



**Netaji Subhash Chander Bose Memorial
Govt. College Hamirpur,
Himachal Pradesh**

Tel. No.: 01972-222227, FAX: 01972-222227, E-mail: gchamirpur-hp@nic.in



DEVELOPMENT PLAN



**College Development Plan
(2023-2028)**

NSCBM Govt. College Hamirpur



Established in the Year 1965, half century ago, Netaji Subhash Chandra Bose Memorial Govt. College Hamirpur is a pioneer of higher education in the entire state. The motto of the college is “Enlightenment through Knowledge”. The college provides best infrastructure, faculty and sports facilities to its students. The institute is an alma mater which all alumni look back with fond memories. During the past five decades, the college has given many distinguished personalities and leaders in different fields. Catering to more than 5000 students the college is considered among the best and the most sought after college of the state.

VISION: To build a holistic and vibrant learning environment founded on value based academic principles that inculcate mental and spiritual strength and clarity of thoughts in order to develop the character of the students.

MISSION: To awaken the latent potentials of the students, develop among them the sense of responsibility, spirit of social service, communal harmony, discipline, environmental concerns, leadership and mutual cooperation, which unequivocally helps in transforming them into awakened and responsible citizen.

SWOC Analysis

Institutional Strength

Ideal Location and Connectivity: The College enjoys a strategic location with excellent connectivity, offering benefits such as accessibility, networking opportunities, exposure to cultural centers, and community engagement. Situated at the heart of both the district and the state, the college benefits from its proximity to premier educational institutions like NIT, Medical College, HPTU, Neri Shodh Sansthan and more.

Outstanding Sports Infrastructure: Our College takes pride in its exceptional sports infrastructure, which plays a vital role in our overall excellence. Our state-of-the-art facilities promote physical fitness, well-being, and a healthy lifestyle among students.

Modern Library Infrastructure: The college library stands as core strength with its modern and well designed infrastructure. Equipped with advanced INFLIBNET software and RFID-tagged books, both students and staff enjoy seamless access to an extensive range of resources.

Utkrisht-Mahavidyalaya Recognition: NSCBM Govt. College Hamirpur has earned the esteemed recognition as one of the Utkrisht-Mahavidyalayas. Established in 1965, it holds a rich legacy and stands as one of the oldest colleges in the state. Our college takes pride in its well-qualified and professionally competent faculty members.

ICT-Enabled and e-Governance: The College boasts ICT-enabled classrooms and efficient e-governance facilities. These resources streamline administrative processes, including admissions, examinations, and fee payments.

Green Campus: With lush gardens, well-maintained lawns, and abundant trees, our college nurtures an environment that promotes sustainability and harmony with nature. Emphasizing eco-friendly practices such as rainwater harvesting, waste management, and energy conservation, the college is committed to a green ethos.

Hostel Facilities: The College provides hostel facilities for both girls and boys, particularly catering to SC/ST students. Additionally, there are 15 staff residences for teaching faculty members.

Safe and Well-Connected Campus: The campus ensures safety through CCTV monitoring and offers full Wi-Fi access with a 50 Mbps lease-line facility. Accessibility to facilities like ATMs, banks, post offices, and dispensaries is convenient.

Vocational and Skill Enhancement Courses: The College offers vocational and skill enhancement courses, such as Retail Management, Hospitality and English for Employability, and Entrepreneurship. These courses have gained significant industrial demand, bridging the gap between education and practical skills.

Active Participation in Extracurricular: The College is highly active in various extracurricular activities, including sports, cultural events, NSS/NCC/RR initiatives. Societies like Red Ribbon, Rotaract Club, and Eco-Club engage extensively in social outreach programs.

Diverse Post Graduate Courses: The College offers a range of ten postgraduate courses, supplemented by hosting an IGNOU/ICDEOL Centre and an NPTEL local chapter. It also serves as an examination center for various competitive exams.

Institutional Weakness

Government Appointed and Managed Faculty: The faculty appointments and management are under the purview of the government.

Deputation of Staff: Occasionally, faculty members are deputed to other colleges facing teacher shortages in specific subjects. While this practice aims to address immediate staffing needs, it can adversely impact teaching and learning quality at the home institution.

Vacant Posts and Overburdened Staff: A significant weakness is the presence of vacant positions, both among teaching and supporting staff. This results in an overburdened workforce, affecting overall efficiency.

High Student-Teacher Ratio: One of the notable weaknesses is the high student-teacher ratio. The disparity between student numbers and available teaching staff affects the quality of education and personalized attention. Delivering individualized guidance, addressing unique learning needs, and providing timely feedback become challenging. Consequently, the learning experience, student engagement, interactive discussions, and collaborative learning opportunities may suffer.

Infrastructure Shortcomings: Despite impressive infrastructure, accommodating the expanding student body remains a challenge.

Limited Hostel Facilities: The availability of hostel facilities for both male and female students is limited.

Research and Innovation: The institution's research and innovation component seems weak, with inadequate resources and support systems. Addressing this deficiency is imperative to strengthen the research infrastructure.

Financial Constraints: The institution relies entirely on government funding and other financial aids for growth and development, operating under the management of the Department of Higher Education, Govt. of Himachal Pradesh. This lack of autonomy in both academics and finances is a limitation.

Frequent Faculty Transfers: Given its government status, faculty members experience frequent transfers to other colleges, often every three years, either voluntarily or per government orders. These transfers can disrupt the teaching-learning process and outcomes, as well as hinder research progress. The constant turnover disrupts mentorship and guidance continuity, hindering faculty-student relationships. This situation also affects students due to vacancies created by transferred teachers, impacting their learning experience negatively.

Institutional Opportunity

Skill Development Courses: The College can tap into a variety of skill development courses to enhance the employability of students, increasing their chances of placement.

Alumni Engagement: There's potential to boost alumni engagement, leveraging their expertise as guest lecturers in their respective fields.

Tourism Potential: The district's tourism potential could be harnessed by offering skill enhancement or add-on courses related to the tourism industry.

Sports Excellence: The College's synthetic ground and indoor stadium, shared with the Sports Authority of India, could be a platform for state and national sports champions to contribute as coaches, fostering excellence in sports.

Geographical Advantage: Situated in an urban area with excellent road connectivity, the college's Accessibility attracts academically inclined students and offers opportunities for practical work alongside studies. Its strategic location enhances inclusivity and diversity while facilitating visits by eminent personalities.

Government Backing: As a government-owned institution, the support of the government enhances its credibility and security, making all stakeholders, including students, feels assured.

Employment Opportunities: Centrally located, the institution provides students ample part-time employment opportunities to support their studies.

Institutional Challenge

Attaining College of Excellence Status: The aspiration to achieve the status of a College of Excellence poses a significant challenge.

Enhancing ICT Resources: The need to equip each classroom with advanced Information and Communication Technology resources is a pressing challenge.

Land Acquisition for Expansion: Securing additional land for constructing hostels and green spaces poses a challenge to accommodate growth.

Industry-Academia Collaboration: Establishing meaningful MOUs for collaboration and funding with industries and academia to facilitate internships, research, and development opportunities for UG and PG students poses a challenge.

Drop-out and Enrollment Ratios: Maintaining favorable drop-out and gross enrollment ratios necessitates promoting orientation, counseling, and guidance by teaching faculties.

English Communication Skills: Addressing the deficiency in English communication skills among rural students, which affects their performance in competitive and other examinations, presents a significant challenge.

High Student-Teacher Ratio: The non-creation of new posts and limited recruitment for functional positions due to financial constraints impairs classroom interactions and individual student attention.

Staffing and Funding Constraints: Abolishing non-teaching staff and outsourcing, without sufficient grants, poses staffing and operational challenges.

Balancing Activities: Achieving a balance among academic, co-curricular, and extracurricular activities is a complex challenge.

Inadequate Government Funding: The insufficiency of government funding negatively impacts research quality and recurrent expenses, hindering development and expansion.

Program Design and Implementation: Lack of financial support for new programs prevents the institution from fully utilizing its academic autonomy.

Placement for Fundamental Programs: Students from fundamental or basic knowledge programs struggle to find matching placements, given the absence of knowledge-intensive job opportunities.

Comprehensive ERP Implementation: The implementation of complete Enterprise Resource Planning (ERP) software for managing institutional activities remains a challenge.

College Development Plan (CDP)-Major Components (Parameters for College of Excellence)

A. Physical Infrastructure

The college plans to build the following infrastructure in next five years

1. To upgrade its Boys and Girls hostels to meet out the requirement of students.
2. Cluster classrooms to accommodate the increasing strength of students.
3. Gym for women
4. Examination hall with the sitting capacity of 500.
5. Renovation of existing multipurpose hall.
6. An Auditorium.
7. Two buses and one ambulance.

B. Digital Infrastructure

The college plans to build the following digital infrastructure in next five years

1. To convert all classrooms into smart classrooms.
2. To create a centralized computer lab with capacity of 500 students.
3. To purchase all the software required for students and staff members.
4. To develop a robust mechanism for cyber security and data issues.

C. Research and Developments Infrastructure

The college plans to build the following R&D infrastructure in next five years

1. To establish the advance research center.
2. 500 MoUs with institutions and industry.
3. At least one project work will be taken each department.
4. To motivate faculty members to guide Ph.D students.
5. To have at least 50 patents.
6. To have at least 10 publications by each faculty members.
7. Establish independent research center in each department.
8. Strengthen the departmental libraries

D. Academic and Curriculum Development

The college plans to build the following academic and curriculum development in next five years

1. To successfully implement NEP 2020
2. At least 20 skill based/ Vocational course in the college.

3. Internship and collaboration for all students.
4. To conduct FDPs for the teachers.
5. To improve the results of the college and make it 100 %.
6. To make the college more autonomous.
7. To increase the placement of students and make it 50%

E. Green Campus for Sustainable Development

The college plans to make its campus more environment friendly for sustainable development in next five years

1. To make the college 100% solar power based institution.
2. To create waste water recycling system.
3. To have 100% LED and sensor based appliance in the college.
4. To enhance the green cover of the college to at least 30% of the total college area.