

Strategic Plan and Deployment Document

(2023-28)

This document outlines the strategic objectives and deployment framework for the institution, combining academic, infrastructural, and community engagement goals derived from the Five-Year Plan and other institutional references.

Preface

For an institution, strategic planning is vital to achieving its vision and mission. This document outlines a roadmap to advance academic excellence, infrastructure, and community engagement while fostering sustainability. It is the result of a collaborative effort involving stakeholders, including management, faculty, students, and alumni.

About the Institute

B.A.M Khalsa College, Garhshankar was established in 1969 in the sacred memory of Babbar Akalis, the valiant freedom fighters who had an elevated aim and a vision before them. Initially the management of the college was in the hands of a local committee but later on they requested the S.G.P.C to take over the college. Thus in 1982, the S.G.P.C took over this institution.

The college building is spread over an area of 7.6 acres of land and covered area is 7721.13 sq. mts. with ever expanding infrastructure in the form of departmental buildings, class rooms, laboratories, library, Babbar Museum, Biodiversity Museum and Olympian Jarnail Singh Memorial Stadium built with help of Alumni Association and NRIs. The college provides an eco-friendly pollution free and peaceful environment. The campus is dotted with a very large number of trees which gives it a pleasant green cover.

Since its establishment in 1969, the college has been adding new disciplines according to the growing needs of time. Some new subjects have also been introduced such as Home Science, Computer Science and Environment Conservation. Although the college follows the university designed courses in letter and spirit, there is no dearth of innovations at the teacher level. The vastness of the green college campus and the democratic and open education approach of the administration allow a lot of freedom for informal teaching- learning paradigm to teachers and

students. Societal issues as environmental problems, women empowerment, AIDS awareness, adult education are brought into focus.

The college is proud of its rich academic tradition, qualified faculty and systematic work culture. A session begins with the process of admission of the students processed by admission committees for various classes. They follow the admission schedule provided by the Panjab University Chandigarh. Thus, the admission process becomes a joint venture for almost all the teachers involved in it. The teaching in every class is constantly monitored so that students may scale new heights in their academic career. Some of the teachers go for refresher courses and orientation courses; they come back with fresh ideas to make teaching effective by using innovative techniques in their classes. The college has always encouraged its teachers to go for research by extending all help. The outcome is naturally appreciable.

Beautiful and well-maintained sports grounds are a special feature of the college campus. These grounds hum with activities throughout the year. The local residents and people from the adjoining areas attend yoga classes in the morning and evening; the young folk make use of the grounds for practicing various games. Thus, they make optimum use of the college infrastructure. The college has a Central Library with more than 22000 books, subscribes to 20 journals and 31 Magazines and 7 daily newspapers.

The college students have made their mark in all walks of life. A short list of students and teachers who have distinguished them in different fields is a testimony of its service to the society.

The college is quite generous about financial aid to the deserving students. B.A.M Khalsa College, Garhshankar is in its 44th year. During this period of almost four decades, this organization has grown and developed. Since the aim of the college is to impart modern education, the highly competitive persons have been appointed as principals.

The college administration is run by the Principal, office Superintendent and various committees constituted by the Principal for the smooth working of the college. The college accounts are checked monthly by a team of qualified Chartered Accountants and the same team provides the audited report to the college.

B.A.M Khalsa College is first to start Bachelors of Computer Applications (B.C.A.) in this backward area. The college keeps searching for new avenues in education within its limited

means so that it remains socially relevant. The college has maintained its special social and educational status by constantly imparting quality education all along.

The college makes special endeavour to keep the vision of its founding fathers before it, so that students here imbibe cultural and moral values along with their education. The college tries its best to impart value-based education with a human touch and pays particular attention to all round development of the personality of the students.

The college is gradually adding to its building so as to meet the growing needs of students. The building committee under the supervision of Principal always strives for managing funds to expand it and maintain it properly.

Core Values

1. Quality and Continuous Improvement: Striving for excellence in all activities.
2. Student-Centered Approach: Fostering holistic development and employability skills.
3. Community Engagement: Encouraging outreach and sustainability initiatives.
4. Innovation and Research: Promoting a culture of discovery and technological advancement.
5. Ethical Leadership: Ensuring integrity and transparency at all institutional levels.

Vision

To provide an affordable and qualitative educational journey to the students of rural, backward and Kandi area and shape them into visionary scholars, innovative educators, and creative leaders through the transformative power of education and philosophies of Sikhism and freedom fighters.

Mission

- To promote the college as an institute of excellence.
- To develop programs that ensure our students are set up for being successful in job market, defence forces, entrepreneurship and excel in higher education after passing out from college.
- To promote morality and sobriety as per the teachings of “Sri Guru Granth Sahib” and encourage students to serve the community and country in a better way.

Objectives

- To educate aspiring leaders who will serve our society through the free exchange of ideas in an ethical, interdependent, and diverse community of faculty, staff, students, and alumni.
- To channelize the energy of students into various goals as per their capabilities and interests and guide them in achieving those goals.
- To improve opportunities and outcomes for our students by encouraging them to put powerful ideas into practice.
- We value the pursuit of excellence through personal development and teamwork, ethical and responsible behaviour on the field and off, adherence to the spirit of rules as well as to their letter, leadership and strength of character.
- To equip and empower students with communication and professional skill that is responsive, relevant and leads to research so that they can face the challenges while serving people and the nation at large

SWOC Analysis

Strengths:

- Our duly elected parent body Shiromani Gurdwara Parbandhak Committee (SGPC) is very supportive and has a rich legacy in the field of education.
- College has been accredited since 2004 and re-accredited by NACC for all its programs with B++ grade in 2023 with CGPA of 2.90 valid upto Sept. 06, 2028.
- College has a versatile website which is regularly updated and has dedicated web applications for on-line services for students (Admission form, down loadable pdf forms, Online fee payment) and is turning out to be boon for the stake holders.
- Academic excellence as exemplified by excellent faculty members with excellent academic results.
- The college has Memorandum of Understanding (MoU's) with various organizations.
- College is registered as Local Chapter under NPTEL to provide online courses for the undergraduate and postgraduate students, offered by IITs & IIS. Students can register for any course offered by the IITs/IIS free of cost.
- Co-operation and good rapport among teaching, non-teaching and students' community.

- Homely, peaceful, green, clean campus and quiet location away from the town provides conducive atmosphere to teaching learning process.
- Disciplined students who enthusiastically participate in all activities, both academic and non-academic and also actively engaged through their various associations
- Vibrant and supportive PTA and Alumni Association who actively participates in all events.
- Sufficient built-up area with scope of expansion and two plots in the vicinity of town
- Well-equipped Independent departments
- Adequate standby power supply
- Well-furnished class rooms and fully equipped laboratories
- Well-equipped gymnasium

Weakness:

- Location of the college is slightly away from the main town which sometimes become the cause of concern for students
- Transportation facility is not available for students
- Lack of funding from parent body, UGC and university
- Less effective Career Counseling and placement Cell
- Majority of these students from the lowest rung of economic and social background have poor schooling foundation and continue to be weak in their studies even in the college. This is the reason why our college is unable to compete result-wise with other colleges whose admission cut –offs are high
- Hectic semester system and vast curriculum impede more activities with stake holders
- Expansion of infrastructure, streams, courses and addition of new departments not within our control which is subject to the approval and sanction of the parent body in all these matters
- Some members of teaching and non-teaching staff have inadequate knowledge of IT
- Inadequate library and information services
- Non-existence of office automation

- No guest house facility
- Faculty accommodation in college campus is not available
- Seminar hall and auditorium does not exist

Opportunities

- Biggest opportunity is to bring full e-governance at all levels of college functioning.
- Students from rural areas (Kandi Area) with low income backgrounds get an opportunity to acquire a college degree that opens up avenues of career prospect.
- Alumni resources need to be tapped as an opportunity for generating endowments etc. through their emotional bond with the Alma Mater and for raising dedicated facilities providing them visibility on the campus.
- Conversion of all IQAC processes web enabled for getting on-line data and feedback.
- Conduct awareness programs in the form of workshops, seminars and group discussions about implementation of quality needs.
- The college is one of the oldest colleges in area thereby manned by the most experienced teachers, but admissions are not up to the mark. If infrastructure is expanded and more efforts are put forthwith in teaching learning then this would raise the prospect of more strength of students and transforming the college into a centre of excellence for higher education.
- The college has the potential to run more Master degree programmes as faculty members are experienced. Also, motivated by the management, a number of the faculty have earned and on the verge of earning their PhD since the last NAAC assessment. Hence the college is prepared to start more master degree programmes if permitted by the parent body and University.
- The college has bright prospects of producing noted sportspersons if proper sports equipments and facilities can be procured. A number of our students were national and state level sportspersons. This area is well known for football and people love this game with passion. The college already has well built football stadium which can cater to the needs of aspiring football buddies. Therefore we have the potential to excel in the game of football. Provision of improved games and sports facilities would enhance the performance in various games.
- Even in the field of co-curricular and extra-curricular activities, our students are excelling.

Co-curricular: Many students went to the level of inter zonal youth festival and some are professionally employed

NCC: NCC cadets are performing with par excellence and their social outreach is incredible

NSS: NSS volunteers are serving the society with vigor

If incentives and facilities are provided for such students, they can achieve greater heights.

Challenges

- Most of the students after passing +2 are going abroad for higher studies.
- Less intake in UG and PG programmes especially in some PG programmes.
- Stiff competition from other colleges nearby and opening up of new colleges.
- Inadequacy of infrastructure for implementation of academic reforms.
- Less intake of students at Under-Graduate level is threatening some PG departments with closure because of non-availability of quality intake.
- Disinterest of students towards basic sciences and traditional arts subject.
- Future job insecurity because of lack of placement efforts.
- Unemployment among the passed out graduates.
- Poor schooling of the students and lack of basic knowledge on some subjects create a problem in the progress of the curriculum.
- Enhancing the communication and employability skills of the students has become a major challenge in the present day industry requirements.
- Non availability of local industry

Strategic Goals

I. Academic Growth: Students

- (i) Graduate & Post Graduate students will be encouraged to participate in research and also be nurtured to develop a scientific temperament through active participation in the Innovation Cell.
- (ii) The development of the Academic and Career Advising Centre with the participation of government corporate and NGO sectors.

- (iii) Enhancement of exposure through organizing educational tours, industrial and social welfare oriented field visits.
- (iv) Proactive working of the Placement Cell through holding campus, interviews, recruitment camps and promotional campaigns of various employment avenues.
- (v) Holding entrepreneurship development camps at the behest of various government and non-government agencies.
- (vi) Providing training on income generation activities and services to students and localities.
- (vii) ERP (Enterprises Resource Planning) System to be implemented.
- (viii) Recognize and Reward students' achievement across curriculum over the academic year.
- (ix) Extension and experts' invited lectures for motivation and promotion of future pathways of employability endeavors.
- (x) To introduce MIS type software like SAP to streamline admission & fees process.

II. Academic Growth: Teachers

- (i) Increase participation and organization of FDPs, Conferences and Seminars.
- (ii) Proactively prepare 3-4 online lectures in a year and upload on the YouTube and likewise share on college website.
- (iii) Initiate the provision of study leave for pursuing PhD (Doctoral) or Post-Doctoral research with facilitation from mother institution.
- (iv) Facilitation of out of country leave to participate in research-oriented conferences and training programs abroad.
- (v) Pursuing the Human Right Ethics Programs online/offline.

III. Introduction of New Programs:

- (i) Certificate courses, short term courses and job-oriented courses.
- (ii) To start a new Unit for B.Com.
- (iii) Establishment of NPTEL Examination Centre by increasing the students' registration
- (iv) To get approval from AICTE for B.A. B.Ed., B.Sc. B.Ed. & B.C.A.
- (v) To get approval from NCTE for B.A. B.Ed., B.Sc. B. Ed. (ITEP).

IV. Development of Infrastructure:

- (i) Setting up of solar system with electric generation capacity of about 12 KW to make the institution self-sufficient in energy consumption totally in the future. This work will be completed in two to three phases.
- (ii) Installation of Rain water recharging system as a demonstrative and functional aspect of adequate water provision for all the institutional needs of drinking, washing, irrigation etc.
- (iii) Construction and establishment of Auditorium, Seminar Hall and Audio/Visual Studio.
- (iv) Construction of students Toilets.
- (v) Increase ICT Rooms in college (Projector to be place wherever are required).
- (vi) To establish Bank and ATM in college campus.
- (vii) Setting up Computer Lab with the establishment of latest hardware and software available.
- (viii) College campus to be fully Wi-Fi enabled with installation of smart switches to provide easy access to students and faculty for active research and information gathering at global level.

V. Research Grant and Awards:

- (i) Establishment of Research Centre in college
- (ii) Promoting active Publications in National and International Journal to improve academic quality and citation index of the institution.
- (iii) Financial help to teachers who publish research paper in SCI, Scopus and UGC Refereed Journals.
- (iv) Initiation of an Online College journal with requisite national, international recognition and identification.
- (v) Garnering funds at local district, state and national level to promote development and facilitation of faculty whether permanent or contractual.
- (vi) Garnering Funds from Punjab State Council for Science and Technology and Central governments, Department of Science and Technology for organizing Seminars and Conferences.
- (vii) To get Star College Status from DBT Star Scheme.

VI. Environment and Social Issues:

- (i) Pursue for Green Audit.
- (ii) Campaigns for Green campus, polythene free campus and encouraging students to carry the message to their homes. Discouraging socially the piling of waste.

- (iii) Already adopted 5 villages under the UBA Awareness campaign in the adjoining villages, and to further accelerate these efforts.
- (iv) Soil Conservation and Enrichment Programme to encourage students and parents participation through organic farming demos including vermicomposting.
- (v) Students exchange programme and workshops with MOU (Institutions and organization): Explore avenues of projects generation with MOU institutions for tapping resources of KVIC, NABARD, KVK, District administration, NRIs and other organizations.
- (vi) Promoting social work and voluntary services by planting trees and maintaining them within and outside the campus.
- (vii) Raise awareness about the harmful effects of burning crop residues and promote sustainable practices like organic farming and vermicomposting to enhance soil fertility, reduce pollution, and support eco-friendly agriculture for a healthier environment.
- (viii) To install water sprinklers in the College ground & lawns to conserve water.

VII. Additional Infrastructure:

- (i) Setting up of digital library with strong connectivity Computer system having internet facility in library for ease of access to online Journals and Books.
- (ii) Establishment of Book Bank to facilitate meritorious students.
- (iii) Setting up waste composting station.
- (iv) Promoting health care unit on campus for isolation and care of suddenly detected infections cases.
- (v) Laying, landscaping promoting and developing Herbal Garden and Botanical Garden .
- (vi) Applying to various Agencies /Foundations for a specialized course in promoting horticulture for revenue generation and livelihood skills.
- (vii) Upgradation of Language Lab for promoting English and foreign languages for students and faculty with funding and inputs from specific organizations.
- (viii) Skill Development Lab to be set up for promoting inherent indigenous, culture based and modern skills.

Deployment Framework

To achieve the strategic goals, the following deployment mechanisms are outlined:

1. Governance and Management: Establish committees for regular monitoring and implementation.
2. Faculty Involvement: Encourage participation in FDPs, seminars, and international conferences.
3. Student Engagement: Organize placement drives, entrepreneurial workshops, and skill-building sessions.
4. Infrastructure Upgrades: Phase-wise implementation of solar power systems and smart classrooms.
5. Community Programs: Adopt villages and conduct awareness campaigns on sustainable agriculture and waste management.

Monitoring and Evaluation

The implementation will be monitored through regular reviews conducted by the CDC and IQAC. Specific metrics and feedback mechanisms will ensure continuous improvement. Annual reports will document progress and guide future actions.

Conclusion

This Strategic Plan and Deployment Document provides a guiding framework for the institution's growth and development. Its success depends on collaborative efforts, regular assessments, and a commitment to excellence. By addressing current challenges and leveraging opportunities, the institution aims to achieve sustainable progress.