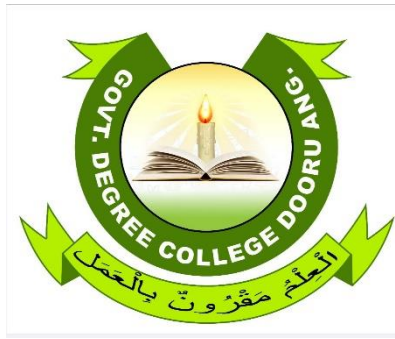


Government Degree College Dooru

Dooru Shahabad Anantnag-192211

Institutional Developmental Plan (IDP) 2024-25



Assessed and Accredited with C* Grade
By The
National Assessment and Accreditation Council
NAAC Bangalore
(Recognized by the UGC under its 2(f) & 12 (b))

INSTITUTIONAL DEVELOPMENT PLAN 2024-25

INSTITUTIONAL BASIC INFORMATION

1. **Institutional Identity:**
2. Name of the Institution : Govt Degree College Dooru
3. Address : Dooru Shahabad Anantnag-192211
4. Year of Establishment : 2005
5. Type of Institution : Govt. funded
6. UGC Affiliation : 2(f) & 12 (12)
7. University Affiliation : University of Kashmir
8. Email : principal.gdcdooru@gmail.com
9. Website : <http://gdcdooru.edu.in>
10. Details of Head of Institution: : Dr. GH. Hassan Thokar
9419412632

Accreditation/re-accreditation status with details: Accredited for First Cycle (Grade C):
The institution has submitted AQARs of last five years and 2nd cycle is due in 2024-25.

Institutional Guiding Policies:

- **Vision:**
 - ✓ To ensure and encourage student participation in the functioning of the institution with a view to promote a culture of team work and cooperation to boost their democratic mannerism, leadership qualities, self-confidence and overall personality development.
 - ✓ To emphasize the class room centric learning for maintaining a caring teacher-learner partnership with due appreciation for the latest tools and methods of learning and social outreach.
 - ✓ To strive for making the institute a Centre of learning famous for the values and practices of discipline, moral uprightness, sense of social responsibility, fair-play and honesty.
- **Objectives:**
 - ✓ **Excellence:**-The institution strives to achieve excellence in curricular and co-curricular activities and administration.
 - ✓ **Dignity:**-The institution strives to instill dignity among its students and inculcate core values like universal brotherhood, truth, honesty and non-violence.
 - ✓ **Ethics:**- Institute strives to inculcate values among the primary stake holders like character building and social responsibilities. The Institution has declared campus Tobacco free/polythene free/Ragging free.
 - ✓ **Integrity:**- Institution strives to develop personality of the students by encouraging their participation in sports, debates, seminars, cultural activities etc.
 - ✓ **Student Focus:**- College is committed to initiate different student centric programmes/courses/activities to make them confident and self-reliant.
 - ✓ **Diversity:**-The college admits students from all the sects of society like OM, OBC, SC & ST's (Gujjars, Bakerwalls and Phari Speaking people). Diversity is offered in programmes/courses/activities to encourage students to become self-reliant and confident.
 - ✓ **Public Engagement:**- College NSS wing is committed to arrange public outreach programmes by involving the local community in initiatives like sanitation &

environmental consciousness.

Executive Summary of IDP:

In conformity with the ideals envisioned in the “Vision & Mission” the college is committed to imparting quality education combined with value based training and teaching to the students of the college to empower and prepare them for the task of society and nation building.

The institutional development proposal of Government Degree College Dooru is developed with the sole objective of providing quality education to students in tune with current academic advancements. The IDP of the institution focuses on providing additional infrastructural facilities, academic support, better learning outcomes, development of innovative culture and increased employability of students.

The institutional development of the college sets out the strategic proposals and plans to be implemented in the ensuing time. Besides, SWOT analysis has been used to implement the plans after accommodating views and counterviews of all the stakeholders of the college. Finally, on the Basis of SWOT analysis the strategic goals and results thereof are formulated in tune with Vision and Mission of the Institution.

Methodology: -

- 1) Brain storming sessions to list strengths, weaknesses, opportunities and threats with all the faculty members
- 2) Compilation of the list in terms of strengths, weaknesses, opportunities and threats.
- 3) Review of each category to list most relevant factors in tune with the Vision and Mission of Institution.
- 4) Preparation of SWOT Analysis

- **Institution’s thrust with respect to implementation of NEP 2020:** Introducing UG/PG Honors courses, focus on new skill courses & establishment of research ecosystem.
- **In case of need to revisit the institutional vision/mission or objectives in the light of NEP2020:** NO
- **Does college have a handbook on Code of Conduct/Ethics (for Teaching & Non-Teaching Staff and Students).** YES (Available On College website; <http://gdcdooru.edu.in/Main/AboutUs.aspx>)
- **Does Institution have Staff (Teaching & Non-Teaching) and student Welfare schemes:** YES
- Does the College Conduct Programmes on; YES
 - ✓Gender Equity/Sensitization
 - ✓Environmental Ethics

A. ACADEMIC INFORMATION OF THE EXISTING PROGRAMMES:

S. No.	Subject	Intake capacity	Total Enrollment
1.	Computer Application	30	52
2.	Bio- Chemistry	40	21
3.	Botany	80	88
4.	Chemistry	80	55
5.	B.COM	40	61
6.	Economics	80	150
7.	Education	120	182
8.	Eng. Lit	40	36
9.	Environmental science	40	0

10.	History	80	122
11.	Kashmiri Literature	40	12
12.	Pol Science	120	247
13.	Psychology	40	45
14.	Sociology	120	156
15.	Urdu Literature	80	108
16.	zoology	80	135
17.	Physics	40	14

b. EXISTING OVERALL TEACHER – STUDENT RATIO: 1:63

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

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

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

S. No.	Skill Enhancement Course	Nature of Course	Intake Capacity	Students Enrolled		No. of Credits (Proposed)	Available Exit Options (at Levels)
				M	F		
1	Seed Technology	Skill course	50	19	32	8	
2	Sociology of Crime	Skill course	50	25	35	8	
3	Educational technology	Skill course	100	29	50	8	

4. Faculty Details(EXISTING)

S.No	Faculty Rank	No. of Sanctioned Posts	Subject/ Specialization	Filled Positions		Qualification	Vacant Positions
				M	F		
1	Professor	0		0	0	0	0
2	Associate Professor	0		2	0	PHD.	0
3	Assistant Professor (Level3)			2	0	PHD.	0
4	Assistant Professor (Level2)	0		2	0	PHD.	0
5	Assistant Professor (Level1)	22		12	1	M.A/NET/PHD	6
6	Academic Arrangement /Contractual Teachers	37					

5. Institutional Revenue Generation:

- IRG from student's fee and other charges per year: 60.00 Lacs.
- IRG from externally funded R&D projects, consultancies, if any.
- Donations from Alumni etc. 0.80 lac

6. Research Pro file of the Institution/Faculty

• Research Activities(Projects)

Title of the Project	Year of Sanction	Major /Minor /Other	Research Area	Status		Fundin g Agency	Amount		Faculty involved(with Name, Qualification/s of PI/Co PI)
				Complete d	Ongoing		Allocate d	Receive d	
SIRE/Programme/ Fellowship of SERV-DST, Govt of India	2022	Major	Molecular Biology	NO	YES	SIRE/P programme/ Fellowship of SERV-DST, Govt of India	18.30 lac	6.10 lac	Dr. Qazi Danish, Phd. in Bio-Chemistry

- Percentage of Faculty with Doctoral degrees: 50 %
- Research publications of Faculty in Indian refereed journals: <http://gdcdooru.edu.in/Main/ViewPage.aspx?Page=Departments&active=lnk1>
- Research publications of faculty in International refereed journals: <http://gdcdooru.edu.in/Main/ViewPage.aspx?Page=Departments&active=lnk1>
- Faculty contributions as Author of books/Book Chapters: All the Permanent Faculty members.
- Percentage of faculty involved in research activities/Major and Minor Projects: 4.85%
- Patents granted/Filed, if any: 0
- Faculty receiving national/international awards: 0
- Faculty participation in National/International Seminars and Conferences: All Faculty Members.

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

8. Non-Teaching/Supporting staff details:

S. No.	Name	Designation	Gender	Total Service
01.	MOHD YOUSF SHEIKH	Sr lab assistant	Male	-
02.	Tasleem Ahmad Shah	Lab. Asstt	Male	-
03.	Mushtaq Ahmad Sheikh	Lab. Bearer	Male	25 Years
04.	Nazira Akhter	Lab. Asstt.	Female	21 Years
05.	Ms Afroza Akhter	Library Asstt.	Female	16 Years
06.	Ab Rahman Kawak	Chowkidar	Male	16 Years
07.	Tahira Akhter	Orderly	Female	12 Years
08.	Raja Akhter	Lab. Assistant	Female	12 Years
09.	Peerzada Masroor Ahmad	Accountant	Male	7 Years
10.	Umar Mohd Bhat	Lab Bearer	Male	2 years
11.	Dawood Salam	Lib. Bearer	Male	2 years
12.	Imran Amin	Lab. Bearer	Male	2 years

13.	Mohammad Huzaif Ganaie	Lab. Bearer	Male	2 years
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9. Ratio of Teaching/Non-teaching staff: 4:1
10. Interaction with industry: YES
11. MOU sin Place with Industry or Skill Enhancement Centers/Institutions: YES

<http://gdcdooru.edu.in/Main/Default.aspx>

Existence of Research center/Hub/Incubation centers: Nil

INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP) for NEP 2020:

1. INFRASTRUCTURAL RESOURCES AVAILABLE IN THE INSTITUTION

a) TEACHING-LEARNING RESOURCES IN PLACE

- Total Land Available (in Kanals): 42
- Total Built up Area: 3 Kanals
- Number of Classrooms: 16
- Library Block with Surface Area/resources/Automation: Details of books/journals.
- /subscriptions, e-learning resources, Library Management system, e-contents: (Library block sanctioned, however, execution of work yet to started).
- Auditorium with Built up area: Nil
- Physical Sciences Block with area & equipment details: Under Construction.
- Biosciences Block with area & Lab. Equip Details: camped in Main Block
- Earth Sciences Block with area and labs: camped in main block.
- Social sciences Block with area: NA.
- Skill rooms/labs with area: 6 (1.5 Kanal).
- Language Lab with area: NA.
- Seminar Hall with area: 5 Marlas.
- Museums/Pond/Botanical Garden with area: Nil.
- Details of Academic Monitoring Mechanism and Audit: YES.
- Details of Academic Audit, Environmental Audit, Energy Audit and Infrastructure Audit: YES
(<http://gdcdooru.edu.in/Main/ViewPage.aspx?Page=GreenInitiatives>)

Add special note on Infrastructural sufficiency/deficiency:

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

b) DIGITAL RESOURCES

- Browsing Center with area & Details/No. of Computers/Printing Facility/Server:
- (The college has established one browsing centers in the area of 5 Marlas camped in main block. The college has 100 Functional computers, sufficient printing facilities and internet connectivity. The details of ICT Infrastructure in the college can be viewed at <http://gdcdooru.edu.in/Main/ViewPage.aspx?Page=PhysicalFacilities>).
- No. of Smart Class Rooms: 2
- Details of Wi-Fi/Internet Connectivity: Whole campus is Wi-Fi Enabled
- Vibrant and updated website: YES
(<http://gdcdooru.edu.in/Main/Default.aspx>)
- E-content developing Resources: ENil

Add note on Internet connectivity of Campus and computer coverage:

(The college has sufficient Internet Connectivity in the campus).

BUDGETARY ALLOCATION UNDER VARIOUS HEADS (LAST THREE YEARS)

S. No.	BUDGET HEAD	AMOUNT UTILISED		
		2021-22	2022-23	2023-24
1	CAPEX(PLAN)			
	LANDACQUISITION	-	-	-
	CONSTRUCTION (with Details)			72.00 lac
	MACHINERY & EQUIPMENT			6 lac
2	REVENUE (NON-PLAN)			
	SALARY			170 lac

d) STUDENT SUPPORT SERVICES:

- No. of Hostel (Boys/Girls) with built up area: NA
- Playfields with area: 22 kanals
- Indoor Stadium with Health club: NA
- Dispensary with built up area: 100 sq.ft.
- Canteen Block with built up area: 880 sq.ft.
- Girls Common Room with area: 600 sq.ft.
- Toilet Blocks (B/G) with built up area: 1200 sq.ft. (Built separate for Boys & Girls)
- Facilities for specially-abled: Ramps available in all Buildings.
- Central Instrumentation facility: NA
- Career Counseling/Placement Cell: YES
- Centralized Computational Setup: YES
- Dean Student welfare (Student welfare Schemes): YES
- Scholarship/Financial Aid (Number of existing beneficiaries with quantum of financial support): YES (<http://gdcdooru.edu.in/Main/Default.aspx>)
- Student mentoring system: YES
- Participation of Students in State / National / International events (Supports/Debates/Competitions etc.): <http://gdcdooru.edu.in/Main/EventList.aspx>
- Feedback System: <http://gdcdooru.edu.in/Main/ViewPage.aspx?Page=SSS>
- Extension and community outreach: <http://gdcdooru.edu.in/Main/EventList.aspx>
- Students grievances redressal mechanism: <http://gdcdooru.edu.in/Main/EventList.aspx>
- Student Progression and placement Details: <http://gdcdooru.edu.in/Main/EventList.aspx>

ADMINISTRATIVE AND MANAGEMENT RESOURCES.

- Administrative Block with built up area: camped in main building
- e-governance: <https://jkpaysys.gov.in>, <https://sso.gem.gov.in/ARXSSO/oauth/doLogin>, <https://beamsjk.gov.in/Pages/login.aspx>
- Online admission facility: has been done from the academic year 2023-24.
- Office Management System/e-management: <https://jkpaysys.gov.in>, <https://sso.gem.gov.in/ARXSSO/oauth/doLogin>, <https://beamsjk.gov.in/Pages/login.aspx>
- Accounts section/Financial Audit: YES
- Staff Welfare Schemes: <http://gdcdooru.edu.in/Main/EventList.aspx#?active=lnk4>

e) OTHERS.

- College Lawns/Parks with Area: 8 Kanals
- Road Connectivity: 3 Kanals

- Eco friendly campus/Green Campus / Green Audit: YES
- Rain water harvesting /Solar Energy: YES

Strength, Weakness, Opportunity and Threats (SWOT)

Institutional Strength

The institution is enriched with a passionate team of faculty members coming from different academic backgrounds providing quality education to the students. The emphasis is laid not only on the curricular aspects, but co-curricular and extra-curricular aspects as well so as to give vent to non-academic potential of the students. College cells like Career Counseling Cell, Women Development Cell, Committee against Sexual Harassment and Grievance Redressal, and IQAC ensure quality counseling to the students and safety of the female students. The campus is situated at the foothills of lush green mountains generating a suitable environment for teaching and learning. The College is open to guests for specific lectures so that the students can be endowed with diverse aspects of knowledge. The College has recently introduced an open and transparent system of inviting and acting upon the feedback from the students as well as other stake holders.

Institutional Weakness

SNO.	Proposed Activity	Link with SWOT
1	Infrastructure Modernization Planning <ol style="list-style-type: none"> 1. Modernization and strengthening of laboratories 2. Video Conferencing Studios 3. Establishment/Upgradation of Central and Departmental Computer Centers 4. Modernization and strengthening of libraries and increasing access to knowledge resources 5. expansion of existing buildings and construction of new buildings. 6. Automation of library 7. establishment of new departments and labs. 	W-O
2.	Faculty Development support <ol style="list-style-type: none"> 1. Faculty and Staff Development (including faculty qualification up-gradation, pedagogical training, and organizing/participation of faculty in workshops, seminars and conferences) for improved competence 	S-O
3.	Institutional reforms <ol style="list-style-type: none"> 1. Technical assistance for procurement and academic activities. 	S-O

4.	Academic support 1. Creation of new departments/courses 2. Enhanced interaction with industry 3. Student support activities.	S-O
5.	MOU with Corporate bodies, Banks , Government Organizations etc. 1. campus placement 2. waste management 3. Green practices.	W-O

Institutional Opportunity

Keeping pace with the market, the College has to push for the introduction of more market-oriented courses. In this respect, College has already taken a step forward by introducing a few vocational courses from this year. The College can bridge the infrastructural gaps with other premier Colleges by securing more funds after NAAC accreditation.

Institutional Threats: -

- ➔ Limited faculty may impact the curriculum delivery system
- ➔ Lack of communication skills among large populace of students.
- ➔ Limited infrastructure
- ➔ Disadvantages location – (Less Chances of Expansion).

Strategic Plan

The Govt. Degree College Dooru has made an allout efforts to formulate a strategic plan for institutional development. The plan includes diverse aspects aimed at achieving complete development of the institution.

The Strategic Plan also includes the following aspects:

- a) Infrastructure Modernization Planning
- b) Faculty Development Support
- c) Institutional Reforms
- d) Academic Support.
- e) MOU with Corporate bodies, Banks, Government Organizations etc.

Specific Objectives and Expected Results of the Proposal:-

- To impart quality education with high moral standards.
- To provide equal opportunity to both genders.
- To develop skills of students, so as make them more employable.
- To introduce the latests technology in teaching programes.

Expected Results:-

- To impart value based teaching.
- To encourage community concern.
- To concentrate on holistic development of the individuals in order to promote development of the Society.
- To encourage mutual respect and dialogue among students of different faith, colour , creed.

Provide an action plan for

a) Improving employability of graduates

In order to improve the employability of graduates the College outlined Number of essential steps to achieve the goals.

The steps are outlined below:

- a) Survey of skills in high demand among employers
- b) Innovative teaching and learning practice for the development of skills
- c) Innovative teaching & learning practice for the development of knowledge
- d) Introduction of vocational courses with high employment elasticity.
- e) MOUs with Govt. And Non Govt. Organizations.

b) Increased learning outcomes of the students

The college has envisaged plans to carry out the following:

Measurement of accomplishment in respect of: -

- (a) Curriculum;
- (b) Experience gained;
- (c) Ideas pertaining to relationship between curriculum and real-world problems
- (d) Problem solving;
- (e) Ability to become a good listener;
- (f) Leadership;
- (g) Communication skills;
- (h) Motivational skills.

c) Obtaining autonomous institution status within 2 years.

As the college is in its infancy and facing shortage of infrastructural and related facilities, therefore it is not possible to proceed for autonomous status in the immediate future.

d) Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the Project and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programs.

Currently, Govt. Degree College Dooru is accredited with NAAC.

e) Implementation of academic and non-academic reforms (details given in RUSA Document)

The Govt. Degree College DOORU has initiated number of academic reforms, as envisaged from time to time by the affiliating University, University of Kashmir. The reforms include introduction of semester system in 2015 and CBCS in 2016 and NEP in 2022. The college is following the reforms in letter and spirit.

f) Improving interaction with industry

1. To review and reshape syllabus of professional courses looking at the needs of industry and society for approval of respective Board of Studies
2. To plan special training programs and refresher courses for the executives
3. To suggest improvement in examination system and performance evaluation
4. To facilitate internship and practical training to the students of professional courses in the industry premises
5. To facilitate guidance of project reports
6. To facilitate industry-sponsored studies and research projects of the students of the college
7. To arrange joint seminars and workshops to arrange holding of joint awareness programs on burning social issues.

g) Enhancement of research and consultancy activities:

The college has shown keen interest in enhancement of research activities and therefore has taken up following measures in this regard:

1. Encourage faculty to take up socially and locally relevant research
2. Encourage faculty to take up inter-disciplinary research
3. Encouraging faculty to publish research papers in refereed journals through provision of proper incentives.
4. Starting up of collaborative research plans with other R & D institutions
5. Take up industry and Government sponsored plans

6. Providing opportunity for faculty for short research visits to renowned academic and research centers.
7. Quality improvement may be measured and maintained by developing suitable quality metrics.
8. Wide exposure to faculty to frontline research within India and abroad.
9. Initiate steps to sign Memoranda of Understanding (MOUs) with reputed international/national universities
10. Developing research interest among students

11. Provide financial assistance to all students for paper presentations

5. Provide an action plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

Finishing school is a supplementary training school popular in India, that attempts to compensate for the deficiencies of low-tier colleges by providing specialized vocational training in technical fields such as computer programming and information technology. These IT finishing schools cover technical skills as well as communication and problem solving skills. Finishing schools can also make up for deficiencies in the Indian secondary education system with regards to math and science education by helping to bring students to a level necessary for gaining admission to Colleges and Universities. Our College proposes to strengthen various coaching schemes including NET/SET coaching, and skill development programs. The College has already established a Career Guidance and Counseling Cell, which gives guidance and counseling to all the students. Coaching Schemes for SC, ST, OBC (non-creamy layer) & Minorities be being given under following categories.

- (A) Remedial Coaching
- (B) Coaching for Entry into Services
- (C) Coaching for NET
- (D) Communication Skill
- (E) Coaching for Personality Development
- (F) Computer and SPSS training
- (G) Guidance and Training for New Technologies
- (H) Any other coaching as per the need and demand of the students

6. Provide an action plan for strengthening of PG programs and starting of new PG programs:

As the college is an affiliated institution and dedicated to regular UG programs only therefore the action plan for above mentioned subject is irrelevant at this juncture.

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

In lacs

		483.44
1.	Salary	
2.	Traveling Expenses	2.10
3.	Telephone	2.10
4.	Office expenses	6.50
5.	Electricity	5.50
6.	Material and supplies	12.00
		9.00

7.	Books & periodicals	
9.	POL	3.20
10.	Machinery and Equipment	10.00
11.	Camps, Seminars and Conferences	5.00
12.	Maintenance & Repairs	4.00
13.	Office Equipment & Appliances	5.00
14.	Provision for LTC	5.00
15.	Furniture	6.00
16.	RRT	1.10
17.	Medical Reimbursement	1.00
18.	Leave Travel Concession	5.00

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

Institutional Strategic Goals:

1. Structure Teaching Learning Methodology.
2. Effective Leadership and Participative management.
3. Proactive Internal Quality Assurance Cell.
4. Ensuring effective Governance.
5. Student's Overall Development through Participation.
6. Employees Advancement & Welfare.
7. Proper Discipline.
8. Women/Student/Faculty Grievance.
9. Financial Planning & Management.
10. MOUs.
11. Encouragement of Budding Entrepreneurs.
12. Constant Growth in Research and Development.
13. Alumni Interaction and Out reach activities.
14. Augmenting Physical Infrastructure.
15. Increasing Faculty and Support Staff.
16. Introduction of New Programs/ Courses relevant under NEP-2020.

The institutional Strategic/ perspective plan

In view of the strategic plans, the institute has perspective plan of advancement. This arrangement is made according to the necessities of the students and so as to oblige the requirements of the institute and the society. Following Major areas are covered in the plan as mentioned below:

1. Academics
2. Co-curricular activities
3. Administration
4. Industry interface/placement activity
5. Incubation /Innovation/ startups
6. Planning & augmentation of existing infrastructure
7. Feedback from stakeholders
8. Financial planning and support

1. ACADEMICS

Govt Degree College Dooru is an affiliated college to University of Kashmir Srinagar and it receives curriculum to be taught to students as provided by the same university. The curriculum provided by the university has a focus on various issues viz:

- 1) Technical knowledge with respect to core discipline
- 2) Acceptance of Stakeholders (Students)
- 3) Use of Cutting-edge technologies etc.
- 4) Development of knowledge to cater the need of economy, society country as a whole to contribute the development of the nation. Courses are defined by their course outcomes and based on the target of achievement CO's are evaluated for each and every individual student to know the status of their learning levels. The other activity of co-curriculum activity, participating and experimental learning placement and feedback mapped with the program outcomes PO's and program specific outcomes PSO's are calculated and compared with the pre defined set values to find out the gaps step are taken to bridge the gaps.

2. CO-CURRICULAR ACTIVITIES

Broadly speaking co-curricular activities are those activities which are organized outside the classroom situation. These have indirect reference to actual instructional work that goes on in the classroom. Although no provision has been made for these activities in the syllabus but provision has been made for these in the curriculum. As the modern educational theory and practice gives top most priority on all round development of the child there is the vitality of the organization of these activities, in the present educational situation. So, for bringing harmonious and balanced development of the student in addition to the syllabus which can be supplemented through curricular activities, but the co-curricular activities play significant role. These activities are otherwise called as extra-curricular activities. It is therefore said that the co-curricular or extra-curricular activities are to be given importance like the curricular activities. So now organization of co-curricular activities is accepted as an integral part of the entire curriculum. The activities in the college are divided into two components:

- a) Activities in the form of debates, seminars, quizzes, painting competitions, workshops, lecture series etc, by each department/Committee, and are carried under the purview of College Debates & seminars Committee.
- b) Sports and related extension activities which are carried out under the purview of Physical Education department and NSS Units of the college.

Can follow this link for more information regarding co-curricular activities in the institution

3. ADMINISTRATION

Supervising day-to-day operations of the administrative department & staff members. Hiring, training, and evaluating employees, taking corrective action when necessary. Developing, reviewing, and improving administrative systems, policies, and procedures. Decentralization and participative administration of the establishment encourages the organization to move forward as well as assists the employees develop themselves by taking decisions on strategic administrative issues. The colleges falls under the purview of

higher education department. Headed by a principal there is a well settled administrative work mechanism to carry out different teaching , non-teaching and developmental works of the college.

4. INDUSTRY INTERFACE/ PLACEMENT ACTIVITY

Industry interface placement activity conducting a campus recruitment drive is the common procedure adopted by any college in the country. The same was initiated by the college.

5. INCUBATION/INNOVATION.STARTUPS

In the above mentioned sector, recently as per Govt guidelines Research innovation & Incubation cell was setup in the college with a goal of developing high commitment towards education quantity along with social and cultural enrichments.

6. PLANNING & AUGMENTATION OF EXISTING INFRASTRUCTURE

The overall infrastructure of the college needs continuous maintenance. and every year the college identifies the priority of maintenance activities and uses the maintenance and repair funds effectively. Over the last few years, the department has upgraded many areas viz Internet connectivity, Power infrastructure with installation of High End Solar rooftop system, Conference room with robust sound and conference systems, ICT enabled class rooms etc. In addition to this several other areas of infrastructure up gradation in terms of construction of Lecture hall, Prefab Hut, Library block is in pipeline. The college develops The Institutional Development Plan every year to provide an abstract of existing and required infrastructure, and submits the same to administrative department for further necessary action at their end.

7. FEEDBACK FROM STAKEHOLDERS

Department of Higher Education, Govt. of J&K, UT has started 3 Tier FEEDBACK SYSTEM to make Teaching Learning process more effective. The feedback given by students shall be confidential and itself monitored by Department of Higher Education. Hence, all students shall give the feedback without any fear and prejudice to anyone for making the teaching learning process more effective. The students have to fill feedback at two levels. 1. Feedback about College 2. Feedback about their Subject Teachers. Besides this College has developed its own feedback system where feedback is collected from teachers, parents and students. In addition to this, based on the discussion with the stakeholders and feedback received from the stakeholders, a planning for the curriculum delivery is done based on following:

- a) Add on certificate courses
- b) Experimental learning through project work, field work, internship etc.

8. FINANCIAL PLANNING & SUPPORT

GDC Dooru has a dedicated establishment section with a committee for financial planning, comprising of Head Assistant, and Accountant & data entry operator for every financial year. The work flow originates from administrative department who seeks information in the form of financial estimates from respective colleges/ departments and the same is prepared, reviewed and submitted by respective colleges. Later on the budget is processed and released by the administrative department in different heads, where the amount is spent as per financial rules in vogue. With respect to the financial planning of capex/infrastructure works, DPRs are sought from concerned agencies by the college and the same is submitted for vetting in the administrative department before it can processed for executing the work and corresponding release of funds.

9. DIGITISATION

To promote digitization in Academic and Administration

- **Admission:** Institute website used for online admission for general information downloads brochure, toll free contact no. dissemination of notification etc.
- **Maintaining Accounts:** The College uses the services of Head Assistant, Accountant & data entry operator for the maintenance of accounts record.
- **Examination:** The College uses Google class room app for conduction of online examination. Through Google class room apps conduction of midterm paper and maintain the attendance, marks entry, evaluation etc.

- **Lecture notes:** The College uses website for uploading the lecture notes, Assignment, PPT, Guess paper etc. of respective subjects.
- **Library:** Library uses Soul 2.0 (multi user) software for Acquisition, Cataloguing, OPAC, Circulation, Article Indexing, Serial Control, System Administration etc.

Strategy Implementation and Monitoring

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

Implementation at Institute Level

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

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

New Constructions:

- A. Academic Block- 10 Classrooms
- B. Up gradation of Canteen and Cafeteria
- C. Multipurpose Indoor Sports Complex
- D. Toilet Block for Boys & Girls
- E. Hostel Facility for Boys & Girls
- F. Campus Development (Up gradation of Roads, Drains, Water storage/facility, Beautification, Parking, Boundary Walls)

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

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PRINCIPAL

Dr. Mohd Younes Bhat
Coordinator IQAC