

**INSTITUTIONAL DEVELOPMENT PLAN**  
**2020-2024**



*Principal*  
**G. D. C. Beerwah**  
*Budgam*

GDC BEERWAH, BUDGAM, JAMMU AND KASHMIR  
1934II, [gdcbeerwah@gmail.com](mailto:gdcbeerwah@gmail.com), Mob. 941957474

## SUMMARY

Strategic planning for an educational institution is an act or process of identification /creation of a plan of work. It also involves the implementation of the plan, and its evaluation after its implementation. It is based on the study and analysis of all the aspects/dimensions pertaining to a given institution. It paves and sets the path on which the institution should move to achieve its set goals.

The first part of this Institutional Development Plan (IDP) mentions the basic details about the college. The second part reflects on the vision and mission of our college, along with our core values. Our college has taken on board all the stakeholders (Teaching and non-teaching staff, enrolled students, their parents, alumni, and local society) in their formulation. The third part comprises of the details pertaining to the trajectory along which our college is supposed to move over the period of 4 years (July 2020 to March 2024).

### PART - I

#### I. INSTITUTIONAL BASIC INFORMATION:

##### I.1. Institutional Identity:

- **Name:** Government Degree College Beerwah
- **Address:** College Road, Beerwah 193411.
- **Type:** Government Aided.
- **University Affiliation:** University of Kashmir
- **UGC affiliation:** 2F and 12B
- **Email-id of the institution:** [gdcbeerwah@gmail.com](mailto:gdcbeerwah@gmail.com)
- **Website:** [www.gdcbeerwah.edu.in](http://www.gdcbeerwah.edu.in)

##### I.2. Establishment and historical overview:

Government Degree College (GDC) Beerwah, Budgam is one of the leading higher education institutes in the central Kashmir of J&K state. The college was established was in 2005 with an intake of 200 students in 7 arts subjects. Since its inception GDC, Beerwah has been offering high quality education in science, arts and commerce. The aim of the institute is to mould and transform the students into disciplined young and talented citizens. The institution strives to inculcate behavioural and leadership skills as well as effective communication skills to the students to mould them into an all-round personality. GDC Beerwah imparts quality education through exploration and experimentation and produces socially conscious personalities embedding ethics and values, for the advancement in science and technology to meet the present challenging innovations of the modern world.

**I.3. Accreditation Details:** The college is accredited for the first cycle in June 2019 and has been awarded B Grade. The college has also submitted the AQAR for FY – 2019-20, and 20-21.

**1.4. Academic Information:**

**Enrolment and students teachers ratio:**

Number of students	Number of Teachers	Student Teacher Ratio
1840	17	1082.23

**1.5. Course and Examination Details:**

Academic Year	Programme code	Programme Name	Number of students appeared in the final year examination	Number of students passed in the final year examination	Pass Percentage
2020-21	B.A.	UG	210	163	77.6
	B.Sc.	UG	86	64	74.4
	B.Com	UG	24	24	100.0
<b>TOTAL</b>			<b>320</b>	<b>251</b>	<b>78.4</b>

Year	No. of seats earmarked for reserve category as per UT Government Rule.					No. of students admitted				
	SC	ST	OBC	Gen	Others	SC	ST	OBC	Gen	Others
2020 -21	20	12	48	268	52	7	5	46	247	1
<b>TOTAL</b>	80			268	52	58			274	1

**1.6. Faculty Status (Regular/On-Contract Faculty as of March 31<sup>st</sup> 2021):**

S. No	Faculty Rank	Sanctioned Post	Filled Post		Vacant Post
			Male	Female	
1	Professor				
2	Associate Professor	0			
3	Assistant Professor – L3	28	17	0	11
4	Assistant professor – L2	0			
5	Assistant Professor – L1	0			
6	Academic Arrangement/Contractual	15	12	03	0

**1.7. Facilities (Lab/Library/Hostel):**

- Total Land Available: 58.70 Kannals.
- Power backup: Solar power plant of 50 KVA giving 24x7 power backup to all classrooms, labs and departments. The college is also having 2 diesel Gensets of 63 KVA and 40 KVA ensuring power back up to the whole campus.
- Classrooms: 21) fully functional Class Rooms.
- Seminar Halls: 2
- EDUCAT Classroom: 1

- Library Books: more than 3000 books, more than a 100 E-journals, SOUL ILMS Software automation but partially automated.
- Computing science and browsing lab: 1 with more than 70 computers.
- WIFI enabled Campus - Yes
- Laboratories: 7 laboratories – physics, chemistry, botany, zoology, bio-technology, water management, and environmental science.
- Hostels – NO
- Guest House – No.

#### 1.8. Research and Development:

Permanent Faculty Members with Research Degrees.	PhD	Field	Currently involving in research	Independent or funded research
Dr. Mudasir Rashid Banday	Yes	Chemistry	Yes	Independent
Dr. Mansoor Ahmad Lone	Yes	Botany	Yes	Independent
Dr. Firdous Ahmad	Yes	Political Science	Yes	Independent
Dr. Ali Mohammad Malla	Yes	Chemistry	Yes	Independent
Dr. Aftab Ahmad	Yes	Environmental Science	Yes	Independent
Dr. Nazir ul Amin	Yes	Education	Yes	Independent
Dr. Mudasir Ahmad Khazir	Yes	Library Science	Yes	Independent
Dr. Sajad Hussain Rather	Yes	Economics	Yes	Independent
Dr. Mohammad Hussain Dar	Yes	Kashmiri	Yes	Independent
Dr. Mushtaq Ahmad Malla	Yes	Social Work	Yes	Funded

S. No	Research infrastructure available	Quantity
1	Laboratories in Physics, Chemistry, Botany, Zoology, Bio-technology, Water Management, and Environmental Science, with a number of equipment.	7
2	Browsing centre cum research lab for Social Science	1
3	Small conference rooms cum auditorium	1
4	Round shaped seminar room	1

#### 1.9. Sports and Culture:

- Department of sports and culture consists of an office room and a store room. The office is well equipped with furniture and IT infrastructure.
- The department has one PTI and other helping staff for its smooth functioning.
- Availability of Gymnasium, a Table Tennis Hall and a basketball court.
- The department has a playing field enough large to conduct outdoor games like cricket and football.

Department has full-fledged equipments and materials required for the different sports activities – Cricket, Volleyball, Football, Badminton, Carom, Chess, Kabaddi, Athletics (High Jump, Javelin Throw, Shotput, Discus Throw), Rope Skipping, Tug of War, Kho Kho.

- For trekking there are eight tents and eight sleeping bags.
- The department of Kashmiri, NSS wing of the college, EBSB Club, Seminars and Debates committee are involved throughout the year in different cultural activities and competitions.
- Canteen facility – well maintained and concessional canteen facility for students and staff.

#### 1.10. Financial Reports:

##### 1.10.1. Expenditure on infrastructure augmentation during the year 2020-21

Year of allocation	Budget allocated for infrastructure augmentation excluding salary (Rs in lacs)	Budget utilised for infrastructure augmentation excluding salary (Rs in lacs)	Total expenditure incurred excluding salary (Rs in lacs)	Percentage of Budget utilized for infrastructure augmentation over Total expenditure excluding salary
2020-21	535.99	305.93	325.13	94%

##### 1.10.2. Institutional Revenue Generation:

- IRG from student's fee and other charges per year: 44.25 lakh
- IRG from externally funded R&D projects, consultancies, if any - NIL
- Donations from Alumni etc – NIL.

## PART - 2

### 2.1 Mission:

To emerge as a seat of higher learning and centre of excellence in the field of higher education by developing a competent and creative human resource with societal orientation through quality teaching, research and extension.

### 2.2. Vision:

To realize the vision to the fullest by utilizing all its resources both human as well as infrastructural resources to achieve intellectual enlightenment and emancipation at individual and societal levels through innovative, creative and progressive education.

### 2.3 Objectives/Values:

- **Excellence:** The institution strives to achieve excellence in curricular and co-curricular activities and administration.
- **Dignity:** The institution strives to install dignity among its students and inculcate core values like universal brotherhood, truth, honesty and non-violence.

- **Ethics:** Institute strives to inculcate values among the primary stake holders like character building and social responsibilities. The Institution has declared campus Tobacco free/polythene free/Ragging free.
- **Integrity:** Institution strives to develop personality of the students by encouraging their participation in sports, debates, seminars, cultural activities etc.
- **Student Focus:** College is committed to initiate different student centric programmes/ courses/ activities to make them confident and self-reliant.
- **Diversity:** The college admits students from all the sects of society like OM, OBC, SC& ST's (Gujjars, Bakerwalls and Phari Speaking people). Diversity is offered in programs/ courses/ activities to encourage students to become self-reliant and confident.
- **Public Engagement:** College NCC & NSS wings are committed to arrange public outreach programmes by involving the local community in initiatives like sanitation & environmental consciousness.

### PART – 3

Our college administration after a series of discussions with all the college committees, local society, and alumni has agreed upon the following goals for next 4 years. These goals have been classified and grouped as under:

#### 3.1 Institutional Development Plan:

STRATEGIC GOALS	PLAN
Curricular aspects (Curricular planning and implementation)	<ul style="list-style-type: none"> <li>a) Developing E-content and its distribution among students.</li> <li>b) Engagement of faculty members in designing and revising of syllabus through participation in UG BOS.</li> <li>c) Strengthening the research-based pedagogy in science, and Introducing research-based pedagogy in Social Science, Arts and Commerce wherever curriculum permits.</li> <li>d) Introducing more skill-oriented courses in view of New Education Policy 2020. Streamlining the system of internal assessments across all subjects of Social Science and Commerce.</li> </ul>
Effective Teaching Learning methodology	<ul style="list-style-type: none"> <li>a) Strengthening of the Academic Monitoring Committee for managing and facilitating use of advanced teaching aids.</li> <li>b) Development of e-learning resources in all subjects.</li> <li>c) Strengthening and streamlining the process of continuous assessments in all subjects.</li> <li>d) Creating a robust internal E-feedback system for the college and each subject.</li> <li>e) Academic planning and preparation of academic calendar.</li> <li>f) Introduction of new courses and program as envisioned under NEP 2020.</li> <li>g) Preparation of Teaching Plan as Per NEP- 2020</li> </ul>

	<ul style="list-style-type: none"> <li>h) Use of more practical methods of teaching.</li> <li>i) Promote research culture and facilities.</li> <li>j) Provide mentoring and individual support.</li> <li>k) Performance enhancement through workshops and seminars.</li> <li>l) Implementation of best practices for students.</li> <li>m) Greater emphasis on field work oriented learning.</li> <li>n) Creating opportunities for academic and research exposure of students outside college.</li> </ul>
<p><b>Research, Extension and Innovation</b></p>	<ul style="list-style-type: none"> <li>a) Development of a research and innovation facilitation centre.</li> <li>b) Collaborate in research with Universities and research centres in the country.</li> <li>c) Conducting, supporting, and facilitating the faculty development programs for college staff.</li> <li>d) Depute its staff members for various seminars, workshops, and conferences.</li> <li>e) Strengthening the college Research and Development Committee.</li> <li>f) Establishing laboratories in the departments which do not have developed laboratories, and enhancing the quality of those who already have laboratories.</li> <li>g) Establishing and developing laboratories with advanced research facilities.</li> <li>h) Requesting the Department of Higher Education Govt. of JK for more research oriented staff in departments which do not have such, and filling the vacant position in various department which have no permanent faculty.</li> <li>i) Encouraging faculty members to apply for different research grants and get more and more research funding for the college.</li> <li>j) Advancing the Social Science, Arts and Commerce research environment in the college by strengthening the research infrastructure in respective departments and library, and establishing social science research lab, and languages lab.</li> <li>k) Collaborations with government and private institutions, universities and research organizations.</li> <li>l) Organizing research workshops and conferences.</li> <li>m) Strengthening the student research culture by incorporating research subjects in the 4<sup>th</sup> year of degree under NEP 2020.</li> </ul>

<b>Infrastructure and Learning Resources</b>	<ul style="list-style-type: none"> <li>a) Ensure the optimal allocation of budget to all departments of the college.</li> <li>b) Renovation of washrooms for staff and students in the college, including specially abled washrooms.</li> <li>c) Enhancing the beauty and landscape of college through more relevant infrastructural development.</li> <li>d) Completion of work on pre-fabricated classroom huts.</li> <li>e) Construction of browsing centre.</li> <li>f) Setting of solar plant to overcoming electricity shortage.</li> <li>g) Purchase of generator to overcoming winter electricity shortage.</li> <li>h) Renovation and alteration of New Academic Building.</li> <li>i) Construction of parking space on the land outside college gate.</li> <li>j) Construction of guest house cum faculty quarters.</li> <li>k) Construction of indoor sports complex.</li> <li>l) Making campus a green campus and zero plastic use campus.</li> <li>m) Recycling of water.</li> <li>n) Construction of a mini conference room, and IQAC office in main building.</li> <li>o) Turning classrooms into smart classrooms.</li> <li>p) Strengthening the infrastructure of college dispensary.</li> <li>q) Enhancing the infrastructural quality of laboratories.</li> <li>r) Conducting external agency based green audit, energy audit and environmental audit.</li> <li>s) Purchasing of more books in the library, including subscription to e-learning resources.</li> </ul>
<b>Student Support and Progression</b>	<ul style="list-style-type: none"> <li>a) Facilitating increased participation of students in various competitions in and outside college.</li> <li>b) Conducting extracurricular activities for students and ensure their participation.</li> <li>c) Fair budget framing and allotment for student development programs and activities.</li> <li>d) Student representation in various committees of the college.</li> <li>e) Recognising the outstanding student achievement through awards and honours.</li> <li>f) Strengthening the NCC and NSS units of the college.</li> <li>g) Increased participation of students in community and extension activities through NCC, NSS, Department of Social Work and Environmental Science.</li> </ul>



	<p>h) Supporting the meritorious students from the weaker and vulnerable sections of society through college and other government and non-governmental scholarships.</p>
<b>Placements</b>	<p>a) Strengthening the Career Counselling and Placement Cell to the level that each student gets desired guidance for a successful career, and placement wherever relevant and needed.</p> <p>b) Making continued efforts towards campus placement of students, in courses wherever relevant.</p> <p>c) Continued interface between the students and industry.</p> <p>d) Signing MOUs with industrial skill institutions and training partners.</p>
<b>Advancement and welfare of employees</b>	<p>a) Regular training of teaching and non-teaching staff for quality improvement.</p> <p>b) Creating a health and supportive working environment in the college.</p> <p>c) Assuring continued safe working environment for teaching and non-teaching staff and students from diverse gender and social backgrounds.</p> <p>d) Staff welfare policy implementation.</p> <p>e) Career advancement facilities for the staff.</p> <p>f) Deputation of staff for seminars, conferences and workshops of relevance.</p> <p>g) Supporting research, consultancy and innovation.</p>
<b>Governance, leadership and management</b>	<p>a) Periodic institutional reviews for smooth running of the administrative activities of the college.</p> <p>b) Continued review of examination results – internal and external of all the programs and courses, result analysis and designing of improvement strategies.</p> <p>c) Six monthly and yearly review of the budget allocated for different purposes and their expenditure.</p> <p>d) Reviewing the performance appraisals of the faculty and suggestion for quality improvement.</p> <p>e) Periodic review of the awards and scholarships for students based on the performance in curricular and extra-curricular activities.</p> <p>f) Evaluate institute's annual performance.</p> <p>g) institutional strategic goal setting.</p> <p>h) Institutional strategic planning.</p> <p>i) Monitoring and review of the quality management system.</p> <p>j) Establishment and monitoring of E-governance system in the college.</p>

	<p>k) Establishment and review of the internal audit committee.</p> <p>l) Formulating and updating different policy documents of the college in line with NEP 2020.</p> <p>m) Ensuring decentralized management of the college.</p> <p>n) Monitoring the work of different college Committees and Cells, and period revision of Committees.</p> <p>o) All MoM's are communicated to the Principal, who after her suggestions submits to the administrative department for approval and reference.</p>
Financial planning and management	<p>a) Framing yearly financial budget in according with the strategic infrastructural development goals of the college.</p> <p>b) Making advanced financial planning for the development of college.</p> <p>c) Effective and sustainable purchasing led by the Purchasing Committee.</p> <p>d) Continued yearly internal and external financial and administrative audits.</p> <p>e) Strengthening the E-governance in payments/financial planning and management.</p>

### 3.2 SWORT Analysis:

#### STRENGTHS:

- Committed Faculty, Staff and Administration.
- Fair Student/Faculty Ratio.
- Solid college connect with the local community and civil society.
- A vibrant NSS/NCC unit, measures for women safety.
- Comprehensive list of courses on offer in Science, Social Science, Arts and Commerce.
- Addressing the educational needs of one of the most educationally marginalised communities in J&K.
- Comprehensive catchment area, and representative of majority of the socio-ethnic and gender diversities.
- Well connected with the Alumni's.
- Variety and abundance of non-classroom opportunities.
- Strong emphasis on Student Life and Engagement.
- Collaborations, accreditations, recognitions and affiliations.
- NAAC Accredited institution.
- Focus on improving Student Success in the National and Global competitions.
- Well established infrastructure.
- Focus on the holistic development of the students – curricular and co-curricular.

## WEAKNESSES:

- **Absence of proper policy for intake capacity:** The affiliating university- UOK had no proper policy for intake capacity in its affiliated colleges. The intake capacity in government colleges has been fixed. However, the intake capacity could not be implemented in its true spirit due to various reasons due to very poor demand for some subjects and very high for some. Thus, in the absence a proper mechanism for implementation of intake capacity, it becomes difficult to run the academic session, with large enrolment. Therefore for a successful implementation of NEP-2020 it is highly desirable to have a fixed intake capacity and a proper mechanism.
- **Shortage of Permanent Faculty:** Another weakness that the institution has is paucity of permanent faculty in a number of departments. The college has been sanctioned 28 posts, out of which 11 positions are vacant, and a number of departments have need of more faculty members than sanctioned posts.
- **Inadequate infrastructure:** The College has presently inadequate infrastructure in place. The institution has no labs for 3 science subjects, library has no reading space, and limited space for books and no automation. The departments in social science, arts and commerce needs improved infrastructure. College needs to have an auditorium and a guest house cum faculty block.
- The Admission process and fee submission is still going on in manual traditional mode.
- Limited E-resources available in the library.
- Negligible placement drives are taking place in the campus.
- No Honours course or PG course is presently being offered in the college.
- Lack of proper sports complex and stadium.
- Less Avenues for generating Internal Revenues for the institution.

## OPPORTUNITIES:

- To strength the sports infrastructure the college can avail nearby state land from the government, including for the establishment of hostels.
- College has land availability inside the existing campus for the construction of a small indoor stadium.
- College has good infrastructure available in some of the science and social science subject to start honours and research oriented under graduation degree programs.
- Being in a rural area, college has a lot of scope to start industrial skill programs in diverse areas of rural economy.
- College has a huge potential to harvest rain water to address the water and irrigation demand on the campus.
- College landscape has the potential to becoming one of the best green campuses in J&K.
- There is a demand for introducing a number of new subjects in social science and science, which will cater educational demands of a large section of the community falling within college jurisdiction.

## THREATS:

- Untimely extreme weather change (early and/or late winter) due to climate change leads to abrupt disturbances in the classwork due to difficulties of commuting, cold and poor heating arrangements in classrooms.
- Threat of flash floods and landslides near buildings due to poor and/or no concrete fencing in some areas of the campus.
- Threat of transfer of permanent faculty and not getting a replacement quickly, thereby disruption in academics.



Principal  
G. D. C. Beerwah  
Budgam