

# Perspective Plan of the HEI



**GURU NANAK COLLEGE, DHANBAD**

A Sikh Minority Degree College

# **VISION 2025**

## **INTRODUCTION**

On this day i.e. 1<sup>st</sup> of May 2015 it has been decided by the College Management to envision the future course of action for the growth and development of the College. Not that proper planning was not being done during the last 45 years but after the first cycle assessment and accreditation of the College by the NAAC, certain inadequacies came to surface and more than ever it was felt necessary to have a draft of the perspective plan for ten years. Any institution which aspires to provide useful service to the society and the nation must have both a) issue-based planning and b) long term planning. The former is generally issue based mostly in response to various notices and requirements received from authorities, which does not require any serious planning from beforehand. Neither is that possible. But the latter requires discussions and deliberations with all the stakeholders, visualizing things which may be required say 10 years from now and documenting the ideas, planning and action points into an organized vision document. This perspective plan seeks to envision the future Guru Nanak College, say the College in 2025.

## **BACKGROUND**

As it obtains, the NAAC report has been received in early March, and has been discussed at length with all concerned. The peer team report was presented before the teachers and the staff of the College not just for information but for their loud thinking as well. It was put up before the IQAC for viewing things in the right perspective. Also, some serious thinking was done on the basis of the Overall Analysis of the peer team. Much discussion was done on the institutional weaknesses, opportunities and challenges pointed out by the peer team. Also, the ten suggestions recommended by the peer team for quality enhancement of the institution were discussed in detail. The IQAC felt the need of having a perspective plan for the College, a plan for ten years from now.

The peer team report and the opinion of the IQAC were presented before the College Management for discussion and consideration. Every member was unanimous that a perspective plan will be absolutely necessary for further growth and development of the institution in the right direction. Everyone felt grateful to the NAAC peer team for pointing out things in such candid style.

## **ICT ENABLED ATMOSPHERE**

It became obvious that for any further growth of the College, ICT infrastructure will have to be enhanced so as to cope up with the demands of the time. The College Management advised the Principal to prepare a plan for the development of ICT infrastructure, so as to make every activity technology aided. The College Management even sanctioned the funds required for the acquisition of relevant infrastructure. It has been decided to make the process of admission, administration, finances and accounting and above everything else engaging classes with the help of ICT.

It has been decided to organize training programs for both the teachers and staff so as to acquaint them with technology. Without proper guidance and training to the teachers and the staff, mere infrastructure would not solve the purpose. It is felt that many workshops will have to be organized for the non-teaching staff and the teachers separately, so that they can help the process of automation, and can acquire necessary skill for the above.

The College library needs to be revamped and modernized by providing adequate library resources with proper organization methods. The priority is to recruit a well-trained librarian well acquainted with trending technology and leadership ability to lead the revamp process. The Principal has been advised to advertise the post of the Librarian for

recruitment of the right person. Basically nothing great can be envisioned unless the Human Resource Capital is brought at par with the need of the hour. It has been decided to arrange ample training and skill enhancement of the human resource - teachers and staff, so that they can utilize modern tools which would enhance their deliverables.

## **RECRUITMENTS**

It has been pointed out that many of the members of the faculty and staff will retire from services during the next 5 years' time. As such it would be important that the vacant positions are filled up without losing any further time. As it is, the College does not have adequate number of teaching positions sanctioned by the government, nor is it possible easily to get their appointment approved by the Public Service Commission in time, for one reason or the other, which are beyond the control of the College. But the College Management being supportive has decided to appoint teachers by creating management positions and by appointing teachers against those positions.

It is decided that there should not be any delay in recruitment of teachers whenever a position gets vacant on retirement of faculty member.

It is planned to approach the authorities in the University and the Government for further rationalization of the posts sanctioned to the College, so that the College could provide better teaching and training to the students.

## **LIBRARY & RESEARCH RESOURCES**

It has been felt that the College should not just have adequate and organized library resources but also a Research Resource Center. It has been identified that such a project could be taken up in a later phase of activities, once the basic things are brought in order. But the teachers of the College will be encouraged to get registered for research projects, to seek National Research support schemes available from various agencies, to attend refresher courses, to participate in conferences and seminars, to present papers at various fora. Such activities of the teachers will be monitored by the IQAC and it will have to be emphatically pointed out that research activities must not be neglected.



## **INFRASTRUCTURE DEVELOPMENT**

It does not seem possible to have a hostel for boys and girls during the next 10 years as the College will have to arrange land for such schemes of infrastructure growth before that.

The College proposes to have more number of classrooms in its Bhuda Campus on the 1<sup>st</sup> floor of the Academic Block, and to admit girls in the Bhuda campus of the College along with boys so that maximum number of classes could be shifted from the shared building with school in the Bank More area. Some classes will have to be carried out in the shared building for limited hours, because the girls coming from the nearby locality and from poor background need to be empowered. But the timetable would be so arranged as to begin the classes not before 8:00 AM.

As for promotion of creative skills of the students of the College, the College proposes to have a Department of Art and Culture, having teachers for performing arts, music, dance and drama.

It is felt that there must be enough physical facilities and support services for conduct of the classes of the Department of Creativity, which will finally be promoted as the Department of Art and Culture. With this vision, it is decided to get a proper and spacious auditorium in the Bhuda Campus of the College, which will be made available to the

Department of Art and Culture (Creativity) for use, round the year. It is expected to get all the above infrastructure support readied before the College goes for the second cycle of the NAAC accreditation.

Along with the on-boarding of a competent and qualified librarian, it is decided to have more books, journals and modern facilities. The library and the reading room in the Bhuda campus should be planned to become the hub of the activities for the students and teachers. It is decided to have subscription with INFLIBNET in the library so that the students and teachers can explore the possibility of acquiring knowledge and information from a number of e-resources. It is planned that the infrastructure of the library must be modernized, so as to invite the attention of students. The library in the Women's Wing of the College should be shifted to a bigger space on the second floor of the building and the number of volumes available there must be increased so as to make the facility available to the girls there. But the girls enrolled in that wing of the College will have the freedom to come and use the library facilities at the Bhuda Campus, which will be the main Library of the College. Similarly, books related with Computer Studies will be made available in a small Library in the BCA Department itself. The e-facilities of the library will be made available to all students enrolled in any of the campuses of the College.

Regarding the development of ICT and WIFI facilities, it is decided to make WIFI facility available to all in both campuses at the earliest. Also,

it is decided to have ICT enabled classrooms available in sufficient number. Paucity of funds is surely an impediment, but on the list of priorities this agenda will weigh uppermost. Technology aided classes have to be promoted for all categories and subjects of students. This will entail an expenditure in training programmes to be conducted for the members of the faculty from time to time. It is planned that in 2 years time the College must have a number of technology aided teaching rooms as well as the teachers capable of making use of those rooms.

In future, maybe in 5 years' time the College will have video conferencing facility available for all teachers, as also a virtual classroom for online teaching of students. This area will have to receive more attention from the College authorities.

Also, in future it is planned to have a language laboratory so that Communicative English classes could become more effective and useful.

## **ACADEMIC DEVELOPMENT**

During several rounds of discussions and deliberations, it is felt that the College must have a greater number of teaching programmes, but the planning must be done with caution and care. As pointed out by the peer team, it was felt that the introduction of Science department in the College would not be possible for some time. The Management felt that it could be possible to setup the necessary infrastructure for introducing Science Department in the College, but the recurring expenses that would entail after appointment of faculty members of those subjects would be difficult to manage from the fees which College will receive from the students. And managing such recurring expenditure will not be possible in the foreseeable future i.e. within 10 years.

All things considered, it is decided to apply for the start of

- 1) a BBA course to be managed by the Department of Commerce
- 2) a PG program in Commerce, and
- 3) Diploma in Art and Culture.

The Principal has been advised to go ahead by initiating such steps as would be required to get formal permission and affiliation from the authorities i.e. the concerned University and the State Government.

It is also advised to go for strengthening the computer awareness program among students of the College. The students of the College, other than those in the BCA, need to be computer efficient so as to

become employable in the present employment scenario. It has been observed that it is the responsibility of the College to empower these students with more robust computer literacy programme which can go hand in hand with the Communicative English classes. With the creation and approval of the Department of Art and Culture, the Certificate Course being offered to the students by the Department of Creativity will surely get the required boost and the students of the department will be happy to get a Diploma from the University which will be a value addition to their degree and certificates.

It has been identified that some better structured courses can be introduced for the students as add on courses. Some of these courses have been pointed out during the course of deliberation:

1. Certificate Course in Business Skills
2. Certificate Course in NGO Management
3. Certificate Course in Tourism Studies
4. Certificate Course in Functional English
5. Diploma Course in Functional English
6. Certificate Course in Banking and Insurance
7. Certificate Course in Creative Writing
8. Certificate Course in Digital Marketing Strategies
9. Certificate Course in Library Science
10. Certificate Course in Human Resource Management

The Principal has been advised to create a team which can help run these courses after getting proper approval from the authorities. It is expected to get some of these courses within 5 years time. The Principal has been

authorized to invite teachers and engage their services as well for smooth functioning of these courses.

It has been emphatically argued by almost all the stakeholders that the College must have better exposure by inviting scholars, learned people and academicians from outside institutions. The College Management has agreed to support financially organizing at least one National Seminar in a year on some important contemporary issues. Resource persons must be selected from among eminent scholars, and the seminars must be attended by a big number of delegates, even from other sister institutions. All the proposals for these seminars should go through the scrutiny of the IQAC, and must seek approval from the Governing Council for sanction of the necessary funds.

The idea of introducing guest-lectures is also agreed upon by all stakeholders. Eminent personalities and teachers are to be invited for delivering lectures in the College for the benefit of students and teachers. Finally, on the proposal of the IQAC it is accepted to name this programme as Guru Nanak Dev Lecture Series. It is planned that such lectures should be organized more often than not – a minimum of 4 in a year. It is also planned that there should be regular workshops organized by the various departments of College on issues such as research methodology, skill enhancement, language and literature, etc. Needless to say, that these activities will help the students and the teachers to a great extent.

## **EXTENSION ACTIVITIES**

It is felt that the two important agencies (1) NSS (2) NCC, which have been quite active in the College should be further geared up for carrying out more number of extension activities; which is part of the institutional social responsibility. The activities should be enhanced to such extent that the College can earn the distinction of being a good socio-academic centre.

It is decided to explore the possibility of starting NCC wing for girls in the College. Also, it is felt that participation of girls in sports and games be encouraged.

In some distant future, maybe after 5 years, the College may undertake a major project of infrastructure growth by having two underground parking areas, and a four storied building on those to be used for various purposes of student activities. The present Student Activity Centre at the Bhuda Campus would be the place for this development.

Similarly, it is proposed to get a third floor constructed on the Vocational Studies Department with two elevators in place, space for which is already provided in the building, which would be very useful for conducting more number of add-on courses.

It is planned that in order to promote sports and games in the College, the College should try to acquire a piece of land, maybe within one km area of the College for construction of a sports complex and a stadium.

The College students participate in a number of sporting events every year, and have brought many laurels for the institution consistently. But with the above facility available to them, it would make huge difference.

In coming years, it is agreed upon by all stakeholders including the Management that the College should have solar energy system which would be a good substitute for fuel-based generator services. Even from the point of view of ecological balance, solar energy will be a great substitute.

It is a common saying that “A healthy mind resides only in a healthy body.” With this end in view, it is decided to setup a gymnasium with qualified coaches in the College in the Women’s Wing campus, with a schedule made for both boys and girls and faculty members, who would join the Gymnasium.

Finally, it is important that there should be cleanliness, greenery and beauty available on the campus which would make it a beautiful place of learning.