

Assessment and Accrediation

Year: 2023

Criterion-6: Governance, Leadership and Management



Netaji Subhash Chander Bose Memorial Government College Hamirpur, Himachal Pradesh



वसुधैव कुटुम्बकम्।



**Netaji Subhash Chander Bose Memorial
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DECLARATION

This is to declare that the information, reports, copies of supporting documents, data etc. submitted in this file is verified by Internal Quality Assurance Cell (IQAC) and is corrected as per records. This declaration is for the purpose of NAAC accreditation of HEI.

Place: - Hamirpur

IQAC Coordinator

**Internal Quality Assurance Cell (IQAC)
N.S.C.B.M. Govt. College
Hamirpur(H.P.) - 177005**



IQAC Chairman and Principal

**Dr. PRAMOD PATIAL
Principal
N.S.C.B.M. Govt. College
Hamirpur(H.P.) - 177005**

PERSPECTIVE PLAN (2015-2025)

This perspective plan outlines a roadmap for the development and advancement of a government college, with the vision to become a leading institution of higher education in Himachal Pradesh fostering academic excellence, social impact and environmental sustainability.

The plan focuses on:

- Enhancing academic excellence,
- Improving student engagement and success,
- Fostering research and development,
- Strengthening community outreach and
- Upgrading infrastructure and technology.

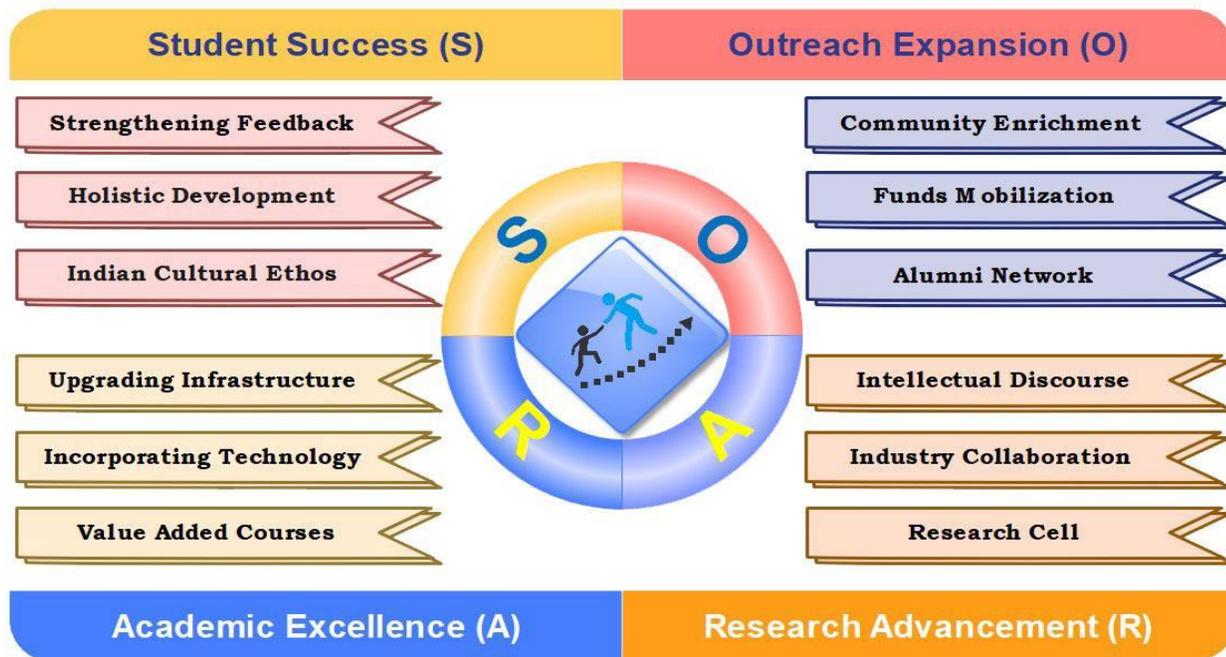
This perspective plan serves as a guide to the college towards a brighter future, enabling it to address emerging challenges, leverage opportunities, and establish itself as a benchmark in the field of education.

Vision:

“To become a leading institution of higher education in Himachal Pradesh fostering academic excellence, social impact and environmental sustainability.”

Objectives:

1. Academic Excellence
2. Student Engagement
3. Community Outreach
4. Collaborations and Partnerships
5. Enhance Research Development
6. Infrastructure Upgradation
7. Information Technology Enrichment
8. Promoting Sustainable Practices for Environmental Stewardship
9. Strengthening Feedback Mechanism



“To SOAR into the sky”

S: Student Success

O: Outreach Expansion

A: Academic Excellence

R: Research Advancement

Fig (i): Perspective Plan

NAAC Criteria wise Perspective Plan:

1. Curricular Aspects

a. Academic Excellence:

- i. To foster a culture of collaboration and mentorship among faculty members to promote sharing of best practices and innovative teaching methods.
- ii. To implement student-centered teaching methodologies, including active learning, project-based learning and flipped classroom/ blended learning approaches.

- iii. To start new courses: Vocational, Short-term value added, certificate/ diploma and Add-on Courses both at undergraduate and postgraduate levels.
- iv. To forge partnerships with other colleges, universities, research institutions and industry organizations to promote internships and collaborative research.
- v. To implement mechanisms for continuous feedback from students, faculty, parents and alumni to monitor and enhance the quality of education.

2. Teaching Learning and Evaluation:

a. Incorporating Digital Resources:

- i. Provide access to digital textbooks, e-books, multimedia materials, and online databases.
- ii. Promoting up-to-date information and interactive content.
- iii. Utilize technological tools and online platforms for enhanced learning experiences.

b. Blended Learning Approaches

- i. Foster flexibility, self-paced learning and personalized instruction.
- ii. Integrate Learning Management systems (LMS) and online platforms for enhanced learning experiences.

c. Adaptive Learning Systems:

- i. Personalize learning based on individual student needs and abilities.
- ii. Optimize learning paths for each students' progress and effectiveness

d. Strengthening Feedback Mechanism:

- i. Incorporating online methods to get feedback from various stakeholders
- ii. Provide timely and constructive feedback on student performance.

e. Learning Outcomes Assessment

- i. Evaluate student achievement of predefined learning outcomes.
- ii. Encourage use of various assessment methods like quizzes, exams, projects and presentations.
- iii. Identifying areas for improvement.

f. Examination- related Grievance Redressal Mechanism

- i. Ensuring that students, parents, or any other stakeholders have a proper channel to raise their concerns and get them addressed promptly and fairly.
- ii. Publicizing the Mechanism

- g. **Effective and relevant Mentor-Mentee System:** Supporting a well structured Mentor-Mentee system for facilitating a positive and meaningful relationship between experienced mentors and mentees seeking guidance and support in personal and professional development

3. Research, Innovations and Extension

a. Setting up Advanced Research Facilities

- i. Establish state-of-the-art research facilities equipped with modern equipment and resources.
- ii. Create a conducive environment that promotes interdisciplinary research and innovation.

b. Fostering intellectual discourse

- i. Organize research forums, seminars and colloquia to facilitate knowledge sharing.
- ii. Enhancing the institution's reputation and visibility in the academic community

c. Strengthen industry partnerships and collaboration

- i. Develop perspective partnerships with industries and organizations to facilitate knowledge transfer.
- ii. Create avenues for industry professionals to engage in guest lectures and mentorship programs.

d. Development of Research Cell

- i. Establish a dedicated research cell or department to oversee and support research activities.

e. Engaging in Extension Activities

- i. Encourage faculty and students to participate in extension activities that contribute to community development.
- ii. Establish collaboration with NGOs, government agencies and local communities for impactful extension initiatives.

4. Infrastructure and Learning Resources:

a. New constructions:

- i. To be done in accordance to the requirements for accommodating growing student numbers and enhances academic facilities.

b. Upgrading and renovating existing infrastructure

- i. Boosting efficiency, reliability, and overall performance, ensuring that the infrastructure can meet the evolving demands of society. Upgrades also aim to incorporate new technologies and adapt to changing needs

c. Investing in modern technology and digital tools

- By allocating resources towards adopting and implementing advanced technologies, organizations can streamline their operations, automate processes, and enhance productivity.

ii. To gather and analyze data more effectively, make informed decisions, improve communication and collaboration, and optimize various aspects of their operations.

d. Ensuring access to high-speed internet

For enabling smooth communication and collaboration among students, faculty, and staff for browsing digital libraries, research databases, online journals, and academic publications, expanding their knowledge and enhancing their learning experience .

e. Campus Beautification

Creating well-maintained gardens, lawns, and green spaces with attractive plants, flowers, and trees.

5. Student Support and Progression:

a. Capacity building and skills enhancement initiatives

i. Emphasising on essential competencies that play a crucial role in personal and professional development such as Language and Communication skills, Life skills and IT skills

b. Implementing comprehensive student support service

i. **Career Counselling and campus placements:** Strengthening student support services such as counseling, career guidance and campus placements to address students' academic, personal and career-related needs.

c. Encouraging extracurricular activities and student clubs

i. Provide opportunities for leadership development, teamwork and personal growth through involvement in student clubs.
ii. Organize cultural events, competitions and recreational activities to foster a vibrant campus community.

d. Strengthening college alumni network

i. Establish and maintain a strong and active alumni network to facilitate ongoing engagement and support for current students.
ii. Leverage alumni expertise and industry connections to enhance students' career prospects and internship opportunities.

e. Enhancing Student Progression:

i. Provide resources and support for students pursuing further education, internships and job placements.
ii. Offer workshops and seminars on career development, resume writing, interview skills and job search strategies.

f. Monitoring and Assessing Student Progress

i. Regularly review and update student support services based on feedback and data-driven insights.

- ii. Implement early intervention strategies to identify and support students who may be facing academic challenges.

6. Governance, Leadership and Management

a. Moving towards good governance

- i. Foster a culture of good governance by upholding ethical standards, transparency and accountability in decision-making processes.
- ii. Establish clear policies and procedures that promote fairness, inclusivity and the best interests of the institution and its stakeholders

b. Streamline administrative processes by decentralization and participative management

- i. Delegate decision-making authority and responsibility to appropriate levels within the organization to enhance efficiency and responsiveness.
- ii. Encourage participatory management practices that involve faculty, staff and relevant stakeholders in decision-making processes.

c. Mobilization of funds and optimal utilization of resources

- i. Develop strategies for fund mobilization through various sources, including government funding, grants, partnerships and philanthropic contributions.
- ii. Implement effective financial management systems to ensure transparency, accountability and proper utilization of resources.
- iii. Conduct regular financial audits and performance evaluations to identify cost-saving measures and optimize resource allocation

d. Perspective Planning and Performance Management:

- i. Develop a perspective plan that outlines the institution's vision, mission, goals and objectives.
- ii. Regularly review and update the perspective plan based on changing needs, emerging opportunities and feedback from stakeholders.

e. Risk Management and Crisis Preparedness:

- i. Identify potential risks and develop risk management strategies to mitigate them.
- ii. Establish protocols and procedures for handling crisis, emergencies, and other unforeseen situations.
- iii. Regularly review and update emergency response plans to ensure the safety and well-being of the campus community.

7. Institutional Value and Best Practices

a. Environmental Responsibility (Green Campus Initiatives)

- i. To make students aware of environment protection in sync with SDG-15 i.e. “Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and half biodiversity loss.
- ii. To enhance green area cover in the college
- iii. To include sustainable practices in the college for rain water harvesting, solid waste management, liquid waste management, bio-medical waste management and e-waste management

b. Community Enrichment Programmes

- i. Encouraging community enrichment cum awareness programmes through students clubs and societies particularly R&R, NCC, NSS
- ii. Activities will include health promotion, disaster management, cleanliness drives, education programs, and social outreach initiatives. By engaging in these programs, students will foster leadership skills, discipline, and a sense of social responsibility.
- iii. The clubs will contribute to community well-being, environmental sustainability, and bridge societal gaps enabling the students to become agents of positive change, making a significant impact on their communities.

c. Encourage Indian cultural ethos:

- i. To promote cultural values ingrained into our Indian culture, cultural clubs and societies in the college will be created to serve as dedicated platforms for students to actively participate in activities centered around Indian cultural heritage. Students can engage in workshops, performances, and competitions, fostering a deeper understanding and appreciation of Indian cultural traditions. Through these clubs, students can actively contribute to preserving and promoting Indian cultural ethos within the college community.

PERSPECTIVE PLAN DEPLOYMENT (2015-2025)

CRITERIA	PERSPECTIVE PLAN PROPOSED	DEPLOYMENT ACTIONS TAKEN
Criteria 1: Curricular Aspects	Encouraging Innovative Teaching Practices	<ul style="list-style-type: none"> ● Blended Learning: Faculty has switched to LMS platform (Blended Learning) ● ICT enabled Smart classrooms: Adequate number of classrooms are ICT enabled ● College is now a part of SWAYAM NPTEL local chapter in which faculty and students are encouraged to participate in various programmes
	Starting New courses: Vocational, Short-term value added, certificate/ diploma and Add-on Courses	Details: <ul style="list-style-type: none"> ● 02 new vocational courses (Retail management, Hospitality and Tourism) ● 01 Ad on courses (EEE; English,Employability and Entrepreneurship Programme) ● 11 six months certificate programmes offered by IGNOU center of the college ● 06 one year UG Diploma Courses Courses offered by IGNOU center of the college ● 05 one year PG Diploma Courses Courses offered by IGNOU center of the college
	New PG Courses	<ul style="list-style-type: none"> ● 05 New Science PG courses started
	Robust Feedback	<ul style="list-style-type: none"> ● A robust online feedback system ensuring participation of all stakeholders has been implemented
	Encouraging Experiential Learning	<ul style="list-style-type: none"> ● Mandatory projects for PG courses (3rd-4th Semester) in Science ● Encouraging students field trips, trainings and internships

Criteria 2: Teaching, Learning and Evaluation	Comprehensive assessment of Students	<ul style="list-style-type: none"> ● LAR (Learning Assessment Rubric) has been implemented in all departments as a valuable tool for assessing and evaluating students' learning and academic progress ● LAR generated data applied in refining and modifying the teaching practices and methods
	Encouraging Participative Learning	<ul style="list-style-type: none"> ● Focus on experiential and participative learning by including: Group discussions, debates, peer learning, individual and collaborative project works, field trips, internships, and trainings besides conventional teaching
	Modernized Library	<ul style="list-style-type: none"> ● INFILIBNET enabled ● Fully automated Library ● Good number of books (hard copies) ● Large number of e-books ● e-journals subscribed ● Divyang friendly
	PO,PSO,CO formulation, dissemination and implementation	<ul style="list-style-type: none"> ● PO,PSO,CO formulated diligently and adhered to strictly by the concerned faculties and displayed on website
	Examination- related Grievance Redressal Mechanism	<ul style="list-style-type: none"> ● Prompt and Fair Adressals: Examination related grievances addressed on immediate priority basis without any delays by the college ● Publicizing the Mechanism: The existence and process of the Grievance Redressal Mechanism is communicated to all stakeholders, including students, parents, faculty, and staff. This information is usually shared through the institution's website and notice boards. ● Online Application form for the same available on the college website
	Effective and relevant Mentor-Mentee System	<ul style="list-style-type: none"> ● Designated Mentors through personalized support, regular communication, networking,

		<p>knowledge and skill sharing provide mentees with valuable guidance, support, and opportunities for growth and development.</p> <ul style="list-style-type: none"> ● Mentor-Mentee lists prepared by Mentor-Mentee Coordinator and approved by IQAC is available on college website 	
Criteria 3: Research, Innovations And Extension	Establishing state-of-the-art research facilities	<ul style="list-style-type: none"> ● Central Instrument Lab established in the Science Block equipped with modern equipments catering to the needs of all science departments 	
	Fostering intellectual discourse through conferences and seminars	<ul style="list-style-type: none"> ● 02 International organized in the college ● 20 National conferences ● 02 State conferences 	
	Engaging in collaborations and Extension activities	<ul style="list-style-type: none"> ● Regular visited by faculty members to nearby eminent educational institutions such as NIT, NERI, CU,CPU ● MOU 's signed with prominent institutions and bodies of the area 	
Criteria 4: Infrastructure and Learning Resources	New constructions	Indoor Stadium	<ul style="list-style-type: none"> ● Indoor stadium inaugurated by Hon'ble CM of Himachal Pradesh in 2019
		New Canteen	<ul style="list-style-type: none"> ● New Canteen (Divyang friendly) building inaugurated by Hon'ble CM Himachal Pradesh in 2023
	Investing in modern technology and digital tools		<ul style="list-style-type: none"> ● All classrooms ICT enabled ● College now a member of SWAYAM NPTEL local chapter ● Adoption of LMS by faculty
	Library Upgradation		<ul style="list-style-type: none"> ● Full automation of library completed ● Registered member of INFILIBNET ● Subscription to new e-journals for students and faculty ● Significant no. of books added to the library

	Departmental Library		<ul style="list-style-type: none"> ● Each department has its own library having collection of subject specific text books and reference books for the students and faculty
	Ensuring access to high-speed internet		<ul style="list-style-type: none"> ● College has switched to high-speed 50Mbps internet
	Campus beautification		<ul style="list-style-type: none"> ● Well maintained AYUSH GARDEN inaugurated by Hon'ble CM of Himachal Pradesh in 2023 ● NAVGRAH VATIKA has been set up ● Chemi-Green Garden has been developed ● Rover and Ranger Bamboo Vatika has been developed ● Eco-Club Gardens established in the college ● Additionally, various bare patches on the campus have been turned into lawns and flower beds and many similar projects in pipeline ● Renovation of Main Gate ● Repair of boundary wall ● Pavement tiling of commerce block
Criteria 5: Student Support and Progression	Capacity building and skills enhancement initiatives	Language and communication skills	<ul style="list-style-type: none"> ● A well equipped Language lab established ● An Active Debating Society in the college ● Workshops/seminars regularly conducted by Dept. of English ● EEE (English, Employability and Entrepreneurship) course started for the students ● 06 months Language Certificate Programmes offered by IGNOU center of the college twice a year in <ul style="list-style-type: none"> ❖ Urdu Language ❖ Teaching of English as a Second Language
		Life skills (Yoga, physical fitness,	<ul style="list-style-type: none"> ● Celebration of International Yoga Day every year in the College

	health and hygiene	<ul style="list-style-type: none"> Year round activities by Department of Physical Education Regular visits by Medical Officers for delivering talks to students and faculty pertaining to health and hygiene organized by NSS, NCC, Red Ribbon Club and Women Cell
	ICT/computing skills	<ul style="list-style-type: none"> Regular interactions with IT professionals conducted by Department of Computer Science 1 week workshop on Use of E-tools in Commerce, Management and Economics organized regularly by Dept. Of Commerce
	Campus Placement Drives	<ul style="list-style-type: none"> A dedicated CCPC (Career Counseling and Placement Cell) in the college Regular Placement Drives by Departments of BBA,BCA and B.Voc.
	Excellence in Sports and Cultural activities	<ul style="list-style-type: none"> Winners of various National and State level competitions in Sports Winners of various Cultural Competitions at HPU level
	Efficient Student Progression Tracking	<ul style="list-style-type: none"> Achieved through close association with Alumni network Whatsapp groups of Final year classes created specifically for this purpose
	Free Coaching for Ground Test for Army/Police/Forest Positions	<ul style="list-style-type: none"> Free coaching provide to students arranged by Dept. of Physical Education for Ground Test for Army/Police/Forest Positions Separate batches for girls & boys were arranged
Criteria 6: Governance, Leadership and Management	E-governance initiates	<ul style="list-style-type: none"> Implementation of EPR Use of PFMS Online HPU portal for admissions and college online portal for fee deposition
	Mobilization of funds and optimal utilization of resources	<ul style="list-style-type: none"> Funds mobilized for the college through following individuals/philanthropists <ul style="list-style-type: none"> ❖ Capt. Kishan Chand Memorial

		<p>Scholarship (Rs. 1500) for Commerce UG Topper</p> <ul style="list-style-type: none"> ❖ P.C. Mahajan scholarship for First three position holders (Rs. 2000 each) in Chemistry (UG). ❖ Donation sum of Rs. 30,000/- received from Roshan Jewellers, Hamirpur for development activities in the college ❖ College Main Gate renovation sponsored by TATA-TISCON <ul style="list-style-type: none"> ● Regular financial audits and performance evaluations to identify cost-saving measures and optimize resource allocation 	
	Effective utilization of Grants	RUSA 1.0	<ul style="list-style-type: none"> ● RUSA (1.0) grant of Rs. 2 cr has been efficiently utilized as per the recommendations of RUSA committee.
		RUSA 2.0	<ul style="list-style-type: none"> ● RUSA (2.0) grant of Rs. 1 cr has been efficiently utilized as per the recommendations of RUSA committee.
		UTTKRISHT MAHAVIDYALA GRANT	<ul style="list-style-type: none"> ● UTTKRISHT MAHAVIDYALA GRANT of Rs. 1 cr has been efficiently utilized .
	Perspective Planning and Performance		<ul style="list-style-type: none"> ● A robust perspective plan has been deployed in the college which is regularly reviewed and updated
Risk Management and Crisis Preparedness		<ul style="list-style-type: none"> ● 06 months certificate Course in Disaster Management offered twice a year by IGNOU center in the college ● A meticulously designed College Disaster Management Plan deployed for avoiding or handling any untoward incident in the campus 	
Criteria 7: Institutional Values and Best Practices	Gender Equity Initiatives	<ul style="list-style-type: none"> ● A dedicated Equity Initiative Cell works tirelessly throughout the year to implement various gender equity 	

		<p>initiatives to promote equal opportunities and representation for all genders.</p> <ul style="list-style-type: none"> ● Women Grievances Redressal Cell is actively working towards creating a more inclusive and diverse educational environment in the college.
	Gender Audit	<ul style="list-style-type: none"> ● The college conducted a gender audit and discovered the prevalence of women in various indicators
	Sharing Environmental Responsibility	<ul style="list-style-type: none"> ● Regular water audits, green audits, and energy audits conducted by certified agencies in the college for promoting sustainability, resource conservation, and environmental responsibility
	Green College Campus Initiatives	<ul style="list-style-type: none"> ● Sustainable Energy Sources: Installation of solar panels and replacing old bulbs and tubelights with LED lights. ● Vehicle-free zone: Additionally, college is designated as a vehicle-free zone aimed at reducing carbon emissions, and fostering a clean and peaceful environment. ● Plastic free zone: The college campus is committed to being a plastic-free zone, promoting sustainable practices and reducing plastic waste. ● Recycling and Waste Management: The college Implements comprehensive recycling programs and waste management systems to minimize the amount of waste sent to landfills. Promoting recycling bins, composting, and responsible disposal of hazardous materials. ● Green Spaces and Biodiversity Conservation: Achieved by creating and maintaining more green spaces in the campus, such as developing AYUSH Garden, NAVGRAH Vatika, Rover and Ranger Vatika, Chemi-Green Garden, Eco-Club Gardens that

		<p>enhance biodiversity, provide outdoor learning areas, and promote a connection with nature within the campus environment.</p> <ul style="list-style-type: none"> ● Green Signages: Placed in the campus at multiple locations to raise awareness, educate, and encourage students as well as faculty to make environmentally conscious choices.
	Imbibing Indian Ethos	<ul style="list-style-type: none"> ● 06 months add on/certificate programme on “ Life and Thought of BR Ambedkar” offered by the IGNOU center of the college twice a year ● College regularly organizes National and State level Seminars and conferences on the “ Life and Contributions of Dr. BR Ambedkar” ● Celebration of following important days as a part of College Academic Calendar <ul style="list-style-type: none"> ❖ International Yoga Day (21st June) ❖ Ambedkar Jayanti(14th April) ❖ Constitution Day (26th November) ❖ Republic Day (26th January) ❖ Independence Day (15th August) ❖ Himachal Day (15th April) ❖ Himachal Statehood day (25th January) ● Establishment up of AYUSH Garden, NAVGRAH Vatika

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