



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	Government College, Hisar
• Name of the Head of the institution	Dr. Kusum Saini
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	01662239988
• Mobile no	9466088441
• Registered e-mail	principal_gc_hisar@yahoo.co.in
• Alternate e-mail	gchisar1950@gmail.com
• Address	Rajgarh Road, Hisar
• City/Town	Hisar
• State/UT	Haryana
• Pin Code	125001
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban
• Financial Status	UGC 2f and 12(B)

• Name of the Affiliating University	Guru Jambheshwar University of Science & Technology, Hisar				
• Name of the IQAC Coordinator	Dr. Vivek Bharti				
• Phone No.	9416072079				
• Alternate phone No.	01662239988				
• Mobile	9416072079				
• IQAC e-mail address	principal_gc_hisar@yahoo.co.in				
• Alternate Email address	gchisar1950@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year)	http://gchisar.com/annual-quality-assurance-reports.html				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.gchisar.com/downloads/files/n5fe01f8c6468e.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	70.50%	2003	01/07/2003	30/06/2007
Cycle 2	A	3.04	2015	01/07/2015	30/06/2019
Cycle 3	B+	2.67	2021	16/08/2021	15/08/2026
6.Date of Establishment of IQAC			27/08/2009		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
*	*	*	*	*	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	6	
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> • If yes, mention the amount 	Yes uploaded on the college website www.gchisar.com	
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>? Regularly kept watch on college functioning and activities and got feedback from different stakeholders to maintain good traditions of the institution and to set new quality benchmarks. ? Expedited construction work of twenty room Teaching Block, Multipurpose Shed and College Parking for improving college physical infrastructure. ? Ensured COVID-19 restrictive protocols and regularly sanitized college building. ? Ensured to meet the study gap of students by online resources during COVID-19 situation. ? Got accredited for the third cycle of NAAC accreditation.</p>		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
<p>The IQAC of the college is working in the close association with the college administration, faculty and non-teaching staff to achieve new qualitative benchmarks in college functioning. On the basis of the feedback from students, teachers, parents, alumni and other stakeholders and continuous observation on the part of IQAC, the below given suggestions are hereby put forward for improving college infrastructure and other activities related to teaching learning environment and co-curricular and extra-curricular fields:-</p> <ul style="list-style-type: none"> • The college should continue with all good traditions of the institution in teaching-learning, co-curricular and extra-curricular activities and extension & research initiatives. • The college should optimize the use of college resources and infrastructural facilities and manage its internal affairs efficiently. • The college should make efforts to begin classes in the newly constructed PG Block by completing the procedure of handing over the building to the college and purchasing class room furniture for the purpose. • The college should maintain strict discipline in the campus and restrict the entry of the outsiders in the campus. • The I-card with unique bar code should be issued to students for establishing their distinctive 	<p>The IQAC of the college is working in close association with the college administration faculty and non-teaching staff to achieve new qualitative benchmarks in the college functioning. The IQAC through regular feedback, consultation with stakeholders, discussion with the Principal and continuous observation is hereby taking note of the action taken on the suggestion made during the session 2019-2020.</p> <ul style="list-style-type: none"> • The College is continuing with all good traditions in teaching-learning, co-curricular and extra-curricular activities. The needed initiatives have been taken in motivating teachers to do research. Different designated cells and teaching departments organized actively different extension activities. • The college resources and infrastructural facilities have been put to the optimum use and the internal college affairs have been managed effectively and efficiently. • The classes were made operational in the newly constructed PG Block. The ground floor rooms were allotted to different PG departments and rooms on the first floor were allotted to the department of Geography. • The strict discipline was maintained in the college campus and there was restriction on the entry of the outsiders in the premises. It was ensured that the students and staff wore the ribbon I/card. • The I-Card with unique

identity. ? The college should make efforts to keep CCTV system in good conditions for 24x7 surveillance and security in the campus. If there is a need the CCTV wire may get changed for better picture fidelity. ? The college should work for committed space for labs of different subjects. ? More standard books should be added in the college library in accordance with the requirements of students and teachers. ? The college should strive for getting e-journal links for students and teachers. ? The college expedite the process of getting grants for multipurpose shed which was already sanctioned for the same so that there will be organizational convenience and saving of college money. ? The college should expedite the process of getting started the work for major revamping and repair of college building and physical infrastructural up-gradation by coordinating with concerned governmental agencies. ? The college should work for restructuring of College Parking keeping in mind the present requirements. ? The college should maintain a continuous liaison with Alumni Association for the upkeep of college facilities and for involving more alumni with the college functioning. ? The college should work for adding water harvesting system to make college building environment friendly. ? The college should work for making open GYM

bar code will be issued to first year students from the next session. ? 24x7 surveillance of the campus through efficient CCTV system was ensured. ? The separate lab for Biotechnology with better space was created during the session. ? E-Journal link with the association of INFLIBNET was created during the session. ? The grant for multipurpose shed was released and the work for the construction of this is in progress. ? The work of major revamping and repair of college building and physical infrastructural upgradation is complete. ? The grant for restructuring of college parking facility has been sanctioned and the work is in progress. ? A close liaison with Alumni Association has been maintained and the organization of Alumni Meet is now annual feature. ? A Comprehensive water harvesting system has been created in the college. ? The GYM in the college has been made operational. ? The grant for twenty more class rooms has been sanctioned and the work for building up of them has been started. ? The Disaster Awareness and Management Committee has been created and it is active in disseminating awareness about probable disaster and required precaution. The committee is taking necessary measures to mitigate the consequences of probable disaster in the college. ? The ICT database and management committee is

<p>operational. ? The college should make efforts to add more classrooms and departmental room for major physical infrastructural enhancement. ? The college should make a separate Disaster Awareness & Management Committee for providing special emphasis on this key area. ? The college should also create a committee for ICT Database and Management for having readily available ICT data and managing it efficiently for the benefit of students and teachers. ? The college should expedite the process of getting it accredited for the third cycle of NAAC accreditation. ? The college should make efforts for the expansion of Girls Hostel to meet the present needs. ? The college should maintain cleanliness and hygienic conditions in the classrooms & college campus. ? There should be college lab up-gradation according to the present needs. ? Different subject societies and designated cells should organize maximum activities and extension lecturer for the benefit of students. ? The college should work with the goal of participative management involving different stakeholders in its functioning.</p>	<p>operational in managing ICT data of the college. ? The IIQA for the third cycle of NAAC Accreditation has already been accepted. The process of data compilation and SSR submission is in progress. ? The cleanliness and hygienic conditions were maintained in the college during the session. ? Different activities and extension lectures were organized by different designated cells and teaching departments. ? The college is committed to work with the goal of participative management involving different stakeholders in its functioning.</p>
<p>13. Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
College Council	25/11/2021

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021	31/01/2022

Extended Profile**1. Programme**

1.1	17
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	5350
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	852
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	1449
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic	
3.1	172
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	144
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	45
Total number of Classrooms and Seminar halls	
4.2	7.6 lakh
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	223
Total number of computers on campus for academic purposes	
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>There is a well defined mechanism in the college for curriculum delivery and documentation. The curriculum scheme is decided by the affiliating university GJUS&T, Hisar through comprehensive consultation with subject experts in the meetings of the Board of Studies. The weekly lesson plans ensuring optimum spacing of syllabus are planned before the commencement of each teaching semester. These lesson plans are uploaded in the respective course/subject link on the college website and are displayed on departmental notice boards. The teachers also make students aware of</p>	

their respective plans of lesson delivery during the regular classes. Students are told beforehand what they are going to study in the class next day. They also made aware of the experiments or the field studies to be conducted during the semester. The key parameters of course outcomes have been uploaded on the college website for the ready information of the students. Individual teachers maintain the record of the students' progress and academic performance. Thus, there is a well devised system of documenting the specifics related to curriculum delivery.

The syllabus planning is done through the well thought out lesson plans. Scheduled assignments and tests are so devised as to enhance and add to the efficacy of the teaching of prescribed syllabus. The lesson plans are so devised that the exhaustive curriculum coverage can be ensured. The teachers impart detailed learning to students in the syllabus related topics and also provide them the relevant current information. Students are also made aware of the relevance of these topics for their future academic and career growth.

Students are encouraged to ask questions and provide their inputs for effective delivery of curriculum related subject matters. The teachers ask questions to get the immediate and effective feedback of students. The teachers make optimum use of ICT related tools to make their teaching interesting, informative and resourceful. The teachers help students in developing innovative spirit and a critical bent of mind. In the courses in which practical experimentation is the part of the syllabus, they encourage students to learn by doing. The students studying English literature are shown text related movies and documentaries followed by involved analytical discussions.

Students are given opportunities to prepare and speak on the curriculum related topics through seminars, oral presentations of assignments, group discussions and active class participation. Students are also encouraged to refer to the standard prescribed texts of their respective subjects. They are also provided the written handouts and other study material for ready reference.

On the whole scholarly, efficient and dedicated teachers of the college are conscientiously engaged in imparting quality education to students in their chosen field and in guiding them to proceed further in their career with the springboard of knowledge and exposure provided to them.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	NA

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The Academic Calendar is decided in the beginning of each session in accordance with directives and norms of the affiliating university GJUS&T, Hisar and of the parent Higher Education Department of Government of Haryana. The Semester System is followed in UG and PG programmes and the semester exams are held in the month of November and December for the odd semester and April and May for the even semester. There is a prospective planning not only about the schedule for admissions, academic activities, vacations and examinations but also about important co-curricular and extra-curricular activities to be followed during the session. In every session, Annual Athletic Meet, Talent Search Programme, Cultural Festival- Umang, a weeklong Placement Training and Job Fair, a weeklong NSS Camp and NCC training for cadets are conducted on regular basis. Besides these events, the different designated cells and subject societies celebrate important days and anniversaries of the renowned personalities to make students learn about Indian heritage and culture, dignity of labour, social sensitivity and cross cutting issues such as gender equality, environment protection, internet utility and importance of social work. There is scrupulous adherence to the Academic Calendar and schedule of co-curricular and extra-curricular activities

The Continuous Internal Evaluation (CIE) system is followed in the college for encouraging among students effortless and gradual learning which is not only interesting but effective as well. The structured mechanism for internal assessment of students monitors students' attendance, participation in class discussions, academic performance and presentation of the subject matter. Class attendance, one class test and two assignments form the basis of the internal assessment of twenty marks. These criteria motivate students to attend their classes regularly and remain participative in the class discussions. The class test and assignments are so planned that a regular feedback of students' performance can be obtained. In a semester, class test and assignments are so spaced that normally after every month, students have to prepare for them. Moreover, these are from different units of the prescribed syllabus

and this makes students become comfortable with the whole syllabus. The exhaustive coverage of syllabus in this way helps students to raise queries in the regular classes and thus they are made to perform better in semester exams. By answering the queries raised by teachers, students learn a lot about syllabi related subject matters. The post graduate and honours students are asked to present their seminar papers on the allotted topics as the part of oral assignment. The teachers make it a point to adhere to the schedule of the internal assessment system and make students aware of the possible topics for the class test and assignments. Thus, the students are made to learn continuously during their classes and teachers provide the needed inputs to them.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.gchisar.com/downloads/files/n5fe01f8c6468e.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs
Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

5

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

1

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

1449

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The college follows the curriculum as decided by the affiliating university GJUS&T, Hisar. The curriculum not only imparts extensive

learning of the subject but also incorporates necessary elements to make it coterminous with societal needs. The different cross cutting issues related with environment sustainability, gender sensitivity, human values and professional ethics are the integral part of the syllabus taught in the college in different courses. It is difficult to mention each and every such issue as they are interspersed in the curriculum but some key telling inclusions are mentioned here to indicate that the cross cutting issues are the core of teaching learning activities in the college (The syllabus of the courses mentioned below are uploaded in the link for the ready reference):-

- The Environment Studies is taught as the compulsory paper for the first year students of undergraduate classes. Through regular classes and practical assignments, the students are sensitized about environmental issues. They are made aware that sustainable development is must to conserve resources and to help our future generations to survive.
- The knowledge about environment and its sustainability is the key feature of the different subtopics of the syllabus taught in undergraduate, honours and postgraduate classes in Geography. Eco system, climate change, population geography, environmental degradation, global warming and other such topics are the integral part of its curriculum
- The gender issues are taught to college students at different levels. The MA English students study a separate paper, namely Literature and Gender in the third and fourth semester. They read the philosophical treatises and fictional texts related to gender issues written by internationally acclaimed scholars.
- Gender related societal issues like female feticide, dowry, domestic violence, women empowerment through political participation etc. are the part of the curriculum of Sociology and Political Science in under-graduate classes.
- Not only this, the vibrant Women Cell, the active Legal Literacy Cell and the socially conscious NSS and NCC units of the college organize programmes related to gender sanitization, human equality and feminine rights throughout the year.
- Issues of professional ethics and human values are the integral part of different courses taught in the college. Teachers make students aware of the desirable conduct related to the work requirements concerned with their chosen subjects in particular and the social conduct in general.
- Specifically, corporate governance, business ethics, organizational behavior and other such issues are the part of the curriculum of Commerce in postgraduate classes.

- The curriculum in science subjects makes students aware of the respective relevance of their subject for the society and welfare of human beings.
- The cross cutting issues which are relevant for social stability and growth are the integral part of the curriculum related to different social science courses run in the college.
- Not only this, graduation in human values and environment sustainability are the integral part of co-curricular and extra-curricular activities and extension lectures held by different designated cells and subjects societies.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

15

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

3274

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://www.gchisar.com/feedback-summary.html
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

D. Feedback collected

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.gchisar.com/feedback-summary.html

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

2005

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

840

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The college teachers regularly assess students on different parameters including their cognitive ability, subject inclination, behavioural nuances, communicative skill, language proficiency and learning aptitude. The teachers know that different socio-economic background of students related to their respective schooling, family structure and rural or urban locale make a lot of difference. While effectively teaching the students from such a diverse milieu they have to follow varied strategies. They evaluate the needs of their respective students in the beginning of the session and during regular classes. They are in constant touch with their students through active class participation and liberal teacher-taught consultation during free periods. The teachers assess the learning requirements of students through assignments, class tests and other learning tasks. They become aware of the learning needs and aptitude of the students and this help in a great way to plan their teaching activities accordingly.

The teachers are very much concerned for providing the slow learners a level playing field so that they can compete on equal footing with other students and do not develop inferiority complex and hesitation in the process. They provide special attention to such students and discuss their problems in friendly manner. Such students are given

more opportunities to participate in class discussions and to answer the questions put by the teacher. The teachers take extra classes of such students to teach difficult topics and clear their doubts. They try to answer the queries of such students by spending extra time during the free periods. Such students are also given extra assignment work and tests. Not only this, the college has a mechanism of tutorials and mentor groups to counsel and provide necessary care to such students.

The college teachers know that there are always some students who can grasp very fast and do wonder if they have been given a right direction. The teachers are always ready to counsel and guide such advanced learners and advise them to refer to the standard books related to their subject. Such learners are told about the further academic areas where they can excel and perform brilliantly. The teachers discuss with such students the syllabus and requirements of entrance test for PG courses and other job avenues. The teachers who are teaching PG classes talk to such advanced learners about specifics of NET examination. They remain in touch with the students in their preparation for future examination. It is because of the special attention of teachers, many students of the institution are presently doing their post graduation in renowned universities of India. Not only this, a large number of students who did their post graduation from this college cleared NET examination and got selected as Assistant Professor in different colleges and universities.

Moreover, to provide additional edge to students, the mechanism of extension lecturers, awareness programmes, workshops, seminars and celebration of days and anniversaries are made an integral part of teaching learning activities of the college.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
5350	172

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The college teachers believe in free and conducive teaching-learning environment and the students are not the passive learners but they are actively involved in learning process. The teachers assess the needs and aptitude of students and guide them accordingly.

The learning by percept is the core idea of the teaching activities in the college. The core competency of students is developed by combining theoretical knowledge with practical experimentation, field studies, project works, case studies, interactive seminars and role plays. The experimental learning is the integral part of the studies in the college. For all science related courses, namely, Bio-technology, Botany, Chemistry, Computer Science, Mathematics, Physics and Zoology, the practicals are the mandatory requirements as per the prescribed syllabus. Students in the group of 20-25 students learn through experimentation under the expert guidance of teachers in well equipped labs. Besides this, in many courses in social sciences, namely, Defence Studies, Economics, Geography, Home Science, Mass Communication, Music (I), Music (V), Psychology and Physical Education, practical learning is the part and parcel of the studies. Moreover, through various computer labs related to different courses, students learn the nuances of e-knowledge. The college language lab provides exposure to students in pronunciation through language learning software. The field project in which students visit an area outside the college is the part of the syllabus of Geography. The detailed projects spanned over months are conducted in Bio-technology. The field visits to know about the varieties of flora and fauna are the integral part of Botany and Zoology. The Political Science department is related with the organization of mock parliament.

The participative learning guides the teaching activities in the college and students are involved at different levels in study related activities. Students are made well aware of syllabus planning through lesson plans and the teachers incorporate their suggestions in the making of plans for subsequent semesters. The teachers plan their daily lesson in consultation with students so that the teaching activities will be conducted in accordance with their needs. Students are informed about the standard reference

books or study material and are given notes and handouts so that the discussions in the class will involve students to the maximum. The learning assignments and seminar topics are decided with the active involvement of students and these are so planned that students will be comfortable and well informed while appearing for semester examination. The oral presentation of assignments, seminars, group discussions, asking of questions and involvement of students in subject societies ensure students' dynamic participation in learning activities.

The involved exposure of students to the experimentation in their respective courses, the detailed discussion with them about the practicalities of the respective fields of studies, their involvement in problem solving exercises, the role playing exercises and the frequent opportunities given to them to answer queries raised by teachers are some of the mentionable student centric problem solving methodologies adopted by the college which will prepare them to face practical problems by learned behaviour and improvisation.

File Description	Documents
Upload any additional information	View File
Link for additional information	NA

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The ICT is an integral part of teaching learning activities in the college and the tech-friendly college teachers make optimum use of ICT infrastructure for making their teaching effective, interesting and resourceful.

The teachers teach students through informative PPTs and other audio-visual material. Not only this, they encourage students to present their assignments and seminars through PPTs. The movies and documentaries related to syllabus are shown to MA English students followed by incisively involved discussions about different aspects of the text. There are eleven fully equipped smart class rooms with interactive board and good sound system in the college. Besides this, for ready availability of ICT tools, there is enough number of projectors which makes it handy for the teachers to teach classes through PPTs. The college is progressively switching over to make all its class rooms smart class rooms for improved ICT facility of

teaching.

Basic computer education is compulsory for all students and the Computer Awareness Certificate Course is the part of undergraduate course. This course is mandatory for all those first year students in whose regular syllabus computer is not included. A well equipped committed computer lab with expert guidance is maintained by the college for this purpose. This helps students not only to become computer literate but also prepares them for getting jobs easily.

There are separate computer labs in the college for creating committed ICT facility for different courses. The well equipped Computer Science Lab caters to science undergraduates in Computer Science and Computer Application programmes with computer language wherewithal. The English Language Lab becomes handy in teaching students basics of language abilities, pronunciation and other linguistic aspects. In addition to these, committed computer labs in the departments of Commerce, Economics, Geography, Mathematics and Physics provide teachers required ICT tools to be used beneficially for students.

There is a well equipped E-Resource Centre attached to the college library having the support of leased line for speed and ready access of internet facilities. The teachers and students have easy access to ICT facility and they can use it for academic and research purposes. Not only this, almost all the departments maintain the facility of computers and printers for preparing for classes and completing other exam and administration related assignments.

The teachers are making good use of college website to inform students about lesson plans, learning outcomes and others relevant information. During recent COVID 19 lockdown period, the teachers are well connected with their students through different digital medium to teach them, to solve their queries, to counsel them and to evaluate their learning level.

There is adequate ICT facility in the college and the teachers make use of them to the maximum for teaching-learning purposes. There is constant updating of the ICT facility and new evolving initiatives are also added over a period of time. The Teaching Apps such as Skisha Setu are made functional under the progressive guidance and necessary support of the parent Higher Education Department of Government of Haryana.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

97

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

172

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

82

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

815

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The college follows the internal assessment mechanism as devised by the affiliating university GJUS&T, Hisar. The internal assessment is twenty percent of the total marks allotted for a paper and it consists of five percent marks each for regular attendance, two assignments and one class test. It forms the core of the Continuous Internal Evaluation (CIE) system as followed in the college. This system helps students to pursue their studies by effortless and gradual learning in an interesting and effective way. Through the structured mechanism of internal assessment, their regularity, class participation, academic performance and subject presentation are monitored.

The class test and assignments are so spaced that normally after every month students have to prepare for them. These are based on the topics from different units of the prescribed syllabus and this makes students comfortable with the whole syllabus. In this way, they prepare for semester exams in a spontaneous way. The post graduate and honours students are asked to present their seminar

papers on the allotted topics as the part of their assignments. The presentation is followed by involved discussion with students which help them to clear their doubts and reinforce the right learning of syllabus related topics. It also helps them to express their ideas in logical manner. In the practical courses, the practical aspects of the related subject matter form the part of assignment.

The internal assessment process followed in the college is transparent and students are involved at every step from the decision about assignment topic to its presentation and later they are informed about the marks obtained by them. The teachers deal with the whole process in a way so as to make it a positive learning experience devoid of any study related stress. They make it a point to make students aware of the possible topics for the class test and assignments well in advance. They provide opportunities to students to comfortably handle the difficult areas of the syllabi and by appearing for test in such areas, students easily negotiate them in semester exams. The teachers also provide students opportunity to repeat their test or presentation if they want to improve upon their earlier performance. The assessment marks are displayed and liberally discussed with students to avoid any grievance on their part.

The internal assessment system of the college is robust in terms of frequency. Students have to be participative throughout the regular classes and they have to appear for formative assessment almost after every month. The mode of assessment is diversified and creates space for innovations. It encourages queries from students, enhances their class participation, improves their writing skill, hones their presentation proficiency, increases their inclination to apply the theoretical knowledge in practical ways and helps in their preparedness for semester exams. The whole internal assessment system has become so diffused in teaching learning process that the student learn without feeling the compulsive rigour of learning. The transparent and robust- internal assessment mechanism is the forte of the college teaching- learning activities.

File Description	Documents
Any additional information	View File
Link for additional information	NA

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Examination is an important corollary of teaching learning activities to assess students. There is a set mechanism of the evaluation of students based on their performance in internal assessment, semester examination and practical examination (wherever applicable). The college teachers assign marks of internal assessment to their respective students. The semester exams are conducted under the supervision and support of the affiliating university, GJUS&T, Hisar. For practical examination, the affiliating university appoints external examiners who work with the ancillary support of the internal examiners from the college itself. The overall examination system is transparent, efficient and student friendly.

The goal is the maximum welfare of students and the students' grievances related to examination and other activities are minimized by following the transparent set procedures. However, if still there are some grievances, there is a set mechanism to handle this. There are two separate branches headed by a senior faculty member to handle exam related issues. The University Exam Branch deals with the matters of Semester Examination and Practical Examination and remains in the constant touch with Examination and Result Branch of the affiliating university. The House Exam Branch manages the internal assessment mechanism of the college and keeps vigil that marks will be assigned in transparent manner and students are duly informed about them. The name and phone numbers of the in-charges and other members of these branches are displayed on the college website and students are informed by their mentors about these branches from where they can seek remedies of examination related grievances.

If the grievance is related with internal assessment, the students, first of all, supposed to contact to the respective teacher. The mistake, if any, has been taken care of at this level but if still any grievance persists which is almost negligible, the students can approach House Exam Branch, either directly or through their mentor. The Principal is the final authority in such matter if the students still feel aggrieved and he decides the matter on the basis of facts and rules in the overall interest of students.

In external examination matters, the University Exam branch deals with students' grievances which are generally related with the conduct of examination and declaration of result by the affiliating university. For this, the branch remains in constant contact with

the university and the students' representations are sent expeditiously to the university or e mailed to them. For the issues which are not resolved in this routine manner, the Principal takes special interest and get them settled on a priority basis. Students are given maximum support so that their exam related grievances can be redressed in efficiently and time bound manner.

Thus, it quite clear that a set schedule of examination is followed in the college and the students are well aware of this. This minimizes examination related grievances. Any grievance is resolved in a time bound and transparent manner keeping in mind the welfare of students.

File Description	Documents
Any additional information	View File
Link for additional information	NA

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The college provides learning to students in twenty-three courses for eleven undergraduate and six postgraduate programmes. Education is imparted in a systematic way for developing a natural aptitude for learning in students. The learning outcomes for different programmes and courses are decided in the beginning of the session in the light of the broader guidelines given by the UGC and the affiliating university, GJUS&T, Hisar; the requirements of the curriculum; and the policy guidelines of Higher Education Department of Government of Haryana. The expected needs of students and the requirements of the society are also taken into consideration. The experiences of old students and teachers are helpful in making these goalposts practically viable and student friendly.

These outcomes are broadly based on three aspects: firstly, to provide the best possible knowledge to students in the course/subject chosen by them; secondly, to develop skills of students for their future career prospects; and thirdly, to develop among students a keen sensitivity towards the issues of society and country. There is a clear cut goal of developing students as an able, informed and responsible citizen.

There is a well established mechanism to create a general awareness

among teachers and students of these outcomes so that the teaching-learning activities will be more focused and result oriented. Both teachers and students are active participants in deciding these outcomes as they are finalized after undergoing an involved process of consultation. The college website has a link for each course and in these links, the learning outcomes are uploaded for the ready information of teachers, students and other stakeholders. They are also displayed in the respective departmental space to provide a constant reminder to the teachers.

The teachers plan their teaching lessons in accordance with these learning outcomes. Their specifics are discussed with students and their relevance and rationale are detailed during regular classes. The teachers relate these outcomes with the sub topics of the syllabus and accordingly provide the background information; the current development; and the present job scenario concerned with them. The students are also informed about the opportunities available in the specialized fields related to the course which they can pursue for their post-graduation or later on for research. Not only this, these outcomes are the guiding percepts for the counseling of students by the teachers during the free periods.

The mentor-mentee interaction and tutorial group meetings are regular platforms to talk to students about desirable social conduct, societal sensitivity, professional ethics, rational analytical approach, humane bent of mind and behavioural de-stressing. The learning outcomes followed in the college are not merely course specific but also equip students with a prowess to stand on their own with a conviction during critical phase of their life. Different designated cells are also involved in making students aware about these broader outcomes through different activities, celebrations and extension lectures.

Thus, the learning outcomes are not only displayed on the college website but are also communicated and followed by the teachers and students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	NA
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

A focused approach in imparting education to students is followed in the college and well deliberated goals guide the studies in different courses. The course outcomes are displayed in the respective departmental links on the college website. The college teachers assess the attainment of these outcomes by their keen sensitivity towards students' performance. They have profound perceptual observation about students' aptitude and interest and they create such a teaching environment that students communicate uninhibitedly about their progress.

The evaluation of the attainment of learning outcomes is a constant process and it is so interspersed with regular studies that it has become an integral part of teaching-learning activities in the college. The effective mutual communication among the teachers and students lead to valuable assessment of learning outcomes. The teachers ask frequent questions from students to get quick practical feedback about their understanding of the learning outcomes, inclination to imbibe the knowledge related to these outcomes and progress on these parameters. Teaching activities such as engaged class discussions, quick question-answer sessions, role play tasks, case studies, presentations, seminars and practical assignments are some other ways to assess the attainment of the outcomes.

The progress of students in achieving these outcomes is measured through well structured internal assessment system. The curriculum is broadly divided in equal proportion to assess students' performance through class participation, two assignments and a class test. This Continuous Internal Evaluation (CIE) system not only helps students to follow the gradual but exhaustive approach to cover the prescribed syllabus but also facilitates the teachers to know about students' performance and make necessary amends wherever required. The transparent and participative system not only reinforces among students the course outcomes but also is instrumental in getting their feedback for improving these outcomes. The assessment marks obtained by students are shared with them to provide them an opportunity to improve upon their deficient study areas.

The semester examination is key mechanism through which the efficacy of learning outcomes is measured on numerical scale on the basis of students' performance. The inputs from result pattern make teachers analyse their own efficacy vis-à-vis these outcomes and they know whether there is any need of course correction. After passing out from the college, students choose from different academic and career

possibilities and their performance in the post-college phase is another way to evaluate the attainment of these outcomes. The teachers remains in touch with such students, through the Mentor System, Placement Cell and Alumni association to find out their respective performance in their chosen fields and to know about the opinion of such students.

Value based social sensitivity of students is developed and assessed through mentor group meetings, tutorials and co-curricular and extra-curricular activities. These are the integral part of regular studies and make teaching-learning more rationale and effective. The abstract values which are inculcated among students through this mechanism are assessed in broader way by the teacher in-charges and they continuously add to such activities in the light of the feedback.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	NA

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

1411

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	NA

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://www.gchisar.com/feedback-summary.html>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The college Primary goals is overall development of students so that they will prove an asset for the society. The teachers involve students as active partners in teaching-learning and other co-curricular and extra-curricular activities. They provide students an environment to come out with their innovative ideas and understand the practical exigencies of their respective academic domain. They are so groomed that the knowledge leash created in them over a period of time will help them not only in their career growth but also in adding to the societal resources.

The teachers motivated students to develop their own opinions about the topics and are made to present their views in constructive ways through presentations and write ups. They are given practical situations where they can apply the theoretical knowledge and thus by simulating real life type of experiences, they are prepared for improvisation through their innovative thinking. Various activities of subject societies and designated cells and celebrations of the achievements of key national personalities not only provide students to articulate their innate capabilities but also inspire them to make use of the learned knowledge in pioneering ways. The students are given an extensive exposure through extension lecturum annual Science Exhibition and organization of quiz at different levels help students in honing their innovative skills.

The teachers take keen interest in providing students exhaustive knowledge and making them self reliant in their chosen subjects and sharpened their capabilities by involving them in class participation, scholarly presentations, explorative query sessions and friendly counseling. The students get a feel of real conditions. Students are so groomed that they become adept in making use of

their learned capabilities in their career and life after their studies. They are so educated that they can see their responsibilities towards the society and take upon themselves a pious duty to transfer their learned knowledge for the betterment of the society. NSS units, NCC wings, Women Cell and Legal Literacy Cell of the college guide students in inculcating the spirit of social work.

Thus, an environment for innovations help in grooming students to think rationally, innovatively and creatively to develop their own systematic understanding and to add new dimensions to learning. They are initiated to create a resourceful storehouse of knowledge with a motivation to work for the society and to pass the learned capabilities to the underprivileged sections of the society and the future generations.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

0

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

18

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

16

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Extension activities are the integral part of college co-curricular and extra-curricular activities and are finely balanced with regular studies. Numerous activities of different nature have been conducted

throughout the year for developing students as responsible, socially conscious, rational and humane citizens. NSS units, NCC wings, Women Cell, Placement Cell, Legal Literacy Cell and different subject societies are actively involved in the organization of the extension activities for instilling a profound sensitivity among students towards their surroundings..

Different rallies and campaign to create awareness about the importance of gender equality, the role of youth in shaping Indian destiny, the utility of yoga and other physical exercise, the usefulness of blood donation and other such philanthropic measures, the strict adherence to traffic rules, the significance of cleanliness for ensuring disease free society etc. are the part of extension activities done in neighbourhood community by the college volunteers. Blood Donation camp under the aegis of college NSS units has become an annual feature to be participated enthusiastically by students and teachers. Besides this, the college students also participate in the blood donation camps organized by other academic, governmental and philanthropic agencies. A permanent functioning legal aid clinic has been established in the college for providing legal counseling to the needy. Extension lectures on key socio-cultural issues, activities and competitions on crucial topics and skill enhancement workshops are organized very frequently. Annually, one seven day camp and two or three one day camps are organized by NSS units. The students are sensitized by the Women Cell about gender equality, the Legal Literacy Cell about rights, duties, laws and rules, the placement cell about a creation of sustainable link between career growth and societal welfare and the subject societies about the role of the respective subjects in creating conditions for the wholesome growth of country.

Through these multifarious extension activities, students get opportunities to develop themselves as a holistic personality and they learn to create a symbiotic relationship between personal growth and social good. The awareness campaigns organized by college cells are really fruitful in reinforcing the issues of societal well being. The students who once was the pride of the college are contributing to the social good in a great way from the respective positions they held in different organizations. Thus, the good traditions are followed in extension activities and they are one of the key indicators of quality parameters followed by this institution.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

73

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

6140

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

4

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

0

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The college is a premier higher education institution of Government of Haryana having a very large campus of about 34 acres with the covered area of approximately 9575.99 square meters. The ICT facility is an integral part of teaching learning activities in the college and it has eleven fully equipped smart class rooms with interactive board and good sound system. Besides this, for ready availability of ICT tools, there are enough number of projectors which makes it handy for the teachers to teach classes though digital modes in other classrooms as well.

There are adequate infrastructure and physical facilities for teaching-learning activities. The different size classrooms are quite adequate to accommodate the students as per the requirements of classes. All rooms are airy and well spaced to provide healthy and hygienic study conditions to the students. They have requisite number of dual desks or sitting chairs and have the facility of white and green board. The college administration is always in the process of enhancing its physical infrastructure to meet the growing needs.

There is a good infrastructure of laboratories in the college and there are separate labs in each department where practical is the part of the prescribed syllabus. These labs are well equipped with necessary experimental facilities and are upgraded annually.

There is a rich infrastructure of computer labs in the college for ensuring the optimum interface of students with ICT which is the need of the hour. A well equipped committed computer lab is maintained by the college for providing basic computer education to

all those first year students in whose regular syllabus computer is not included. The well equipped Computer Science Lab caters to science undergraduates in Computer Science and Computer Application programmes with computer language wherewithal. The college English Language Lab ,computer labs in the departments of Commerce, Economics, Geography, Mathematics and Physics provide teachers required ICT tools to be used beneficially for students.

There is a well equipped E-Resource Centre attached to the college library having the support of leased line for speed and ready access of internet facilities. Not only this, almost all the departments maintain the facility of computers and printers for preparing for classes and completing other exam and administration related assignments.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

There are good facilities for organizing cultural activities and sports events in the college for providing students an overall growth of mind, body and attitude in wholesome terms.

There are many significant achievements of students in the fields of cultural and sports at national, state and university levels. In sports, some college players are internationally acclaimed sportspersons. The infrastructure for cultural and sports activities is such that many inter college and university level competitions are organized every year here.

There is a well furnished auditorium with good audio-visual facility in the college and it provides ready arrangements for organization and rehearsal of cultural and literary events. There are two permanent open stages to organize cultural activities. There are separate Music Departments for vocal and instrumental events and they cater not only for teaching students the subject of music but also for arranging performances during different functions and

competitions.. Not only in music and dance, college students also participate in theatre, fine arts, literary and other cultural events and get positions as well. The spacious conference-cum-activity room, girls' common room, large porch and open space provide ample space for rehearsal and for organization of cultural events to be participated by a large number of contingents.

There is a very large sport ground of about eight acres in the college for organizing athletic and other team sport events. The multipurpose sport ground is regularly used for practice by students and for organizing many inter college sport competitions. The college also has separate handball, basketball and badminton grounds for practice and organization of the related sports events. Not only this, the college has the facility of wrestling and boxing mats to be used for practice and organization of the related sport events. There is an open gym facility in the college equipped with latest gadgets for the physical fitness of students. In addition to this, there is a separate gym facility for hostellers in girls' hostel. Students regularly use the sports facilities for recreation, physical development and preparing for sport competitions. There are liberal provisions for providing sport equipments, gears and dresses to participant students. These sports goods are replenished at regular basis for ensuring best of the facility to students to practice and to compete in sports events.

There is compatible space for yogic and other physical exercises in the college and the different cells such as NSS units, NCC wings and Women Cell organize various events such as Yoga Day, Self Defense Camp, routine NCC drills etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

11

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

7.6 lakhs

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Government College, Hisar is maintaining a well-stocked, fully equipped library to provide quality access of education to students. Over a period of time, the college administration is improving library facilities and is in the process of digitalizing them.

The college library has been fully automated by making use of integrated library management system (ILMS). The college purchased SOUL software (Network Version) from Information and Library Network Centre of INFLIBNET. The details of the software purchased and the stock entry of the same are uploaded in the given link. By making use to the SOUL software version 2.0, the college library was finally automated in 2017-18. The digitalization of library services led to efficient and effective student friendly services of the searching of book, their issuance and overall inventory management.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	NA
4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above
File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)	
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
0	
File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File
4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)	
4.2.4.1 - Number of teachers and students using library per day over last one year	
945	

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

There is optimum use of IT facility for teaching-learning activity and other administrative and official purposes in the college. These facilities are provided through various computer labs and e-resource centre and through the availability of computers, printers and internet in different teaching departments and office branches. The IT infrastructure of the college is regularly updated in accordance with the emerging needs.

There are above two hundred working computers for teaching purposes and ten for official purposes. Annually, quotations are called in the beginning of the session and rates for different computer accessories, antivirus software, cartridge refilling and repair jobs are finalized for ready access to expert facility to keep college IT infrastructure overhauled.

There is adequate facility of internet to students, faculty and office staff. Eighteen VPN broadband connections have been working in the college for a very long time. There has been addition of more internet facility through leased lines during last five years. Presently, there are three leased lines working in the college - twenty MBPS line for teaching and official use; ten MBPS line for e-resource centre and library use; and three MBPS line for video conferencing facility. The college campus is Wi-Fi and a private concern Reliance is providing the technical support for this purpose. The college is committed to add more internet facility in future as and when need arises.

There are some key empowered committees to assess, maintain, upgrade and modify IT infrastructure of the college. ICT Data Base Committee keeps the record of IT facility and assesses its adequacy and informs accordingly to the concerned departments and the Principal..

The College Website, www.gchisar.com is another important IT based interface to provide transparent, efficient and effective service to all the stakeholders. All key information about the teaching departments, their faculty and learning outcomes, the important

college branches, the feedback mechanism, the grievance redress structure, the admission rules and regulation, the code of conduct and other vital activities are available on the website which is regularly updated

The Teaching Apps such as Skisha Setu are made functional under the progressive guidance and necessary support of the parent Higher Education Department of Government of Haryana. During recent COVID 19 lockdown, the teachers innovated and remained connected with their students through different digital medium to teach them, to solve their queries, to counsel them and to evaluate their learning level.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA

4.3.2 - Number of Computers

223

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

B. 30 - 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

7.6 lakhs

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

There is a well established system in the college for the optimum use of available infrastructure and its regular maintenance. The transparent SOP (Standard Operating Procedure) is followed for this purpose to have clarity about respective duties and sense of responsibility among staff members. There is an effective distribution and delegation of work through the comprehensive system of committees to ensure active participation of staff and to achieve overall efficiency in carrying out different tasks. There is a set procedure to purchase any item or get the work done for the college and it involves the assessment of the need, the calculation of estimate cost, the approval of administrative sanction, the formation of committee of get quotations from open market, the comparing of rates of the quotation, the approval of financial sanction, the placement of order to the lowest bidder and the final payment after the completion of the process.

Classrooms:

There is regular upkeep of classrooms and the cleaning staff ensures daily sweeping of the rooms and cleaning of boards and benches. The Electricity Committee ensures proper lighting and fan facility and the non working electricity gadgets are repaired or replaced immediately. The whitewash and other repair requirements are assessed at regular interval by the Construction Committee and needful has been done.

The airy and well spaced classrooms are optimally utilized to provide healthy and hygienic study conditions to students and they remain occupied throughout the working hours for studies and related activities. These classrooms also provide a good space with congenial sitting arrangement and necessary teaching aids to

organize co-curricular/extra-curricular activities and extension lectures.

Laboratories:

There is a good infrastructure of laboratories in the college and there are separate labs in each department where practical is the part of the prescribed syllabus. These labs are well equipped with necessary experimental facilities and are upgraded annually with the addition of equipments and other practical related materials. As for classrooms, their cleanliness, upkeep, electricity requirements and overhauling needs are arranged for by the respective committees in an effective way.

The laboratories are used by all the practical subject students in the groups of 15-20 under the expert supervision of experienced teachers and with the logistic support of other lab staff. The students are given optimum exposure of experimental learning and it is ensured that each student must know about the procedure and method to conduct the experiments.

Computers and Other ICT Facilities:

There is a rich infrastructure of computer labs and other ICT facilities in the college for ensuring the optimum interface of them to students as it is the need of the hour. The Compulsory Computer Lab, Computer Science Department Lab, English Language Lab, Computer Labs in the Departments of Commerce, Economics, Geography, Mathematics and Physics, These are supported by eighteen VPN broadband connections and three leased lines of twenty MBPS, ten MBPS and three MBPS and Wi-Fi facility. These facilities are used optimally by the teachers, students and other staff for studies, co-curricular/extra-curricular activities, administrative and official works and research purposes.

Library:

There is a separate block of Library within the main building of the college consisting of well stocked two storied book space, a well equipped E-Resource Center and an extended reading lounge. The E-Resource Centre has the support of leased line for speed and ready access of internet facilities. Every year, new books are purchased after getting recommendations of the concerned teachers. There is a separate Library Committee which after assessing the need of books and other ICT tools in the library arranges for their purchase and ensures their regular maintenance with the consultation of the

Principal. It also ensures healthy and hygienic study environment in the library.

There is optimum utilization of library facility in the college and the library reading lounge is almost full round the day. Teachers and students get books issued for a set time period and later on get them reissued or exchanged them with new books. In the regular classes and in mentor group meetings, students are motivated to make use of library facility for their intellectual growth.

Sports Complexes and Facilities:

There is a large eight acre multipurpose sport ground, the separate grounds for handball, basketball and badminton, the open gym and the facility of wrestling and boxing mats in the college for practice and organization of the related sport events.. Students regularly use the sports facilities for recreation, physical development and preparing for sport competitions. There are liberal provisions for providing sport equipments, gears and dresses to participant students and they are replenished regularly for ensuring best of the facility to students.

Other Support Facilities:

There are many other support facilities in the college, namely, a well furnished centrally located Auditorium with good audio-visual facility, open theatre , a well equipped Conference-cum-Activity Room, Girls' Hostel and Canteen. There are separate committees for maintaining these facilities and they are optimally used for the benefits of students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NA

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

2240

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills
Language and communication skills Life skills
(Yoga, physical fitness, health and hygiene)
ICT/computing skills**

A. All of the above

File Description	Documents
Link to Institutional website	NA
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

69

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

69

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

0

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

735

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

44

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

9

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

There is effective representation and continuous engagement of students in different college activities and they are active and vocal participants in the college affairs. They work in tandem with

teachers and other college functionaries in managing different administrative, academic, co-curricular and extra-curricular activities held round the year in the college. The names of such students are displayed on college website for maintaining overall transparency and inspiring other students to come forward and show their leadership skills.

The designated cells, namely, Women Cell, NSS, NCC, Legal Literacy Cell, Placement Cell and Subject Societies choose students' representatives in the beginning of session to provide them a leadership role in managing the activities of these cells and to mobilize students for active participation in these activities. The Student Executive for these cells has been selected by providing a fair chance to every interested student. On the basis of the performance in the given task and active interest in cell activities, the students' representatives are selected from the wide array of students belonging to varied socio-cultural background. They are actively involved in planning, arrangement, conduct and reporting of events organized by these cells. Most of the initiatives and suggestions under the motivating guidance of teacher-in-charges come from these students and after the finalization of activity, they plan their finer niceties. Their interest in the conduct of events is really appreciative and they involve other students fully in the organization of events. The volunteers of NSS and NCC are mainstay of the organization of different events and functions by providing logistic support and by maintaining discipline. Their role in extension activities and social awareness campaign is really remarkable.

The students are involved in college administrative works by the innovative scheme, namely, Earn While You Learn, in which students are not only involved in various official works but also given remuneration for it as well. They are supposed to work in their free periods and get firsthand knowledge of official working.

Besides this, students are actively engaged in different college activities and are given chance to share their voice through different means, such as, Students' Assembly in the beginning of the session, regular mentor group meetings, congenial teacher-taught communication and informal counselling of students during free periods.

In the session 2017-18, when the governmental rules permitted, there was an elected Students' Council with a central executive headed by a female President and other class representatives and the college administration and teaching staff worked for students' welfare in

consultation with this students' body during that year.

The vibrant feedback mechanism, students' grievances cell and tutorial group meetings are other platform for providing students avenues where they can share their opinion about college activities and get amends if required.

Undoubtedly, there are effective channels to provide students representation and engage them fruitfully in college activities.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

8

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Alumni Association of the college was registered on 25th June, 1990 and its registration no is 274. It is working through an executive committee duly decided in its meeting. The committee spearheads different activities of the association in close association of the college administration.

The college begins its activity in 1950 and students passed from this reputed institution are very well placed in reputed positions. Many such students are closely associated with the Alumni Association and they take active interest in the activities of the association. The meeting of the alumni has been a regular process for last many years and the association has been closely attached to college functioning. There are concentrated efforts on the part of college staff and administration to mobilize maximum number of old students and motivate them to become participative in the association. This results in great success and a number of old students added to the association and showed their keen interest in contributing to improve college facilities. A large scale Alumni Meet was organized in 2018-19 and it was decided that annually such meet would be organized on the first Sunday of March every year. That meet was well participated and alumni magnanimously provide their financial contribution for the welfare of students of the college. After that, Alumni Meet was organized accordingly in 2019-20 and a Directory containing the ready database of registered alumni showing their batch no, present position and address was unveiled in the meet. There are queries from a large number of old students who want to be the part of this process.

The members of the Alumni Association are closely linked with college functioning and make regular visits to the college throughout the year. They provide their vital suggestions and their suggestions are helpful in quality enhancement in college functioning. They support college administration through their expert advice in their respective fields and raise issues related to the benefit of the college with other governmental and social agencies. They are instrumental in providing positive feedback about the remarkable work done by the college staff. The alumni are always ready to pursue the interests of college students at different job related and social channels.

The members of Alumni Association contribute financially for enhancement of college facilities. They help the needy students monetarily so that they can continue with their studies without any hassles. Through a transparent system and by meeting personally with these students, the association decides their names and also motivates them so that such students do not get disheartened in their life struggle.

Thus, there is an active Alumni Association working as connecting link of the present magnificence of the college with its past rich heritage.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The prestigious higher education institution, Government College, Hisar is governed effectively in tune with the well thought out vision and mission to provide quality education to students. The basic aim of college activities is to develop core competence among students and inculcate in them a profound orientation for societal welfare. The Vision of the college is to develop nascent youth force into fully capable, visionary, innovative and socially conscious human resource for India by following rigorous quality standards of higher education as its defining core.

The faculty, students, administration and supporting staff are working really hard as a cohesive team and their mission is to translate the ennobling vision statement of the college into reality. The college administration ensures the transparent, conducive and grievance free environment so that the teachers, students and non teaching staff feel a sense of belongingness with the institution. The Principal and teacher-in-charges take decisions in consultation with the concerned students and teachers. A detailed mechanism for students' representation in various bodies is the part of college participative governance. The laboratory and non-teaching staff is integral to the working of the college and their constructive opinions are the part of college decision making process. Thus, the faculty and supporting staff are working in such a favorable environment that they grow simultaneously while doing their job and they remain self inspired and motivated in guiding

students in their academic and career growth.

The college administration is regularly engaged in upgrading and improving college facilities for providing quality education to students. The main contours of the perspective plans of the college are:

- To enhance and upgrade physical infrastructure
- To add app based digital learning modules
- To upgrade lab and ICT facility regularly
- To increase and diversify co-curricular/extra-curricular activities
- To strengthen the placement mechanism
- To increase the number of smart classrooms
- To gradually switch over to CBCS system in different academic streams
- To adopt more modules of LMS and MIS in administrative and academic activities
- To add more books and e-resources in the library
- To enhance the present CCTV coverage in the campus
- To add to present hostel facility
- To maintain all good traditions of the college in studies and other activities

These are some important indicators of the prospective plans to improve college functioning and the college administration is committed to implement them in letter and spirit.

There is effective participation of teachers in decision making and the senior most teachers along with the Principal form the highest decision making body, namely, College Council. Beside this, there is a distribution and delegation of work through the comprehensive system of committees to ensure active participation of staff and to achieve overall efficiency in carrying out different tasks. These committees, consisting of teachers, work independently for their allotted work under the overall supervision of the Principal. Thus, the teachers provide the necessary impetus in deciding and doing college activities.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Government College, Hisar has flourished under the visionary leadership of successive principals and is on the path of providing quality education to students and creating conditions for their overall development. There is a synergy in the working of the Principal, college administration, faculty, students and non teaching staff and they work under the policy guidelines of the parent Department of Higher Education of Government of Haryana which is always ready to provide necessary monetary help, expert consultation and other logistic support. Over a period of time, an efficient, effective, transparent and consultative work culture has been developed in the institution involving all the stakeholders in its functioning. Decentralization and participative management form the core of college activities and are among the best practices of the institution.

The Principal ensures a real participation of teachers in decision making and the senior most teachers along with him form the highest decision making body, namely, College Council. There is a detailed distribution and delegation of work with set SOPs through the comprehensive system of committees. These committees, consisting of teachers, work independently for their allotted work under the overall supervision of the Principal. The following example indicates the effectiveness of the enabling leadership of the Principal and college administration in ensuring self motivation of the staff and students.

The diverse co-curricular/extra-curricular and extension activities run throughout the year by different designated cells, namely, NSS, NCC, Women Cell, Legal Literacy Cell, Placement Cell, Subject Societies, Cultural Committee and Sports Board. These cells and committees consist of teachers and students' representatives and they work almost autonomously within the broader parameters and policy guidelines. They decide their annual activity calendar in the beginning of the session and then plan detailed niceties for the organization of the scheduled events. The Principal in College Council only decides broader guidelines related to the maximum limit of expenditure, the amount of prize money, the cross-cutting issues to be emphasized and the proper balancing of these activities with academics. These cells are free to innovate about their activities within these broader limits to make them fruitful for students in real sense. The students' representatives are at the helm of the organization of these activities under the overall guidance of the related teachers. They are actively involved in planning,

arrangement, conduct and reporting of events. The heads of expenditure for the organization are decided by these cells without any interference. Different competition and extension activities are decided by them on their own and their decisions are well supported by faculty and college administration. The effective decentralization of detailed decision making and the freedom given to teachers involved and participant students lead to their enthusiastic participation in these activities. They take self initiative in organizing these events and mobilizing students for them. The varied nature of the activities conducted and the passionate involvement of students in them clearly reflect the effective leadership role performed by the Principal and college administration.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The premier higher education institution, Government College, Hisar is governed effectively and the college administration, in consultation with faculty, students and other stakeholders, make plans for the up gradation, addition and maintenance of college facilities. The broader indicators of such perspective plan have already been mentioned in SSR point no. 6.1.1. The college administration is committed to implement the plan in letter and spirit. In last five years, the main emphasis has been on the major improvement in college infrastructural facilities in tune with the progressive needs of the students. The college administration has achieved commendable success on this key indicator of perspective plan as mentioned below:

- A separate block of ten classrooms with two departmental rooms and toilet facilities has been added in the college for P.G. and Honours classes and this released the pressure on the existing physical infrastructure and provided a better environment to these specialized classes.
- A ramp has been added to make the college building disabled friendly and to ease the congestion on the already existing stairs by providing another entry-exit point.
- The major renovation and overhauling of the college building

(established way back in 1976) has been done to remove infrastructural bottlenecks and to ensure better safety for students and staff.

- A committed electricity substation has been constructed for unhindered supply of electricity in the college campus.
- The work on the revamped parking lot is in the progress and the old parking structure is replaced with the new one to accommodate the presently changed parking requirements.
- The sports ground has been leveled again with scientific precision to remove ground related inconsistencies for better sports facilities to students.
- An open gym has been created adjacent to the sports ground for providing ready exercise facility to students and staff.
- A ramp has been constructed around college building to give it necessary strength and to provide all weather walking space to students and staff.
- The work on the addition of a block of twenty more class rooms with all other ancillary facilities is in progress and it will give a major boost to college physical infrastructure.
- The grant for all weather multipurpose shelter has been released and its construction is in progress. It will facilitate the organization and rehearsal of co-curricular and extra-curricular activities.
- The demand for a separate girls' hostel is in the proposal stage.
- Many other works for improving college connectivity, daily facility, conducive study environment and the laboratory and ICT infrastructure upgradation have also been done during last five years.

Thus, the college administration is constantly making efforts to realize the main indicator of the perspective plan, that is, the improvement in infrastructure. It is pertinent to acknowledge here that the parent Department of Higher Education of Government of Haryana is actively supporting these activities and most of these works got the financial support of RUSA grant.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	NA
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Government College, Hisar is governed effectively and efficiently to provide quality education to students. There is general transparency in the functioning of the college. The well set policies imbued with a mission to provide opportunities for the holistic development of students guide its different activities. There is well placed administrative structure to conduct college activities in a systematic manner and the rules and procedures are well defined to avoid any ambiguity in the working of different functionaries.

The Principal is the head of the institution and he/she works under the overall supervision of the Department of Higher Education of Government of Haryana. The Higher Education Commissioner and the Director General, Higher Education provide policy guidelines and necessary financial and logistic support to conduct college activities. The Principal in the light of the policy guidelines and the vision and mission of the college conducts the activities of the institution with the active support of the empowered College Council. The council consists of 13 senior most teachers and is headed by the Principal. It is a key decision making body to decide about different issues of the college under the broader guidelines. There is a detailed distribution and delegation of work with set SOPs through the comprehensive system of committees. These committees, consisting of teachers, work independently for their allotted work under the overall supervision of the Principal. The teaching departments are headed by Head of the Department and these HoDs coordinate the teaching activities in consultation with other teachers. The activities of designated cells are coordinated by the respective committees and students' representatives. The non teaching staff members are deputed in college office, library and laboratories and their working is supervised by the respective heads. Thus there is organized administrative structure to ensure methodical, unambiguous, and efficient organizational channels for college functioning.

The broader policies are decided at governmental level keeping in view the needs of the hour and the demand of stakeholders and then, they are communicated to the college in categorical terms for their effective implementation. The detailed procedural rules and regulations are well decided by the government and the affiliating university and the college follows them in letter and spirit to provide a grievance free and efficient delivery of service to students. The college also frames some rules for daily conduct of activities and these rules are made available through college website, regular notices and teacher-taught meetings. The appointment rules are transparent and appointments are made on the basis of merit by following a detailed procedure by the Haryana Public Service Commission for teachers and Haryana Staff Selection Commission for non teaching staff. The service rules are decided by the government and there is uniformity in these rules for colleges and other administrative departments. However, for the teachers, they are reframed in consonance with the UGC guidelines.

Thus, there is clarity, transparency and efficiency in college administrative set up, policies and procedures and this is visible in its effective and efficient daily functioning.

File Description	Documents
Paste link for additional information	NA
Link to Organogram of the institution webpage	NA
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

The creation of constructive job conditions for the teaching and non teaching staff is the core value adhered to by the college administration. It works with the goal of providing such positive conditions to the staff that they feel self motivated to bring effectiveness and efficiency in college functioning. Their attachment with the institution and job satisfaction are ensured by the participative management of college activities. Besides providing regular monthly salary in accordance with governmental rules and regulations, the college administration takes many other welfare measures for ensuring overall professional growth of its employees and their excellent living conditions.

The college administration takes care of the medical requirements of the staff and their dependent family members and they are provided a monthly allowance for meeting sundry routine medical expenses. They are entitled for reimbursement of medical expenses on the treatment of major illness and they can avail this facility even after their superannuation. They are given a fixed percentage of their pay as house rent allowance for meeting their dwelling requirements. The staff members are entitled to take different loans on reasonable terms for meeting their respective expenses. The teaching and non teaching staff is entitled to take house and vehicle loan within the permissible limits decided by their designation and salary. The non teaching staff is helped by other monetary measures also such as, wheat loan, marriage loan, festival advance and dress allowance. All the staff members are entitled to get one month salary once in four years as LTC for meeting their excursion expenses. All the employees can take refundable and non refundable loan from their GPF accounts for taking care of their unforeseen monetary needs.

There is an optimum facility of leave for the staff and the college administration allows them leave of different kinds as permitted in the governmental rules. The female staff is entitled for paid maternity leave of 180 days for first two children. They are also allowed to take paid child care leave for two years for upbringing and study needs of their children. Every year, the teaching staff is entitled to ten earned leaves which get collected and on superannuation, they can be monetized to the maximum three hundred days.

Not only this, the college administration ensures the professional development of the staff by keeping liaison with training institutes, by holding training workshops, seminars and extension lectures, by encouraging them to attend orientation programmes, refresher courses and faculty development trainings and by deputing them to attend various training programmes held by the parent Higher Education Department of Government of Haryana and the affiliating and other universities. For attending these programmes, the staff is entitled to duty leave.

The college administration also ensures healthy and hygienic daily working conditions in the institution. The staff is provided all necessary technical and ICT based facilities for their routine working. They themselves have been given the responsibility of maintaining their surroundings in accordance with their ingenuity and requirements.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

0

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

0

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

171

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

There is an effective performance appraisal system in the college for teaching & non teaching Staff. There is a set mechanism for the regular assessment and evaluation of the staff and this is well documented as well. From the session 2018-19, it has been digitalized and made online for efficient, time bound and transparent handling of the system.

The performance appraisal system is annual and is based on the active involvement of the concerned staff members. They provide their self inputs with details in a well devised performa for this purpose. The Principal is the reporting authority and he comments upon each and every point self-filled by employees. He assesses the performance of them on the basis of his personal observation of their work and conduct and the corresponding documentary record. He is supposed to comment upon the overall performance of the staff members and indicates the areas where improvements are needed. The performance appraisal system is a mechanism to appreciate the commendable work of the employee for positive motivation; to point out the inconsistencies in work and conduct for avoiding negative reinforcement and for timely reformative measures; and to provide the college administration a tool to supervise and control the activities of the staff members. In the case of laboratory staff, the opinion of the concerned teacher-in-charge is significant in assessing of their performance. The reviewing officer, the Director General, Haryana, Higher Education Department is the next channel to endorse and comment upon the performance appraisal report.

The performance appraisal report is a comprehensive document related to different activities done throughout the year by the employee. For teaching staff members, it is concerned with the assessment of

their teaching performance through the result of their respectively allotted students, their research activities, their role in college administration, their student friendliness, their role in co-curricular and extra-curricular activities, their behaviour towards other staff members, their role towards society and their significant contribution vis-à-vis institution, students and other stakeholders. Similarly, the performance appraisal of non teaching staff includes all the important aspects of their job profile. The performance appraisal of the Principal is done by the Director General, the Department of Higher Education, Haryana and the Deputy Commissioner.

Besides the formal channel of performance appraisal, the informal routine assessment and evaluation of the staff is regularly done by the Principal, HoDs, Senior Faculty Members and peer group. This is more in the nature of friendly consultation to remove the irritants in daily functioning and to ensure the qualitative educational environment. It is a kind of mutual guidance and support for conducting different college activities in effective and efficient manner. Moreover, the active feedback mechanism and constructive opinions of different stakeholders also acts as an informal performance appraisal system for necessary reinforcement and improvement. Thus, it is clear that there is a vibrant, effective, transparent, digitalized and supportive performance appraisal system in the college and it is helpful in ensuring better functioning of different activities in the institution.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The college is a government establishment and works strictly in accordance with the financial rules and regulations framed by the Finance Department of Government of Haryana. The policy orders are issued by the Department of Higher Education, Haryana. It arranges for and provides necessary sanctions for funds and grants. These

policy guidelines are binding on the college and the sanctioned amount is utilized as per SoPs in this regard. There is a system of regular periodic audit of expenditure made by the institution to ensure strict compliance of procedure in spending money and to find out that these expenses are made economically and only for those purposes for which they are sanctioned.

There is an internal mechanism for regular audit of different college expenditure and financial transactions. There is an earmarked financial officer known as bursar-cum-internal auditor in the college. A senior faculty well versed in financial rules and regulations holds the charge of Bursar. This is a very effective mechanism as no financial transaction has been made without the approval of this authority. He keeps a good vigil on different heads of expenditure and ensures that the income is credited in and expenses are made strictly from the assigned head. He advises the Principal about the financial record keeping and ensures the fidelity of financial accounts. The regular surveillance by this internal financial officer-cum-auditor is very effective in ensuring that all financial transactions are made in accordance with governmental rules and regulations and in minimizing the objections to be raised by the external financial auditor.

Besides this, there is a well set mechanism for periodic external audit of financial transactions. The external auditors examine records thoroughly to check the veracity of facts, to oversee strict compliance of financial rules and procedures and to ensure responsibility of college administration. There are two broader categories of financial resources, firstly, governmental grants from the Department of Higher Education and secondly, funds and fees received from students. The audit of grants has been conducted by auditors from the office of A.G., Haryana on 28th August, 2018. The audit of college funds has been conducted by auditors of Director Local Funds, Finance Department of the Government of Haryana in 2013. As the audit is a periodic exercise, the college has done necessary correspondence with the concerned higher authorities to get the audit done for the period 2013-14 onwards.

There is an effective and regular internal audit mechanism in the college and it minimizes the possibility of audit objections. The Bursar-cum Internal Auditor ensures strict compliance of financial rules and procedures and takes necessary steps to remove the objections. He works in active collaboration with external auditors to remove their doubts. A copy of the responses made on the different audit objections raised and responses made is attached herewith in the related link.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The college is a government establishment and in financial matters it is governed by the general rules and regulations framed by the Finance Department of Government of Haryana and the policy guidelines issued by its parent Department of Higher Education, Haryana. There are different sources of fund mobilization and the college strictly follows governmental norms in resource mobilization.

The government grants are the major source of financial resources. These are sanctioned for different purposes by the parent Department of Higher Education, Haryana such as the salary of the staff, the conduct of various co-curricular/extra-curricular activities, the up-gradation of infrastructural and laboratory facilities, the purchase of library books, the maintenance and enhancement of ICT facilities, the addition of new infrastructure and other related activities. The budget is allocated in accordance with the requirements of the college and broader policy parameters of Government of Haryana.

In addition to this, the college receives fees and funds from students and these funds are used for earmarked activities related to students' teaching -learning, co-curricular/ extra-curricular and other activities. Different works for students' welfare and improvement of college facilities are accomplished through the amount received in this manner. The college also gets financial grant from UGC for certain required activities and infrastructural up-gradation.

In addition to the above mentioned regular sources of resources, the college got financial assistance from the development funds of the local M.P. and M.L.A. for better infrastructural facilities during last five years. The institution also got financial assistance from the local Municipal Corporation for better connectivity with tiled all weather roads. The monetary help was mobilized from different philanthropists and staff members for betterment of drinking water facilities and water arrangement in girls' hostel. The Alumni Association provided financial support for open gym facility in the college and provided monetary assistance to the needy students. Not only this, the active co-operation of various government departments was ensured to keep college facilities in right stead.

The college administration ensures that the mobilized financial resources should be optimally used for the desired purpose without any pilferage and in a transparent manner. It makes it a point that all the transactions must be properly documented. A regular assessment of college facilities has been made to find out the areas which needs fund mobilization and then a decision has been taken about from where the financial help can be managed. The work is done economically in the lowest rates without compromising the quality of work. Thus, the college administration is actively involved not only in mobilizing resources other than government grants but also its proper utilization for providing better facilities to students and staff.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The College Internal Quality Assurance Cell (IQAC) is working in close association with college administration, faculty, non teaching staff and other stakeholders to maintain high quality standards of education in the institution. It has been constantly striving to achieve qualitative benchmarks since its formation in 2009 and is instrumental in institutionalizing quality assurance strategies and processes in college functioning.

The IQAC periodically assesses the college activities and facilities and suggests accordingly the areas where further betterment can be planned. The suggestions made by the cell incorporates almost all the necessary aspects related to college functioning but two practices are hereby mentioned to indicate the impact of IQAC in quality enhancement.

There is a regular emphasis in the IQAC suggestions on the need of the continuous infrastructural improvement and up-gradation to meet the growing needs of students. The college building constructed in 1976 needs major overhauling. For providing enhanced facilities of laboratories, smart class room, e-resource centre, new courses and better accessibility, there is dire need of addition of rooms and other infrastructural facilities. On the suggestion of IQAC, the college administration has decided to work for enhancement of infrastructural facilities on regular basis and it achieved commendable success in its efforts as mentioned in SSR point no. 6.2.1. This is one of the major mentionable achievements of IQAC in making college administration vigilant and active in adding to upgrading and maintaining college physical infrastructure on regular basis.

The IQAC is trying very hard to create a perennial link with the student fraternity for creating in them a deep sense of belongingness, mobilizing funds for improving college facilities and getting real time data on students' career progression, placement and relative efficacy of learning expectations of the institution. The IQAC suggested the channelization of the activities of Alumni Association registered in 1990 and the regularity of its meetings. Because of the efforts of college administration, Alumni Association Executive, a few fervent alumni and college teaching staff, the activities of Alumni Association got a new lease of life. A very large number of old students got associated with it. Annual Alumni Meets were well attended by students who are providing their services in leading position in the society and they pledged to help college students and administration in all possible way. Not only this, a Directory consisting of name, present position, address,

phone no and photo have been published for the ready reference of the whereabouts of alumni. The Alumni Association has decided to make Alumni Meet an annual feature and it will be held every year on the first Sunday of March. This is another achievement of IQAC in institutionalizing a mechanism to connect the present students with their predecessors. It will help to uphold the glorious tradition of the institution and to create a regular system of counselling, feedback and monetary assistance.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

There is an institutional mechanism to review teaching learning processes, structures, methodologies and learning outcomes regularly through Heads of the departments who along with teachers are responsible for the conduct of teaching-learning activities. The IQAC of the college observes in routine the efficacy of different activities related to teaching-learning and provides necessary suggestions to the Principal for maintaining the quality standards. The college is an affiliating institution and the curriculum scheme and assessment and evaluation pattern are decided by the affiliating university GJUS&T, Hisar. The role of college is limited to effective curriculum delivery and documentation, transparent assessment system, devising and achieving learning outcomes in accordance with the syllabi and UGC guidelines and counselling and guiding students in their academic growth. The IQAC is vigilant about the role of college faculty in maintaining and enhancing quality benchmarks for the holistic growth of students.

While elaborating the incremental improvements and post accreditation reforms facilitated by IQAC, it is mentionable that the cell is progressively ensuring the fine tuning of learning outcomes for better focus of teaching efforts and their quantifiable assessment. Keeping in mind the expected needs of students and the requirements of the society, these outcomes are broadly based on three aspects: firstly, to provide the best possible knowledge to students in the course/subject chosen by them; secondly, to develop skills of students for their future career prospects; and thirdly,

to develop among students a keen sensitivity towards the issues of society and country. There is a clear cut goal of developing students as an able, informed and responsible citizen. The IQAC mobilized all the teaching departments to decide these learning outcomes and upload them in their respective links on the college website. It also counsels teachers and mentors to discuss about them with students and amongst themselves for awareness and dissemination of respective learning goals of teaching activities in the college.

The IQAC is constantly engaged in motivating teachers and students to make optimum use of ICT related tools for study purposes. The ICT has become an integral part of teaching learning activities in the college and the tech-friendly college teachers make optimum use of ICT infrastructure for making their teaching effective, interesting and resourceful. The informative PPTs and other audio-visual material used by teachers, the presentation of assignments and seminars through PPTs by students, the eleven fully equipped smart class rooms with interactive board and good sound system, the establishment of separate computer labs for different teaching departments, the creation of a well equipped E-Resource Centre attached to the college library having the support of leased line for speed and ready access of internet facilities, the informative and student friendly college website and the progressive inclusion of teaching apps such as Skisha Setu and digital teaching platforms as LMS with the support of the parent Higher Education Department of Government of Haryana are some of the initiatives taken in this regard at the behest of the IQAC.

File Description	Documents
Paste link for additional information	NA
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	NA
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

There is well acknowledged commitment of the staff and students of Government College, Hisar to follow equality, equity, fairness and probity in all activities. Gender sensitization which is one of the major priorities of the teachers and college administration is at the centre of the different college activities.

There is active and vibrant Women Cell functioning in the college for coordinating gender sensitizing action plan, spreading awareness about gender issues, counselling girl students, assessing the facilities available to girls students, organizing different programmes and extension lectures on gender issues and conducting job skills and security related workshops. It also organizes various literary, cultural and fine arts competitions, enthusiastically participated by students irrespective of their gender. Moreover, the cell also addresses issues directly related to girls such as menstrual hygiene, gender discrimination, safety and security in society and amicable environment in the college campus. Not only the Women Cell, NSS and NCC units and Legal Literacy Cell also focus on gender sensitization through different competitions, extension lectures, workshops, seminars and awareness rallies.

The college provides all necessary facilities for ensuring equitable opportunities for studies and personal growth to girl students. Their safety and security in the campus has been ensured by active proctorial duties by the teachers in their vacant periods. A separate lawn has been earmarked for their sitting during the free period.

A fully equipped girls' common room with attached toilet facility is provided to girls. A girls' hostel with good facilities is in the college to take care of dwelling needs of girls coming from far off areas. There is a complete waiver of tuition fees for undergraduate girls so that they can complete their studies without any hindrance. Thus, the college is actively engaged in ensuring gender equitable conditions through various measures.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The premier higher education institution, Government College, Hisar follows good practices and makes systematic arrangements in different activities. There is a set system for waste disposal in the college. The college handles its solid waste with the help of Municipal Corporation, Hisar. The college cleanliness workers collect all the solid waste in big dustbins daily and through handcart it has been sent to garbage collection centre near the college. From where it was collected by the Municipal Corporation.

For liquid waste management, there is a well channelized sewerage

system and it leads liquid waste to disposal pipelines of Haryana Public Health Department. There is water harvesting facility in the college for effective usage of rain water. It recharges ground water level and saves the wastage of water.

There is no bio-medical waste generated in the college.

There is not much e-waste generated in the college. However, the old outdated computers and

related accessories are auctioned through open notice in accordance with governmental procedures.

The college follows good practice of recycling biodegradable waste by making them

vermicompost. The college has a very large open area and thus a large amount of biodegradable waste is generated. All this waste is put in a large pit and the necessary procedure for converting it to vermicompost is followed. The manure so produced is used in lawns of the college.

There is no chemical and radio-active waste generated in the college.

Thus, the college administration follows optimum waste management practices and effectively manages different types of waste without adding to environmental pollution.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

<p>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	<p>B. Any 3 of the above</p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Government College, Hisar is a premier higher education institution working for higher goals and ennobling values. It provides an equitable, rationale, fair and encouraging environment to students to grow to the full of their capacity. There is friendliness and amity among students belonging to different socioeconomic and

cultural strata of the society.

Analysing the students' profile, it is clear that they come from differently placed sections of the society. There are economic, social and gender based differences among them and these diversities come to naught when they enter in the precinct of the college. The teachers are committed to impart education to students without any impartiality. The teachers make extra efforts to help students who come from modest background and by spending extra time with such students and by providing necessary counselling, they are made to stand on equal footing to face the rigour of learning. During classes, the teachers also talk with students about the necessity of tolerance and harmony for the broader development of the society.

The Women Cell, the Anti Sexual Harassment Committee, the Legal Literacy Cell, NSS and NCC units are working hard in organizing awareness programmes about different feminine issues.

The college administration takes welfare measures to provide fair academic conditions to all students. A certain percentage of seats are reserved for the students coming from socio- economically modest sections of the society to provide equal educational opportunities to them. The institution also provides scholarship to needy students to curtail the dropout rate due to economic hardships. There is deep seated harmony in the overall functioning of the college and the teachers and college administration work with students to create an enviable environment of inclusive growth of all.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The vision and mission of the college states clearly that the aim of the institution is to develop students into fully capable, visionary, innovative and socially conscious human resource for India. The institution is committed to sensitize its students and employees about the values, rights, duties and responsibilities as envisaged in the constitution.

There is regular celebration of the Independence Day and the Republic Day every year with the wide participation of staff and students to remind them about the sacrifices made by our freedom fighters in the National Movement. Besides this, the celebration of Voters' Day, Constitution Day, Hindi Diwas, Birth anniversaries of different national leaders and other such occasions are instrumental in sensitizing students and staff about the constitutional values of India. The Legal Literacy Cell is very active in spreading awareness among students about the legal rights and duties of Indian citizens. The Women Cell organizes different gender related programmes reinforcing among students the equitable rights given in the constitution and also the related duties. The NSS and NCC units are actively engaged in inculcating among students a basic understanding about their role towards society. 'Not Me But You' is the mantra given to the students by these activities.

The college staff is abide by the governmental rules and regulations and work under the broader framework stipulated by the constitution. They pledge allegiance to the constitution while joining their job. The different training programmes, workshops, orientation programmes and refresher courses have topics related to the constitutional obligations. Thus, there are different mediums used by the college administration and teachers to sensitize students and employees about constitutional obligations.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4.
Annual awareness programmes on Code of Conduct are organized

D. Any 1 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Government College, Hisar has been maintaining good traditions of providing students maximum exposure of co-curricular/ extra-curricular activities for their holistic development. Different college cells and units such as NCC, NSS, Women Cell and various subject societies are engaged in organizing different programmes to celebrate different days, events and festivals round the year. They sensitize students about their future role as a sensitive, socially conscious and humane citizen working for the welfare of the country. Such celebrations help them to learn about the role and importance of the national movement and to understand about the significance of maintaining a unique cultural identity as a true Indian. The Independence Day and the Republic Day are celebrated regularly every year by the college staff and students with great fanfare. The college NSS and NCC units celebrate various occasions such as NSS Day, Gandhi Jayanti, Yoga Day, Literacy Day, Voters' Day, Teachers' day, Swachhata Week and Traffic Awareness Week etc. The volunteers take active part in different awareness rallies, cleanliness and plantation campaigns and blood donation camps. Different competitions such as essay writing, debate, declamation, slogan writing, painting and poetry recitation are held to commemorate such occasions. Women's Day is celebrated by the women cell with the motive to spread general awareness about feminine rights.

Different subject societies celebrate different occasions related to their field of studies. The Political Science Society organizes programmes to celebrate Constitution Day, UN Day, Human Rights Day and Voters' Day. The Hindi Society organizes different competitions and extension lecture on Hindi Day. The Science Society celebrates Science Day to inculcate among students scientific acumen to perceive and understand different natural and physical phenomena. The Psychology Society is related with organizing programmes for

mental and psychological well being of students. Similarly, other subject societies are also actively engaged in organizing programmes to celebrate different designated days round the year.

Overall, the college staff and administration are well aware of the significance of the commemorative days and motivate college students to participate in them and get positive value reinforcement from them.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice -I: Participative Management

Objectives:

Participative management and decentralization form the core of college activities and are among the best practices of the institution. The basic purpose is to achieve a synergy in the working of the Principal, college administration, faculty, students and non teaching staff and to develop an efficient, transparent and consultative work culture. This practice is emphasized to handle the enormous and multifarious college activities with efficiency, to keep the staff and students self motivated, to get them complete their respective tasks with self responsibility and to create among them a sense of belongingness with the institution.

Context:

Government College, Hisar is a huge Higher education institution with the strength of about 5200 students and 250 staff members providing education in different streams in undergraduate and post graduate programmes. The practice of participative management is instrumental in lessening the load on the Principal so that he/she can concentrate on the general efficiency and effectiveness of

college functioning. Moreover, different students' related issues need different solutions and they can best be handled in decentralized manner. There is a need of regular and incremental planning to involve different functionaries according to their inclination and aptitude. Another challenge is to communicate the specified

objectives of their respective duties to minimize their subjectivity. It is to be ensured that they work without the unnecessary fear of the repercussions of their innocuous and well intentioned decisions. The Principal must take the leadership role and own responsibility of the work done in participative way.

Practice:

The practice of participative management is to provide a real participation to teachers, non teaching staff and students in decision making. The senior most teachers along with the Principal form the highest decision making body, namely, College Council. The Principal in the light of the policy guidelines and the vision and mission of the college conducts the activities of the institution with the active support of the empowered College Council.

There is a detailed distribution and delegation of work among teachers through the comprehensive system of committees with set SOPs. All the college works including co-curricular/ extra-curricular activities, scholarship, discipline, sports, cultural activities, library, discipline, proctorial groups, mentor groups, college administrative issues, placement etc are administered efficiently through the decentralized system of these committees. All respectively related aspects such as planning, organization, financial sanction,

spending of sanctioned amount, utilization of grants and reporting are done by these committees in accordance with set rules and procedures and under the overall supervision of the Principal. The teaching learning activities are again conducted in participatory way. The teaching departments are headed by Head of the Department who coordinates the teaching activities in consultation with other teachers. The teachers take self responsibility to oversee the imparting of teaching activities in accordance with decided learning outcomes and they ensure the exhaustive coverage of syllabus according to the predecided lesson plans.

The College Superintendent leads the non teaching staff working in office, library and laboratories. He works in close collaboration

with the Principal and teaching staff to provide necessary ancillary and menial support through the non teaching staff members. He is also the part of staff meetings if any issue related to the office is involved. He provides necessary consultation to the Principal and College Council in official and administrative matters.

There is a good practice of the involvement of students through their representatives in different college activities. They are at the helm of the organization of co-curricular/extra-curricular and extension activities and work under the overall guidance of the related teachers. They are actively involved in planning, arrangement, conduct and reporting of events. They take self initiative in organizing these events and mobilizing students for them.

The participative management is very significant in providing opportunities of healthy growth to students and staff, ensuring connectedness of them with the institution and achieving quality standards in accordance with the progressively altered needs of the society.

Evidence of Success/ Performance:

The practice of participative management has been effective in administering different college activities in successful and efficient way. As mentioned, the institution is very large and all the staff members have to take the responsibility in close association with students and other stakeholders for fulfilling different tasks. The working in the institution is a collaborative effort and all are mutually benefitted with the healthy working conditions. The staff gets necessary job satisfaction and feels related with the institution. Similarly, students get the best of educational environment for their overall growth. The teaching-learning activities are conducted in amicable and harmonious ways and for the successful

achievement of desired goals. Different college committees and cells remain busy round the year to complete their respective tasks. A large number of co-curricular/extra-curricular and extension activities are organized in planned manner with the active support and participation of the students. They feel deeply connected with the institution and aver that it provides all requisite facilities, guidance and support system for their holistic development. The college office manages necessary official works timely and in proficient way. Thus, this practice is the key to make Government College, Hisar a premier higher educational

institution of Haryana.

Problems Encountered and Resources Required:

The participative management is a very excellent administrative tool to handle a big institution such as Government College, Hisar but it needs strategic planning, active involvement and patience on the part of the college administration and staff. All have to hone their managing skills and take active interest in making this practice successful in real terms. The Principal should ensure equitable and encouraging work environment and work as the friend, philosopher and guide for the staff. Government College, Hisar has a heritage of long healthy work environment and has not faced any problem in having effective participative

management. However, the inclusion of new staff in this culture and develop required aptitude in them needs some extra efforts from the college administration and staff. It is easily managed and the college is able to maintain its legacy of team work in providing quality education to its students.

Notes:

The development of the practice of participative management is slow and continuous process and it percolates down in the roots of an institution over a period of time. Unless seen with analytical eye, it is invisible to others as it has become the part of routine process. Any institution who wants to adopt this practice must work for the development of healthy work environment taking all along without any bias and helping those who are a little laggard from others. One should understand that various persons have different inclinations and aptitudes and if the staffing has been done thoughtfully and works are assigned according to one's taste, there will be win-win situation for the staff and for the institution as well. Thus,

creating positive and encouraging work environment is the key to adopt this practice in any higher education institution.

Best Practice -II: Holistic Development of Students

Objectives:

Government College, Hisar is working with the higher aims of the holistic development of students to groom them as socially

conscious, professionally oriented, rationally humanistic and vocally expressive citizens of India. The basic aim of all core activities of the college is to provide them facilities and opportunities not only related with academics but also with co-curricular/extra-curricular, extension and other life enhancing activities. They are given such a conducive environment that they imbibe the habit of assessing themselves on the basis of their aptitude, respective forte and career options. Thus, they are able to move forward in productive manner to achieve their set goals.

Context:

The college has a large strength of about 5200 students possessing differing learning levels and aptitudes and belonging to diverse socio-economic strata. They are pursuing different academic programmes with diverse expected outcomes and their future career is dependent on their varying abilities and interests. The challenge before the college faculty and administration is to provide the best of opportunities to students to help them grow in their distinguished manner without compromising the higher aim of developing them as

full grown asset for the society. To achieve dedicated work culture and encouraging learning environment and to socialize students for their all round development, there is a need of innovative thinking and dedication on the part of staff of the institution. They have to involve students in mutually supportive environment for making the mentioned best practice a reality.

Practice:

The practice of holistic development of students needs keen efforts at multiple levels on the part of staff, students and other stakeholders. It involves not only the core teaching-learning activities but also a plethora of other measures such as co-curricular/ extra-curricular activities, extension initiatives, students' participative role in college activities, expert lectures, helpful infrastructural and ICT facilities and engaging role of faculty.

The college provides learning to students in a systematic way for developing in them a natural aptitude for it. The teaching-learning activities focus on providing the best possible knowledge to students in the chosen course/subject, developing them for their future career and encouraging a keen sensitivity among them towards the societal issues.

Multifarious co-curricular/extra-curricular and extension activities are the forte of college functioning and are finely balanced with regular studies. NSS units, NCC units, Women Cell, Placement Cell, Legal Literacy Cell and different Subject Societies are actively involved in the organization of these activities for instilling a profound sensitivity among students towards their surroundings. The teachers involve students as active partners in these activities and provide them an environment to understand the practical exigencies of different domains.

There is effective representation and continuous engagement of students in college activities and they work in tandem with teachers and other college functionaries. It provides students a sense of belongingness and an acumen to work in group for successful mobilization of resource. The college maintains good infrastructural and ICT facilities for providing the best opportunities for the development of students in consonance with the need of the hour

The teachers take keen interest in providing students exhaustive knowledge and making them self reliant in their chosen subjects. They groom students in a way so that they become adept in making use of their learned capabilities in their career and life. The students are so educated that they can see their responsibilities towards the society and take upon themselves a pious duty to transfer their learned knowledge for the betterment of the society.

Thus, an encouraging environment has been created for the overall development of the students so that they will become a resourceful storehouse of knowledge with a motivation to work for the society and to pass the learned capabilities to the underprivileged sections of the society and the future generations.

Evidence of Success/ Performance:

The practice of holistic development of students has been effective in ensuring the growth of core competence in them and in shaping them as real asset for humanity. The success of the college students in academics, their enthusiastic participation in related activities and their growth as socially conscious and morally humanistic persons will go a long way in providing India a much needed responsible human resource.

The college works successfully in making qualitative higher education accessible to all sections of the society and students from modest socio-economic background and rural areas are getting equal chance to stand with their contemporaries. Students of

different academic streams have imbibed sensitivity for higher goals and have learnt to work in unison for social good. Extensive co-curricular/extra-curricular and extension activities held round the year and the profound initiation in decision making through the participative management practices of the college have shaped their personality. The gender sensitization,

the equitable study environment, the balanced incorporation of different activities in studies and the role of teachers as preceptor and guide have become the part of college functioning to achieve overall development of students.

Problems Encountered and Resources Required:

The teachers can only motivate students for the holistic development and create conditions for the same but the successful implementation of this practice requires self determination and initiative on the part of students. Initially, students are raw and have various inhibitions and general hesitancy to join diverse activities run in the college. It is for the teachers to help them in negotiating these roadblocks and in ensuring their participation in different college activities. Over a period of time, a rapport has been created between teachers and students where they can work in tandem for their holistic development. The building up of this coordination is a regular feature as every year new students take admission in the first year and they have to be socialized with this practice. However, it is a very constructive and fruitful mutual learning process benefitting both the teachers and the students.

Notes:

The work for the holistic development of students is an engaging process and it needs a commitment on the part of teachers and administration to get involved constructively with students. It needs a participatory work culture and encouraging traditions which are to be built up patiently over a period of time. It needs regular planning and fine balancing among different activities run in the college. It also requires delegation of duties to students. No doubt, different institutions run these activities but the need is to strategically relate them with studies and plan them to achieve the desired outcomes. The whole system has to be geared up in a way that the conditions for the holistic development will become the part of the routine process of college functioning.

File Description	Documents
Best practices in the Institutional website	https://www.gchisar.com/best-practice-i.html https://www.gchisar.com/best-practice-ii.html
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Government College, Hisar, a premier higher education institution, has been rendering its service since 1950. The institution has been catering to the higher educational needs of semi urban and rural people of Haryana for about seven decades. It is providing higher education at mass level without compromising the quality aspect. It has been successful in achieving set quality benchmarks in studies, co-curricula/extracurricular activities, extension initiatives and infrastructural facilities. The institution has a unique distinction of its appeal to wider section of the society and students from multifarious socio-economic background get quality higher education in equitably encouraging and mutually beneficial environment.

Government College, Hisar is proud of its institutional distinctiveness in working for the accessibility of higher education to common masses. It is committed to provide affordable quality higher education in congenial environment to the students from differently placed socio-economic sections of the society. It functions in consonance with ground realities and ensures inclusive growth of all students. It is imparting broad-based education to students with a wide range of academic, co-curricular and extra-curricular activities at a very modest fee structure. Besides this, it provides scholarships to a large number of students

so that they can afford their educational expenses and continue with their studies without any hardships. The institution is catering to students from surrounding rural areas and they have an easy approach to quality higher education nearby. These students are provided the facility of subsidized bus pass with the close collaboration of the Haryana Transport Department so that in commuting to college, they do not feel the brunt of exorbitant transportation charges. There is a provision for free education to undergraduate girls which works as an incentive to parents to allow girls for higher education. There

is a facility for needy students who are interested in doing some work along with studies. Such students can enrol themselves for Earn While You Learn Scheme and get financial benefit from it. Besides this, the College Alumni Association provides monetary aid to the needy students. Thus, the college is making concentrated efforts to make quality higher education affordable to students.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

The IQAC of the college is working in close association with the college administration, faculty and non-teaching staff to achieve new qualitative benchmarks in college functioning. On the basis of the feedback from students, teachers, parents, alumni and other stakeholders and the continuous observation on the part of IQAC, the below given suggestions for the session 2021-22 are hereby put forward for improving college infrastructure and other activities related to teaching-learning process and co-curricular and extra-curricular fields :-

- The college should continue with all good traditions of the institution in teaching-learning, co-curricular and extra-curricular activities and extension and research initiatives.
- The college should optimize the use of college resources and infrastructural facilities and manage its internal affairs efficiently.
- The college administration will ensure the beginning of classes in the newly constructed teaching block of twenty rooms for better availability of teaching space to students.
- The strict discipline in the college campus will be ensured and the wearing of ribbon I-card should also be ensured for this purpose.
- The college authorities will ensure strict adherence of related SOPs for restricting COVID-19 spread in the campus.
- Regular sanitization of college building and adequate availability of soap and sanitizer dispensers will be ensured keeping in mind the corona related pandemic conditions.
- The arrangements for offline classes will be managed so as to ensure uninterrupted holding of classes without the spread of this pandemic.
- 24x7 surveillance will be ensured with enhanced CCTV camera

availability.

- More books and e-facilities will be added to college library as per the requirements of students and teachers.
- All weather path for the approach to Multipurpose Meeting-cum-Convention Area from the outside of college building can be made for better approachability of the area.
- The restructuring work of students' parking should be completed in the session and it should be made operational for providing better facilities to students.
- The permanent wall at some demarcated places should be built in place of iron jali fencing for safety of students and for maintaining secure environment in the college campus.
- A separate Seminar Room should be earmarked for P.G. classes in P.G. Block with related facilities so that students' seminars and other activities should be held in better way.
- The old water tanks should be replaced where there is a need and adequate water arrangement should be ensured for students and staff.
- There should be improved arrangement for waste management in accordance with the prevalent practices.
- The Alumni Association should be motivated to contribute in the college activities by giving more finance and sagacious advice.
- The lawns lying in between the college building should be made more beautiful by good and innovative landscaping.
- The college administration should ensure enhanced ICT facility and new classrooms should be turned into smart class rooms.
- The college teachers should be prompted to make available their lectures and reading material to students online and they should be motivated to make a good balance of both online and offline medium of teaching.
- The college committees should be more rationalized and broad based and the services of new faculty members should be so channelized as to provide them better job satisfaction and this will ensure efficiency in college functioning.
- The college administration should maintain cleanliness and hygienic conditions in the class rooms and college campus.
- The college administration should ensure more e-governance initiatives for efficiency in college functioning.
- There can be a magazine from Women Cell so as to provide a platform for gender related and other cross cutting issues.
- There should be lab upgradation in accordance with the present requirements.
- Different designated cells and subject societies should organize wide range of activities and extension lectures for the benefit of students.

- The departments who are running P.G. courses should conduct seminars and students related activities for better exposure of students.
- The college should continue to work with the goal of participative management involving different stakeholders in its functioning.

NAAC