

CRITERION VI

GOVERNANCE, LEADERSHIP & MANAGEMENT

6.1 Institutional Vision and Leadership

6.1.1 State the vision and mission of the College and enumerate on how the mission statement defines the College's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, College's traditions and value orientations, vision for the future, etc.?

Vision:

Sanatan Dharm College, Muzaffarnagar aims to be an institution dedicated to producing tolerant, virtuous, responsible and productive human resource thereby contributing to a better global society.

Mission:

The mission of the College is:

- To impart value based high quality, comprehensive and meaningful education to all students.
- To provide an environment in which students can discover and realize their full potential.
- By maintaining an optimum teaching/learning environment the college aims to provide the opportunity for students to be successful and develop in them a passion for learning.
- In order to prepare the students to live in and contribute to a changing world, the college aims to provide a balanced academic, cultural and social atmosphere to cater to the needs of individuals, from diverse backgrounds from the community.
- To aim at the broader development of complete personality of the students.
- To empower all students to apply their acquired skills and knowledge and to rely upon their personal attributes to lead productive lives and to become contributing member of the global community.
- To treat each student as an individual and teach him/her to function as a productive member of the society.
- To sustain a caring, supportive climate throughout the college to produce responsible citizen.
- To produce such young scholars who have global competence, vision and skill which are necessary to meet the challenges of emerging global knowledge and economy by the power of innovation, creativity and efficient learning ability.

Thus, the mission of the College is to reach its goal of producing proficient, upright, and dedicated citizens for the nation.

The vision and mission of the College is disseminated through the official website of the College at <http://www.sdcollegemzn.com>, the College *prospectus* published every year at the time of admission, and *orientation program* for the students organized in the beginning of new academic session.

College's Distinctive Characteristics

- The main thrust of the College is upon the development of skilled human resources of high caliber and to prepare students to achieve core competencies to meet global requirements.
- Keeping in mind the needs of the society, culture, science, technology and economy of the country, the College contributes substantially to the development of the nation.
- On the academic front, the College enriches and empowers all its beneficiaries through value-based quality education, and interactive, positive and fertile teaching-learning environment.
- Well-equipped and advanced teaching-learning pedagogy is provided by the College.
- Extensive sports activities in the College inculcate professionalism and sportsmanship for promotion of Indian culture, team spirit, brotherhood and competency among students.
- The extension activities that are run by NSS, NCC, and Sports in the College inculcate a sense of responsibility towards the nation and society, and also disseminate awareness about female -foeticide, AIDS, blood donation, women empowerment, gender issues, and increase sensitivity towards disabled, social justice, etc. Through NCC, the College is able to develop a sense of patriotism among students and to sensitize them towards the issue of national security.
- Co-curricular activities/cultural programs promote and revive Indian tradition, culture, heritage and spiritual philosophy.

Thus all these values are clearly reflected in the tradition of the College for its quest for excellence. The College aims to impart quality education and infuse among students the heritage of Indian culture and values. The vision and mission statements are in keeping with the intellectual potential and needs of the region. Most of the students seeking higher education of this College are from rural areas. Most of them are from economically weaker sections of the society. The College has thus made higher education accessible to all sundry. The College ensures that the vision and mission of the College is in tune with the higher education policies of the nation by offering the benefit of education to all. It facilitates economic empowerment through higher education, offering vocational education and Skill Development Programs for economic, social and educational empowerment of under privileged sections of society.

The College stands on the core values of nationalism, dedication and commitment to social causes and integrity, and above all service-before-self in all academic and administrative affairs

of the College. These values are explicitly reflected in the philosophy of the College in its quest for excellence, student centric approach, youth centric practices, social outreach and promoting use of technology. In addition to dynamic curriculum, many opportunities are provided to the students for their holistic growth and materialize their potential. The supportive management keeps its faculty members updated on the latest trends in higher education and teaching pedagogy. They believe that the teacher is a continuous learner, who motivates students to become lifelong learners by enhancing the specific professional competence through qualitative programs.

6.1.2 What is the role of top Management, Principal and Faculty in design and implementation of its quality policy and plans?

The quality policy and plans are designed with the cooperation of the Management, Principal and faculty members. The College has research oriented vision and it encourages faculty members to attend Seminars and Conferences. The teaching staff is allowed to join Refresher and Orientation courses. The faculty members are allowed to move on study leave in order to acquire their Ph.D. degrees under UGC sponsored Faculty Improvement Program (FIP). The Management encourages the participation of the staff in decision making in Institutional functioning. During the Management meeting, the Principal's report is reviewed by the members of the Managing Committee. A thorough discussion ensures, valuable suggestions offered and final resolutions are taken for implementation for the growth of the College. Actions taken on recommendations from the previous meeting are also reviewed to monitor the progress and to take necessary action. The Head of the College communicates the policy decisions to the faculty in the staff meetings. The College follows a policy of inclusiveness. The administrative staff is also entrusted with responsibilities. A list of infrastructure requirements from departments is sent to the Principal, which after careful scrutiny, is included in the annual budget and implemented. Besides, personal interaction of the Principal with various stakeholders such as faculty members, non-teaching staff, students and their guardians play important role in accomplishing new plans.

6.1.3 What is the involvement of the leadership in ensuring?

- **The policy statements and action plans for fulfillment of the stated mission**
- **Formulation of action plans for all operations and incorporation of the same into the Institutional strategic plan**
- **Interaction with stakeholders**
- **Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders**
- **Reinforcing the culture of excellence**
- **Champion organizational change**

The leadership is fully committed to fulfill the stated mission. The College runs different courses as per the university syllabus. Workshops and seminars are organized to enhance the analytical ability and critical thinking of students at P.G. levels. All types of support is provided by the management to the College faculty to improve their research aptitude. The Institute also imparts value added education through NCC, NSS, Women Cell and Eco-Club to make students socially aware citizens. The top management is all adaptive about changing trends in existing system and invites proposals for new programs.

The policy statements and action plans for fulfillment of the stated mission:

The Management Committee maintains contact & communication with the College. Different committees constituted by the Principal such as Principal's Advisory Committee, Library Committee, IQAC discuss all the matters within their purview and the Principal forwards their suggestions to the Management Committee. The issues are discussed and final resolutions are adopted for implementation. At times, with the prior consent of the management, the Principal plays a leading role in the governance and management of the College. He/she communicates the vision and mission of the College to faculty members, students and other stakeholders. He/she plays the role of chief coordinator for various internal and external affairs of the College. The Principal takes reviews from all the committees, teaching staff, and in-charges of various departments by holding meetings with them for efficient working of the College.

Formulation of action plans for all operations and incorporation of the same into the Institutional strategic plan:

The Principal takes care of all its major areas at the time of formulating action plans. All the committees function in their respective areas and convey their suggestions to the Principal for her consideration. The Principal discusses these with Advisory Committee to formulate a comprehensive action plan on the lines of the rules and regulations of the University.

Interaction with stakeholders:

The Principal makes conscious efforts to build a healthy relationship with its stakeholders namely staff, students, parents and alumni. The interaction with students takes place throughout the year. The Principal interacts with the parents on issues concerned with academics, discipline in the college, new initiatives taken by the College etc. The teachers encourage parents to maintain interaction, and welcome all kind of feedback offered by them. Programme such as Teachers Day celebrations and other activities facilitate interaction between teachers and the Principal. The Principal values the opinion of the stakeholders and makes efforts to reach out to them whenever possible.

Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders:

The interaction with stakeholders and feedback received from subject experts indicate the areas of needed modification. The Principal at the College level, with the support of the management, and the professors through their roles at the university level try to use that feedback.

Reinforcing the culture of excellence:

The College tries its best to ensure participatory leadership at every level to promote a culture of teamwork and excellence. At the time of formation of various committees, a fair representation of all faculties namely Art, Science, Commerce is ensured. Whether it is academics, or co-curricular, sports and extension activities, the College strives to achieve excellence.

Champion organizational change:

The College introduced higher education in District Muzaffarnagar. This beginning followed a series of social change in the area. The people of Muzaffarnagar, who used to travel far for higher education, found it at their doorstep as it were.

The College has been one of the leading Colleges of the University. The faculty members have been actively involved in change of syllabus, evaluation etc. at the University level.

Organizational changes in the College have been effected during its sixty eight years of life. Major infrastructural changes, the recruitment procedures, computerization etc. are some of the outcomes of this organizational growth.

The College is also a force of social changes in the sense that its students come from the under privileged classes of society. The College takes care to see that all benefits, in terms of seats quota and financial aid, reach the students entitled to them.

6.1.4 What are the procedures adopted by the College to monitor and evaluate policies and plans of the College for effective implementation and improvement from time to time?

The management of the College monitors and evaluates policies and plans and effective implementation through reporting and interaction of Principal with respective committee & other staff member.

6.1.5 Give details of the academic leadership provided to the faculty by the top management?

The top management remains in constant touch with the Head of the College and gives its utmost support to the Principal for the smooth functioning of the College. The Management Committee discusses the problems and other issues related to College development, administration, appointments and infrastructural needs. The meetings with staff are scheduled whenever felt necessary in the interest of the College. The vision of top management is conveyed to the faculty members through Principal and further the Principal discusses these suggestions in its Advisory Committee for implementation. All the members are easily available for any guidance required by the College.

6.1.6 How does the college groom leadership at various levels?

The Head of the College is highly democratic in its outlook and practices to delegate a variety of duties to the faculty members. He has given lots of diverse jobs to various departments, committees, cells and units to accomplish their desired objectives. The students are also encouraged to organize their own programs and conduct them.

6.1.7 How does the college delegate authority and provide operational autonomy to the departments / units of the College and work towards decentralized governance system?

The Principal makes organizational working participatory by providing utmost support to all in-charges and various committees in their decision making. Each department is also given operational autonomy, as all Head of the Department have been empowered to take their decisions freely to improve working. The managerial powers and responsibilities are delegated to teachers on the basis of their competence, commitment and aptitude to achieve the desired goals.

6.1.8 Does the college promote a culture of participative management? If ‘yes’, indicate the levels of participative management.

Yes, the College has adopted the participative management system. The members of Management interact with the Principal and inspire all to achieve excellence in their respective fields. The Principal and staff make plans to attain the high goals. In short, students participate in departmental activities at the bottom level. Respective Head of all Departments and Coordinators of various Committees participate in decision making at College level. The managing committee consists of three representatives from the teaching staff and one each from non-teaching staff related to class III & class IV employees on rotation basis. This system ensures participative management to such an extent that everybody will be part of the management for at least one year.

6.2 Strategy Development and Deployment

6.2.1 Does the College have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

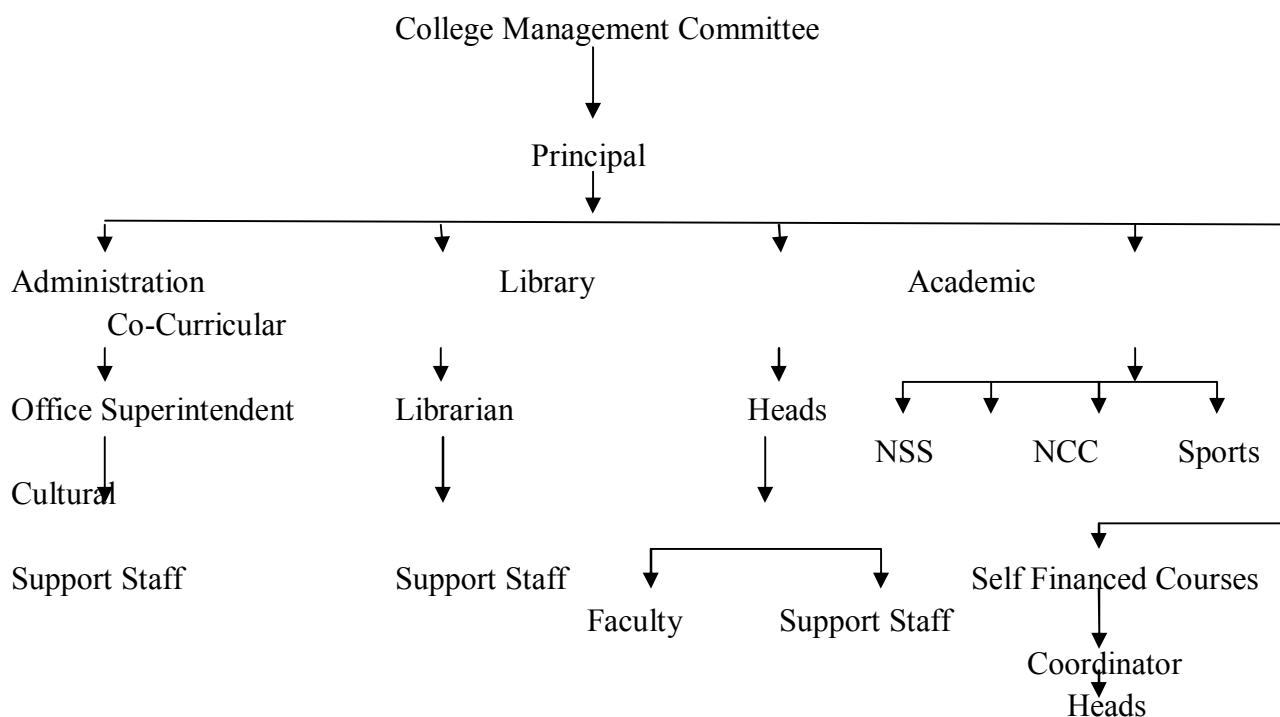
Yes, the College has formally affirmed quality as its policy, which has been clearly stated in the vision and mission. The College has set up IQAC for improving quality in education. The management monitors and reviews plans and policies to uplift the College. Further, in achieving the desired goals in the academics, teachers are encouraged to participate in seminars, conferences, workshops, refresher and orientation courses so as to update their knowledge and skill base. The departmental meetings are also held to monitor and maintain quality excellence.

6.2.2 Does the Institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

Yes, the College formulates the perspective plan regarding curricular, co-curricular and extra-curricular activities. The long term plan is also framed in order to improve the infrastructure of the College. These plans are drawn as short-term and long term goals in the different aspects of the functioning of the College such as Teaching and Learning, Research and Development, community engagement, adding more job oriented courses improving sports department, Resource planning and infrastructure up-gradation, etc.

6.2.3 Describe the internal organizational structure and decision making processes.

The College is Headed by the Principal within the enlightening vision of the Management and works with the cooperation of Head of various departments. The internal organizational structure of the College is being shown in the following chart:



The College follows the democratic ethics in its organizational structure. The various committees are working and the decisions are taken unanimously. The informal feedback obtained from the various stakeholders constitutes the major inputs for the perspective planning. These inputs are carefully analyzed by the Head of the College. The Institutional plan for academic programmes and infrastructural improvement is developed by the Head of the College after consultation with Managing Committee. The plans are discussed with the respective committees, modified and then implemented with passion.

6.2.4 Give a broad description of the quality improvement strategies of the College for each of the following

- Teaching & Learning
- Research & Development
- Community engagement
- Human Resource Management
- Industry interaction

Teaching & Learning:

The Management ensures the effective teaching learning process by recruiting highly qualified and competent teaching faculty if required. The College Management also promotes professional development of faculty by providing support to undertake orientation and refresher courses time to time. Management allows the faculty members to pursue higher education courses under Faculty Development Programs of UGC and to attend/organize National and International Seminars. The faculty of the College is committed in the timely completion of the syllabi and is always concerned about the improvement of results.

Research & Development:

The College has research friendly environment to promote research aptitude among faculty and students. More than 50% of our faculty is actively engaged in research activities in some or other way. The College is also publishing a Magazine '*Kaumudi*' for promoting creative talent among faculty and students. The College has provided the facility of Internet/Wi-Fi Connection to access online journals to promote research environment and this facility is available for all the teachers and students within the College.

Community Engagement:

The NCC, NSS, Women Cell & Rovers Rangers Crew are effectively working in the College for community engagement and social awareness. The College made effort to take measure in such way that the development might be possible. The College encourages students to take part in NCC, NSS and other activities. The College organizes various programs which help the students to respond to the larger issues of society. Blood donation camps were also conducted by NSS unit of the College. Besides, tree plantation, awareness programs on HIV/AIDS and other issues like female foeticide, fire safety, inter college competitions and counseling programs were organized to create awareness among students.

Human Resource Management:

The Human Resource Management is a key area in the growth of any College. The College is leaving no stone unturned in the area of faculty development. Faculty development programs are joined by teachers to update their knowledge base and academic skills of teachers. The College recruits faculty members and staff as per guidelines provided by the university/state government only on temporary basis. The personality development programs are organized to improve the communication and soft skills of students.

Industry engagement:

The College has been trying to involve exposure to unconventional industries for the students of conventional courses. Students of commerce are being told about banking and investment industry, and those of computer science about IT industry.

6.2.5 How does the Head of the College ensure that adequate information (from feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the College?

The management holds meetings to review the overall progress of the College. The Head of the College also ensures to take enough information through students' feedback in the form of interaction with the guardians, and personal interactions with students. The overall performance of the College related to academic, cultural and sports are communicated to the management as well as other stakeholders.

6.2.6 How does the management encourage and support involvement of the staff in improving the effectiveness and efficiency of the Institutional processes?

For improving the effectiveness & efficiency of the Institutional processes, the Management extends its support by providing an opportunity to be heard in the capacity of teacher's nominee in the management committee & discussion with teaching staff at regular intervals. The office has been computerized to make functioning more smart and speedy. Teaching-learning processes have been greatly boosted by the fresh recruitments. The faculty members are granted leave to go for refresher courses and workshops etc.

6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.

The Management of the College had a proper plan to work for the betterment of education in the College campus and last year, the Management passed the following resolutions:

S. No.	Resolution	Implementation
1	Resolution passed regarding the appointment of teachers for Self Financed Course	Appointed-12
2	Appointment of part time lecturers including self financing courses	41+12
3	Appointment of non- teaching staff on temporary basis	14+
4	Construction of College gate and boundary	Yes
5	New Canteen room to be constructed	Yes
6	Renovation of auditorium	Yes
7	Renovation of the College building	On going
8	Renovation and interior decoration of Principal's room	On going
9	Availability of sufficient furniture for students	Yes

6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated College? If 'yes', what are the efforts made by the College in obtaining autonomy?

No such provision exists.

6.2.9 How does the College ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder relationship?

The Institute has well-defined grievance redressal mechanism to address and redress the grievances of all the stakeholders. The grievances are promptly redressed by the Grievance Redressal Cell. The Grievance Redressal Cell is constituted for the overall welfare of staff and students. The committee addresses the problems of the students and staff and promote healthy atmosphere in the College. This committee discusses the matter with the Principal to solve the problem. The students can use complaint box; seek the meeting with the Head of the College in general, and girl students can lodge their complaints to redress their grievances to the Women Cell in the College in particular.

6.2.10 During the last four years, had there been any instances of court cases filed by and against the institute? Provide details on the issues and decisions of the courts on these?

No such case has been filled during the last four years.

6.2.11 Does the College have a mechanism for analyzing student feedback on Institutional performance? If 'yes', what was the outcome and response of the College to such an effort?

Till the College receives enough feedback through that, informal feedback received from the students are given full importance & are discussed during the meeting of several committees constituted by the Principal.

6.3 Faculty Empowerment Strategies

6.3.1 What are the efforts made by the College to enhance the professional development of its teaching and non teaching staff?

To enhance professional development, teaching & non-teaching staff gets open hearted support from the administration. Ample research facilities including library facilities are provided for them to achieve desired objectives. The Faculty Improvement Program (FIP) of UGC is implemented perfectly in the College by granting duty leave to the faculty so that they can further improve their professional skills. The staff is also sent to attend the Orientation and Refresher courses. Workshops have been organized to update the skills of non-teaching staff to make them acquainted with the new technology.

6.3.2 What are the strategies adopted by the College for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?

The College motivates the faculty to join national seminars, workshops, conferences and faculty development programs. The College management sanctions duty leave, to the faculty for attending seminars/conferences to keep them updated on the recent advancements in their respective fields. The faculty members are also encouraged to attend Orientation and Refresher courses.

6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.

The faculty members provide all relevant information in their self-appraisal forms, which are submitted to the Head of the College. For better appraisal, the College has been improving conditions and facilities continuously. These improvements are the outcome of the systematic implementation of the information collected.

6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?

The outcome of the review of the performance appraisal by the Management has been seen in the form of reforms and innovations effected in the College. Some of the major decisions have been- the renovation of the building and the use of ICT tools in the College.

6.3.5 What are the welfare schemes available for teaching and non teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

- The residential quarters (10) are provided within the premises of college campus.
- The timely disbursement of salary is ensured.
- There is provision of Group Insurance and Maternity Leave for all regular staff members.
- Facility of loans from GPF to staff members as per their genuine requirement is provided.
- Summer & Winter uniforms to class IV employee have been provided.

6.3.6 What are the measures taken by the College for attracting and retaining eminent faculty?

Our College is a premier College in this region that has always attracted the best faculty and they are provided the best possible facilities to serve in the College. To retain the faculty, following measures have been taken:

- Teaching environment is conducive; there is no interference of Management in the working of teachers.
- All research facilities are available to teachers like access to journals, books, internet, computer etc.

- The College provides study leave, duty leave for attending workshops, seminars and for higher studies.

All these facilities promote job satisfaction among teachers.

6.4 Financial Management and Resource Mobilization

6.4.1 What is the Institutional mechanism to monitor effective and efficient use of available financial resources?

The College adheres & strictly follows all the norms & directions specified by the UGC, University & State Govt. in this regard. For this, Management adopts the policy of yearly budgeting. In the following year they evaluate the budget of the previous year whether it has been utilized properly or not. Accordingly they plan for next year.

6.4.2 What are the Institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliance.

In our College, there is provision for internal and external audit.

1. Internal audit is done by College Management through C.A. team.
2. External Audit done by
 - A. Chartered Accountant
 - B. Local fund Audit
 - C. AG auditor

The last external audit has been done for financial year 2015-16.

6.4.3 What are the major sources of Institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund/corpus available with Colleges, if any

The major source of receipts is grant in aid from State Government. Other sources are Maintenance Grant from UGC, Fee Collection, Bank Interest etc. and deficit, if any, is managed by the College Management. The audited income and expenditure accounts of last four years have been appended in Annexure V.

6.4.4 Give details on the efforts made by the College in securing additional funding and the utilization of the same (if any).

The College constantly pursues and procures funds from UGC through various schemes and the same is utilized in the best interest of College and utilization certificate is sent to UGC time to time.

6.5 Internal Quality Assurance System (IQAS)

6.5.1 Internal Quality Assurance Cell (IQAC)

A) Has the College established an Internal Quality Assurance Cell (IQAC)? If ‘yes’, what is the Institutional policy with regard to quality assurance and how has it contributed in Institutionalizing the quality assurance processes?

An Internal Quality Assurance Cell has been established in the College which has been continuously working in the direction of Quality Enhancement.

B) How many decisions of the IQAC have been approved by the management/ authorities for implementation and how many of them were actually implemented?

The following recommendations of IQAC have been approved and partially implemented by the College Management:

1. Computerization of Administrative Office
2. Internet facility for teachers.
3. Improved infrastructure
4. Filling up the vacant posts.

C) Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.

N.A.

D) How do students and alumni contribute to the effective functioning of the IQAC?

Feedback and suggestions by students and alumni help in effective functioning of IQAC.

E) How does the IQAC communicate and engage staff from different constituents of the College?

The constitution of the IQAC in itself represents the various types of persons as per norms. The IQAC communicates its recommendations and suggestions to the Head of the College and the Head discusses the same with the Management.

6.5.2 Does the College have an integrated framework for Quality assurance of the academic and administrative activities? If ‘yes’, give details on its operationalization.

Yes, the College does have Quality Assurance Cell and it actively monitors the academic and administrative activities. The College has various committees and cells to improve academics, sports, cultural and administrative activities in the College. This includes a continuous improvement process through better interaction among faculty members, students and administrators as well as through self-assessment of faculty members. The College periodically reviews performance of its administrative and academic activities. Feedback taken from students about academic, library and administrative services is used to redress their grievances.

6.5.3 Does the College provide training to its staff for effective implementation of the Quality assurance procedures? If ‘yes’, give details enumerating its impact.

Yes, adequate training is provided to the staff members for effective implementation on suggestions by IQAC. The members are sent to workshops and seminars to acquire requisite skills in their specific areas. The acquired skills during these workshops and seminars are reflected in their routine teaching and for further research work. Some faculty have been sent to

join the workshops on IQAC and NAAC on at least six occasions to acquire training and awareness, in the context of the College's deep interest in quality assurance procedures.

6.5.4 Does the College undertake Academic Audit or other external review of the academic provisions? If 'yes', how are the outcomes used to improve the Institutional activities?

- The external review of the academic provisions is done at the time of the career advancement of the teachers.
- The merit calculated & ordered at the time of the admissions of the students is also a kind of academic audit of their performance.
- The College functions to improve by updating the facilities offered to the staff & the students.

6.5.5 How are the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/regulatory authorities?

The alignment of the internal & the external quality assurance systems is effected through observance of the regulations & instructions received from such authorities.

6.5.6 What Institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?

Teaching-learning process gets continuously reviewed through the Principal's interaction with the staff, the guardians, and the students. The examination, the evaluation & the results, the participation of students in the various extra curriculum activities, such as sports, their performance outcomes. These are some of the dimensions of the operating methodologies being used. The outcomes of this system can be seen in the distinctions achieved by the students in academic and sports areas specially.

6.5.7 How does the College communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?

The College communicates quality assurance policy to various stakeholders through discussions in staff meetings and side by side in the following way:

- Students are informed through the prospectus, notice boards and by teachers in the classes.
- Staff members are acquainted with the same in departmental and staff meetings.
- The College Management is made aware of the quality assurance policy by the Principal.

Any other relevant information regarding Governance Leadership and Management which the college would like to include.

Admissions:

Admission norms are adhered to and the departments & admission committees completely follow norms while admitting students. Admission is based on the merit as per the Government norms.

Curriculum Designing:

Designing of courses rests with the University. However, Faculty makes utmost efforts to acquaint students with the contemporary trends in their respective academic areas beyond syllabi. They also participate in the Board of Studies to make the syllabi more relevant to the contemporary global realities.

Teaching-Learning Process:

The Faculty is encouraged to devise various ICT based pedagogies for the enrichment of Teaching-Learning process. Departments are free to invite academic experts for interaction with them, from any part of the country. Books, journals and equipments are purchased as per requirement of the College.

Counseling:

The Proctorial Board of the College looks into disciplinary activities and has a close look over students and ensures redressal of their problems. Task of counseling and mentoring is also performed informally by all the departments.

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