

GOVERNMENT NATIONAL COLLEGE SIRSA

NAAC accredited B⁺⁺

Affiliated to Chaudhary Devi Lal University, Sirsa

www.gncsirsa.edu.in



Institutional Development Plan (2024-29)

1.1 INTRODUCTION

Government National College (GNC) Sirsa, a B⁺⁺ Grade NAAC accredited institution, was established in 1957 as a private college and became a government institution in 1979. The college, located on a 21-acre campus in the heart of Sirsa, Haryana, offers Six undergraduate programs in Arts, Science (Medical and Non-Medical), and Commerce, along with an honors program in Economics and BBA. Additionally, it provides eleven postgraduate programs, including an M.Com., MSc Chemistry, PGDCA, PGDBA, and M.A. in English, Hindi, Punjabi, Political Science, Psychology, Economics, and History.

GNC is dedicated to providing quality, value-based education, supported by a well-qualified and dynamic faculty. The college has a robust infrastructure, including Science, Geography, Psychology, and computer labs, a seminar hall, a multipurpose hall, an updated sports playground, indoor and outdoor gyms, and a girls' hostel. The institution also emphasizes co-curricular activities through its NCC, six units of NSS, various clubs, and subject societies, promoting social responsibility among students. The Internal Quality Assurance Cell (IQAC) is actively involved in documentation and quality development efforts.

1.2 Vision

GNC Sirsa aspires to be a role model for institutional excellence in higher education among leading institutions in India as a multidisciplinary college fostering excellence in teaching, community service, capacity building, and nurturing socially responsible leaders through an eclectic and sustainable approach.

1.3 Mission

In pursuit of its Vision, GNC Sirsa shall strive to provide an enriching and intellectually engaging learning environment for students:

- To facilitate access to higher education of national standards in this educationally backward, rurally dominated district of Haryana.
- To ensure easy access to higher education for all without any discrimination based on caste, class, religion, gender, etc.
- To develop inquisitive and scientific temperament among the students.
- To develop awareness among the students about contemporary, socio-economic, and political issues concerning international, national, and local standards.
- To make the students socially responsible and morally strong so that they could become useful for society and the nation with the strength of their character.
- To nurture an ecosystem that promotes democratic values and creativity
- To instil a culture of sensitivity towards gender issues, differently-abled people, economically weaker sections, and marginalized communities
- To promote civic ecology practices on campus and beyond for a sustainable relationship between human community and nature.

1.4 Core Values

- Strive for Academic Excellence
- Integrity and Ethics

- Inclusivity and Diversity
- Student-centred Learning
- Community Engagement
- Collaboration and Teamwork
- Lifelong Learning
- Global Perspective

1.5 Strength, Weakness, Opportunity, and Challenges (SWOC)

Institutional Strength

1. Experienced Faculty: The college has a well-qualified and experienced faculty who are dedicated to providing students with a comprehensive education. They are knowledgeable in their respective fields and are always available to help students.
2. Wide range of courses: The college offers a wide range of undergraduate and postgraduate courses in the Arts, Science, Management, and Commerce streams. This provides students with a variety of options to choose from based on their interests and career goals.
3. Sports and extracurricular activities: The college places a great emphasis on sports and extracurricular activities. It has a large sports ground where students can participate in various sporting activities and annual sports events, which provides students with an opportunity to showcase their sporting abilities.
4. State-of-the-art facilities: The college has a well-equipped laboratory, computer lab, and library that provides students with hands-on experience and access to the latest technology and information.
5. Conducive Environment: The college provides a conducive environment for teaching and learning.
6. Focus on Discipline: Discipline is the Hallmark of this college.
7. Focus on Holistic Education: The college is imparting holistic education through academic flexibility with the advent of autonomy.

Institutional Weakness

1. Limited Infrastructure: The college needs more infrastructure and facilities to cater to the needs of such a large number of students. Around 5000 students are currently enrolled in the college.
2. Outdated Curriculum: The outdated curriculum could impact the relevance of the education that students receive and their ability to meet the demands of the modern workforce.
3. Limited International linkages
4. Training of faculty in industry
5. Lack of national and international students and faculty

6. Lack of Faculty and Student Exchange Programmes

Institutional Opportunity

1. Collaborations and Partnerships: The college has the opportunity to collaborate and form partnerships with other educational institutions, businesses, and organizations in the region. This could provide students with valuable exposure and opportunities for internships, work placement, and hands-on learning experiences.
2. Expansion of Courses: The college has the opportunity to expand its course offerings to include new and innovative programs that align with the demands of the modern workforce. This could help attract more students and enhance the overall reputation of the college.
3. Technology and Innovation: The college has the opportunity to invest in technology and innovation to enhance the quality of education and provide students with access to the latest resources and tools.
4. The institute's progressive planning and commitment to providing quality education and holistic development of students.
5. The college has adequate infrastructure to integrate technology into education for twenty-first-century Blended teaching methodologies harnessing ICT and practical dimensions.
6. NEP Implementation.

Institutional Challenge

1. The Higher Strength of Students sometimes poses challenges related to discipline.
2. The limited expenditure power of the Principal/ DDO could impact the quality of education and the availability of resources and facilities.
3. Keeping up with Industry Demands: The college may face challenges in keeping up with industry demands and the changing job market, which could impact the relevance of students' education.
4. To attract more companies for placement, internship, and project work.
5. To encourage students to engage in projects focussed on social impact or real-world applications.
6. To train staff on the changing needs of higher education and stakeholders.
7. NEP Implementation

2.1 Strategic Objectives 2024-2029

1. To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, NCERF, SDG, and the institute's educational and research activities and social objectives.

2. To design and review the programmes / Courses offered focusing on Knowledge, Skill, and Employability in collaboration with relevant reputed institutions to meet global standards.
3. To establish a transparent system for holistic, inclusive growth and development of the college through differentiated teaching-learning methodologies, technologies, and opportunities (esp Digital Technologies) for ensuring optimal utilization for overall balanced growth.
4. To enhance Research Orientation, Innovation and Consultancy
5. To develop Annual Activity/ Capacity Building Plans to build capacity and remove gaps.
6. To ensure meaningful engagement of all stakeholders in the development and implementation of its IDP.
7. To establish an ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship,, by integrating of skilling into Higher Education.
8. To sensitize the students to environment-friendly activities, Human Values, Gender Sensitization, Ethics, Culture, and Tradition through different cells and clubs.
9. To be in the top 100 institutional rankings of NIRF and to improve the NAAC Grade.

2.2 Goals

1. Introduction of new Programmes /new Courses/value-added courses to meet the regional, national, and global needs focusing on skill development, entrepreneurship qualities, and employability.
2. Establish a robust academic environment ensuring accessible, affordable, and transparent student admissions emphasizing equality, skill development, and achievement of learning objectives, supported by skilled faculty.
3. Develop a sustainable research and innovation environment.
4. Cultivate a sense of community, cultural appreciation, nature connection, and student advocacy.
5. Champion holistic development by focusing on academic, research, social responsibility, and environmental consciousness, while adopting a comprehensive perspective that nurtures every aspect of individual growth.

6. Upgrade infrastructure facilities including classrooms, laboratories, libraries, and IT infrastructure to create a conducive environment for teaching, learning, and research.
7. Enhance the institution's global and regional stature and rankings.
8. Create an Eco-Friendly Campus.

DEVELOPMENTAL PLAN TO ACHIEVE STRATEGIC GOALS

Goal 1: Introduction of new Programmes /new Courses/value-added courses to meet the regional, national, and global needs focusing on skill development, entrepreneurship qualities, and employability.

Development Plan:

1. Conduct a comprehensive need assessment to identify gaps in existing programs and courses through industry-academic notes and stakeholder feedback to design a flexible curriculum and introduce multidisciplinary.
2. Design new programs or courses that align with identified needs and goals by developing curriculum frameworks, learning outcomes, and assessment methods that emphasize practical skills, experiential learning, and real-world application.
3. Design and offer value-added courses/certificate courses in a wide range of inter-disciplinary areas.
4. Revise existing curricula to incorporate skill and attribute-based learning outcomes in line with the industry requirements and academic standards aligned to NEP 2020 and NCrF.
5. Collaborate with relevant stakeholders such as industry partners, government agencies, educational institutions, Alumni, and community groups.
6. Allocate resources for curriculum development, instructional materials, technology infrastructure, and marketing.
7. Provide training and professional development opportunities for faculty members to enhance their expertise in emerging areas.

Goal 2: Establish a robust academic environment ensuring accessible, affordable, and transparent student admissions emphasizing equality, skill development, and achievement of learning objectives, supported by skilled faculty.

Development Plan:

1. Define specific, measurable, achievable, relevant, and time-bound (SMART) objectives (POs, PEOs, PSOs, COs) and communicate these objectives to all stakeholders.
2. Develop a comprehensive system to closely monitor the teaching-learning process and evaluation procedures to ensure the attainment of educational objectives.

3. Prioritize Student experience through innovative student-centric pedagogy, immersive learning, experiential learning through internships/Field visits/ Industry visits, and enhancing faculty skills for better educational outcomes.
4. Focus on differentiated instruction to cater to the diverse needs of students
5. Encourage digital modes of learning and teaching through the use of ERP and LMS for delivering course resources and educational processes.
6. Encourage entrepreneurship and provide opportunities for students and faculty to acquire knowledge in emerging fields of global importance.
7. Update and expand physical infrastructure such as libraries, laboratories, classrooms, Seminar halls, and study spaces as per the requirement.
8. Strengthen the mentoring program to increase faculty engagement with students and also initiate peer mentoring.
9. Demand well-qualified and skilled faculty from the Government and try to maintain an ideal student-faculty ratio.
10. Provide avenues for professional development of faculty.

Goal 3 Develop a sustainable research and innovation environment.

Development Plan:

1. Adopt an intensive strategy to develop the research acumen among teaching faculty.
2. Evaluate the current research capabilities, resources, and infrastructure available within the institution & enhance the same to support cutting-edge research.
3. Provide financial support, and explore grants by government, and funding bodies to enhance resources and expertise for fostering research culture.
4. Provide incentives for faculty and students to publish their work in journals recognized by the UGC.
5. To offer Research Methodology courses in all the programmes, organize workshops, seminars on research methodologies, IPR, Research Projects, and networking events to facilitate collaboration among researchers from different disciplines.
6. To subscribe to plagiarism detection software as part of efforts to promote research ethics.
7. Establish an innovation incubation center (IIC) & ED Cell to promote entrepreneurial activities and technology transfer in collaboration with parent university/Government agencies.
9. Encourage faculty members and students to publish their findings in reputable journals and present research papers at conferences organized by the college or other institutes.
10. To launch an Institutional Journal for publications of students and faculty.
11. To circulate and advertise in print and social media the strength of each department /faculty to attract consultancy work for better engagement with external stakeholders.

Goal 4: Cultivate a sense of community, cultural appreciation, nature connection, and student advocacy.

Development Plan:

1. Analyze the needs and challenges of the communities targeted for villages adopted.
2. Strengthen existing partnerships and establish new partnerships with local governments, /NGOs/ corporate entities to adopt at least 5 villages and ensure the required facilities are provided to all the adopted villages and also participate in government programs like Unnat Bharat Abhiyan for societal development.
3. Develop a comprehensive fundraising strategy to attract additional funding for outreach activities.
4. Sensitize students through capacity-building programs who are involved in outreach activities by equipping them with the required skills and knowledge.
5. Promote environmental awareness by incorporating environmental studies courses into the curriculum and organizing awareness campaigns.
6. Prioritize the use of recycled materials and also embrace alternative energy sources and adapt to eco-friendly technologies.
7. Conduct regular impact assessments and stakeholder feedback surveys to measure the effectiveness of village adoption activities and knowledge dissemination initiatives, informing continuous improvement efforts.

Goal 5: Champion holistic development by focusing on academic research, social responsibility, and environmental consciousness, while adopting a comprehensive perspective that nurtures every aspect of individual growth.

Development Plan:

1. Scholarships and Financial Aid: Proper implementation of different scholarships and stipend schemes of Government.
2. Provide robust career counselling and placement services, including internships, industry projects, and job placement assistance.
3. Organize regular workshops on soft skills, leadership, and industry-specific skills to prepare students for successful careers and life in collaboration with institutions/external agencies.
4. Mentoring Programs: Establish mentoring programs pairing students with faculty, alumni, or professionals for guidance and support.
5. Holistic Development: Provide facilities for artistic expression, sports, fitness, and health, including mental health services like counseling and wellbeing centers.
6. Strengthen partnerships with local businesses, alumni networks, and industry professionals to provide internship/placement opportunities
7. Engage faculty, alumni, and community members as mentors for students, fostering valuable relationships and guidance beyond the classroom environment

8. Enhance design thinking ability through the development of cultural and traditional skills.
9. Diversify extra and co-curricular activities to appeal to a wide range of student interests and passions and support the all-round development of students to enhance their competency and confidence in facing any challenges.
10. More students engaged under the Earn While You Learn program to provide financial needs of the students and also to enhance their working skills
11. Recognise students for their achievements in curricular and co-curricular activities
12. Celebrating religious and national days to preserve cultural heritage, commemorate historical events, and foster unity and awareness to promote inclusivity and mutual respect among diverse communities.

Goal 6 Upgrade infrastructure facilities including classrooms, laboratories, libraries, and IT infrastructure to create a conducive environment for teaching, learning, and research.

Development Plan:

1. Conduct a comprehensive assessment of existing infrastructure facilities and Prioritize areas requiring immediate attention
2. More budget will be demanded from the Government specifically for infrastructure upgrades including sports facilities
3. Establishing a new NSE simulation lab and upgrading the number of systems in existing labs to fulfil the needs of both new and existing programs.
4. Expansion of Library with reading rooms, stock areas for books & Journals with online information access facility in the extended campus
5. Developing and updating the digital library and providing digital library membership to every stakeholder of the college for ubiquitous access to books, periodicals, study materials, magazines, annual/yearbooks of organizations, and journals in digital form by collaborating with national digital libraries/Global digital libraries.
6. Upgrading equipment, instrumentation, and network infrastructure integrating digital technologies while enhancing high-speed internet connectivity, wireless access, and safety and security measures across campus.
7. Invest in cloud computing solutions for storage & backup.
8. Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to the classroom teaching-learning process.
9. Enhancing Enterprise Resource Planning (ERP) systems and Learning Management Systems (LMS) to facilitate streamlined admission procedures, enhance teaching and learning experiences, enable efficient evaluation processes, and optimize administrative tasks
10. Enhance the disabled-friendly facilities to provide a barrier-free environment

Goal 7: Enhance the institution's National/Regional stature and rankings.

Development Plan:

1. Establishment of a dedicated advisory body comprising distinguished academicians, researchers, administrators, and industry experts to oversee the development and implementation of the Institutional Development Plan.
2. Identify and prioritize the existing & additional sources of funding for the development of financial enablers such as government grants, project overheads, research consultancies, patents, alumni donations, private sector partnerships, and fundraising campaigns.
3. Frame, Review, and implement administrative policies continuously to ensure the transparency of these policies at all levels of the College.
4. Invest in continuous training and development programs for faculty, staff, and students to ensure they are equipped with the latest teaching methodologies, subject knowledge, and new infrastructure technologies and facilities.
5. Enhance the number of functional collaborations/MoUs with other Institutions
6. Strengthen the participative management process by involving all stakeholders
7. Conduct Academic & Administrative Audit regularly
8. Develop a robust data management system for effective monitoring, evaluation, and decision-making.
9. Strengthen the staff & student welfare measures.

Goal:8 Create an Eco-Friendly Campus**Development Plan:**

1. Energy Efficiency: Implementing energy-saving measures such as LED lighting, solar panels, and efficient HVAC systems to reduce carbon footprint and energy costs.
2. Waste Management: Establishing comprehensive recycling programs, composting facilities, and reducing single-use plastics to minimize waste generation and promote sustainable practices.
3. Green Spaces: Enhance the green initiatives by Developing and maintaining green spaces to improve air quality.
4. Environmental Education: Integrating sustainability principles into the curriculum, organizing awareness campaigns, and offering workshops to educate students, faculty, and staff about environmental issues and sustainable practices.
5. Initiate Green, Energy, and Environment Audit.
6. Reduce paper consumption: Encourage double-sided printing, digital communication, and cloud-based document storage.
7. Donate computers & furniture for reuse in schools and institutions.

IQAC

Principal