



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

GOVT. DEGREE COLLEGE PAMPORE

TULBAGH, PAMPORE PULWAMA KASHMIR
192121
gdcpampore.edu.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Govt. Degree College, Pampore is a co-educational institution affiliated to the University of Kashmir, UT of J & K, established in the year 2011. Keeping in view the academic needs of Pampore town and to provide quality education, the Govt. of J & K, vide Order No: 2641-HE of 2011 dated: 29/06/2011 established 11 new colleges at various places and Govt. Degree College, Pampore being one of them. The college is spread over 102 Kanals of land surrounded by saffron fields on one side and Manibugh wetland on the other side. It is recognized by UGC under 2f & 12b since 2015. Presently the college is offering undergraduate programmes in BA, BSc & B.Com with Permanent affiliation to BA and B.Com and temporary affiliation to BSc (medical and non-medical) with an enrollment of around 1363 students. The profile of students is diverse & represent all sections of the society. The faculty works hard to orient the learners to become socially conscious, knowledgeable and responsible citizens. The faculty is selected by Jammu Kashmir Public Service Commission and is appointed by the Dept. of Higher Education Govt. of J & K. Presently the institution is focusing on collaborations, industry academia linkage, introduction of skill courses, development of infrastructure, upgradation of laboratories and enrichment of reading resources, RFID/ automation of library and Wi-Fi enabled campus. The CBCS system has been introduced at UG Level from session 2016 with the objective to bring a shift in teaching pedagogy by making it more flexible, learner-centric and inter-disciplinary by allowing the learner to choose from a wide range of choices and development of skills. To enhance quality the LOCF based curriculum was introduced from 2020 to make student an active learner, teacher a good facilitator such that they lay the foundation for life-long learning.

Vision

The vision of the college is:

“To be a dynamic learning institution, seeking excellence in physical, intellectual, ethical and technical empowerment of human resource to meet the challenges of the future”.

Mission

The mission statement of the college is:

“To create a democratic academic atmosphere, open up outcome based learning sources for young and energetic minds and promote value and quality based education for the development of efficient and skilled human resource”.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- The college has 102 kanals of land which provides ample scope for future development.

- The college is having a dedicated and workaholic faculty with good governance.
- The college has a multipurpose hall which caters to indoor sports, conduct of examination, and holding of seminars, workshops and cultural events.
- The NSS wing is very active and the volunteers under the guidance of Nodal Officers also do community work.
- The psychological counseling cell is functional and received certificate of excellence from MGNCRE for COVID19 mitigation. It also received certificate of recognition from Ministry of Social Justice and Empowerment, GOI and Department of Social Welfare J & K, Under Nisha Mukht Bharat Abiyan.
- The college has a central library with browsing center, multimedia room, e-resources with surveillance.
- The college has a functional and hygienic canteen.
- Students have shown excellence in sports at local, national and international level.
- All classrooms are ICT enabled and the academic block is backed by 62KV Gen set.
- The college is having a Haaba-Khatoon Centre for promotion of literary local personalities.
- Gradual progression towards making Wi-Fi enabled campus.
- New academic block and laboratory block under construction.
- MOU'S with international and regional institutions.
- 60% of the faculty holds Ph.D degree.
- The college is developing a state of the art virtual laboratory.
- Designated for establishment of Center for Innovation, Invention, Incubation and Training (CIIT) in collaboration with TATA technologies.
- Designated under hub and spoke model for skill course in Agricultural Technology under which skill course in saffron cultivation is introduced.
- A functional development cell working for gender parity.
- The college has a well-equipped gymnasium center open for staff and students.
- The college has e-governance in the areas of finance and accounts, admission and student support and examination.
- The institution receives grants under RUSA.
- Financial assistance is provided to students from economically weaker sections and orphans.

Institutional Weakness

- Lack of trained staff in the establishment section.
- Lack of trained non-teaching staff in laboratories.
- Major portion of the campus is without boundary wall.
- The Alumni is not yet registered.
- Inadequate public transport facilities.
- The college is lacking research culture, opportunities and funds for promotion of research.
- Poor support from philanthropists.
- The college has not received any grant from UGC.
- 50% of the faculty working is on academic arrangement basis.
- All subjects do not have sanctioned posts of full time teachers.

Institutional Opportunity

- Skill course in saffron cultivation and marketing.
- Generation of policies for employment in agriculture, apiculture and sericulture.

- More linkages and industrial collaboration.
- Channelizing the talent of the youth in sports activities and community work.
- Highly qualified and committed faculty who are capable of organising seminars, conferences and workshops, is an opportunity to build partnerships with eminent institutions/universities like Islamic University of Science and Technology, Awantipoora.

Institutional Challenge

- To develop and upgrade infrastructure and laboratories.
- Introduction of professional course like BCA.
- To secure the campus with proper boundary wall.
- To strengthen research culture for staff and students.
- Complete automation and RFID of library.
- Magdimization of approach road from Gate no.2.
- Conservation and preservation of adjoining wetlands.
- To develop studio for generation of e-content.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The college is affiliated to University of Kashmir and follows the curriculum prescribed by the Affiliating University. The college faculty contributes in design and development of curriculum for UG programs as members of Board of Undergraduate studies (BOS). The college ensures effective implementation of the curriculum, by preparing an academic calendar, polices, admission & examination committee, prospectus, time table and preparation of e-content. The IQAC looks after the effective implementation and completion of the prescribed syllabi in stipulated time. The college aims to improve its teaching-learning processes by integrating technology and use of innovative pedagogy for outcome based education. The college is equipped with the modern gadgets and facilities like smart class rooms, browsing centre, projectors and IFPD'S. The college is offering UG programme in all the three streams i.e. Arts, Science and Commerce on Choice Based Credit System, in vogue since 2016. The courses and syllabi offered are mentioned in the prospects made available to the students both online and off line. At the beginning of the academic session master time table is framed and the faculty has to submit the curriculum transaction and evaluation plans. Number of classes for each topic is decided as per the credit weightage of the courses and its adherence is ensured by the academic monitoring committee/IQAC. The college maintains academic standards through continuous internal evaluation (CIE) based on class assignments, presentations, tutorials, viva-voce, quizzes, mock-tests, open book examination etc. The institution focus on cross cutting issues based on ethics, gender, human values, environment sustainability, peace and inclusive education by organizing various programmes to sensitize students. To enhance the experiential learning the students of the college encouraged to participate in field trips/lab. visits, project work and subject tours. With the aim to improve the functioning of the institution, the opinion of all stakeholders (parent, students, alumni & faculty) is obtained, analyzed & revived after the completion of each semester, with the objective to identify constructive suggestions given for the development of the institution. The college has functional MOU's with reputed institutions like SKAUST-K, JKEDI, NIELIT-Srinagar and WCF.

Teaching-learning and Evaluation

The college strives for excellence in teaching learning and evaluation. The pre-admission counselling guides the students to make the right choices. The admission process is transparent and is governed by the norms of University of Kashmir. The institution organizes various programmes (seminars/webinars) for exceptional children viz., gifted, advanced and slow learners. In order to cater to the individual differences, remedial classes as well as guidance for competitive exams is provided to students. Students mentoring is done both through offline and online mode. The IQAC monitors teaching, learning and evaluation. All classrooms in the academic block have smart boards (IFPD's) installed for integration of technology into teaching learning. The college is having dynamic Psychological counseling cell, career counseling cell and competitive exam mentoring cell to address the academic and other related issues. Currently there are 19 permanent faculty and 17 academic arrangement lecturers/teaching assistants, besides 07 non-teaching faculty members. 60% of the teaching faculty engaged is having Ph.D. For students support e-content is available for all the subjects in the central library. The library has quality books in all subjects with open educational resources. The faculty members submit the transactional plan at the beginning of each semester and try to attain the course objectives and programme outcomes by using a variety of teaching pedagogies, class tests, discussions and exposure visits. Departmental heads of the college assess the progress of students after completion of the course. The coordinator examination looks after the grievances put forward by any student and the same is redressed in a time bound manner. Add on certificate course is offered in Music and proposal to start course in saffron cultivation is submitted.

Research, Innovations and Extension

GDC Pam pore offers only UG programmes. No PG and Research Programmes are being carried out. The college does not receive any grant for research & consultancy services and as such has not provided grants to faculty for attending various activities. However the college invigorates young and motivated faculty members with Ph.D who have passion for research and participate in Seminars, Conferences & publish research papers & articles. The college organizes & connects with its community through extension activities by way of organizing training for NSS Volunteers with regard to social issues like drug menace, Aids awareness & Gender Sensitization etc. The NSS Volunteers are actively involved in cleanliness drives like Swachh Bharat Abhiyan etc. A nearby village, namely Chandhara has been adopted by the NSS Wing of College. The Eco-club of the institution has adopted the nearby wetland namely "Manibug". The college organizes awareness programmes regarding environmental issues, gender issues, national integration, social issues etc. Apart from the students of NSS wing, Red ribbon Club, YRC, EBSB and Eco club, a good number of students across all semesters participate in these Programmes which leads to their holistic development. In order to achieve the endeavour to develop them into responsible citizens, who can be agents of social change, they are involved in extension services/programmes. The institution always celebrates events of National importance to develop in the students a feeling of patriotism and national integration. Emphasis is laid on development of moral and ethical values. The institution organizes the programmes both online and offline with the institutions of National repute. Certain Collaborations and MoUs have been signed for faculty and student developments. However the institution endeavours to sign more and more MOU's in future for developing strong collaborations.

Infrastructure and Learning Resources

The college infrastructure comprises of Administrative Block, Academic Block, Library Block, a multipurpose

Hall, 3-Prefabricated Huts, canteen, separate washrooms for boys and girls, chowkidar hut and a car parking. However additional academic block is nearing completion and the work for the science laboratory block is half done. The virtual lab. With latest equipment is under construction. The academic block houses 06 spacious & ventilated lecture theatres, all of which contain IFPD's (smart boards), a computer Lab, well equipped gymnasium, smart classroom, Health room and a girls common room. The college has 75 desktops, 10 laptops and other Hi-tech electronic gadgets. The college Library is housed in a two storey building & is equipped with Soul-2.0 Software having availability of e-books & e-journals through N-LIST, internet connectivity having 100 mbps speed through BSNL lease line & the library has its own web page. A browsing centre, a spacious reading room, reference section, conference room, Psychological Counselling Cell & Habba Khatoon Study Centre are all housed in the library. The library is partially automated having around 12000 books till date. An uninterrupted power supply of 62.5 KVA is provided to library and academic block. The colleges possesses a vast playground spread over 10 kanals for outdoor games and a multipurpose hall for both curricular & indoor sports activities. The whole college campus is under CCTV surveillance. In order to provide safe drinking water coolers & water Purifiers are installed in the campus. A digital Electronic notice board is installed within the campus. The campus is environmental friendly having rain water harvesting besides solid and liquid waste management system and a spice garden with one green house and lily pond. The college layout board is placed at the entrance of the college. Science Laboratories are housed temporarily in pre-fabricated huts. The construction of boundary wall is also ongoing.

Student Support and Progression

The college extends maximum support to the students in their education and progression. The students of the college avail Govt. Post Matric Scholarship every year. The College Financial Aid Committee also provides financial aid /free ships to economically weaker/orphan students of the college every year. The college organized a number of seminars, workshops, extension lectures, field visits, and industrial tours for the holistic personality development of the students. The career counseling cell has started mentoring programs for different competitive exams like IAS, KAS, and JKSSB etc. for the students from this academic year. The psychological counseling cell regularly organizes awareness programs to ensure good mental health and emotional maturity. Up skilling of the students by providing them training/ internship in reputed institution like NIELIT. The college has student grievance cell, CASH committee, Internal Complaint committee, Anti-ragging committee, SC/ST/OBC/minority cell in place for timely redressal of grievances and student support. The students of our college have progressed to higher education and are pursuing various post graduate courses in different varsities across the country. Our students have shown excellence in various inter-college, intra-college, international events/competitions and have won many accolades in the form of many awards, medals and certificates excellence in various sports and cultural activities during the last five academic years. The college has always been at the forefront in organizing various sports, cultural activities and competitions every year. From organizing various painting, poster and photography competitions to organizing various health related yoga asana competitions, volley ball matches, college road races, cycle race, cricket matches the college has always led the way forward in honing the talents of its students. The college Physical Education and Sports Department is very vibrant and regularly organizes various sports quizzes, competitions, road races, cycling competitions, and inter college matches every year. In addition, the college Debates and Seminars Committee along with the College Cultural Committee organizes various cultural events and debates, competitions on various themes regularly. The college has already started process of registering their Alumni and regular meetings are held to seek suggestions.

Governance, Leadership and Management

The Principal and the faculty work tirelessly in accomplishing the vision and mission of the college. Various committees that are constituted meet and submit their plans, suggestions regarding infrastructure, academic and co-curricular activities after due deliberations. The college encourages individual research and participation of faculty members in faculty development programs for their professional growth. The college is having a separate local fund committee which addresses the grievances of local fund employees. The principal executes academic and non-academic plans and the policies for the development of institution with the help of the core-committees like IQAC, Advisory, Development, Purchase, Examination and Admission. There is Grievance Redressal Cell for students headed by senior most faculty in the college supported by staff members. The college has implemented e-governance in the areas of planning and development, administration, finance and accounts, student admission and support and examination. The effectiveness of various bodies/cells and committees is evident through the execution of various projects like construction of multipurpose hall, eight classroom building, four Pre-fabricated huts, car parking , science laboratory block, virtual lab, up gradation of library, browsing centre, gymnasium and procurement of sports items and upgradation of laboratories and classrooms. The institution has effective welfare measures for teaching and non teaching staff like GP fund advance, medical reimbursement, sanction of the housing, consumer, educational loan, study leave, travel allowance and has a separate grievance cell for employees for the redressal of their grievances. The principal of the college forwards the Annual Performance Reports on time to the Higher Education Department for further necessary placements. The college has appropriately utilized a huge amount of funds received through various heads and schemes during the financial year 2020-21. The cash books and the vouchers are internally audited by the internal audit committee which is then technically vetted by chartered accountant. The college is having a dynamic IQAC, that ensures overall quality in strengthening of academic standards, collects feedback from students, parents, staff and alumni, online and offline academic auditing and organizes FDP's, webinars and seminars. The two main activities institutionalized as a result of IQAC are Establishment of Habba-Khatoon Centre for promotion of local literary figures and Psychological Counseling Cell for promotion of mental wellness.

Institutional Values and Best Practices

Government Degree College, Pampore is trying its best to adopt innovative and emerging practices in Higher Education in both academic and administrative matters. There is absolute determination for upholding human values and to inculcate the values like love, compassion, truth, non-violence, service and sacrifice among the students. Being co-educational institution, it has carved out strategy of zero tolerance to gender harassment and at the same time promotes gender parity and upholding women dignity and integrity. In order to ensure safety of women students and faculty, the college has constituted Internal Complaint Committee to redress harassment issues and instituted women development cell for gender sensitization. The college is taking initiatives to make the campus green and environmental friendly and has an active Eco-Club. Programmes undertaken by the college includes mass awareness programmes regarding wildlife, forests, pollution control, and conservation of water, energy and natural resources. College also conducts regularly, trainings, workshops, FDPs and field visits on environment related themes. College is committed to the betterment of the environment and has signed an MoU with local NGO: Wildlife Conservation fund (WCF) for the conservation of wetlands around the college campus. College also undertakes annual plantation drives to enrich the biodiversity of the campus. The college has also initiated energy conservation campaign by installing LED lighting bulbs and energy efficient electronic equipments. The college is plastic free as carrying plastics inside the campus is banned. Waste is collected from campus via network of dustbins to a particular collection point from where municipal authorities take it for proper disposal. The college campus is also disabled friendly. All academic and administrative units are connected via ramps. Disabled friendly washrooms are also available in the campus. Discipline is given prime importance, students, teachers, staff and administrators all follow a written code of conduct which is

available on the website and its adherence is continuously monitored by the discipline committee. Many programmes are conducted to promote social responsibilities, handholding of adopted village and nearby Gujjar community by NSS volunteers, celebration of national days, Independance day for developing communal harmony, awareness programs for developing communal harmony and duty towards the nation and country with in the students.

NAAAC

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GOVT. DEGREE COLLEGE PAMPORE
Address	Tulbagh, Pampore Pulwama Kashmir
City	Tulbagh Pampore Pulwama Kashmir
State	Jammu And Kashmir
Pin	192121
Website	gdcpampore.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Seema Naz	01933-294184	9419022133	01933-294184	gdcpampore@gmail.com
IQAC / CIQA coordinator	Lateef Ahmad Shah	01933-294184	7006190026	01933-294971	shahlateef786@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 minority institution	No

Establishment Details	
Date of establishment of the college	29-06-2011

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	23-09-2019	View Document
12B of UGC	23-09-2019	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?	No
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Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
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	Tulbagh, Pampore Pulwama Kashmir	Rural	12.83819	4677.13

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	BA,English	36	Class XII		440	440
UG	BA,Education	36	Class XII		123	123
UG	BA,Geography	36	Class XII		44	44
UG	BSc,Geography	36	Class XII		44	44
UG	BA,Sociology	36	Class XII		106	106
UG	BA,Urdu	36	Class XII		106	106
UG	BA,History	36	Class XII		81	81
UG	BA,Political Science	36	Class XII		73	73
UG	BA,Psychology	36	Class XII		39	39
UG	BA,Mathematics	36	Class XII		4	4
UG	BSc,Mathematics	36	Class XII		16	16
UG	BA,Arabic	36	Class XII		17	17
UG	BA,Kashmiri	36	Class XII		42	42
UG	BA,Islamic Studies	36	Class XII		146	146

UG	BA,Economics	36	Class XII		54	54
UG	BA,Environmental Science	36	Class XII		172	172
UG	BA,English Literature	36	Class XII		45	45
UG	BA,Persian	36	Class XII		40	0
UG	BA,Public Administration	36	Class XII		40	0
UG	BSc,Chemistry	36	Class XII		73	73
UG	BSc,Botany	36	Class XII		69	69
UG	BSc,Zoology	36	Class XII		82	82
UG	BSc,Physics	36	Class XII		12	12
UG	BSc,Geology	36	Class XII		40	0
UG	BSc,Statistics	36	Class XII		40	0
UG	BCom,Commerce	36	Class XII		50	50

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	0				2				19			
Recruited	0	0	0	0	2	0	0	2	14	3	0	17
Yet to Recruit	0				0				2			
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				9
Recruited	7	0	0	7
Yet to Recruit				2
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	7	1	0	8
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	6	0	0	6
M.Phil.	0	0	0	2	0	0	3	0	0	5
PG	0	0	0	0	0	0	5	3	0	8

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	11	3	0	14
M.Phil.	0	0	0	0	0	0	1	0	0	1
PG	0	0	0	0	0	0	0	2	0	2

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD	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	0	0	0	0
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
	0	0	0	0		

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	305	0	0	0	305
	Female	307	0	0	0	307
	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	1	2	4	1	
	Female	1	0	1	2	
	Others	0	0	0	0	
OBC	Male	6	6	7	12	
	Female	1	1	2	10	
	Others	0	0	0	0	
General	Male	121	110	56	73	
	Female	117	159	132	130	
	Others	0	0	0	0	
Others	Male	3	2	8	4	
	Female	5	4	2	6	
	Others	0	0	0	0	
Total		255	284	212	238	

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	On November 28, 2021, the affiliating University laid down broad guidelines on moving towards the formulation of courses and curriculum based on the New Education Policy and shall be incorporated from
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	next academic session (2022).
2. Academic bank of credits (ABC):	The affiliating University is working on modalities and formulating a UT level action plan for the implementation of Academic Bank of Credits. It is pertinent to mention that many colleges of the UT are still in the process of NAAC Assessment and Accreditation and many colleges have not obtained a good grade which is desirous for being a part of Academic Bank of Credits.
3. Skill development:	The institution has recently prepared an add-on skill development course in saffron cultivation in collaboration with SKUAST-K to be introduced from the next academic session. The course consists of 12 credits to be taught in three semesters viz., 4th, 5th and 6th semesters. Very recently the college has been recognized as a Center for Incubation, Innovation, Invention and Technologies (CIIIT) under Hub and Spoke model by Tata Technologies. The college has also received a grant of 10 lakh in 2020 under Industrial Skill Training which was utilized for training of students at NIELIT Srinagar (CCC/Tallies) and establishment of Saffron Research Laboratory. An add-on basic course in Indian Classical Music for Vocal and Instrumental has also been introduced w.e.f. July 2021 in which 10 students have already enrolled
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	Our Institution is working hard towards integration of Languages and Culture. We are offering variety of languages like English, Urdu, Kashmiri, Arabic and have established a Habba khatoon Cell for promotion of local culture, poets, language and art. In addition to this a number of activities/ visits are organized to the places of cultural and local significance.
5. Focus on Outcome based education (OBE):	The institution follows CBCS-LOCF based curriculum as per the regulations of Affiliating University which is in vogue since 2020. To ensure the attainment of LOCF, innovative teaching pedagogy, interactive/ICT enabled teaching learning is encouraged to be used by the teaching faculty. Field visits/Lab work/ Project work/Discussions/PPT are a regular feature of our teaching learning process.
6. Distance education/online education:	Our institution is now a recognized IGNOU Study Centre (SC30033) under distance learning program. For the last two years the teaching and examination were held in an online mode. All examinations were

conducted online by the faculty of college as per the guidelines of affiliating university and the results were declared on time. Many faculty members attended various faculty development programs in an online mode. The department of EVS organized a two-week online National faculty development programme on Earth and Environmental Sciences in 2020. A number of National webinars were organized, to mention a few include webinar on NAAC Assessment and Accreditation conducted in collaboration with NAAC Bangalore. Another important National level webinar on implementation of NEP-2020 was also conducted.

NAAC

Extended Profile

1 Program

1.1

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

2020-21	2019-20	2018-19	2017-18	2016-17
101	40	38	17	19
File Description			Document	
Institutional data in prescribed format			View Document	

1.2

Number of programs offered year-wise for last five years

2020-21	2019-20	2018-19	2017-18	2016-17
3	3	3	1	1

2 Students

2.1

Number of students year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
843	830	690	645	563
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

2020-21	2019-20	2018-19	2017-18	2016-17
17	15	24	35	15

File Description	Document
Institutional data in prescribed format	View Document

2.3

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

2020-21	2019-20	2018-19	2017-18	2016-17
176	141	185	117	66
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

2020-21	2019-20	2018-19	2017-18	2016-17
17	10	9	11	5
File Description		Document		
Institutional data in prescribed format		View Document		

3.2

Number of sanctioned posts year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
19	10	10	10	10
File Description		Document		
Institutional data in prescribed format		View Document		

4 Institution

4.1

Total number of classrooms and seminar halls

Response: 17

4.2

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

2020-21	2019-20	2018-19	2017-18	2016-17
65.39	60.8	12.24	27.2	69.5

4.3

Number of Computers

Response: 75

4.4

Total number of computers in the campus for academic purpose

Response: 66

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:

- Govt. Degree College Pampore is affiliated to University of Kashmir, Srinagar. Therefore, it adopts the curriculum provided by the University of Kashmir. The college consistently works for the overall development of the students. Enough care is taken for systematic and efficient implementation of the syllabus prescribed by the University of Kashmir. Effective curriculum delivery is ensured through planned and documented process which has relevance to local/regional/national and global needs. For this purpose at the commencement of each academic year, different committees are framed under the headship of Principal.
- The academic/activity calendar is framed in accordance with academic schedule of university of Kashmir and as per the transactional plans/activity calendars framed by the heads of the departments and convenors of the various committees, curricular and co-curricular activities are properly planned in the activity calendar to lead towards the desired outcomes. The vision, mission and academic/activity calendar are made available for the college students on the college website and the prospectus issued to the students along with the admission forms.
- Meetings of the heads of the departments are convened with the Principal of the college to discuss about the progress in the teaching learning process. Progress about teaching and learning process is also informally discussed with the Principal by the concerned teaching faculty members.
- In order to ensure smooth and systematic class work, class monitoring committee is constituted. However the details of online classes were submitted by the concerned teachers to IQAC on weekly basis. Syllabus completion reports by the concerned teachers are submitted to time-table committee for preparing remedial teaching schedule.
- E-contents/ lecture notes prepared by the teachers are available for the students on website/departments and on various online teaching learning platforms. The IQAC monitors the overall teaching and learning process by way of collecting feedback/academic audit.
- Apart from talk and chalk method presentations, group discussions and ICT based teaching pedagogy is used. Students are continuously evaluated through assignments/presentations/mock tests/quiz etc. Teachers through consistent efforts ensure outcome based learning.
- Remedial classes are also arranged for the students who have shortage of attendance or join late due to some reason or are slow learners.
- For the holistic development of the student's, a number of co-curricular activities like Intra college and intercollege tournaments, road races and cycle races are organised for the students by the sports committee. In addition to the sports activities, awareness drives/programmes, community extension activities, slogan competitions, poster competitions, essay competitions etc. are organised by the different departments/clubs/cells and committees of the college.

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

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

Response:

- The institution prepares its academic calendar in which the admission and examination timeline is in tune with that of the affiliating university.
- The academic calendar is incorporated in the college prospectus and is uploaded on the college website (www.gdcpampore.edu.in).
- The academic calendar includes itinerary such as pre-admission counseling Mela, admission process and time line, time tables, seminars, field/ subject trips, academic audit, assignments, PPT's, Tutorials, practical's, mock tests, webinars, FDP's, final examinations and celebration of important days.
- At the beginning of the academic session, the master time table is prepared and is uploaded on college website, outside each lecture room, notice boards and laboratories which keeps the students guided in the college.
- The college follows its academic calendar for conducting internal examinations and timely completion of syllabus.
- The continuous internal evaluation of the students is made through regular assignments, presentations, group discussions, conduct of tutorials/practical's/mock tests and open book examinations in tune with the academic calendar and monitored by coordinator examination.
- In the academic calendar the students are given a good opportunity to learn through experiential learning by organizing subject tours and field trips. The students are then encouraged to submit their experiences by taking active part in submission of tour/field trip reports.
- The curriculum transaction and evaluation plan of each teacher is obtained in advance and the information of syllabus covered and internal assessment is sought thereafter by admission/examination committee.
- The coordinator examination issues notice for timely submission of internal assessment awards and ensures the online submission on university portal with the help of DEO.
- All faculty members have university evaluation Id's and are taking part in university evaluation as well as paper setting. Even during Covid-19, all exams were held online by the faculty to ensure timely declaration of results. Classes for next semester usually commence immediately after the completion of examination.

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

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: 3

File Description	Document
Minutes of relevant Academic Council/ BOS meetings	View Document
Institutional data in prescribed format	View Document

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

Response: 1

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

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
Brochure or any other document relating to Add on /Certificate programs	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: 0.24

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

2020-21	2019-20	2018-19	2017-18	2016-17
10	0	0	0	0

File Description	Document
Details of the students enrolled in Subjects related to certificate/Add-on programs	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 institution ensures that the cross cutting issues which are related to gender sensitization, professional ethics, human values, environmental studies, human rights, women rights, disaster management, early childhood care and education, human geography, income tax law and practice, conflict and peace building etc are taught in the college. Extension activities are being organized on these issues of ethical, environmental and societal importance so that students and the staff emulate all such qualities.
- The curriculum designed by the University of Kashmir is rich in imparting environmental consciousness. Courses on Environmental Studies, Disaster Management, Green Chemistry, Environment and Green Chemistry are offered to the students to develop a sense of responsibility towards environment and to inculcate among the students a sense for adoption of greener practices in chemistry leading to sustainability. All that which is being taught in the classrooms is being practiced by organising programmes, extension activities, addressing the environmental concerns. The college NSS and Eco Club organise programmes like plantation drives, cleanliness drive,

seminars etc to sensitize students and staff about the importance of keeping the environment neat and clean. Even a wetland adjacent to the college has also been adopted for protection and conservation. An MoU with WCF is signed for preservation and conservation of wetlands, green campus etc.

- While framing the curriculum for the UG students by the University of Kashmir, importance of human values in life has been fully taken into consideration. To impart human values directly or indirectly is an important component of all the courses and teachers during the teaching learning process make sure that human values are being transmitted to the students. A number of activities are conducted for inculcation of moral/human values include the adoption of the village Chandahara by NSS wing of the college, talks for peace building, organization of seerat conferences and Naat competitions. Courses like Ethics and Human Rights in Islam, Human geography, Early Childhood Care and Education, Education: Issues and Trends in Contemporary Indian Education-I, Education: Issues and Trends in Contemporary Indian Education-II, Educational Psychology and Educational Technology are being taught in the curriculum to inculcate human and moral values.
- In order to nurture best ethical practices among the students and the staff, well framed professional ethics are adopted and made available on the website and notice board. Code of conduct for students, faculty and administration is being implemented in letter and spirit. In order to reinforce the framed ethical practices, lectures by eminent scholars are also arranged. Courses like ethno botany, ethics and human rights in islam advocate the ethical matters. Legal awareness is also promoted through courses like Income tax, law and practice, Business laws, Corporate laws, Consumer protection.
- Committees/Cells like Women Development Cell, Anti-Ragging Cell and CASH and ICC take care of needs, issues and grievances of the female students. Members of Women Development Cell interact with the female students to find out the problems faced by them. To develop gender sensitization, course like Islam and Women and Gender Sensitization serve the purpose.

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
Any additional information	View Document

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

Response: 5.25

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

2020-21	2019-20	2018-19	2017-18	2016-17
4	0	2	2	1

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

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

Response: 39.03

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

Response: 329

File Description	Document
Institutional data in prescribed format	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
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View 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

NAAAC

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Response: 44.51

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

2020-21	2019-20	2018-19	2017-18	2016-17
255	284	212	238	190

2.1.1.2 Number of sanctioned seats year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
650	650	650	400	400

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: 100

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

2020-21	2019-20	2018-19	2017-18	2016-17
17	15	24	35	15

File Description	Document
Institutional data in prescribed format	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 college organizes pre- admission counselling mela to know about the interests and aptitudes of the students in relation to the programs offered by the institution. In this regard the institution establishes Help desks for general counselling of students for Arts, Commerce and Science programs. These help desks along with psychological counselling cell help the students to understand CBCS and opt subjects of their choice. The admission of the students is strictly as per the intake. The academic merit of class 12th remains a ready reference for teachers to classify the students as advanced and slow learners. The students are also classified in subsequent years as advanced and slow learners on the basis of their academic performance, responsiveness, participation in discussions, quizzes, seminars, symposiums, sports, writing competitions and mock test evaluations.

Special Programs for advanced learners:

- Encouraged to participate in competitive examinations both at regional and national level and are giving proper coaching /counselling.
- Provided with references to journals, advanced study materials and information about open educational resources, e-resources, e-gyankosh, CEC consortium etc.
- Guided to participate in discussions, seminars, debates, writing and drawing competitions.
- Selected as group leaders for completing practical's and tutorials.
- Nominated to be a part of college presidium and participate in elections for head boy, head girl and class representatives for the institution.
- Encouraged to participate in various community welfare programs in order to garner in them the social and philanthropic virtues.
- Given opportunities to participate in inter/ Intra College sports competitions.
- Included in various clubs and cells for exploration and amplification of hidden talent.
- Up skilling in IT courses.
- Hands-on training in using various apps, IFPD's for PPT's, latest apparatus and techniques in laboratories and other programs.

Special Programs for slow learners:

- To help slow learners, proper guidance and counselling is given to speak their mind so that root cause of their slow learning be properly identified and addressed.
- Teachers make sincere efforts to identify the cause of their problem and appropriate solutions are worked out in consultation with leading psychiatrists and reputed academicians.
- Encouraged to participate in Co- Curricular activities and are provided support to excel.
- Remedial classes are arranged for slow learners to clear their doubts.
- The institution strengthens the mentor-mentee relationship to help slow learners to develop self-esteem and boost their self confidence.
- Departments have developed e-contents to help slow learners for clearing the concepts related to their concerned subjects.
- The psychological counselling cell and career counselling cell provides utmost support to slow learners to set higher goals for them.

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: 49.59

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 institution strengthens the learning experiences of students by encouraging student centric teaching methodologies like experiential learning, participative learning and problem solving approaches by focusing on peer-learning and collaborative learning as a policy perspective. Following steps are taken in this regard.

- Most of the departments organize activities like heritage visits, museum visits, field trips, study tours, picnics, industrial visits, and institutional visits for enhancing the experiential learning of the students.
- The institution also provides hands-on training to the students in collaboration with various reputed universities/institution like NIELIT/IMIGUL/IUST/KU/IMHANS/ICAR-CITH/Drug De-addiction and rehabilitation centre/ Dachigam wild life sanctuary/District Social Welfare Office Pulwama.
- Students are encouraged to make practical notebooks, PPT's and small assignments based on social issues through participative learning and problem solving methodologies which is assigned to them as a part of tutorial work.
- Under the aegis of IQAC, the departments, various cells, clubs and NSS unit organized various co-curricular activities independently as well as in collaboration with various prestigious institutions, organizations and NGO's. This helps in all-round development of the students and gives them the exposure to the work and views of leading experts, academicians, artists, doctors, psychiatrists, bureaucrats, and activities on different societal, health and environmental issues.
- The students are also involved in various participative learning activities like group discussions, symposiums, debates, quizzes, writing articles, community services, and sports competitions to develop knowledge, skill, leadership qualities, tolerance, brotherhood and national and international understanding in them.
- With respect to the problem solving methodologies questions/assignments based on creativity and social issues are given to students for which they have to consult books, magazines, journals from the college library. At times they have to collect data from social institutions depending on the nature of assignment/project..
- Department of science organises visits for data collection, exposure trips, science model competitions etc.
- Students are encouraged to contribute to the college magazine, “ Shehr-e-Zafran” as a part of participative learning which enhances their writing skills.

- As a part of green campus initiative and participative learning, students are involved in maintaining the beautification and cleanliness of entire campus.
- Adoption of wetlands by Eco-Club students to sensitize them and instill harmony with nature.
- Extension activities for addressing and promoting local spice saffron.
- The college has a multipurpose hall which serves as an indoor stadium for various intra and inter college tournaments under the supervision of reputed coaches in order to encourage team spirit, cooperation and tolerance

File Description	Document
Upload any additional information	View Document

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

Response:

- All class rooms in the college have IFPD's installed and faculty is highly qualified and trained to make best and innovative use of ICT.
- There are about 80 desktops and 10 laptops in the college having internet connectivity through BSNL lease /FTTH line with power backup of 62.5 KV Genset and are sufficiently Wi-Fi enabled allowing both teachers and the students to have prompt access to different web pages and online videos/resources.
- The college has a dynamic website www.gdcpampore.edu.in where in all the latest developments in the college and other vital information pertaining to examination, academics in the college is uploaded daily.
- The college hosts a face book page in its name which ensures quick dissemination of needed information.
- The college library is having a browsing centre and a separate BSNL lease line / FTTH Line with access to number of e-journals and e-books accessible on <https://nlist.inflibnet.ac.in/>.
- Since 2019, the college has witnessed an exponential increase in the use of online teaching applications like Google classroom, Zoom and Wise app, Google meet, you tube both by the teachers as well as by the students.
- Use of ICT based facilities like MS Word, MS Excel, MS Power point, is recommended to students for the preparation of their presentations, assignments, reports, book reviews etc. Assignments, theory examinations, practical examinations, quizzes, internal assessments, mentor-mentee programs and mock tests all are desired on on-line platform.
- Our major departments are provided with electronic teaching aids and prepare e-content which is shared with students.

File Description	Document
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process.	View Document

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

Response: 49.59

2.3.3.1 Number of mentors

Response: 17

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: 87.89

File Description	Document
List of the faculty members authenticated by the Head of HEI	View Document
Institutional data in prescribed format	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: 27.49

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

2020-21	2019-20	2018-19	2017-18	2016-17
8	3	2	2	1

File Description	Document
Institutional data in prescribed format	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: 1.88

2.4.3.1 Total experience of full-time teachers

Response: 32

File Description	Document
Institutional data in prescribed format	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 follows all guidelines/dates of external examination as prescribed by the University of Kashmir. However it ensures a transparent and robust mechanism of internal assessment.

- The college has an examination committee headed by examination coordinator that formulates the notices for the conduct of all types of internal examinations by the respective departments. Each head of the respective department then formulates a datesheet for the conduct of internal assessment.
- The information pertaining to the internal examination is intimated to students and other stakeholders through notices on the college notice board and the institutional website and other social networks like whatsapp and college facebook page.
- The assessments are being carried out through presentations, mock tests, assignments, class tests, google quizzes and open book examination etc.
- The mechanism for the conduct of practical examinations and tutorials is carried out in tune with the guidelines laid down by the affiliating University.
- Assessment in practical's is done on lab. Performance, viva-voce, practical notebook and attendance.
- All records pertaining to the performance in internal assessments class tests, mock tests, assignments, and practical's/tutorials is properly maintained by the concerned departments and submitted to the coordinator examination for record and reference.
- In case any student feels unsatisfied about the evaluation process by the concerned teacher, re-evaluation can be requested by the student.
- Robust assessment plays a key role in identifying the learning levels of the students.
- The awards are uploaded on the university e-award portal which makes it time bound, impecable

and transparent.

File Description	Document
Any additional information	View Document

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

Response:

The mechanism to deal with examination related grievances in the college is two-pronged as it has to cater to those related to the continuous internal assessment as well as external examinations conducted by the University of Kashmir. The institution ensures that this mechanism, in both levels of its operation is transparent, prompt and efficient.

The Transparency and Efficiency Indices of the Examination-related Grievance Redressal Mechanism are listed as under:

- Before every academic session, Examination related Grievance Redressal cell is framed to cater examination grievances.
- The students are free to approach the Head of the Institution, Examination Committee, if there is any examination related grievances.
- For all Internal Examination related queries the respective Heads of Departments are also empowered to act and adjudicate except for extra ordinary cases when the intervention of the Head of the Institution may be necessary.
- The college has emplaced the examination help desk to provide instant help for the college students.
- The internal/ external examination date sheet is uploaded on college website, shared on face book page of the college, pasted on notice board and also outside the examination center's for ready reference to the students.
- Schedules for class tests are decided after taking into consideration students' demand for considerable time needed for preparation, and after results are communicated to them, they are free to voice their grievances, if any, and speedy and effective remedial measures are taken by the Head of the Institution/Examination committee.
- If there is any clash / overlapping in the dates of different subjects contradicting to the subject combinations in the date sheet that are also redressed swiftly.
- Any discrepancy in internal or external question pattern or marks award is scrutinized by the Examination Committee after seeking an application from the student/ students and the matter is referred to the Principal of the college, and the grievances are redressed promptly, whether the grievances are related to internal or external examinations.
- The uploading of marks for internal examinations is done by the data entry operator of the college as well as by faculty member on the affiliating university e-award portal which helps in error free declaration of results.

- So far as the external semester examinations are concerned, the papers are set by the affiliating University, the University of Kashmir, and the results are declared by the concerned University.
- In case students are not satisfied with their marks as awarded by the university they are free to apply for Review of the concerned papers as well file RTI applications against a fee in accordance with the procedures prescribed by the university.
- The college provides all kinds of assistance to students willing to apply for rechecking / re-evaluation or RTI. The examination help desk/ examination committee/DEO guides the students regarding the procedure to apply for the same.
- If students are widely dissatisfied with the pattern of evaluation / irrelevant question paper / out of syllabus or are aggrieved about delay in publication of results, the principal takes the matter with the concerned authority.

File Description	Document
Any additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

Response:

- The college has clearly stated vision and mission statements which are displayed on the college website as well as in college campus.
- The course outcomes have been set, taking into account the variety of programmes and the heterogeneity of rural and urban students.
- The learning outcomes/ program outcomes are mentioned by the affiliating university in the syllabi prescribed for each semester.
- These objectives are to be meant to be comprehended by the faculty in the beginning of every academic session, the programme outcomes are verbally communicated to the students by teachers.
- Course as well as learning outcomes depend upon the nature of course and the subject concerned are also defined by university and are clearly mentioned in the syllabus of particular semester and subject.
- There are some universal learning outcomes cutting across all curriculum.
- The students are encouraged, guided to learn and imbibe these outcomes. They are also percolated to students through organization and participation in various co-curricular and extra-curricular activities.
- Every department plans and conducts all activities in light of the programme and course outcomes.
- The performance of students in university examinations and in different internal examinations is a parameter of realisation of course outcome.
- For the assessment of students, summative and formative approaches are followed to get intended learning outcomes.
- The teaching-learning and assessment process is reviewed by the IQAC through academic audit.
- Records of academic results and other achievements are maintained by the departments as well as the examination Coordinator.

- The feedback obtained from students on the teaching-learning process help us to review the pedagogy.
- The overall performance of student in co-curricular and extra-curricular activities as well as his behaviour on and off the campus is a reflection of the graduate attributes.
- The college tries its level best to inculcate values in students and to make them productive citizens of the country so that they contribute to the development of the nation.

File Description	Document
Upload COs for all courses (examples from Glossary)	View Document

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

Response:

- The Programme outcomes, Programme specific outcomes and course outcomes are evaluated by the affiliating university in the BOS meeting held from time to time.
- The institution takes utmost care of measuring the level of attainment of POs, PSOs and COs and follows formal as well as informal mechanism for attainment of the outcomes.

For attainment of the outcomes the institutional mechanism is as follows:

- The institute follows the Academic Calendar of our affiliated university.
- All teaching faculty members prepare curriculum transaction and evaluation plans.
- For attainment of course outcomes each department organises seminars, debates, discussions, field visits, presentations on curricular and co-curricular issues.
- Programs on peace initiatives, environmental awareness, communication skills and personality development are organised regularly for attainment of POs.
- All the subject teachers conduct continuous internal evaluation and submit the evaluation reports.
- Examination Committee analyzes evaluation reports of results.
- Feedback from the stakeholders is collected, evaluated and analysed for the attainment of PO, PSO and CO.

The Program outcomes of Bachelor of Arts are as follows:

PO1: Students gain knowledge about various disciplines of Arts stream.

PO2: Critical and creative thinking of the students is highly emphasized.

PO3: Creating employment avenues for students.

PO4: Inculcation of moral and ethical values amongst the student fraternity.

PO5: Development of social awareness, gender sensitivity and political consciousness among students.

PO6: Creating awareness and sensitivity of contemporary environmental issues.

The Program outcomes of Bachelor of Commerce are as follows:

PO1: Students gain knowledge of the application of basic skills necessary for analysis of programs in Economics, Accounting, Marketing, Management, Finance and Commerce.

PO2: Understanding of the students is improved of national economic and business scenario.

PO3: To enhance capability to make decisions at personal and professional level and to stand in different organisations.

The Program outcomes of Bachelor of the Science are as follows:

PO1: The students come to understand the fundamentals of scientific learning.

PO2: The students' knowledge in all basic sciences is enriched.

PO3: Interdisciplinary approach amongst students gets developed.

PO4: Sense of scientific temper, social and environment awareness is inculcated among the students.

PO5: Students built-up a progressive and successful career in academics and industry.

PO6: Students are motivated to contribute in the development of Nation and community.

2.6.3 Average pass percentage of Students during last five years

Response: 70.09

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

2020-21	2019-20	2018-19	2017-18	2016-17
133	132	120	83	30

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

2020-21	2019-20	2018-19	2017-18	2016-17
176	141	185	117	66

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.77

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 in the institution during the last five years (INR in Lakhs)

Response: 8.2

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

2020-21	2019-20	2018-19	2017-18	2016-17
8.2	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
e-copies of the grant award letters for sponsored research projects / endowments	View Document
Any additional information	View Document

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

Response: 1.23

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

2020-21	2019-20	2018-19	2017-18	2016-17
1	0	0	0	0

3.1.2.2 Number of departments offering academic programmes

2020-21	2019-20	2018-19	2017-18	2016-17
21	21	21	9	9

File Description	Document
Institutional data in prescribed format	View Document

3.1.3 Number of Seminars/conferences/workshops conducted by the institution during the last five years

Response: 37

3.1.3.1 Total number of Seminars/conferences/workshops conducted by the institution year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
36	1	0	0	0

File Description	Document
Report of the event	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.2 Research Publications and Awards

3.2.1 Number of papers published per teacher in the Journals notified on UGC website during the last five years

Response: 1.54

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

2020-21	2019-20	2018-19	2017-18	2016-17
3	1	7	3	2

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.2.2 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: 1.15

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

2020-21	2019-20	2018-19	2017-18	2016-17
3	0	4	4	1

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.3 Extension Activities

3.3.1 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:

Our institution regularly organizes extension activities which are primarily meant to instill a sense of responsibility, personality development, leadership qualities and inculcation of philanthropic virtues in our budding students. The institution has active Clubs/Cells and Units that primarily focus to carry out these extension/outreach programs. Various programs that have been organized include:

- **Drug De-addiction Programmes:-** Owing to the alarming increase of drug abuse in Kashmir during the past few years, our institution organized programmes like anti-tabbaco rallies, menace of drug abuse, awarenesss programmes on Drug abuse, illicit trafficking, Say yes to sports and No to Drugs etc to aware the students about the ill effects of drug abuse so that they can educate and guide people of their society from slipping into the dark alleys of drug abuse.
- **Metal Health awareness programmes:** To address the psychological issues of both faculty as well as the students, the college has an active Psychological Counseling cell which organizes various Counseling programs, some of which have been carried out in collaboration with other institutions like IMHANS-K, Youth Rehabilitation Center: JK Police, DSWO-Pulwama etc. Programs like Mental Health and Psychological well being, Preventing Suicide, Coping Stress, etc have been organised under this cell. The need for these programs increased manifolds in the backdrop of Covid-19 Pandemic which created a serious mental issues since the past two years.
- **Cleanliness drive/environmental awareness drives/Plantation drives:** NSS along with College EcoClub and EBSB Club carries out the cleanliness drives within the college premises and the local vicinity. Cleanliness drives are often carried out at a number of places viz., Wahabkhan shrine, Chatlam Wetland, Manibugh Wetland and Nag temple etc. Numerous plantation drives have also

been carried out within the college campus in collaboration with WCF and Forest Department.

- **Door-to-Door Awareness Program by NSS volunteers to fight COVID-19:** NSS volunteers have carried out a number of door to door campaigns, to raise Covid-19 awareness among the masses. The volunteers insisted people to stay home and practise social distancing. They distributed masks, sanitizers and pasted various informative flyers in the area. To combat COVID-19, the NSS Volunteers distributed packed masks, sanitizers, tooth brushes, soaps, hand-washes/gloves along with some eatables and was distributed among the Gujar and Bakerwaal Basti in our nearby locality. The volunteers also carry out cleanliness drives in the adopted village, Chandhara. Right from working for their hygienic awareness to making them economically self-sufficient, our students have changed the face of this village. A massive covid-19 vaccination drive was also organized for staff, students and nearby community
- **Impact of Extension and Outreach Programs:** Extension and outreach programs instill leadership qualities, volunteerism and philanthropy in the students. The experience gained by the students, gives them confidence in making decisions & face challenges, boost their self-esteem and prepare them for their future career, among other benefits. Such programs encourage students to develop an aesthetic sense & lifelong ethics of amenity to society. They become connected with their cultural, social and economic problems.

File Description	Document
Upload any additional information	View Document

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

Response: 3

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

2020-21	2019-20	2018-19	2017-18	2016-17
3	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document
e-copy of the award letters	View Document

3.3.3 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Response: 55

3.3.3.1 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
33	2	5	6	9

File Description	Document
Reports of the event organized	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.3.4 Average percentage of students participating in extension activities at 3.3.3. above during last five years

Response: 89.16

3.3.4.1 Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
2020	108	308	305	570

File Description	Document
Report of the event	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.4 Collaboration

3.4.1 The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-job training, research etc during the last five years

Response: 8

3.4.1.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-job training, research etc year-wise during the last five years

2020-21	2019-20	2018-19	2017-18	2016-17
8	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document

3.4.2 Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the last five years

Response: 4

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

2020-21	2019-20	2018-19	2017-18	2016-17
3	1	0	0	0

File Description	Document
Institutional data in prescribed format(Data template)	View Document
e-Copies of the MoUs with institution./ industry/ corporate houses	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 college has a constant endeavor to provide quality education and ensures all round development of the students. Surrounded by saffron fields on one side and wetland on the other side the college has an aesthetic and beautiful landscape. The college shifted to the present campus in 2015 and has worked hard to grow conducive infrastructure in the last few years to provide quality education.

- The Academic block has spacious classrooms installed with IFPD for strengthening academic discourse, smart classroom, gymnasium, computer laboratory, health room, girl's common room and separate washrooms for girls and boys. A store for sports equipment's and another for general items. The computer laboratory has adequate computers with online UPS and IFPD. The academic block has backup from 62.5 KV Genset.
- The administrative block has the spacious Principals office, Establishment Section, IT Section , Admission/ Examination section, IQAC room and washrooms
- Two storey central library having around 12000 books. It is automated and uses SOUL 2.0 software. It has access to a number of online repositories and has subscribed to INFLIBNET N-LIST data base. The ground floor of the library has a property counter, librarian room, circulation (issue/return) counter, online public access catalogue, processing section, photostat machine and stacks. The first floor has a reading room for staff and students, browsing centre with dedicated BSNL Fiber line (having 100 mbps internet bandwidth to access e-resources through INFLIBNET N-LIST) a psychological counseling cell, Habba Khatoon literary section and audio-visual room with IFPD and hot & cold AC backed by 62.5 KV genset.
- A magnificent multipurpose hall having area of 3200 sft for hosting sports events and for indoor sports, seminars, academic events, awareness programmes and any other student's activity. Recently it was used for District Pulwama Badminton Championship, District Pulwama Penchak Silat Association.
- Hygienic Canteen to provide refreshment to staff and students with kitchen, store and washroom.
- Since, BSc was introduced from 2018 the Science laboratories are presently set up in prefabricated structures, however a 4-storeyed building having a project cost of 12 Cr is ongoing and host laboratories for chemistry, physics, botany and zoology respectively.
- In view of the increased enrollment, an additional Academic Block having a project cost of 4.22 Cr is added for BSc and B.Com students. It has 8 classrooms, staff room, music department and a conference hall.
- Virtual laboratory is being established in a prefabricated structure and is an ongoing project.
- Boundary wall around the huge campus of 102 kanals is also ongoing.
- Separate washroom block for boys and girls were constructed (under RUSA).
- Well-developed Car parking and Chowkidar hut. A water shed with a capacity to store 12000 l of water.
- The college campus is Wi-Fi enabled with 02 access points currently. There are 9 IFPD's, One smart board, 75 desktops, 10 laptops, 02 LED TVs, 02 LCD Projectors, 04 photostat machines, 50 pen drives, 15 printers, 05 hard disks, one Bizhib Copier, 2 e-book readers etc. for supporting ICT

based learning.

File Description	Document
Upload any additional information	View Document

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

Response:

Cultural and sports activities have paramount significance in moulding the personality of learners. Physical education is an integral part of our curriculum as sports play an instrumental role in shaping of personality and keeps the body and mind fit. Our college has invested heavily in creating the finest sports infrastructure. The available sports facility includes:

- A huge play field that serves as a cricket field having a natural turf pitch, a football field and a hockey ground. A patch of the field in front of college canteen is identified and developed as volleyball court. The multipurpose hall serves the purpose of indoor sports like badminton, table-tennis, chess, carom etc. Recently a number of sports events were organized in this multipurpose hall, some worth mentioning are one-week self-defense camp for girls, yoga day, Penchak Silat Championship for District Pulwama, One month badminton training for students of District Pulwama followed by District Pulwama Badminton Championship in which the Advisor to Honourable LG was the Chief Guest.
- The multipurpose hall has a seating capacity of around 300 students. It has a public address system, hand mike, one collar mike, 2 amplifiers. It has an IFPD installed on a moveable pedestal and has a generator for power backup.
- College also offers adequate support and facilities for adventure sports/games. Events like skiing course, camping, tracking are organized by the Department of Physical Education and for organizing such events the sports department has procured adequate numbers of water proof tents, sleeping bags, interlocking mats, trekking torches and trekking sticks etc.
- A well-equipped gymnasium with heavy machinery and equipment's like treadmills, cross trainer, multi-station, chinning station, stationary bicycle, training bench, dumbbell, forearm machine; rowing machine etc is open from 10 a.m to 4 p.m for both staff and students.
- Annual road race for both boys and girls is an important event in which all the staff participates. The college has procured about 50 bicycles and organized cyclothon, nature bicycling like events.
- Sports department is well equipped with uniforms, shoes, winter tracksuits, socks, jackets, helmets, caps, and necessary medical kits. Students participate in various sports events/ tournaments like cricket, volleyball, badminton and have secured prizes/ medals/ trophies. Students have brought laurels in State, National and International levels.
- The college has a rich tradition of celebrating cultural events. The cultural and literacy committee notifies about such events and organizes them in collaboration with other departments. Students enthusiastically participate in such events. Every year Saffron Festival is celebrated showcasing the pride of Pampore and the famous spice of our area : Saffron.
- Annual day, Sports week, Teachers day, Wetland Day, Migratory Bird Day, Habbakhatoon Day,

Iqbal Day, cultural art photography competition are celebrated to keep students socially and culturally connected.

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: 47.06

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 8

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format(Data template)	View Document

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

Response: 34.56

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

2020-21	2019-20	2018-19	2017-18	2016-17
11.32	23.00	1.38	9.37	50.00

File Description	Document
Upload audited utilization statements	View Document
Upload any additional information	View Document
Institutional data in prescribed format(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 college library is well-equipped with latest infrastructure and enriched with a good collection of books.

- The library is automated and operates with SOUL 2.0 (Software for University Libraries) ILMS of INFLIBNET Centre Ahmadabad from 2020.
- The library has a diverse collection of subject specific, competitive examinations and reference books.
- The lending and reference material is catalogued with bar-coding of majority of books done in software and classified as per the library standards.
- The Library is providing the students access to national/local newspapers to keep students abreast of latest happenings.
- The library has developed "Browsing Centre" with adequate high configuration latest core i5 thirty all in one desktops having licensed OS with high-end server, 62.5 Kv Diesel Genset, BSNL Wi-Fi internet connectivity.
- The library is having air conditioning reading room for 50 users with internet facility.
- The Library is providing selective dissemination of information (SDI) and current awareness services (CAS) like display of new arrivals, book jackets and Library orientations to its users.
- Two terminals of OPAC (Online Public Access Catalogue) are functional.
- We will upgrade from SOUL 2.0 to new version SOUL 3.0 for better services.
- The library has a dedicated LAN network for Cataloguing, Circulation & OPAC for better administration and management.
- The library houses approx 12000 books on different streams like Science, Arts, Humanities, Music and Commerce etc.
- The library will perform all transactions using Barcode scanners and Barcode I-Cards to its users.
- The library is offering reprographic services.
- The library provides access to e-journals and e-books through N-LIST Program of INFLIBNET.
- The library encourages students to use open educational resources (OER) and MOOCs such as SWAYAM, NPTEL, e-pathshala, e-gyankosh, VIDWAN, Vidyamitra, DIKSHA, NEAT, ELIS, CourSera, MIT OCW, OpenStax, Open Course Library, Saylor, Future-learn etc. by providing links under library services on the college website.

Library is automated using ILMS data required thereof	2017	2018	2019	2020	2021
Name of ILMS Software	Nil	Nil	Nil	SOUL	SOUL
Nature of automation	Nil	Nil	Nil	Partially	Completed
Version	Nil	Nil	Nil	2.0	2.0
Year of Automation	Nil	Nil	Nil	2020	2021

File Description	Document
Upload any 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
Institutional data in prescribed format(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: 3.69

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)

2020-21	2019-20	2018-19	2017-18	2016-17
8.99	7.04	0.64882	1.49	0.29836

File Description	Document
Institutional data in prescribed format(Data template)	View Document
Audited statements of accounts	View Document
Any additional information	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 latest completed academic year

Response: 3.84

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

Response: 33

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 upgraded its IT facilities for effective teaching-learning, evaluation and Institutional governance.

- The college uses updated versions of online teaching learning platforms like Wise App, Zoom App, You Tube Channel, WhatsApp and Google Classroom.
- The Teachers also uses some free software's for teaching learning process.
- There is a total of **75** desktops and **10** laptops in the college.
- The computer lab and the browsing center are equipped with desktops having the latest configuration (i5, 4GB, 1 TB , Windows 10 OS) Online UPS, IFPD's, Double Battery Inverter, High End Server, SERVO etc
- Admissions, bio-metric attendance, examinations, purchases and academics are based on IT enabled services.
- The college library is automated with **01** high end server and **30** AIO desktops and SOUL 2.0 software.
- The college has a total of **09** IFPD's, **02** LCD projectors, **01** smart board and **02** LED TV.
- The computer Lab, browsing center, smart classroom, and the administrative block are Wi-Fi enabled having a bandwidth of about 100 Mbps, 2 lease lines of BSNL (Wi-Fi) one for Admin block and one for library block.
- The college has at present 56 port switch for extension of networking and internet facility, **02** Wi-Fi routers to cater the internet connectivity.
- The college has installed CCTV cameras and one PTZ for monitoring, surveillance and to maintain discipline.
- The college has **15** black and white printers, **01** Bizhub Photostat for in-house printing/ publication, **05** hard disks, **50** pen drives, **01** UPS, **04** Photostat Machines (01 digital color and 03 digital Black and white) and e-book readers to assist ICT enabled teaching learning.
- The college is having an electronic notice board installed.
- Kashmir university network with a bandwidth of 5mbps for e-governance in admission and examination of the affiliating university.
- **01** DSLR camera, Public Address System.

File Description	Document
Upload any additional information	View Document

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

Response: 12.77

File Description	Document
Upload any additional information	View Document
Student – computer ratio	View Document

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: 3.25

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)

2020-21	2019-20	2018-19	2017-18	2016-17
4.00	0.36	0.36	1.73363	0.16

File Description	Document
Institutional data in prescribed format(Data template)	View Document
Audited statements of accounts	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 follows a policy for maintenance and utilization of infrastructure and other facilities. The Principal after seeking recommendations from College Advisory Committee, College Development Committee and College Purchase Committee jointly takes decisions for repairs and maintenance from the allotted funds in the CAPEX budget or local fund.

The cleanliness of classrooms and washrooms is done by the sweepers. Respective teachers also impart moral education to students and apprise them of taking care of college property. All classrooms are locked at the end of all the class work. Proper care is taken of the IFPDs installed as they are used for ICT learning in classes.

All systems are password protected and are used purely for academic purpose. Maintenance or repairs of computers, AC's, Photostat machines, Printers if any are done with the help of authorized dealers/suppliers.

In library the books available are well maintained in separate sections. Students can read the material of their interest during the working hours in the reading room. The books in the library can be issued to the students only against proper ID cards and each book is issued for a period of 15 days only. Any misuse, or misappropriation or any damage to the book caused by either the faculty or the students warrants fine as admissible under rules. Whole library is under CCTV Surveillance. The local fund employees ensure dust free and clean library.

The college has laboratories whose maintenance is also done by the lab assistant. The servicing of instruments is done by the technicians provided by the companies from where the instruments are procured. The college has a central stock register in which entries is done at the time of procurement. The log book, contingent register, consumable register, cash book/ Drawl, library accession register are well maintained.

Periodic physical verification of all academic and physical facilities is done through the audit committee comprising of the members appointed by the college principal.

The water and electricity facility in the college is maintained out of the funds from the college development or from Maintanence and repiar of capex as due to harsh winters water pipes and electricity wires are usually damaged

The canteen provides food facilities to the employees as well as the students. A regular check of the hygiene and cleanliness within the college canteen is done under the supervision of the college canteen committee.

The college has a one 32-seater bus which is used to ferry students from pampore bus stand to the college premises. The bus is also used for the additional purposes like college picnic, tours, field trips and sports or intercollegiate matches (participations). The maintenance of the bus and the salary of the college driver is managed from the nominal bus-fee charged from the students.

File Description	Document
Upload any additional information	View Document

NAAc

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: 11.65

5.1.1.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
33	307	22	26	57

File Description	Document
Institutional data in prescribed format	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: 1.14

5.1.2.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2020-21	2019-20	2018-19	2017-18	2016-17
48	0	0	0	0

File Description	Document
Institutional data in prescribed format	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
Institutional data in prescribed format	View Document
Link to Institutional website	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: 8.93

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

2020-21	2019-20	2018-19	2017-18	2016-17
125	173	0	58	0

File Description	Document
Institutional data in prescribed format	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
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: 0.6

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

2020-21	2019-20	2018-19	2017-18	2016-17
4	1	0	0	0

File Description	Document
Institutional data in prescribed format	View Document

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

Response: 13.07

5.2.2.1 Number of outgoing student progressing to higher education.

Response: 23

File Description	Document
Upload supporting data for student/alumni	View Document
Institutional data in prescribed format	View Document

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

Response: 0

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government

examinations) year wise during last five years

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	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

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	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: 13****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.**

2020-21	2019-20	2018-19	2017-18	2016-17
1	1	3	7	1

File Description	Document
Institutional data in prescribed format	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 (student council/ students representation on various bodies

as per established processes and norms)

Response:

The institution ensures the student's participation in decision making bodies, administrative responsibilities and extracurricular activities as mentioned below.

- Our college provides the students with a proper platform to ensure their participation in sports /curricular / extracurricular activities so as to chisel them for future life and professions thereof.
- To inculcate various qualities of leadership, responsibility and exploration of talent of the students, the institution has a proper Student Council/ College Presidium in place.
- This College Presidium provides a strong representation to all the students and gives them opportunity in decision making and leadership by involving them in different groups/ cells/ academic activities/ IQAC/ magazine etc.
- Our College Presidium gives equal representation to both genders. Class representatives are selected from each semester and stream.
- In addition, during the beginning of academic year, the college selects the head boy and head girl through the process of election in which dean students, convener advisory and IQAC participate.
- Timely regular meetings of the CR's, head boy/ head girl are held to ensure the efficiency of their working for holistic development of the college and whole system is monitored by the College Disciplinary Committee and IQAC.
- The CR's of our college play a pivotal role in making the teaching-learning process more effective by providing their valuable feedbacks about the same. Grievances of the students are brought to the fore via the College Student Council through complaint box and suggestion box.
- Further, our college students have a proper representation in College NSS unit, Eco-club, literary club, EBSB, IQAC, discipline committee, anti-ragging committee and CASH Committee.
- NSS Volunteers of our college have always put in enormous efforts to work for the benefit of our college in particular and society, community in general.
- At the same time, our students participate actively in various literary activities like the publication of annual college magazine, Shehr-e-Zafran. The magazine provides the students with an opportunity to express their ideas freely. It helps them realize their creative potential by encouraging them to write poems, prose, short stories etc. The college Editorial Board has a specified position of the College Student Editor as well.
- Students are encouraged to take part in self- defense workshops, Mock drills, cleanliness drives, health check-up drives, blood donation camps, soft skill enhancement workshops, tree plantation drives, maintaining spice garden, COVID 19 mitigation and other social awareness programs to foster in them community service, socialization, simple living and high thinking.

File Description	Document
Upload any additional information	View Document

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: 7.2

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

2020-21	2019-20	2018-19	2017-18	2016-17
12	10	05	01	08

File Description	Document
Report of the event	View Document
Institutional data in prescribed format	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 first batch passed out in 2016. Mr. Imtiyaz Ganaie President of our Alumni Association namely “Kong Posh” was among the first passouts of this college. Since then four more batches have passed out. The first batch of B. Sc & B. Com will pass out this year in 2021. Inspite of being in infancy a few online Alumni Meetings were organized in last few years due to COVID-19. Many College pass outs joined the meeting and expressed their heartfelt gratitude to their alma mater. They expressed their opinions and put forward their suggestions for the institutional improvement. However, the Alumni is actively involved and do contribute in overall development of the Institution in whatsoever way they can. The process of registration of “Kong Posh” is initiated. Verification of the member of the executive body is taking time owing to the multi faced problems of District Pulwama in Particular. Mr. Imtiyaz Ganaie who is the president has an IT Centre and has trained a number of students in IT.

Besides these Youngsters there are well known locals of Great repute who have joined the Association as Honorary Members. They often visit the college give talks and even assist the Administration for the Development of the Institution. These efforts of the Alumni and Administration have brought about a paradigm shift which is visible in the functioning of the Institution.

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
Upload any additional information	View Document

NAAc

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:

Govt Degree College Pampore was established by the Govt. of Jammu and Kashmir vide Order No: 264-HE of 2011, dated 29-06-2011 and started functioning from the academic session, 2012. The college started its operations from makeshift campus at Govt. Boys Higher Secondary School, Pampore before shifting to its permanent campus in 2015 located at Tulbagh Pampore.

The vision of the college is:

“To be a dynamic learning institution, seeking excellence in physical, intellectual, ethical and technical empowerment of human resource to meet the challenges of the future”.

The mission statement of the college is:

“To create a democratic academic atmosphere, open up outcome based learning sources for young and energetic minds and promote value and quality based education for the development of efficient and skilled human resource”.

Nature of governance is in tune with vision and mission of College.

The institution follows a democratic and participatory mode of governance. The Principal and faculty collectively put their efforts through various governing bodies to uphold the vision and mission of the college ahead. The principal in consultation with the staff prepares the budget that is submitted to the Administrative Department (JKHED) for approval. The college strictly adheres to the implementation of code of conduct for principal, teaching staff, non-teaching staff and students, provided on the college website. (<http://gdcpampore.edu.in>) and is enriched.

Perspective plans to accomplish the vision and mission of College

- To introduce the add-on/short term skill-based courses for enhancement of employability.
- To introduce honours programs like BBA, BCA, and BSC IT.
- Setting up of a multimediacentre for generating e-content.
- Construction of an eight classroom block, Laboratory block, Virtual lab and a boundary wall.
- Establishment of Saffron Research Centre and Restoration of wetlands.
- To ensure conservation of rain water and development of Lily pond.
- Strengthening relationships with students, parents, alumni and civil society.
- Striving for building strong partnerships/collaborations with Govt and non-Govt organizations for on the job trainings, linkages, entrepreneurship, placements etc.
- To accomplish the target of Green Campus Initiative (GCI)
- To enrich the girls common room and to establish child care centre.
- To ensure facilities for all specially-abled students.

With the attainment of these plans, the institution will strive for becoming a centre of excellence in academics and research.

Teacher participation in decision making bodies for upholding the vision and mission of college

Apart from the teaching responsibilities, our teachers play a vital role in the capacity of Coordinators, Conveners, Members, Programme Officers, Nodal Officers, Liaison officers, Mentors and Counsellors of various Governing bodies/Committees/Units/Clubs/Govt Schemes for all round development of the institution. The teachers are the decision makers in academic activities like framing of annual departmental calendars, transactional and evaluation plans, framing of syllabus, setting and evaluation of papers, conducting of practical's and tutorials etc. Teachers are also spearheads of culturally and socially connected activities by steering NSS Unit, WDC, Eco Club, Sports Club, EBSB Unit and Literary Club.

File Description	Document
Upload any additional information	View 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:

The institution believes in the practices of decentralization and participative management as is reflected in the policy, decision making, planning and administration and office management. The institution promotes a culture of participative management by involving all types of stakeholders in the process of decision making. The staff has an elected staff secretary and joint-staff secretary for discussion of genuine grievances which are brought to the Notice of the Principal for Redressal. To ensure participative management different committees are constituted at the beginning of academic session in a general council meet. Every committee is headed by a convener/Co-ordinator which looks after the related duties and executes them with the help of the members. The convener/Head of The Department calls for meetings and the minutes are recorded and mostly the recommendations made by the committee are upheld/Approved by the Principal. Heads of Department through apt handling of their departments contribute to the vibrancy of management mechanism of the college. The college administration ensures the release of salary and other payments in time bound manner. The college ensures due participation of the student in the management of the college affairs thorough Student Presidium. This all conclusively points to the ethics of decentralization at every level.

Case study showing decentralization and participative management: Enhancement of wages of Local Fund Employees (LFE)

Role: The college has a separate local fund committee which addresses the grievances of local fund employees.

Structure of Local Fund Committee:-

Patron: Principal (Prof. Dr Seema Naz)

Convener: Prof. Lateef Ahmad Shah

Co-convener: Mr. Zaffer Manzoor (PTI)

Members:

1. Prof. Ashaq Rashid
2. Prof. Aijaz Manzoor
3. Dr. Samiullah
4. Mr. Arshid (Junior Assistant)

Aims and Objectives of the LFC:

1. Creating a sense of respect and division of labour among local fund employees
2. Increasing wages of local fund employees as per SRO 460.
3. Classification of local fund employees on the basis of skill, unskilled and fully skilled manpower.
4. Focusing on green and clean campus.
5. Regular checking of cleanliness in college premises.
6. Encouraging local fund employees to go for higher education through IGNOU and allied distance education institutions.
7. Organizing training programs for Local Fund Employees to make them skilled.
8. Implementation of effective welfare measures for local fund employees.

Outcome: Meetings are held with local fund employees for discussing the issues and challenges which they are facing in discharging their duties and grievances there off for the development of the institution. The inputs received are reviewed and those which are in line with the vision and mission of institute are recorded by local fund committee which are then placed in the advisory committee meeting headed by the Principal for necessary action. One of the significant outcome of LFC is enhancement in the wages of local fund employees in the year 2020 and 2021.

File Description	Document
Upload any additional information	View 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 institutional strategies/perspective plan: The institution prepares the developmental plan and seeks grant and approval from government for execution of these projects. For implementation of these plans

following broad steps are involved:

- Formulation of DPR by Execution agencies (R & B, SICOP, JKPCC etc).
- The DPR is duly vetted by the Principal and Convenor Development.
- DPRs are submitted to HED for accord of administrative approval and technical vetting by Planning Department.
- Approved projects are executed by the concerned agencies after completing all the codal formalities.

Activity successfully implemented based on strategic plan: Establishment of Multi-purpose Hall:

To meet out the climatic challenge the institution came up with a concept of multi-purpose hall to facilitate co-curricular activities throughout the year. Since the institution is newly established and lacks an auditorium. The multi-purpose hall in addition to sports activities also provides space for organising seminars, awareness programmes and cultural programmes. This Hall serves the purpose of examination centre for NEET, SSB, P.G. Entrance Examinations, B.ed and other university examinations.

Strategy: For Execution of the Project, following strategy was adopted:

In consultation with the SICOP, the Principal of the College, prepared a DPR for construction of multi-purpose hall and submitted the same to Higher Education Department for its approval vide letter U.O No PW/DCW/R and B/DB/705/2020 dated 06-03-2020. The higher education department in consultation with finance department approved the DPR vide order No. 227 of JK(HE) of 2020 dated 28/04/2020.32. After receiving the administrative accord from administrative department, the principal of the college officially intimated the executing agency, Jammu and Kashmir Small Scale Industries Development Corporation Limited (SICOP) to go for e-tendering. On the basis of e-tendering, formal contract for the building was given to M/S Bhat Builders by SICOP for building the multipurpose hall within a time as the bid for the construction of the hall was lowest at a quoted price of 48,02,716.00 as against the advertised cost of 66 Lac. However for the Surplus amount the Principal, Convener Development and the Executive Engineer SICOP and the contractor mutually agreed some modifications to a cost of 18 Lac. Before the execution of the work proper geotechnical inspection and the authentication and thorough proof checking of the structural design of the multipurpose hall was done by the competent authority. After the completion of all technical formalities, M/S Bhat traders, the contracting agency formally laid the foundation stone on August 2020 the work was completed in a due course of time and handed over to the college on 28th March 2021.

File Description	Document
Strategic Plan and deployment documents on the website	View Document

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

Response:

Governing Body/Administrative set up:

Being a Govt. College under the administrative control of HED of J&K: the administrative secretary, director colleges, Director Finance, director planning form the nucleus of the administration. The principal is the overall head of the institution for executing the orders from the administrative department. The principal executes academic and developmental plans and policies for the development of institution jointly in consultation with the staff (who represent the committees in the capacity of Coordinators, Conveners, Programme officers, Nodal officers, Advisors, Mentors and Counsellors).

Function:

The various committees/Cells/Clubs/Units that the college has constituted in the current academic year are depicted in the organogram as well as the committee list given in the supporting document.

Appointment, service rules and procedures:

Service rules are governed by rules of the UT amended from time to time and Gazetted (Teaching and Non-teaching) vacancies are referred to J and K Public Service Commission by Higher Education Department for recruitment. The recruiting agency, follows the recruitment rules in tune with UGC guidelines and JKHED. However the appointment to the sanctioned non-gazetted posts is done by J & K Service Selection Board (JKSSB) and the service of every official of the college is governed by J&K UT Civil Service rules. The officers/ officials working against the sanctioned strength can be transferred to any government college across J&K. The promotions/placements to the next grade in case of teaching faculty is made by the Administrative Department on the basis of the annual performance reports (APR's) and the requisite eligibility criteria as per UGC guidelines like average time spent in direct teaching learning and evaluation, participation in faculty development programmes, participation in institutional development and staff council committees, national integration, maintenance in discipline within and outside the college campus, innovations in teaching pedagogies, evaluations, laboratory experimentation, research attributes and integrity of the concerned faculty member. The APR's are sent to Director Colleges who forwards the placement/promotion cases to Commissioner Secretary, the administrative head of HED. The administrative department formulates a committee for assessment of performance and for recommendation to the placement to the higher level. However in case of non-gazetted staff the placement and promotions are tenure based. The promotion/placements are approved by the director colleges who is also responsible for promotion of the non-gazetted staff.

To address the complaints and grievances of the employees, a grievance redressal cell headed by senior most faculty in the college and supported by other faculty members is constituted. In case of any grievance, the concerned aggrieved person submits a complaint to the principal of the college who in turn forwards the same to the grievance redressal cell. The cell after proper enquiry and investigation submits the report to the principal with the recommendations for an appropriate action that may be benefitting to redress the grievance. The institution is also having internal complaint committee, anti-ragging cell, complaint box and suggestion box are prominently placed and implementation of RTI.

File Description	Document
Link to Organogram of the Institution webpage	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
Institutional data in prescribed format(Data template)	View Document

6.3 Faculty Empowerment Strategies

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

Response:

For the welfare of the staff, the college provides various effective measures for its employees, mentioned as under:

- Provisions for availing various types of leaves, (study, paternity, maternity, commuted medical leave etc), Child allowance, LTC, loan facilities from GPF etc.
- Advocates for the sanction of the housing, consumer, educational loan to the employees.
- SLI assurance policy to the permanent employees.
- Timely disbursal of salary, arrears and allowances and TE allowances to the employees.
- Timely submission of APR's for placement to the next grade.
- Timely disbursal of GPF advance to the employees who approach principal for withdrawal.
- Organising faculty enrichment programs like integration and use of ICT in teaching learning to meet the demands of advanced teaching learning pedagogies.
- Organizing basic skill training programmes to make the local fund employees, the skilled workers.
- Indoor gaming facility for employees in a multipurpose hall along with the state of art gymnasium in the academic block for maintaining good physique.
- A well furnished canteen providing hygienic food items to the staff.
- Well ventilated, spacious, AC and wi-fi enabled staff room with central xerox, printing facility and clean hygienic washroom.
- A spacious reading room enabled with wifi and browsing facility with-in the college library supported by access to digital resources enabling e-learning.
- Established grievance redressal cell for quick and speedy disposal of employee grievances.
- Since the college is off route, it provides bus facility for staff from Main chowk pampore to the college campus and vice versa.
- To maintain good mental health of its employees, the college has a separate Psychological Counselling Cell which organizes programs based on mental health in collaboration with various

institutions

- Organizing health and general awareness programs like such as Blood Camps, free regular health check-ups, vaccination drives etc.
- Enhancement of wages of Local Fund Employess.
- Provision for 15 days casual leave in one calender year for faculty.

File Description	Document
Upload any additional information	View Document
Paste link for 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: 0

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

2020-21	2019-20	2018-19	2017-18	2016-17
0	0	0	0	0

File Description	Document
Institutional data in prescribed format(Data template)	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: 3.8

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

2020-21	2019-20	2018-19	2017-18	2016-17
18	1	0	0	0

File Description	Document
Institutional data in prescribed format(Data template)	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: 51.92

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

2020-21	2019-20	2018-19	2017-18	2016-17
12	3	4	6	3

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format(Data template)	View Document

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

Response:

Performance based Appraisal System for teaching staff:

Performance appraisal system is the institution is well developed and is based on the student's feedback and annual performance reports of the teachers.

Student's feedback:

The institution has adopted a strategy of taking structured feedback from students. Departmental/ faculty wise feedback form is circulated among students. The feedback from students is analysed by IQAC and a joint feedback report is prepared which consists of overall academic performance of the teachers based on student teacher interaction. The feedback report is made available on college website and is circulated among teaching faculty members to improve teaching learning pedagogies.

APR's and Placement to next higher grade:

Teachers prepare their own yearly annual performance reports (APR's). The annual performance report contains the details about the various parameters like teaching, workload for teachers, innovations and

contributions made in academics and research during the period under report, contribution towards institutional development, national security, integrity, peace building, participations in faculty development programs, rapport of the teacher within the student community, punctuality, creativity, resourcefulness, integrity, willingness, sincerity, devotion towards duties and relation with colleagues and subordinates. The fully prepared APRs are submitted to IQAC for scrutinizing, who then forward the scrutinized applications to the Principal for proper vetting and onward submission to HED. The placement cases are then reviewed by the screening committee constituted by HED, UT of J&K for approval and administrative order for placement to next grade in issued in this regard.

Performance based Appraisal System for Non-Teaching staff:

Non-teaching staff supports the entire teaching-learning process. The APR's are taken from the concerned employees and is certified by coordinator IQAC/ Advisory/ HOD's. The APR's are proper vetted by the principal and are forwarded to Director Colleges for Departmental Promotion Committee review. The local fund committee of the college reviews the enhancement of the wages of local fund employees and recommends for enhancement of the same which is approved by the Principal whichever is admissible under rules. Also this committee ensures that the LFE follows the code of conduct.

File Description	Document
Upload any additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

Financial management:

In addition to the salary, the budget received under different heads include Travel expenses, telephone, office expenses, electricity charges, material and supplies, books, periodicals and publications, pol, machinery and expenses, camps, seminars and conferences, maintenance and repairs, office equipment's and appliances, works and RUSA. The college also collects fee from students under different heads like pool fund, college maintenance, I-Card, Magazine, Excursion, Student Aid, tour fee, lab fee and transport etc. The purchases are done after completing all the codal formalities. The records of these transactions are made in the college cashbooks and the vouchers and receipts are kept in the record of the college. The purchases are made under the decentralized scheme of the college involving various committees/HODs/Advisors. The cash books and the vouchers are internally audited by the internal audit committee which is then technically vetted by chartered accountant. In addition the Administrative Department can also send officers of the accountant general department or the State Finance Department for verifying the records and the transactions made by the college done from time to time. Any query made by them has to be answered under different paras viz. a viz. to the objection found by the external audit committee. Furthermore, the Utilization Certificates authenticated by chartered accountant are submitted for any centrally sponsored scheme or any financial grant received from RUSA.

The details of the audit carried out are depicted in the table below:-

S. No	Audit type	Date of Audit	Auditor
1.	Academic Audit	Monthly	Coordinator IQAC
2.	Internal Financial Audit	August 2021	Internal Audit Committee
	External financial audit	November 2019	Deputy Director, Audit and Inspections, Kashmir.
3.			

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: 0.5

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

2020-21	2019-20	2018-19	2017-18	2016-17
0.5	0	0	0	0

File Description	Document
Institutional data in prescribed format(Data template)	View Document
Annual statements of accounts	View Document

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

Response:

Mobilization of Funds:

The college advisory committee for every year earmarks the area where the funds are required in the college. The college then forms the budget of the salary and other components that may be works, O.E, T.E, Pol, Maintenance, Medical reimbursement, leave encashment, Books, Lab equipment etc . The budget is projected to the Commissioner Secretary of the Administrative Department for approval and release of funds. The college receives the funds online through BEAMS. Moreover, the college also plans to project its demand to higher education for development of infrastructure, accordingly DPR's are submitted for approval and accord of Administrative approval. The institution also approaches to the concerned MP and

the District Administration for release of funds for developmental works/road/water etc. The college raises funds from the fee of the students under different heads like pool fund, college maintenance, I-Card, Magazine, Excursion, Student Aid and Lab. Fund. On the receipt of any expenditure incurred, the remarks are sought from the concerned conveners/ coordinators. Store entry of all items is done by Incharge store of the stock register. Purchases are made after seeking quotations/performa from either Govt. agencies or local cooperative agencies and mostly from GEM by the process of creating a bid for any purchase above 5 lacs.

The college also receives grant under RUSA and the convener RUSA/ convener purchase collectively ensure optimal utilisation of funds.

Resource Mobilization:

1. The multipurpose hall is used for indoor sports activities, Cultural programs, celebration of important days, seminars and conduct of exams.
2. It is also utilised by sports association of district Pulwama for organising indoor sports events.co-curricular activities under different clubs, cells.
3. Mobilization of human resource by organising different co-curricular activities under different clubs, cells.
4. Paper setting and evaluation by faculty members for all university exams (UG level).
5. Preparation of e-content by faculty in collaboration with other Govt. Degree Colleges/Nodal college.
6. Smart classroom is also used as Department of Commerce.
7. Computer lab. Is used for IT training programs and by the Department of Geography.
8. The officials of the Ministerial Staff are taking care of multiple works.
9. DEO is helping in all IT Works/dealing with treasury/generation of bills etc.

File Description	Document
Upload any additional information	View Document

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:

IQAC was established in 2018. Since its inception it has worked on promoting quality initiatives and quality culture in the institution. Some strategies taken up by IQAC are as under:

1. Organising seminars, workshops, guest lectures.
2. Organising parent's teacher meets.
3. Collecting feedback from all stakeholders.
4. Celebration of teacher's day and honouring teachers with medals.
5. Observance of special days like, Independence Day, constitution day etc.

6. Encouraging staff to use innovative pedagogy, conduct of morning assembly.
7. Building collaborations with NGO's and Govt. organisations.
8. Organising pre- admission counselling mela.
9. Organising orientation programs under the banner "Meet The Faculty"
10. Development of e-content.
11. Selection of the student's presidium.
12. Organising ICT training programs for faculty.
13. Organising Alumni Meet.

Activities institutionalized as a result of IQAC:

Activity-I: Establishment of Habba- Khatoon centre:

Govt. Degree College has a well-established Habba Khatoon Centre. The centre has been named in honour of famous Kashmiri poetess Habba Khatoon, a local of the pampore town, who is also known by the honorary title 'Nightingale of Kashmir'. She was born in 1554 in Pampore J&K. The main objectives of the centre are:

1. To be a center for revival of sufis and saints and their teachings
2. To review the poetry of Habba Khatoon.
3. To honour the best student with the honorary title 'Habba khatoon'.
4. To enhance and promote women development and empowerment.

The Habba Khatoon centre of the institution celebrates various events like Women's day, Mother's day, Beti Bachove Beti Padaw, Habba khatoon day to give and gain knowledge about women empowerment. It also organizes various poetic events to provide a platform for female students interested in poetry. The Habba Khatoon day is celebrated in the institution by organizing various cultural activities. The female student with excellence in curricular and co-curricular activities is awarded with the honorary title "Habba Khatoon".

Activity-II: Establishment of Psychological Counseling Cell:

The outbreak of the worldwide pandemic COVID-19 created lot of mental trauma, and stress among the people in the entire world. Every sector be it politics, economics, education etc got affected in one or the other way. The shift of the teaching learning process from offline to online mode also put a tremendous amount of stress and strain both on student as well as teacher community. In order to cope up with these psychological pressures, the institution established a psychological counseling cell with the aim:

1. To understand the psychological problems of students.
2. To create awareness about promotion of mental health.
3. To create awareness about Covid-19 mitigation.
4. To provide awareness about substance abuse menace.
5. To come up with the redressal mechanism for psychological problems of students and faculty.
6. To organize programmes for strengthening mental health among staff and students.
7. To create awareness about specially abled children.
8. To come up with redressal mechanism of problems of specially abled children.

File Description	Document
Upload any 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:

In order to make teaching learning process more effective, the IQAC of the institution reviews the teaching learning process, structures, pedagogies and learning outcomes at periodic intervals as follows:

- Integration of ICT in teaching learning process like use of IFPD's , Smart boards, social media platforms, PowerPoint presentations and online teaching learning APP's to improve teaching learning pedagogies.
- Seeking course outcomes and curriculum transaction and evaluation plans at the commencement of every course.
- Requisition of books from HOD's for the enrichment of central library.
- Formation of annual activity calendar at the beginning of academic session.
- Teaching staff strength against sanctioned postshas been increased from 10 to 19 faculty members.
- Seeking workload from HOD's to adjust teaching staff on academic arrangement basis.
- Organising seminars/webinars for innovative teaching pedagogies.
- Workshops for use of ICT enabled tools for teaching learning.
- Parent teacher meets and student feedbacks to improve teaching learning process.
- Meet the faculty programs to know the faculty.
- Presentations of SSR in front of faculty members to collect general feedback.
- Departmental presentations with an idea to access their strength, weakness and opportunities.
- Continuous internal evaluation through mock tests,assignments, presentationsand Viva- Voce etc.
- Ensures the participation of maximum number of students in co-curricular activities like awareness programs, gender equity, youth building, peace, sports activities, cultural activities, NSS, Eco-club, EBSB, Literary club and entrepreneurship development programs etc.
- Establishment of multi-purpose for indoor games and other activities.
- Availability of computers for good student computer ratio.
- Hygienic and well maintained college canteen.
- Strives to maintain aesthetic landscape.
- Extension lectures by State and National Academia.
- Publication of college magazine and newsletter.
- Initiatives for development of sports field and sports infrastructure.
- Wi-Fi facility and increase in band width speed.

File Description	Document
Upload any additional information	View Document

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 initiatives 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 any additional information	View Document
Institutional data in prescribed format(Data template)	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:

Government Degree College Pampore is a co-educational institution, open to all genders. The college believes that gender equity is a human right and pre-requisite for achieving broader goals of social transformation through education particularly in the rural society where college is located. The college believes that gender should not affect the access to quality education and to neutralize the impact of bias, violence and discrimination that our girl student's face in their society. The college is determined to provide them the safe and secure environment. College gives supreme importance to women dignity and integrity and wants its taught to follow the same. Many measures have been taken by the college to ensure women security. There is a restricted entry into the campus and gates are closed during the day and all visitors are scrutinized. Whole campus is under CCTV surveillance, which ensures that no case of on campus harassment goes unnoticed and appropriate action is taken. Besides this college has constituted Internal Compliant Committee (ICC) as per the recommendation of UGC and MoEd, GoI. ICC is actively involved in preventing women (student/staff/visitor etc) from sexual harassment in the college campus and provides mechanism of filing complaints of sexual harassment and redressal of complaints while ensuring the security of complainant. An exclusive space for women has been created in the form of "Girls Common Room" which hosts multiple facilities like resting place, washrooms, recreation facility and reading material (magazines and periodicals covering contemporary women issues, entertainment, cooking and housekeeping etc) is available for female staff and students. Women staff and students of the college can also use the First Aid room in case of need. It also hosts many personal hygiene products for women use. The department of Physical Education and Sports trains scores of girl students annually in different sports. It also facilitates the participation of girl students in district, state and national level competitions, besides organizing girls only tournaments and competitions like road race, cycle race, basketball, badminton championship etc., at college level. The Physical Education and Sports also conduct training in self defense like taekwondo, karate, boxing etc., for women, enhancing their confidence and self reliance. The department also trains women students in YOGA making them mentally sound and fit. College also encourages girl students to participate in study tours and trekking programmes. The college has also instituted Women Development Cell (WDC) which conducts a number of co curricular activities like debates, seminars, and lectures etc on women issues. Besides co-curricular activities department of sociology also offers a four credit course on "Gender Sensitization" teaching students about gender equity, sexual harassment and Domestic Violence. Counseling cell of the college is effectively providing counseling services and awareness to the girl students to ensure mental wellness. The college has recognized the contribution of the local female poetess of the area and instituted a "Habakhatoon Centre" in her honor with the objective to motivate local girl students to set higher literary goals for themselves.

File Description	Document
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
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

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:

The college is committed to make the campus green and environmental friendly. All new developmental works are undertaken only after due environmental considerations.

Solid Waste Management

Carrying of Plastic bags inside campus is banned. A proper solid waste management plan is in place where students are encouraged to practice waste segregation. Dustbins are present in every classrooms, corridors, main areas etc. Waste is collected from campus via this network of dustbins to a particular collection point from where municipal authorities take it for proper disposal. Possibilities of recovering biodegradable waste and converting into vermicompost are in active consideration. The vermicompost produced will be used as fertilizer replacement in campus lawns. The proposal of converting food waste generated from canteen into biogas in a small sized biogas plant is also in pipeline. The biogas generated will be used in

canteen itself.

Sanitation and Liquid waste management

All lavatories in the campus are flush toilet units. Waste generated from toilets is carried to septic tanks via conventional gravity flow sewer systems made of PVC pipes. Which are connected to septic tanks, after treatment liquids waste is disposed into soak pit.

Biomedical waste management

No Biomedical waste is generated in the campus; therefore no management practice for such waste is in place

E-waste management

No e-waste has been generated by the college so far, however in case of discarded electronic or other e-waste generation in the college, the empanelled vendors of J&K State Pollution Control Board will be called to manage e-waste.

Waste-Recycling Since generation of waste in the campus is very less, recycling option has not been explored so far

Hazardous chemicals and radioactive waste management

No Hazardous Chemical and radioactive waste is generated in the campus that need treatment

File Description	Document
Geotagged photographs of the facilities	View Document
Relevant documents like agreements/MoUs with Government and other approved agencies	View Document

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: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	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: B. 3 of the above

File Description	Document
Geotagged photos / videos of the facilities	View Document

7.1.6 Quality audits on environment and energy are 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
Certificates of the awards received	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. Divyangjan friendly washrooms**
- 3. Signage including tactile path, lights, display boards and signposts**
- 4. Assistive technology and facilities for 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: D.1 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:

Government Degree College Pampore has assured faith in the principle of “Unity in Diversity” and since its inception has been sensitizing the students towards respecting cultural, religious and socio-economic diversity and live in harmony and develop tolerance towards such diversities. Pampore is a fountain head of kashmiri culture, many poet and poetesses of kashmiri language have born in this blessed land. To promote the culture of Kashmir a dedicated haba khatoon cell has been established in the college, named after the famous local poetess also known as Nightingale of Kashmir. College also celebrates religious leader and founders. This year college culture , debate and seminar committee organized week long programme on 400th birth anniversary of “Guru Teg Bahadur Ji” . Besides this many competitions were held on theme of culture.

The college also celebrates annually saffron festival to promote the culture and spice of the home town.

College has made a special provision for supporting economically weaker students through financial aid committee. College also takes special care of socially backward students , scheduled tribe students from the catchment area and religious minorities in all respects.

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:

Government Degree College Pampore realizes that the purpose of education is to facilitate actualization of human potential by making its stakeholders, particularly higher educational administrators, teachers, and learners conscious about human values and professional ethics. The principal values Promoted by the college are:

Love & Compassion: it is manifested in the form of sincere care for others, kindness, empathy and compassion. It may be seen in operation in human acts of generosity, mercy and charity. To foster these values programmes are conducted regularly like celebration of blood donor's day in 2017 and 2018, every year plantation drive is conducted. In 2018 NSS conducted cleanliness and anti polythene drive, free distribution of hygiene kits among underprivileged was conducted by NSS in 2021.

Peace: Complete harmony of thoughts, words and deeds lead to peace. For civilized living peace is

essential. The Department of political science offers skill course on conflict and Peace building. On September 21, 2020 EBSB College conducted a national level online essay competition on the theme "Youth and Peace Building besides this Peace day is celebrated annually on 21st september.

Truth and Non-Violence: Truth is eternal and non violence is a result of restraint from consciously doing any harm through one's thoughts, speech or action to any entity, living or nonliving. To inculcate these values in students The EBSB club of the college celebrates Gandhi Jayanti every year and different activities are carried out to spreads his, message of truth and nonviolence.

Righteousness: Righteousness is the backbone of core human values and also of human existence. It involves conduct of life and action by practicing propriety and decorum at every stage. College through the means of activities is conducting programs like cleanliness drives, awareness campaigns, etc.

Service: When love and compassion for others and willingness to sacrifice for others out of love take the form of action, it becomes service. NSS UNIT of the college and Eco-club has conducted number of programmes in last five years which include blood donation awareness, swachta campaigns, cleanliness drives, plantation drives etc.,.

Besides this college also conducted number of events under aazadi ka amrut mahutasav to aware students about constitutional values etc.

File Description	Document
Any other relevant information	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:

At Government Degree College Pampore Celebration of the national festivals with great enthusiasm and

patriotic spirit is in practice right from its inception.

The Independence Day , Republic Day, Gandhi Jayanthi , National Unity Day, Babasaheb Ambedkar's birthday, Teachers day, womens day, peace day, Swami Vivekananda's birth day(National Youth Day) , Sarvepalli Radhakrishnans birthday (Teacher's Day), birth days of the C. V. Raman (Science Day) are celebrated in the college every year with great fervor.

File Description	Document
Any other relevant information	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:

A. PRACTICE I

1. Title of the Practice

Counselling to ensure mental wellness and eradication of drug menace.

2. Objectives of the Practice

The main objectives of counselling are:

1. To understand the psychological problems of students.
2. To create awareness about promotion of mental health.
3. To create awareness about Covid-19 mitigation.
4. To provide awareness about substance abuse menace.
5. To come up with the redressal mechanism for psychological problems of students and faculty.
6. To organize programmes for strengthening mental health among staff and students.
7. To create awareness about specially abled children.
8. To come up with redressal mechanism of problems of specially abled children.

3. The Context

Government Degree College Pampore is rural college located in district Pulwama which is intensely affected by the turmoil from last three decade as the district Pulwama is among the worst hit district in the valley. The district is also highly infected by the menace of substance abuse. The area is known for poppy cultivation and most of the youth in the age group 10-19 years are consumers. Both these factors has caused tremendous rise in substance abuse in the past many years. The outburst of COVID 19 pandemic experienced globally our district was no exception and a surge of cases was seen which led to closure of college from march 2020. The onwards closure of in person teaching and social isolation created a

disconnect of the already disturbed youth, further alluring them towards substance abuse. To counter this menace the college has in place the psychological counseling cell since 2018, for promotion of mental health amongst its students and staff.

4. The Practice

As reported by United Nations Drug Control Programme (UNDCP) there are seventy thousand drug addicts in Kashmir division of which 65% to 70% are students drug addicts. As per Institute of Mental Health and Neuro Sciences (IMHANS) 90% abusers belong to the age group of 17 to 35 years. Increase in drug use prevalence had led to increase in the crime rate, road accidents, suicides and suicidal attempts, deaths due to overdose, psychiatric disorders, liver disorders, gastritis, accidental injuries and an increased risk for HIV infections due to intravenous drug use. Drug use is a major reason for family devastation by its overburdening costs incurred on general health issues arising out of drug abuse.

College has taken lead in preventing spread of menace of drug abuse by spreading awareness among masses and counseling students about its ill effect. A number of programmes including seminars, workshops, conferences and counseling sessions have been conducted so far.

5. Evidence of Success

Since the introduction of the scheme, thousands of the students and staff has availed counseling services. Scores of awareness program were conducted. Students' wholehearted participation in the scheme reflects its success. It is a pleasure to share that college has bagged two national level appreciation certificate/awards from the ministry of higher education and ministry of social justice and empowerment, for counseling covid-19 patients and their families and secured third position in J&K UT in NASHA MUKHT BHARAT ABHIYAAAN. This practice has spread awareness among students and prevented them from falling in to this menace. Around 1000 students have sought counseling services so far from the cell

6. Problems Encountered and Resources Required

College has provided adequate space to the cell, however unavailability of support staff hampers its proper functioning. Moreover a full time counselor is required in addition to the faculty for its best functioning. Allocation of funds is also required to share benefits of counseling to the drug menace affected localities in the home district.

B. PRACTICE II

1. Title of the Practice

ON SPOT FINANCIAL AID TO POOR STUDENTS

2. Objectives of the Practice

The main objectives of providing on spot financial aid to the poor and orphaned students include:

1. Promote the principle of equity and inclusive education
2. To ensure that poor and orphans have accessibility to the College Education and other resources necessary for continuing education in the college

3. To identify poor and orphan students who cannot afford admission/examination fee or any other resource necessary for continuing college education
4. To disburse fee amount to the needy (poor and orphaned) students on spot
5. To ensure no student misses any opportunity related to college academics due to non availability of funds
6. To not let enrollment drop on account of inability of student to pay his/her dues.

3. The Context

The Government degree College Pampore is located within the Pampore town limits. It is surrounded by cluster of villages whose inhabitants practice agriculture and are mostly financially constrained. Students from these villages and Pampore town seek admission in the college. However pampore town being near to the capital city Srinagar, many privileged students rush to srinagar colleges for better education and facilities, leaving behind un privileged and poor students. For many years it has been observed that many students were facing helplessness during the time of admission or examination when they need to pay the fee. In order to ensure that non-payment of fee should not exclude any student from seeking education, college administration decided to pool fund from employees which can be diverted for payment of fee of poor student's after proper verification. This mechanism provides instant relief to poor and orphaned students as they have not to wait for scholarships.

4. The Practice

To bring in equity in the delivery of education, scholarships are awarded to the meritorious, poor and orphan students at different levels. Generally students apply for national or state level scholarship on basis of which financial aid is granted, however students have to apply for it along with number of documents that are necessarily required and without which application can be rejected even ignoring the merit of the case. Even after waiting for the results, poor and orphan students are not sure of getting the scholarship, the process is cumbersome and often there is huge delay in the scholarship reimbursement. Therefore many a time's poor and orphaned students at the time of admission feel stressed and helpless to generate funds for remitting fees and other dues required for the continuation of education on time. Many a times they give up and prefer to work in agricultural fields or do some odd jobs, or leave the college without attaining the degree. To avoid this situation our college administration has set up financial aid cell which help poor and orphaned students instantly to remit their fee and any other dues(necessary for continuation of education) essentially when they need it and thus avoid the situation of dropping out of the college due to nonpayment of fee or any other dues. The money is pooled from the voluntary monetary donation made by the faculty members of the college. The assistance provided to the student includes tuition fee, university fee, examination fee or any other fee which is important for continuation of education in the college or any fee required for participation in training or any extra circular activity important for all round development of the student. This financial aid is dispersed to the poor and orphaned students of the college irrespective of gender, religion, cast or creed. However thorough investigation is conducted by a properly devised mechanism to determine eligibility of recipient for such aid. Hassle free application and verification relieves the poor and orphan student of the stress and help them realize their dream of graduating without wasting time or delays caused by financial constraints. The prompt disbursement of aid is indeed the uniqueness of the process. Further the whole process from poor or orphan student's application for the aid to disbursement of the aid is monitored by the principal of the college, who along with other members of financial aid committee infuse extensive degree of accountability and transparency in the process.

5. Evidence of Success

From last few years of COVID disaster has financially strained many businesses and family associated with them. In this time of adversity it is our moral obligation to help poor and orphaned to attain their educational goals. Government Degree College is at forefront to aid financially poor and orphaned students through an established practice. In just over a one academic year the evidence of the successes of the practice has surfaced as more than fifty applications has been processed and financial aid disbursed in past one academic year. Helping the poor and orphans to continue their educational endeavors is great service to the society

6. Problems Encountered and Resources Required

Helping poor and orphan students financially to bring equity in education needs determination, dedication and consistency. A highly dedicated team has been constituted for this purpose. The team collects voluntary donations from the faculty, process applications of poor and orphan students and conduct thorough verification so that financial aid is disbursed to the deserving one that too promptly. Many times problems are encountered as the aid has to be collected on the basis of voluntary donation putting time constraints on the collection.

File Description	Document
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:

Development of local community and its resources is the priority and thrust area in which the college has been contributing regularly and multidimensionally from culture to environment to local resources. Government Degree College Pampore not only promotes the local culture by organizing various cultural events & activities and recognizing the local scholars but also contributes to the preservation and development of local environment by having adopted local wetlands and conducting various environment related activities and events through its Eco-Club & NSS unit in collaboration with the locals. Furthermore, Government Degree College, Pampore is consistently working for the development of local resources by undertaking various academic and other endeavors in this regard.

Establishment of in-campus Spice Garden

GDC Pampore is situated in the town of Saffron where the world's best quality saffron is grown. Pampore town is known for its saffron cultivation and majority of the residents are already engaged in its cultivation and that saffron has got G.I tagging that makes it a globally acclaimed spice.

Government Degree College, Pampore established an in-campus Spice Garden in 2020 under the technical guidance of ARSSSS, Dassu Pampore on a piece of land measuring 1 Kanal, with an aim to develop human resource and employment generation by imparting skill development training for the scientific

cultivation, post-harvest handling and value addition in spices particularly amongst the pursuing students.

Certificate Course in Saffron Cultivation

Under the UGC scheme launched on 27 February 2020 for skill development based higher education as part of colleges to accelerate Indian economy by generating employment alongside creating knowledge and in compliance to an order issued by higher education department of Jammu & Kashmir asking every institution to submit a proposal for introduction of skill courses keeping in consideration the local needs and aspirations, the college has taken a lead among the colleges of the valley in promoting the cultivation of best quality saffron and Seed Spices by undertaking research and academic endeavors in this regard. Recently the college had initiated the process of introducing a certificate course in saffron cultivation in collaboration with Advanced Research Station for Saffron and Seed Spices (ARSSSS), Dassu Pampore and Sher-e-Kashmir University of Agricultural Sciences & Technology of Kashmir (SKUAST-K). The college is all set to start this skill enhancement course in Saffron & spices cultivation in “Embedded Mode” in the existing undergraduate programs as the draft curriculum of the said course, with only 12 credits only for each vertical in 4 credit pattern (2 theory + 2 Practical) has been drafted by the mentor institution of the college (SKUAST-K & ARSSSS, Dassu Pampore) has been sent to affiliated university (University of Kashmir) for approval of the Board of Studies. However, only 12 credits of the skill course in the embedded mode shall be incorporated in the scheme of B. A, B.Sc., B. Com general program in sync with the existing framework. The college will launch this skill course in saffron & spice cultivation in the Add-on mode as certificate course and will evaluate the students and issue certificates in collaboration with SKUAST-K & ARSSSS, Dassu Pampore.

Development of infrastructure at Government Degree College, Pampore

Government Degree College, Pampore has established a well-equipped laboratory for the development of saffron and spices.

- Establishment of Quality Control Laboratory for quality estimation in different spices at Government Degree College, Pampore.
- Establishment of laboratory for the Post-Harvest Handling of saffron and other spices.

These laboratories are equipped with instruments like Double beam UV visible Spectrophotometer, Hunter Lab color flex, Moisture Meter, Electric Dryer etc.

Establishment of Habba Khatoon Cell

GDC Pampore celebrates and promotes local culture by organizing various cultural activities and events through its college cultural committee. However, the college recently established a special cell namely “Habba Khatoon Center” to honour and felicitate the local poetess, “Habba Khatoon” popularly known as nightingale of Kashmir. She was also the queen of the then emperor of Kashmir “Yousf Shah Chak” and was born in chandhara village of Pampore Town. The center recently celebrated “Habba Khatoon Day-2021” with overwhelming participation of the local community & local scholars.

Conservation of Local Environment

- **Plantation Drives:** In order to protect local flora and fauna the Government Degree College, Pampore in collaboration with various government and non-government agencies had successfully

conducted various plantation drives inside the campus wherein different species of local trees were planted by the volunteers of NSS and Eco-Club. Moreover, to protect the heritage of Kashmir, a few Chinar trees are also planted in the college campus.

- **Cleanliness Drives:** Eco-club and NSS volunteers of the college frequently conduct “Cleanliness Drives” inside and outside the college campus. Besides, the college faculty also frequently visit nearby villages to educate local population about the importance and benefits of maintaining proper sanitation and hygiene particularly during the pandemic of Covid-19.
- **Seminars/Awareness Programs:** various programs in diverse formats like; seminars/webinars/awareness programs and mock drill are frequently conducted by the department of Environmental Studies of the college in collaboration with the other departments, clubs and units of the college.
- **Adopting of Local Wetlands:** The college has a local wetland namely Manibug in its immediate vicinity. Therefore, the college had adopted it. Eco-Club, EBSB Club and NSS Volunteers of the college frequently visit the wetland to ensure its maintenance and cleanliness. The College has signed an MoU with local NGO Wildlife Conservation Fund (WCF) for establishing a Wetland Research Centre (WRC) in GDC Pampore .The wetland is visited by thousands of different species of migratory birds, during the winter season and leave the place in early spring season.

File Description	Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

The college has MoU with WCF with the objective of preservation and restoration of wetlands of Pampore in general and Manibugh in particular. Under this a number of plantation and cleanliness drives in and around college have been organized. The college has an MoU with ARSS, a research station of SKAUST-K for promotion and marketing of Saffron the local spice. Under this curriculum of 12 credits for a skill course in Saffron Cultivation has been prepared which is spread across three semesters and shall be introduced for 3rd semester students from this year. A research laboratory for the skill course and a spice park is also established under this collaboration. Winter sports were introduced and the first batch of 14 students were given training in Skiing Course at Gulmarg this year.

Concluding Remarks :

Pampore is a historical town which is famous for its Saffron and is popularly known as Saffron town. Pampore has three lakes which are entitled as wetlands. One of them is Manibugh wetland which offers a beautiful view of migratory birds. Amidst these saffron fields and wetland is the college located. Though it was established in 2011, it moved to the present place in 2015 and an upsurge in the developmental works started from 2020. The institution receives decent grants from RUSA and State Plan (CAPEX) and in the financial year 2020 the total funds received were 7 crore approximately. Construction of science laboratory block to a project cost of 12 crore approximately is ongoing and the additional academic block is nearing completion. The college got 10 additional permanent teaching posts this year and is working hard towards getting permanent affiliation in BSc for which an inspection was held by the affiliating university just recently. The most laudable achievement is that the enrollment augmented by three times this year. The faculty works hard for the holistic personality development of the students and adopts a student centric approach. The classrooms are IFPD enabled and with the integration of technology into teaching, we are able to entice our students to classrooms. The automation of library is partially done. An additional floor was added to the library block in which a browsing center, reading room and an AV room was set up. The library is having e resources and is monitored by good surveillance. Virtual laboratories, construction of boundary wall and cricket field with stadium are some important ongoing projects.

6. ANNEXURE

1. Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
2.3.3	<p>Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)</p> <p>2.3.3.1. Number of mentors</p> <p>Answer before DVV Verification : 31</p> <p>Answer after DVV Verification: 17</p>																				
2.4.3	<p>Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)</p> <p>2.4.3.1. Total experience of full-time teachers</p> <p>Answer before DVV Verification : 37</p> <p>Answer after DVV Verification: 32</p>																				
3.3.4	<p>Average percentage of students participating in extension activities at 3.3.3. above during last five years</p> <p>3.3.4.1. Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>2020</td><td>108</td><td>413</td><td>305</td><td>473</td></tr> </table> <p>Answer After DVV Verification :</p> <table border="1"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>2020</td><td>108</td><td>308</td><td>305</td><td>570</td></tr> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	2020	108	413	305	473	2020-21	2019-20	2018-19	2017-18	2016-17	2020	108	308	305	570
2020-21	2019-20	2018-19	2017-18	2016-17																	
2020	108	413	305	473																	
2020-21	2019-20	2018-19	2017-18	2016-17																	
2020	108	308	305	570																	
3.4.2	<p>Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the last five years</p> <p>3.4.2.1. Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>4</td><td>1</td><td>0</td><td>0</td><td>0</td></tr> </table> <p>Answer After DVV Verification :</p> <table border="1"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td></td><td></td><td></td><td></td><td></td></tr> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	4	1	0	0	0	2020-21	2019-20	2018-19	2017-18	2016-17					
2020-21	2019-20	2018-19	2017-18	2016-17																	
4	1	0	0	0																	
2020-21	2019-20	2018-19	2017-18	2016-17																	

3	1	0	0	0
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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)**

4.1.3.1. Number of classrooms and seminar halls with ICT facilities

Answer before DVV Verification : 9

Answer after DVV Verification: 8

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

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

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
485.676	93.32	54.75	33.8	50

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
11.32	23.00	1.38	9.37	50.00

Remark : Input edited referring audited statement uploaded by HEI.

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:

2020-21	2019-20	2018-19	2017-18	2016-17
23.40623	14.66986	0.64882	9.92423	0.29836

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
8.99	7.04	0.64882	1.49	0.29836

Remark : Input edited referring audited statement uploaded by HEI.

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)**

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)

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
3.01213	4.0133	3.8794	1.73363	0.7197

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
4.00	0.36	0.36	1.73363	0.16

Remark : Input edited referring audited statement uploaded by HEI

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

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

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
3	2	0	1	0

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
125	173	0	58	0

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:

2020-21	2019-20	2018-19	2017-18	2016-17
18	7	4	8	1

Answer After DVV Verification :

2020-21	2019-20	2018-19	2017-18	2016-17
1	1	3	7	1

5.3.3	<p>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)</p> <p>5.3.3.1. Number of sports and cultural events/competitions in which students of the Institution participated year-wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="298 422 1044 557"> <thead> <tr> <th>2020-21</th><th>2019-20</th><th>2018-19</th><th>2017-18</th><th>2016-17</th></tr> </thead> <tbody> <tr> <td>21</td><td>13</td><td>04</td><td>01</td><td>08</td></tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="298 646 1044 781"> <thead> <tr> <th>2020-21</th><th>2019-20</th><th>2018-19</th><th>2017-18</th><th>2016-17</th></tr> </thead> <tbody> <tr> <td>12</td><td>10</td><td>05</td><td>01</td><td>08</td></tr> </tbody> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	21	13	04	01	08	2020-21	2019-20	2018-19	2017-18	2016-17	12	10	05	01	08
2020-21	2019-20	2018-19	2017-18	2016-17																	
21	13	04	01	08																	
2020-21	2019-20	2018-19	2017-18	2016-17																	
12	10	05	01	08																	
7.1.2	<p>The Institution has facilities for alternate sources of energy and energy conservation measures</p> <ol style="list-style-type: none"> 1. Solar energy 2. Biogas plant 3. Wheeling to the Grid 4. Sensor-based energy conservation 5. Use of LED bulbs/ power efficient equipment <p>Answer before DVV Verification : A. 4 or All of the above</p> <p>Answer After DVV Verification: B. 3 of the above</p>																				
7.1.4	<p>Water conservation facilities available in the Institution:</p> <ol style="list-style-type: none"> 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 <p>Answer before DVV Verification : A. Any 4 or all of the above</p> <p>Answer After DVV Verification: B. 3 of the above</p>																				
7.1.5	<p>Green campus initiatives include:</p> <ol style="list-style-type: none"> 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 <p>Answer before DVV Verification : A. Any 4 or All of the above</p> <p>Answer After DVV Verification: B. 3 of the above</p>																				

Remark : Input edited as per supporting documents

7.1.6	<p>Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:</p> <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions / awards 5. Beyond the campus environmental promotion activities <p>Answer before DVV Verification : A. Any 4 or all of the above Answer After DVV Verification: B. 3 of the above</p>
7.1.7	<p>The Institution has disabled-friendly, barrier free environment</p> <ol style="list-style-type: none"> 1. Built environment with ramps/lifts for easy access to classrooms. 2. Divyangjan friendly washrooms 3. Signage including tactile path, lights, display boards and signposts 4. Assistive technology and facilities for 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 <p>Answer before DVV Verification : A. Any 4 or all of the above Answer After DVV Verification: D.1 of the above</p>

2. Extended Profile Deviations

ID	Extended Questions																				
1.1	<p>Number of students year-wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="187 1403 981 1516"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>741</td><td>697</td><td>704</td><td>637</td><td>513</td></tr> </table> <p>Answer After DVV Verification:</p> <table border="1" data-bbox="187 1605 981 1718"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>843</td><td>830</td><td>690</td><td>645</td><td>563</td></tr> </table>	2020-21	2019-20	2018-19	2017-18	2016-17	741	697	704	637	513	2020-21	2019-20	2018-19	2017-18	2016-17	843	830	690	645	563
2020-21	2019-20	2018-19	2017-18	2016-17																	
741	697	704	637	513																	
2020-21	2019-20	2018-19	2017-18	2016-17																	
843	830	690	645	563																	
1.3	<p>Number of outgoing / final year students year-wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="187 1852 981 1965"> <tr> <td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td><td>2016-17</td></tr> <tr> <td>133</td><td>132</td><td>120</td><td>83</td><td>30</td></tr> </table> <p>Answer After DVV Verification:</p>	2020-21	2019-20	2018-19	2017-18	2016-17	133	132	120	83	30										
2020-21	2019-20	2018-19	2017-18	2016-17																	
133	132	120	83	30																	

2020-21	2019-20	2018-19	2017-18	2016-17
176	141	185	117	66

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

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
19	12	10	11	5

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
17	10	9	11	5

2.2 Number of sanctioned posts year-wise during last five years

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
21	12	12	12	12

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
19	10	10	10	10

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

Answer before DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
490.64783	100.46553	60.57117	36.49416	51.07143

Answer After DVV Verification:

2020-21	2019-20	2018-19	2017-18	2016-17
65.39	60.8	12.24	27.2	69.5