



**KHALSA COLLEGE FOR WOMEN**

**AMRITSAR**

**Institutional  
Development plan**

## ABOUT INSTITUTE

Khalsa College for Women, Amritsar was founded in 1968 with the magnanimous mission to bring transformative and constructive change in the lives of women folk of Punjab belonging to weaker sections of the society. Working progressively under the guidance and aegis of Khalsa College Governing Council, the college is forging ahead to establish a new world for women with a unique blend of academic excellence, self-learning, and strength of character, balanced perspective, equality and economic independence. It is focused on imparting quality, multidisciplinary and skill-oriented education in synchronization with the needs of 21st century and the multi-dimensional approach of National Education Policy 2020 (NEP).

The college is affiliated to Guru Nanak Dev University and was also recognized under sections 2(f) and 12(b) of the UGC Act in 2006. Three cycles of accreditation by NAAC were held in 2009, 2017 and 2023 and the college received 'A' grade in all the three cycles. The college has also obtained **ISO 9001:2015** certifications on July 09, 2022. College has been conferred UGC autonomous status from academic year 2023-24 for 10 years. It is awarded 4 stars by MHRD Govt. of India. It is also rated among top 10 Science Colleges of India in the survey carried out by The Tribune. In 2018, Khalsa College for Women was shortlisted for the 10 best Vocational Education and Training Institutions in India by 'The Knowledge Review: A Global Education Magazine'.

The college has regularly expanded its infrastructure and educational approach to match the advancing standards of education. It chisels its students for contemporary global challenges by providing a good range of UG and PG level programs. The commencement of +1 and +2 in Arts, Science and Commerce streams is another milestone in the successful journey of the college.

Besides these academic programs, the institution is proud to have affiliation of six skill based Certificate Courses under Jagat Guru Nanak Dev Punjab State Open University, Patiala. College has introduced six free skill oriented courses of National Skill Development Corporation under Pradhan Mantri Kaushal Vikas Yojna. In addition, the college offers a variety of add-on courses in different disciplines so as to meet the diverse needs of the students. To make the students employable, we are also running coaching classes for the preparation of UGC-NET Examination and for other job-oriented competitive exams.

The positive teaching approach of the faculty members targets to furnish the young minds with intellectual curiosity, innovation, creativity & scientific temper. The students are linked

to the modern & traditional education through regular organization of seminars, conferences, workshops and guest lectures. Besides ICSSR sponsored seminars, research projects funded by ICSSR have been successfully completed and submitted by the college faculty in the last few years.

In order to provide practical and experiential learning to the students, various departments of the college regularly arrange field and industrial visits, educational tours and trips etc. Our Placement Cell works hard to conduct recruitment drives in the college and to open doors for the students to work in various National and Multinational organizations. The institute has signed national and international MOUs with industry and academia of high repute to offer hands on experience, training and valuable exposure to students.

Khalsa College for Women stands committed to illuminate the lives of the needy and deserving females and arranges various government and private scholarships for their financial assistance.

Finally, the college has devised huge plans for surging the academic graph of higher education and also for unparalleled growth of the students and faculty.

### **Vision**

Our vision is to identify, incorporate and foster all effective strategies that help in students' holistic and multidisciplinary development while continuously upgrading the pedagogic skills of the teachers. Our focus is to provide need based, skill based and value based education to the students in order to enhance their employability skills and make them globally competent through their comprehensive excellence.

### **Mission**

- To develop intellectual curiosity, creativity, critical thinking, problem solving ability, scientific temper and team work among the students to make them confident, committed and communicative individuals.
- To promote multidisciplinary approach of National Education Policy 2020, sustain quality in teaching-learning and research, and encourage industry-academia collaboration.
- To inculcate ethical, moral and environmental values in the students & mould them as intellectually competent, psychologically integrated, morally upright and responsible citizens.

- To emphasize on optimal use of technological advancement, innovations and effective use of ICT to meet the requirements of high-tech 21st century world.

## **Perspective Plan**

The college has a perspective plan of development. IQAC is the most prominent administrative body responsible for ensuring quality assurance and enhancement. At the very first instance, its success is contingent on how meticulously the plans have been prepared. So while preparing the perspective plan, the IQAC of college has taken utmost care that due consideration is given to the requirements of all the stakeholders. The perspective plan draft was prepared and discussed with the members of IQAC for their approval.

### **1. Introduce Multidisciplinary/Interdisciplinary courses:**

The vision of the college is to promote multidisciplinary approach of National Education Policy 2020, and sustain quality in teaching-learning and research. For smooth implementation of NEP 2020, college has varied departments under the Faculties of Science, Commerce, Arts and Humanities. Various B.Voc degree programs with multiple entry and exit points are running successfully in the college. The college has initiated new interdisciplinary add on courses for holistic development of students. The courses are designed in such a way that students may get maximum flexibility to choose courses offered by the other departments.

### **2. Focus on Outcome based Education:**

The college has framed POs, PSOs, and COs in order to achieve OBE. The same are uploaded on the college website and prominently displayed across the departments, and teachers disseminate COs in classroom interaction. The accomplishment of POs, PSO's, and CO's are calculated in each department for all subjects through Bloom's Taxonomy, and the mapping of questions is done with CO's of the subject.

### **3. Introducing new vocational and skill-based courses catering to professional and future requirements:**

College has identified gaps between prescribed syllabi and employability of the existing programs. So, many Certificate/Add-on courses were started to bridge the gap. Thus main plan of the college is to widen the range of available programmes with introduction and implementation of new Certificate/Add-on/ Short Term Value added

courses which are vocational in nature and content. Besides this, the college has introduced many recognized Certificate Courses affiliated to Jagat Guru Nanak Dev Open University, Patiala. College has also introduced six free skill-oriented courses of National Skill Development Corporation under Pradhan Mantri Kaushal Vikas Yojna.

#### **4. Embedding emerging technologies in Teaching-Learning Process:**

The college aims to focus on strengthening the teaching learning process with a view to enhance the quality of education. For this purpose college will ensure greater ICT involvement in teaching learning and focus on increasing the use of innovative teaching pedagogy. College aims to conduct more workshops/FDPs/Training programs for awareness and training of staff on ICT. The college plans to increase the number of smart classrooms, LCD projectors and audio-video tools to enhance the teaching-learning process. Every year a Faculty Development Programme is organised in the college for imparting practical knowledge to the teachers about various tools that can be used for online teaching such as Google Meet, Zoom, Cisco WebEx, Google Classroom, WhatsApp, YouTube links etc.

#### **5. Enhancing Institution's academic performance:**

To improve the academic performance of the college, following steps will be taken:

- Remedial classes and bridge courses will be organized for weak students and extra opportunities will be provided to advanced learners.
- The faculty will prepare month wise lesson plans for each course at the beginning of the session so that the same can be implemented for best results.
- Regular reviews will be undertaken to check timely implementation of the term plan and regular class tests will also be held to evaluate the learning level of the students.

#### **6. To promote and encourage the Faculty and the Students to engage more in Research:**

The college always promotes research-oriented activities and makes an effort to motivate the faculty and students to work towards the same. Following plans are to be adopted to achieve the targets on research output:

- Faculty will be encouraged to upgrade their academic qualification by enrolling themselves in Ph.D.
- The college will mobilize grants from funding agencies like UGC, MHRD, DBT, DST, ICSSR and others for research.

- The faculty and the students will be encouraged to undertake research activities and get their papers published in UGC care and Scopus journals as well as to present their research papers in conferences and seminars.
- To conduct more conferences at-least two in a year.
- To boost the spirit of research and teaching in the college campus, the college management has proposed a BEST RESEARCHER and a BEST TEACHER award for its faculty members carrying a prize money of one lakh and fifty thousand rupees respectively.
- To explore collaborative researches with national and international institutions.

#### **7. To explore scope for Industry academia collaborations and innovation/ entrepreneurship for students:**

To improve the quality of education, it is important to pay attention on its practical aspects. For this, the college will enter into more tie-ups and MOUs with industry partners so that the industry academia gap can be filled and students can be given hands on experience. The institution will be working towards increasing global footprints by entering into foreign collaborations. Various collaborative activities for research, faculty exchange, student exchange, field trips, on-the- job training and internships are carried out in the institution for the professional growth of the students and the faculty.

#### **8. To augment Institutional Physical Infrastructure**

The college will upgrade the infrastructure of the institution to enable the students and the faculty to have optimum benefits. College will make efforts to improve internet connectivity in the campus and will take adequate measures to make the work paperless as far as possible. Switches, modems and Wi-Fi routers will also be installed to experience a better and faster internet surfing. The laboratories will be upgraded by replacement of old equipment with the latest one and also by adding more gadgets and softwares as per requirements. Newer washrooms will be constructed, older will be renovated. Moreover, exclusive washrooms are proposed to be constructed for physically challenged. To improve the quality of student life, the institution will make investments in modernizing and updating the canteen, common room, mess and hostel amenities to give residents comfortable living areas.

## **9. Upgradation of Library**

The library's reading halls will be improved with the addition of separated reading area to help pupils concentrate by avoiding distraction, especially during exams. Besides reference books and books for competitive exams, new books and journals are proposed to be augmented every year with the advice from respective departments and recommendations of Library Advisory Committee. To completely digitalize the main library of the college, a workstation, computers, bar code printers and scanners will be purchased.

## **10. To sensitize faculty about New Education Policy (NEP 2020):**

Various seminars and Guest lectures will be organised by the college to sensitize the faculty about National Education Policy so as to ensure academic flexibility and student mobility through its proper implementation.

## **11. Green Campus Initiatives:**

College will move towards zero waste campus model initiatives and get it authenticated through green and energy audits. College strives to achieve an environment friendly, green campus through either minimization of carbon footprints, using alternative sources of energy and management of waste produced in an efficient manner.

## **12. To promote Community Service for sensitizing students to social issues:**

Greater impetus will be given to ensure activities that will produce morally uplifted and socially responsible citizens. The NSS, Red Cross and Red Ribbon Club of college will continue to provide services to the community with zeal and enthusiasm.

## **13. Online Admission:**

The college has already initiated the process of online admission of the students. However, the system of online admission will be streamlined further in order to minimize the travel of students from far off places. The details will be made available on the website of the college.

## **14. Promote Earn While You Learn scheme:**

In the present context, owing to the increasing rate of inflation, many students are unable to pursue higher education. In order to address this problem, the Department. of Fashion Designing and Cosmetology provides a great opportunity to the

students to meet the expenses of their studies through an initiative called “Earn While You Learn”. This initiative of “Earn While You Learn” teaches students to make handicrafts which can bring them a handsome earning. Students can learn making decorative items, and various types of fashion designing items. Besides, skills like rangoli making, poster making, clay modelling, rakhi making, etc. are also taught to the students. The items prepared by the students are mostly sold out in various exhibitions organized in the college. Besides, this program is aimed at improving the skills of the students, boosting their self-confidence and making them independent. In this direction, the department organizes a number of workshops and exhibitions. Students of Cosmetology also earn while studying by providing beauty services at nominal prices.

#### **15. Strengthening Feedback mechanism:**

To strengthen feedback mechanism in college, a feedback committee is constituted. The main aim of this committee is to collect feedback from various stakeholders such as the students, alumni, parents, faculty and Employers. Committee then performs the analysis of feedback collected and plans action for further improvement by implementing their suggestions.

#### **16. Adopt National Credit Framework (NCrF) and e Academic Bank of Credits (ABC):**

To realise the intent and objectives of National Education Policy 2020, the National Credit Framework (NCrF), has been developed. The NCrF provides for creditization of all learning and assignment, accumulation, storage, transfer & redemption of credits, subject to assessment; removes distinction and establishes academic equivalence between vocational & general education while enabling mobility within & between them, and its operationalization through the Academic Bank of Credits (ABC). Khalsa College for Women, Amritsar will start the registration process for the Academic Bank of Credits and National Academic Depository soon. Almost all the students have got registered themselves on ABC site and have been allotted unique IDs.

#### **17. Foster and strength relation with Alumni:**

Building and fostering relationships with alumni can be valuable for both current students and the alumni themselves. The college has formed an alumni committee to focus on alumni engagement and relations. This committee maintains an up-to-date database of alumni contacts and collect information on alumni achievements. The committee organizes events like reunions, and alumni meets where alumni mentor and offer



guidance to current students. This committee also recognizes and celebrates the achievements of alumni through awards and honours and showcase successful alumni stories on the college's website or in promotional materials.

#### **18. Creating an inclusive and accessible infrastructure for physically challenged:**

Creating an inclusive and accessible infrastructure for physically challenged individuals in colleges is essential to ensure equal opportunities and a supportive learning environment. The college has proposed to construct exclusive washrooms, ramps, elevators, and accessible entrances to accommodate individuals using wheelchairs or mobility aids.

#### **19. To promote innovation and entrepreneurship for students:**

In 2018, Ministry of Education's Innovation Cell (erstwhile MHRD's Innovation Cell) in collaboration with All India Council of Technical Education launched the Institution's Innovation Council (IIC) Program for Higher Educational Institutions to foster the innovation culture and start-up ecosystem in educational institutions. In 2019, KCW started with the IIC Program and has conducted several programs and schemes such as Hackathons, Innovation contests, Toycathon etc. till date. The main focus of IIC KCW is to encourage and engage a large number of faculty and students in various innovation related activities. Promoting this, the complete innovative ecosystem culture in KCW fosters the creative environment for start-ups and entrepreneurial ventures. IIC KCW has always secured top position in Star Ranking by MHRD, Government of India. IIC KCW secured top 4 stars ranking in 2018-19 that was highest in India. It secured 4.5 stars in 19-20 and 3.5 stars out of the highest 4 stars in 20-21, second highest in India, first in Amritsar. In the assessment report of the first two quarters of 2021-22, the Ministry of Education awarded 2/2 Golden Star Ratings 2022 to Khalsa College for Women, Amritsar-Institution's Innovation Council for promoting innovation and start-up culture in the campus. In the latest rankings for IIC 4.0 released by the MoE Innovation Cell, KCW is awarded with the second highest number of golden stars among the 1823 institutions that were ranked for performance using the Super Evaluation Assessment System for the session 2021–2022. Accordingly, the college will keep planning more events of this kind to encourage students to be innovative and enterprising.

#### **20. To Focus more on Campus placements:**

In an effort to improve on-campus placements, the college will host additional job fairs, placement drives, and recruitment events to link students with prospective employers across a range of industries. In order to get students ready for the

hiring process, the college has already started offering pre-placement training programs. These programs cover topics including creating resumes, interview techniques, group discussions, aptitude testing, and mock interviews. Additionally, college plans to offer students individualized career counselling and guidance to assist them in determining their talents and desired careers.

## **21. Moving Towards Blending Learning Resources:**

Besides using the conventional modes of teaching, faculty members are encouraged to use available online MOOCs platforms such as Coursera, NPTEL, etc, to enhance their knowledge and professional competency. Additionally, the college would encourage its faculty to participate in a variety of online courses as experts. Students are also motivated to participate in online courses offered by MOOCs, SWAYAM and NPTEL.



Principal  
Khalsa College for Women,  
Amritsar

