**2. INSTITUTIONAL DEVELOPMENT PROPOSAL**

**(FOR SUBMISSION TO RUSA)**

* 1. **EXECUTIVE SUMMARY**

**Brief History:**

Government Degree College, Nirmal (Adilabad District) was set up on 19-10-1971 and located in Govt Junior College for the first time. It was situated on the National Highway No.7, the longest highway of the country, stretching 2500 Kms all along from Kanyakumari to Varanasi linking the South India to the North India. The College was started under the aegis of Sri. P Narsa Reddy, the then Minor Irrigation Minister of Andhra Pradesh, with a highly noble objective of providing higher education to the people of Nirmal town and its environs of the most backward area of Telangana, the under-developed region of Andhra Pradesh.

The institution was later shifted to the present premises in 1978 in the present building in the land of 15 acres, with the sole objective of providing accommodation to students. Spacious laboratories with good equipment, library with a good number of books, a good play ground etc., were all housed in the new building. The institution has blossomed into the centre of effective learning with a steady but strong pace with conventional courses in Arts, Science and Commerce at Undergraduate level.

Nirmal occupies a specific place in the backward District of Adilabad in Telangana region with the ambience of forest and hills in the centre of the town. Nirmal is World famous for fascinating toys and beautiful paintings. It is situated 70 Km away from Basar where the Goddess of learning Sri Gnana Saraswathi Temple, the second Saraswathi Devi temple in India is located in this Adilabad District .

Govt.Degree College, Nirmal has been offering 8 U.G courses. At present, the strength of the college is 831 students out of which 623 are men and 208 women. The college has 30 sanctioned teaching posts and 29 sanctioned non teaching posts. The college has Jawahar knowledge centre which imparts training through industry & Academia experts in close interaction to produce readily employable graduates

The college was first accredited with ‘B’ Grade by NAAC (National Assessment and Accreditation Council) in March, 2005 and reaccredited with ‘B’ Grade by NAAC in September, 2011.

**Vision, Mission of the Institution:**

The vision of the institution is to provide career-oriented education along with traditional courses by teaching real-world, industry related programmes in select areas; serving the needs of students for employment and career advancement and the needs of industry by offering restricted and certificate courses and training students in employability skills.

Keeping in mind the above vision of the college, Govt. Degree College, Nirmal strives to

* Maintain its focus on learning and its commitment to continuous improvement of student learning and teaching effectiveness
* Use field trips and project works to foster problem-solving and creative learning experiences that result in competencies in students.
* Provide an environment that is conducive to professional growth, encouraging through systematic assessment and innovation in curriculum delivery and service; the faculty and administrative team to engage in scholarly and professional activities.

**Objectives of the College**

* To provide higher education to all sections of this area.
* To impart education of minimum affordable price particularly to the rural poor and under privileged sections of the region**.**
* To make the students self confident, self reliant, academically excellent and responsible citizens.
* To inculcate human and cultural values and scientific temper.
* To provide opportunities for all-round development of students physical moral and intellectual.
* To offer need-based education by introducing new courses of meets the demands of modern times.

**Progress of the institution:**

The college has been growing steadily since its establishment and the major milestones in its history are

* Getting 2(f) and 12(b) in 1972
* Construction of Seminar Hall additional laboratory in 2005
* Construction of Canteen, Library building and Women’s Hostel during UGC X and XI Plan period
* Accreditation in 2005 and Reaccreditation by NAAC in 2011
* Establishing Jawahar Knowledge Centre in 2007-08
* Establishing Faculty Forum in 2013-14 for research and inter-disciplinary learning
* Registering for PhD by four faculty members in 2011-12 and 2012-13
* Sanction of MRPs (Minor Research Projects) by UGC for two faculty members
* Paper Presentation at International Conferences by two faculty members
* Paper presentation in National conferences by seven faculty members.

**Problems Encountered**

* Inability to introduce more non-conventional courses, due to lack of necessary infrastructure and well trained technical staff
* Difficulty in establishing Industry-Institution links
* Inability to introduce new technological skills as existing laboratories have out-dated equipment and technology
* Inability to fully cater to the educational needs of the students as they are engaged in part-time jobs due to their poor socio-economic condition
* Insufficient furniture for academic activities
* Insufficient Computer and Internet facilities to students  
  Insufficient Games and Sports material
  1. **SWOT ANALYSIS**

The SWOT Analysis was carried out by taking feedback forms from the students, faculty, parents and visitors of the college. The data available in the college regarding the intake pass percentage and drop-out rate of the students are also taken into account. The data gathered through feedback forms of the students was then analysed and the following conclusions are drawn:

**Strengths**

* Adequate Infrastructure facilities
* Well qualified and experienced faculty
* Well equipped laboratories
* Actively functioning of NCC and NSS units
* Jawahar Knowledge Centre with Full Time Mentor for training in employability
* Re-structured UG Courses i.e., BSc (MPCS) and BCom (Computer Applications)
* Faculty Forum for research development and inter-disciplinary interaction
* A big Seminar Hall with more than 200 seating capacity
* Certificate Course in Spoken English
* Gymnasium for Physical Development of students
* A separate Library Building and Canteen Building
* Dr. B.R. Ambedkar Open University Centre for distance learning

**Weaknesses**

* Lack of Centralized Computer Laboratories
* Laboratories with out-dated equipment and technology
* Insufficient classrooms
* Conventional Teaching Methods
* Insufficient number of Regular Teaching Faculty
* Poor attendance of the students
* Lack of skilled technical and other supporting staff

**Opportunities:**

The college was first accredited with ‘B’ Grade by NAAC (National Assessment and Accreditation Council) in March, 2005 and reaccredited with ‘B’ Grade by NAAC in September, 2011.In future, the college has the potential to move to Grade **“A”** category.

This institute has been serving to fulfil the Educational demands of Nirmal division of Adilabad District which is one of the most backward districts of Telangana region in the state of Andhra Pradesh for the last forty-two years. It has the potential to become a leading institution in the field of higher education in this region in the near future, provided it overcomes its weaknesses and meets the challenges it is facing.

**Threats**:

* There is a strong unhealthy competition from the near-by private colleges and Distance Education Centres which pose a big threat and thereby considerably reduce the intake of students.
* Students are very poor and their socio-economic status leads them to take up part-time jobs to fulfil their livelihood needs. This has adverse effect on student attendance and on total teaching- learning and evaluation process.
* The quality of students especially in the science groups is not satisfactory due to massive pull of intermediate students into Engineering courses.

**2.3 STATEMENT OF SPECIFIC OBJECTIVES**

* To introduce BA (Computers) Course from 2014-15
* To introduce short term Courses/Certificate Courses like Computer Applications from 2014-15 (Certificate Course in Spoken English has already been started in 2013-14)
* To increase pass percentage from the present 30 percent to 40 percent
* To increase enrolment of students from the present 831 to 1000 students
* To train the students in employability skills through Jawahar Knowledge Centre.
* To encourage faculty to take up research activities by joining PhD course, writing articles for journals and presenting papers at national and international conferences/seminars
* To subscribe to national and international journals in various academic disciplines
* To continuously monitor attendance of the students and identifying the reasons for dropout of students
* To prepare Basket Ball and Shuttle Badminton Courts for student sports facility

**2.4 ACTION PLAN**

1. **Employability**

* It is proposed to train in employability skills each year at least two batches of students (Each batch consisting of 30-40 students) on JKC platform.
* It is proposed to provide Career Guidance and Counselling to students through a Career Guidance Cell in the College
* To introduce Certificate Courses in Spoken English and Computer Applications which will enhance students employability Skills

1. **Learning Outcomes**

* With a view to increase learning outcomes of the students it is proposed to strengthen the present Remedial Coaching Programme for better results in slow learners.
* To introduce ‘Peer Mentoring’ to help the new students with a view to assist, promote attendance and promote participation in meaningful extension activities on the college campus

1. **Autonomy Status**

The College is a non-autonomous institution.

1. **Accreditation**

The college was first accredited with ‘B’ Grade by NAAC (National Assessment and Accreditation Council) in March, 2005 and reaccredited with ‘B’ Grade by NAAC in September, 2011.

1. **Reforms (Academic & Non-academic)**

Academic Reforms

It is proposed

* To go for Academic Audit at least once every academic year
* To prepare Academic Performance Indicators of faculty and AADPI of the Principal
* To introduce technology-enabled teaching learning systems
* To go for Automation of College Library

Non-academic Reforms

* To arrange for Automation of Office
* To provide Computer Training to teaching and non-teaching staff for fifteen days every year

1. **Industry Interaction**

It is proposed

* To map industries in the surrounding area
* To provide skill-set required for getting jobs in those industries
* To impart those skills either on JKC platform or through Certificate Courses

1. **Enhancement of Research and Consultancy**

It is proposed

* To encourage faculty to register for PhD (Two faculty members have PhDs and four faculty members have registered for PhD Programme)
* To encourage faculty to attend and present more number of papers at national and international Seminars
* To encourage faculty to write articles for publishing in national and international journals
* To subscribe to various national and international journals
* To encourage faculty to apply for Minor Research Projects of UGC-SERO
* To organize more number of Extension and Guest lectures by eminent and experienced faculty
* To conduct more Workshops on important topics of different subjects of Undergraduate Level.

**2.5 ACTION PLAN FOR FINISHING SCHOOL**

It is proposed

* To offer more number of skill based training programmes on JKC platform or through Certificate Based Courses
* To set up English Language Laboratory for improving communication skills of students (Proposals have been sent to CCE, HYD for sanction)
* To lay more emphasis on Remedial Coaching Programme for failed and weak students
* To create Book Banks for students to improve pass percentage
* To appoint one faculty advisor for guiding newly entering students from SC/ST/OBC backgrounds
* To increase the intake of SC students from the present 141 to 200; ST students from the present 107 to 15; OBC students from the present 296 to 350.

**2.6 PG PROGRAMMES**

The college has no PG Programmes.

**2.7 TRAINING NEEDS ANALYSIS**

Training Needs Analysis is done by taking the data available in the college regarding the training programmes of the teaching staff and keeping in mind the future needs of the college.

The following is the list of the No. Of Orientation and Refresher Courses attended by Lecturers of the College. Sri K. Surya Sagar and Sri A. Zakir Hussain have not been nominated for any Orientation or Refresher Courses. They need to be nominated for those courses.

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **Name of the Lecturers** | **No. Of OCs**  **Attended** | **No. Of RCs**  **Attended** |
| **1.** | A. Srinivas | **1** | 3 |
| **2.** | M. Sudhaker | **1** | **3** |
| **3.** | Ch. Shiva Prasad | **1** | **2** |
| **4.** | **T.** Venupathi | **0** | **1** |
| **5.** | Dr. J. Kashinath | **1** | **0** |
| 6. | M. Chandra Kumar | **1** | **2** |
| 7. | U. Gangaher | **1** | **2** |
| 8. | M. Saraswathi | **1** | **1** |
| 9. | A. Zakir Hussain | **0** | **0** |
| 10. | K. Surya Sagar | **0** | **0** |

**2.8 TRAINING FOR TECHNICAL AND OTHER STAFF**

No technical and other staffs of the college have attended any training programme so far. So it is planned to involve them in Computer Skills Training either on DRC/JKC platform.

**2.9 RELEVANCE AND COHERENCE OF IDP WITH STATE PLAN**

Institutional Development Plan plays a vital role in strengthening the institution. It gives a proper direction to the institution in achieving its objectives. It helps in pooling the resources of the institution and better utilise them for the development of the institution. It helps in providing better learning experiences to students by acting as a guide to the teachers. It helps the teachers in analysing their strengths and weaknesses. It also helps all the stake holders of the institution in meeting the challenges from the society. RUSA is relevant and coherent with the Plan of Andhra Pradesh 2013-14. The state Plan of Andhra Pradesh for 2013-14 propose to take up Skill Development of Professional graduates through the programme ‘’Rajiv Yuva Kiranalu” and construction of buildings of 69 Govt. Degree Colleges.

**2.10 PARTICIPANTS OF THE DEPARTMENTS**

The Institution Development Plan has been prepared with the participation of all Departments of the Institution and all faculty and various institution level committees have been involved in the preparation of the IDP.

**2.11 PROJECT IMPLEMENTATION**

The following College-Level Monitoring Committee is set up to monitor and implement the Institutional Development Plan.

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Name** | **Designation** | **Designation in the Committee** |
| 1 | Dr.B.Vinod kumar | Principal | Chairman of IDP |
| 2 | M.Chandra kumar | Lecturer in Zoology | Convenor |
| 3 | A.Srinivas | Lecturer in English | Member |
| 4 | M.Sudhakar | Lecturer in Hindi | Member |
| 5 | K,Surys sagar | Lecturer in Chemistry | Member |
| 6 | A.Zakeer hussain | Lecturer in Physics | Member |
| 7 | Smt.M.Saraswathi | Lecturer in Economics | Member |
| 8 | U.Gangadhar | Lecturer in Pub.Adm | Member |

**2.12 PROJECT BUDGET AS PER ENCLOSURE**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| S.No | Activities | Project Life Allocation | Financial Year | | | | |
| 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
| 1. | Creation of new facilities (Component 7) |  |  |  |  |  |  |
| a). | Construction of two Computer Labs | 2 years |  |  | 66.75 lakhs | 66.75 lakhs |  |
| 2. | Renovation/Up gradation (Component 7) |  |  |  |  |  |  |
| **a.** | Academic Building |  |  |  | 10 lakhs |  |  |
| **b.** | Campus development/Botanical Garden |  |  |  | 1 lakh |  |  |
| **c.** | Toilets |  |  |  | 5 lakhs |  |  |
| **d.** | Classrooms |  |  |  | 5 lakhs |  |  |
| **3.** | New facilities/equipment |  |  |  |  |  |  |
| **a.** | Sports facility |  |  |  | 5 lakhs | 5 lakhs |  |
| **b.** | Number of Computers (60 in Nos) |  |  |  | 12 lakhs | 12 lakhs |  |
| **4.** | Others |  |  |  |  |  |  |
| **a.** | Escalated amount for incomplete women’s hostel |  |  |  | 10 lakhs |  |  |