena
- Social outreach / community service programmes
- Entrenched in cultural ethos
- Organization / Participation in co-curricular and extra-curricular activities
- Latent leadership groomed for vertical mobility
- Dynamic and pro-active Alumni Association
- Govt Welfare Measures for staff and students

- ICT enabled Teaching-Learning
- Well-equipped library
- Healthy staff-management relations
- Orientation towards national priorities
- Merit based Transparent Online admission policy

Weaknesses:

- Financial constraints
- Inadequate infrastructure
- A considerable number of faculty employed on contract/lecture basis
- Inadequate non-teaching staff
- Inadequate industry-institution interface
- Inadequate transport facilities for staff & students
- Lack of Research Facility
- Less foreign and outside Haryana-state students

Opportunities:

- Expansion of academic programmes
- Availability of HR for research
- Marginalized and deprivation studies
- Towards cluster colleges-autonomy-state university in Haryana

Challenges:

- Adapting to the varied and diversified curricula of the affiliating university
- Introduction and implementation of OBE
- Improving the teaching-learning outcomes
- Placement of students in gainful employment in large numbers
- Optimal utilization of campus
- Improving teacher-student ratio
- Promoting consultancy service

2. Institutional Development Plan (for at-least next 10 years)

2.1 Vision [*It is a declaration of an organization's purpose, goals and desired outcomes*]

To develop youth force into fully capable, visionary, innovative and socially conscious human resource.

to provide resources for learning, for advancement, creation and dissemination of knowledge which would contribute to a more meaningful society through the growth and all-round development of students' personality. —, *purposes and actions of*

2.3 Goals and Objectives [*Specific objectives and expected results in terms of "institutional strengthening and improvement"*]

> *Education, Training & Research*

To educate and train students for:

- Learning throughout life.
- Advancement of knowledge through research, innovation and interdisciplinarity.
- Independent thinking and team work to facilitate the acquisition of skills, competenciesand abilities for communication, creative and critical analysis.

> *Values and Morals*
  - To help inculcate values in students.
  - To exercise their intellectual capacity and their moral prestige to defend and actively disseminate universally accepted values.

  - To train them to protect and enhance societal values.

> To prepare and develop their crucial functions through the exercise of ethics and through scientific and intellectual rigour in various activities.

> To contribute towards the all-round growth and development of the students (intellectual, spiritual, emotional, psychological, social) so as to be 'thinking' individuals and therefore be free from ignorance and exploitation.

> To make students responsible members of the society.

Short Term Goals:

> Honours Programme in Psychology, Physics, Hindi.

> Introduction of Bachelor/Masters of Social Work

> Introduction of Bachelor/Masters in Women Studies

> IGNOU study center for UG/PG/PhD Programmes in select subjects

> Workshop to promote Research and Publication

> Strengthening of Water Conservation and Biodiversity Cell

- Number of non-teaching administrative staff (LDCs, UDCs, Accountants, Head Clerks, Office Superintendents, Laboratory Assistants, Library Assistants, Sports Teachers, Data Entry

  Operators, System Analysts) to be equivalent to 50 % of the strength of teaching staff (Regular & Contract basis)

Strategic Plan:

- Sanction to initiate Honours Programmes in the stated subjects from the Directorate of Higher Education, Haryana is to be received. Purchase of books in preparation for the additional papers to be commenced. In the event of increase in workload, required for faculty will be sent to the Directorate of Higher Education, Haryana to initiate appointment/ deputation of faculty.

- Resource persons and areas to be identified for the workshop. This is exclusively for the faculty of the College with the aim of encouraging more faculty members to pursue Ph.D. in their respective subjects. The workshop is pivotal for yet another reason: to create awareness and motivate the faculty to take up research for the purpose of publication.

- The process of Water Conservation will be monitored closely to improve water harvesting. Moreover, Biodiversity Cell to be initiated to identify flora and fauna species in and around the College. Funding agencies to conduct activities to be identified and tapped.

- Provide PC's/ Laptops and other ICT facilities to all the regular teachers

- Conduct research methodology workshops for teachers of each stream separately

Medium Term Goals:

- B.Com. with specialization in Management, GST, Talley, Short Term Certificate and Diploma Courses, guidance-cum- counselling for Competitive Exams

- Develop a sustainable momentum in Research and Publication through a workshop on

  Patents and Copyright, national/international seminar/conference, MoUs

- Pursue sanctioned and pending development works: Multi-purpose Indoor Sports complex, entry arch and security check post; Provision for enhanced sound system and automated curtain for the auditorium; Netting of the Terrace; International Hostel facility; improving internet connectivity
- Proposals for new development works: Demarcation of College property; Electronic Displays at various points in the College; Renovation and expansion of the Library; Creation of leisure space for students on campus; Photocopy-cum-Computer Centre; Enhance the gymnasium facilities; College as Plastic Free Zone; Creation of Estate Department with contract staff for repair, maintenance and upkeep [electrician-cum-plumber, grounds staff and gardener]
- Train teachers to be PhD guides

Strategic Plan:

- The power of choice is the strength of the Choice Based Credit System. In view of this, the College would expand existing programmes to accommodate student feedback for Honours programmes to facilitate their career goals. Appropriate permissions, library and faculty resources as also classroom space will be put in place. Short Term Diploma and Certificate Courses as also coaching for competitive exams to develop additional skill sets to enhance student employability will be run simultaneously.

- Resource persons and funding agencies to be identified. Workshop on Patents and Copyright is to generate awareness of the existing provisions in Law, besides initiating faculty to think in this direction. The College will plan for national/international seminar/conference to create opportunities to network and collaborate with researchers, while simultaneously encouraging participation in workshops/conferences and seminars with the expressed intent to assist in sharing their ideas, insights, and findings that will eventually culminate in publishing of their papers. MoUs with Colleges/Centers for Research to promote collaborative research, besides sharing of Laboratory and Library facilities will also be inked.

- Development of infrastructure is essential to expand the choices of students' *vis à vis* course and paper choices as also facilities for their leisure and recreation activities. To achieve this, the College will actively pursue the pending projects while additionally initiating new developmental projects to overcome infrastructural constraints. The College strength is expanding consistently: space—both built-up and open—becomes crucial to accommodate the students in providing for new courses/added papers, leisure and recreational facilities.

Long Term Goals:

- M. A. in almost all subjects, Research Centers in English, Psychology, Geography, Mathematics, Chemistry and Sanskrit
- 5-year BA/BCom LLB Programme
- Faculty as Ph. D. guides, publications in Scopus, Web of Science journals, Research Centre/ party to cluster research consortium
- Painting the College building, replacement of CFL to LED lighting, Rain Water Harvesting, Greening the campus, Astronomical Observatory

Strategic Planning:

- Providing choices for new courses continues to be the focus of the College. Appropriate permissions, feasibility study, library resources will be concretized. The College will usher in LMS to make teaching-learning an immersive engagement. Series of training programmes and technical assistance to the faculty ensure smooth transition by up-skilling the skill sets. This would however necessitate the creation of a post for a Systems Administrator.
- The College striving to initiated sanctioning of Research Centres in the abovementioned subjects/ areas.
- Green cover enhancement and green fuel are twinning opportunities for the College. The College will explore other projects that will promote green options as a way of life.

2.4 Executive Summary [*Summary of how each of the objectives will be addressed. This section must have clear plans for implementation and execution of your IDP*]

Space and infrastructure is major constraint for the college at present preventing its expansion in the form of classrooms as far new programmes are concerned. The college will actively pursue its plans to augment infrastructure so that there is optimum utilization of space. Another constraint is the lack of enough administrative staff. The college will follow up with the authorities regarding the filling of vacant posts in the administrative set up so that work can progress unhampered. Some of the plans are already under execution. The college Multi-purpose Spots Complex will be developed with funds from the government. The work of laying artificial turf and athletic track needs to be taken up with higher authorities. The college has entered into an agreement with like-minded colleges to form a cluster of colleges as envisaged under NEP. The college proposes to have a strong industry linkage to ensure better placement for the students.

2.5 Developing Motivated and Energized Faculty

[Provide Strategic plan / initiatives

Provide a timeline in-terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals]

> All the staff (regular/contract and lecture-basis teachers) including the supporting administrative staff to be trained in ICT.
> All full-time regular Assistant Professors registering for PhD programmes in the next two years.
> All full-time regular Assistant Professors completing PhD in the next five years
> All Associate Professors with PhD in 10 years
> Have a pool of 20 Professors in 10-15 years equipped to handle PhD research programmes in the Institution.

2.6 Teaching, Learning and Education Technology

[Provide an action plan for:

- *Implementation of Outcome Based Education (OBE)*
- *Enhancement of students' progress*
- *Multidisciplinary teaching*
- *MOOCs and ODL*

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

Following NEP, 2020 the OBE will be implemented in a phased manner.

Teachers to be encouraged to undertake MOOC courses to enhance knowledge.

2.7 Research Development and Innovation

[Provide an action plan for:

- *Attracting research funds (State, National, International, industry, etc)*
- *Improving quantity and quality of research publications*
- *Training faculty / students for research*
- *Preparing faculties for 4th year research programme*
- *Developing environment conducive for research*

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

Research, Development and Innovation

Research and innovation play an essential role in triggering smart and sustainable growth that might result into job creation. Generation of new ideas would support development of innovative products, processes and services which will enhance productivity, industrial competitiveness and the prosperity. Furthermore, research and development updates and challenges those involved in bringing about the fate of higher education like researchers, teachers, administrators, etc. Research on significant fields of education seems fascinating which in turn leads to institutional reputation.

The rigorous plan will be needed to improve the capacity and catalytic role in triggering sustainable growth and competitiveness of the institution. The plan provides a ten-year outlook with a proposal for future growth and development of the institution.

The College will plumb ways and means to develop and hone the research competencies of its faculty and students. This will be essential in opening up opportunities in entrepreneurship to create and nurture among students a spirit of independence and risk-taking to initiate, incubate and sustain start-ups.

An action plan for:

i) *Attracting research funds (State, National, International, Industryetc)* **Short term (Year I-II)**

- Creating awareness about various state, national and industrial level funding agencies like RUSA, UGC, CISR, DHE, Directorate of Art and Culture etc.
- Finding out the requirements of funding agencies and providing training on how to write successful research proposals.
- Creating awareness on the availability of funds with the funding agencies.

  Mid-term (Year III-V)

- Organizing workshops/ training programmes on preparation of project proposals as per the requirement of the funding agencies.
- Inviting experts from within and outside the states from reputed research organizations, universities and industries for staff training.
- Writing a successful and good project proposals and submission.
- Taking up community-based projects which focus on studying issues related to the local population and submitting the reports to the concerned departments.
- Taking up language-based projects in Linguistics point of view and train students to make lexicon, cultural dictionaries and translations to promote spoken languages.   **Long term (Year VI-X)**
- Follow up of the submitted project proposals and carrying out projects of high standards.
- Building up of sophisticated infrastructure by utilizing the funds received to carry out the research.

- Providing services to other organizations in terms of expertise and facilities available with the institution.
- Encouraging interdisciplinary research ideas and innovations.

ii) *Improving quantity and quality of research publications* Short-term (Year I-II)

- Identifying and creating awareness on journals of repute preferably UGC CARE Listed.
- Creating awareness on predatory/cloned journals.
- Identifying the area of research of interest for various streams.
- Organizing workshop/training programme on research methodologies.
- Organizing guest lectures on data analysis, use of statistical softwares/packages etc.
- Train students and research scholars how to write research papers and Minor research projects.
- Workshops on field-based study.

Mid-term (Year III-V)

1. Organizing guest lectures on research writing which will include preparing good research manuscripts and publishing them in Journals with good impact factor in view of implementation of NEP 2020.

Long term (Year VI-X)

1. Publication of high-quality research papers.

iii) *Training faculty/students for research*

Short term (Year I-II)

1. Workshops on Writing Research proposal, Journal citations, journal selections, research methodologies, identifying predatory journals, how to increase acceptability of research papers in high quality journals etc.

Mid-term (Year III-V)

- Setting up research consultancy section. This section will cater to general public and academicians/ research scholars within the region in providing solutions to research-oriented problems.

- Identify expertise of faculty members.
- Give publicity and awareness about the expertise available in the institute.

Long term (Year VI-X)

- Sign MoU with industries and research organization (local/national) and partner for CSR activities to provide solutions to surrounding areas, especially the remote areas.

iv) **Preparing faculties for 4th year research programme**

- Identifying the areas of research by inviting experts from different streams/fields.
- Conducting training programmes for teachers on how to guide project for 4th year research programme.
- Training the teachers on selection of topic, literature survey, proposing project objectives and putting forth the hypothesis.
- Promote awareness on publishing the research work.
- Conduct workshops on IPR.

v) **Developing environment conductive for research**

Short term (Year I-II)

- Identifying the space for laboratory set up.
- Submission of details on infrastructure requirements for research labs.
- Setting up a research lab.

Mid-term (Year III-V)

- Procuring equipment and other requirements for carrying out the research work.
- Tie up with other research organization for collaborative research.
- Teachers/ students exchange programme for innovative research.

Long term (Year VI-X)

- Building infrastructure by establishment well-equipped research laboratory for future research.
- Building resources for guiding Ph.D. scholars.
- Producing Ph.D. scholars and guides.
- Establishment of research and development centers.
- Organize seminars/conferences to provide platforms to present research work.

2.8 Industry-Academic Partnership

[Provide an action plan for:

- *Including industry experts in the Board of Studies (BoS)/academics*
- *Industry internship for faculties / students*

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

MoUs to be signed with Taluka/District/State/National level Enterprises and Business Houses under the NEP in order to facilitate Industry internship for students after duly obtaining NOC of the DHE.

2.9 Institution's Placement Plan for Students

[Provide an action plan for students' placement

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

Actively participate in all Placement Programmes organized by the affiliated university, GJUS&T, Hisar, Department of Higher education, Haryana along with other State/Centre Government/Semi Govt./Private departments in order to provide placement opportunities to at least 5-10% of the students.

2.10 Achieving the Target for Accreditation

[Provide an action plan for participating and/or improving in NAAC & NIRF

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

NAAC re-accreditation within the framework of NAAC regulations. All the AQAR's have been submitted well in time and there is no pendency on the part of the college. Hence, accreditation is expected to be conducted in time for the next cycle.

2.11 Incubation and Start-up

[Provide an action plan to have incubation centre and start-up

Provide a timeline for each of the above via short term (2 years), mid-term (5 years) and long term (10 Years) goals]

...ubation Center has been opened in the college premises under the aegis of the Govt. of Haryana and working successfully.

2.12 Alumni Engagement / Activities plan

[Develop alumni engagement strategic plan and provide an action plan

Provide a timeline in terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals]

Alumni Association has been established in the college with the publication of a Directory. In the next two years, efforts will be made to enroll all the UG & PG students who have obtained degree from this college as members of the alumni association. More regular meetings of the alumni association will be conducted. In the mid-term a database of the wealth of HR of the alumni will be prepared to engage them for the development of the college.

2.13 Basic Infrastructure Development plan

[Provide an action plan of improving the physical infrastructure

Provide a timeline in terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals] In the next two years complete additional classrooms to meet out new requirement with all the required facilities.

In the next five years have the fine Hostel equipped with state-of-art conference/seminar halls and at least 5 recreation rooms.

In the next 10 years have building to accommodate 10000 students with all facilities including laboratories/departmental libraries/computer labs, etc.

2.14 Skill Development of Non-teaching Staff

[Provide an action plan of enhancing skills of non-teaching staff

Provide a timeline in terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals] Have a tie-up with Govt./Non-Govt. agencies to train the non-teaching staff including the multi-tasking staff.

start 6-months to 1-year Certificate Course in IT and E-governance in collaboration with major Govt./ Non-Govt. Companies having well experience in the area.

2.15 Any other Initiatives for the Students' and Institutional Growth

[Provide a timeline in terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals]

- ➢ Start Certificate Course in Communicative English and Creative Writing under Skill Enhancement Category.
- ➢ BPEd in the next two years and M.P.Ed in the next five years.
- ➢ Research Centre in On going PG Subjects in 10 years.
- ➢ Start BCA progamme of a batch of 50-students in the next 5 years. Similarly, commence BBA / MBA programmes of batch of 100 students in next 5/10 years.
- ➢ Start in the next 2/5 years 1-Year Certificate Programme in Artificial Intelligence (AI), GST, Talley and Income Tax.

IQAC Coordinator 29/02/2024

Principal 29/2/24