

HEMVATI NANDAN BAHUGUNA GARHWAL UNIVERSITY

(A Central University)

SRINAGAR (GARHWAL) 246 174 (UTTARAKHAND)



POST-ACCREDITATION INITIATIVES

Submitted to

National Assessment and Accreditation Council

Bangalore

POST-ACCREDITATION INITIATIVES

A. Action Taken Report on the Suggestions by Peer Team

Suggestions by the Peer Team for consideration by University	Action Taken
<p>Keeping in view the geographical location of the area and the distance of the satellite Campus, the reorganization of department in the University is an imperative need.</p> <p>➤ The Peer Team observes that several of the department in the two satellite campuses are single person department and are suffering from inadequate infrastructure. Therefore, the Peer Team suggests that while all undergraduate teaching may continue in the three campuses, the postgraduate courses may be reorganized in one of the following three manners.</p> <p>a) All PG teaching is concentrated in one campus.</p> <p>b) Each campus is allotted one or more faculty, not to be repeated in the other two campuses.</p> <p>c) Each campus is allotted specific subject from within the faculty, not be repeated in the other two campuses.</p>	<p>The University has set up the departments under its Schools of Agriculture & Allied Sciences, Engineering & Technology and Management in the Birla (Chauras/Srinagar) campus only. Similarly, department of Law is located at Pauri and Tehri Campus only.</p> <p>Also, the number of faculty members has been strengthened in these departments. As also has been done in other departments in the campuses of the University.</p>
<p>➤ The Peer Team feels that a close liaison between all the three campuses is needed. The University authorities are request to find out some effective mechanism for passing on information regularly to the department, particularly sharing of resources, manpower and joint collaborative project among all campuses so that all can grow in unison.</p>	<p>The University campuses at Pauri, Tehri and Chauras are headed by Directors facilitating the administrative and other routine functions. They regularly participate in all decision making committees of the University. Also, they are informed of all the activities/ programmes of the University by email for implementation in their campuses.</p> <p>Furthermore, the faculty members of all the campuses participate in teaching the Pre-Ph.D. students at Srinagar campus.</p>
<p>➤ Most departments are suffering from dearth of teachers. There are around 663 vacant teaching posts. The University authorities may take necessary steps to fill up vacancies as soon as possible instead of engaging part-time teacher on contract basis.</p>	<p>Of the total sanctioned posts, 182 teaching posts are yet to be filled. The University is already in the process of recruitment of Professors, Associate Professors and Assistant Professors on Direct Recruitment basis (Advt. No. HNBGU/Recruitment/01/2015 and 02/2015 (ROLLING) dated 19th February, 2015).</p>

<p>➤ For optimal utilization of available faculty strength, the Peer Team recommends setting up different school of allied subjects so, that the expertise of teacher of various subjects are available and used by related departments.</p>	<p>Optimal utilization of available faculty strength is ensured by inter-department participation of the teachers. For example in School of Agriculture & Allied Sciences the teaching in 1st Semester of B.Sc. Forestry and Horticulture programme is done by teachers of both the departments; in School of Engineering & Technology teachers of related departments teach the concerned subject; in School of Sciences teachers of Pharmaceutical Sciences and Pharmaceutical Chemistry teach the related subjects.</p>
<p>➤ The Department of Secretarial Practice offering a diploma course, may be brought under the commerce department. Also the department of Mathematics and Statistics may be combined. The Home Science Department, distributed on three campuses, may be combined and housed at one campus. In the absence of adequate infrastructure and faculty strength, the department of Home Science may be engaged only in UG teaching.</p>	<p>The University has constituted a Committee to look into the matter regarding modalities of admission and possibilities of merger of departments (RO/2015/176 dated 13.08.2015)</p>
<p>➤ Improvement of infrastructure including space, instruments etc. In certain department like Home Science, Pharmaceutical Science, Statistics, Sanskrit etc. is essential. The Peer Team is also of the view that establishment of any new department without adequate number of teacher and proper infrastructure should be discouraged. Certain Departments have introduced elective for Post-Graduate course without adequate infrastructure and expertise. This practice need to be discouraged. In the Chemistry Department, specialization in Physical & Inorganic Chemistry is not being offered due to the non availability of teacher in these fields. This will result in a dearth of teachers with expertise in Physical & Inorganic Chemistry which are equally essential especially at the Under Graduate level.</p>	<p>Adequate infrastructure has been added since the conversion of the University from State to Central, thereby providing optimum space for majority of the departments.</p> <p>New departments have been created only after sanction of the teaching posts.</p> <p>Since the adoption of CBCS in PG programmes in 2011, all the departments offer electives as per availability of the facilities and expertise.</p> <p>In department of Chemistry two (02) Assistant Professors with specialization in Physical and Inorganic Chemistry have been appointed, and the department has proposed to offer these as specialization from the next academic session.</p>
<p>➤ The University authority can find out some mechanism to offer minimum</p>	<p>The Directors of Pauri and Tehri campuses are the administrative heads with Drawing</p>

<p>administrative autonomy to the satellite campuses. However, all decisions taken by the authorities of those campuses must be submitted to the University within a definite time period for approval and ratification.</p>	<p>and Disbursing authority as per the University rules and regulations.</p>
<p>➤ Participation of only those students who are meritorious and have required percentage of attendance may be encouraged in the student-related activities in the interest of student welfare and discipline on the campus. Such a practice will lead to effective involvement of the students in realizing the goals and objectives of the University.</p>	<p>Meritorious students are nominated in various student-related activities (eg. Grievance Cell of Student Union Election as per Lyngdoh Committee, Prefect Board etc.)</p>
<p>➤ The system of backpaper examination may be abolished forthwith and in its place a suitable mechanism may be evolved by the University for revaluation of answer scripts.</p>	<p>With CBCS in place in the PG programmes the back paper examinations are abolished. Further, with the implementation of CBCS in UG courses in the ongoing academic session i.e. 2015, the back paper will also be abolished in UG henceforth.</p>
<p>➤ Considering the special characteristics of the region the Peer Team feel that a Department of folk culture and studies may be opened. It may include study of folk culture, folk song, dance and other tradition and practices which are relevant to this area which will help in furthering the goals of the University to preserve and promote the local Himalayan culture and traditions. The Department of Drawing, Painting and Music may be integrated with this department.</p>	<p>A ‘Centre for Folk Performing Arts and Culture’ has been established in the University. Sanctioned by the State Government in 2006, the centre functions with the focal theme of preserving and restoring the performing arts and culture of Uttarakhand. It also offers a Masters’ degree programme in Theatre.</p> <p>The Departments of Drawing & Painting and Music have been provided ample of space for functioning independently.</p>
<p>➤ The Peer Team feels that management of library may be improved so as to help the student meaningfully. Book bank facility, which is not provided at present, may be revived for the weaker section of the student community. Penalty charge for late return of books to the library may be enhanced. This will ensure availability of book to all students. Also, well organized department libraries are needed for all departments.</p>	<p>The University Library is under the process of automation.</p> <p>Books for students of the weaker section are procured separately from the grants received for the purpose.</p> <p>Also, most of the PG departments have departmental libraries.</p>
<p>➤ The University needs to explore possibilities of earning more revenue</p>	<p>At present departments of Forestry, Environmental Science, Geology, Zoology</p>

<p>through consultancy services. The Department/Centers that hold promise in this connection include those of forestry, horticulture, HAPPRC, Adult continuing education and extension, Centre for Mountain Tourism and Hospitality studies, Pharmaceutical science etc.</p>	<p>and Sociology have been extending consultancy services.</p> <p>HAPPRC, Department of Adult Continuing Education & Extension and Centre for Mountain Tourism & Hospitality Studies are more into extension activities rather than consultancy.</p>
<p>➤ Departments may be encouraged to introduce more self-financing courses. The areas identified are environmental science, fishery, horticulture, plant tissue culture, fruit preservation, spoken English, secretarial practice, basics in Computers etc.</p>	<p>The University offers 22 Certificate, Diploma, UG and PG courses in self-finance mode. However, with the University becoming a Central one, many self-finance programmes have been regularized (eg. M.Sc. Microbiology,</p>
<p>➤ University-Industry linkage is to be further explored for promoting research and earning more financial resources.</p>	<p>The University has set up an ‘Industry-Academia Linkage Cell’. It has organized event named AAROHAN to identify potential areas of mutual participation and develop synergies.</p>
<p>➤ Medical facilities available for students are not adequate. A medical officer/doctor is essential for Tehri and Pauri campuses. The Team suggests that University may consider medical insurance for students by collecting a nominal fee from the students at the beginning of each session. This will not create any financial liability for the University.</p>	<p>The University has set up a ‘Health Centre’ at Srinagar Campus. Three posts of doctors and a pharmacist are advertised for recruitment. Ambulance service is also available.</p>
<p>➤ There is one civil services coaching centre for the SC/ST students. The team feels that this facility may further be extended to the general students also, if necessary, by charging some fee. A counselling centre for helping the students in choosing the subjects/stream at time of admission is vitally necessary.</p>	<p>The UGC SC, ST & Minorities Remedial Coaching Cell of the University caters to the need of the students of under-privileged sections of the society.</p> <p>Recently, a Coaching Cell has also been established in the University to organize remedial classes and impart coaching to all students appearing in competitive examinations like NET, SLET, PCS, IAS etc. (ADMIN/ 2015/8686 dated 03-10-2015)</p> <p>Committees for counseling of the students seeking admission in UG Courses were constituted by the Deans of Schools on the advice of the Inspired Teachers Network (ITN) of the University.</p> <p>Likewise, the University Career Counselling and Placement Service also helps students in selecting the subjects.</p>

<p>➤ The Peer Team expects the DSW to play a more tangible and effective role.</p>	<p>Since the University's conversion to a Central one, the 'Students' Welfare Board' headed by DSW has been re-organized with appointment of Deputy and Assistant DSWs at each Campuses i.e. Pauri and Tehri to assist the DSW. This has facilitated the the DSW to perform a more effective role in ascertaining the welfare of students.</p>
<p>➤ The University may take measures to expedite raising a girls battalion sanctioned by the NCC group Head Quarters of this region.</p>	<p>A Girls Unit under 4 UK(I) COY NCC Pauri with Group Headquarters at Roorkee have been raised in 2004.</p>
<p>➤ In the student hostels, telephone connection is needed.</p>	<p>Landline phone connection is available in most of the Hostels. Besides, the bills of the Mobile phones of the Hostel Wardens are reimbursed by the university.</p>
<p>➤ The University should devise some mechanism/procedure to collect a feedback from students regarding teacher performance. Student evaluation (by the final year students before appearing in their examination) should be for the consumption of the concerned teacher only so that he/she can improve his/her performance. This is not meant to be public. The Peer Team is happy to note that in the affiliated college offering professional courses, such practice of student evaluation exists. This system is to be extended to other affiliated college also.</p>	<p>Some of the departments namely Physical Education, Management etc. had been obtaining feedback from students earlier.</p> <p>However, with the re-constitution of the IQAC, Students' feedback on Teachers is being obtained from PG and Professional Course students. At present the feedback is being obtained ONLINE.</p>
<p>➤ This University may strictly enforce adherence to affiliating condition for college. Regular monitoring of academic performance, admission norms and schedule and admission of students as per the sanctioned strength of the affiliated college by the University is absolutely necessary. This is more important in the context of admission criteria and number of seats in the affiliated institutions.</p>	<p>University is strictly implementing and enforcing affiliating conditions in admissions and other processes. Also, the same is inspected regularly by a panel of experts appointed by the University.</p>
<p>➤ College Development Council may be more effective.</p>	<p>CDC has been discontinued as the State Government had withdrawal the scheme.</p>
<p>➤ Non-professional PG teaching in affiliated college may be discontinued.</p>	<p>The process of de-affiliation of affiliated colleges is under active consideration of</p>

	MHRD.
➤ The University may consider setting up an Academic Staff college. This is necessary for career development of in-service faculty members.	The University has already applied under Pandit Madan Mohan Malviya National Teachers Training (PMMMNTT), for facilitating training of teachers.
➤ Chauras campus has two stadiums having facilities for different types of outdoor games. Coaches are to be appointed when the students represent the university all the National level.	The University has one (01) regularly appointed Coach. Besides, three (03) Certified Coaches of the University are attached to the teams for special camps. In addition, the University also hires Coaches to accompany the teams participating at North zone and National level.
➤ Welfare Fund may be created for non-teaching employees too.	Employees Welfare Fund for lending Rs. 15,000/- to the non-teaching staff of the University is in place.
➤ The teachers & non teaching may be covered under medical insurance.	For teaching and non-teaching employees the University has adopted a contributory medical scheme in the pattern of CGHS.
➤ The system of internal audit may be activated.	The University has appointed a Senior professor as Internal Audit Officer to this effect.
➤ The University may consider creating a grievance redressal cell for woman staff and students of the University.	A 'Permanent Cell for Combating Sexual Harassment and Violence against Women' was established in 2003 for the purpose.
➤ In view of the inadequacy in teaching staff, the University may consider engaging Research Scholars (without fellowships) on a part time basis for limited work/week. Research scholar with fellowship may be involved in the teaching as per the UGC-CSIR norms.	All Research Scholars (NET & Non-NET) are assigned teaching work as per the norms in the departments with extra workload.
➤ USIC may undertake the responsibility of service and maintenance of the entire scientific instruments in the Science department.	The instruments with USIC are open for use by the teachers and research scholars of the University and outside also. Besides, the USIC also provides service for repair of the instruments/equipments present in the other departments of the University.

B. Other Initiatives

- In order to facilitate the functioning of the two campuses at Pauri and Tehri, Directors have been appointed as a measure of de-centralization.
- Recruitment of teachers, University officials have been done, and the process is still ongoing.
- With the conversion of the University as Central, quality infrastructure have been added thereby creating newer facilities for teaching, accommodation, sports etc.
- New departments offering B. Tech programme namely Electronic & Communication Engineering, Mechanical Engineering, Information Technology and Computer Science in School of Engineering have been established. Likewise, Centre for Folk Performing Arts & Culture, Department of Biochemistry, Remote Sensing & GIS Applications, Department of Physical Education has also been created. Also, new academic programmes namely M.Sc. in Himalayan Aquatic Biodiversity, M.Sc. Pharmaceutical Chemistry, M.Sc. Remote Sensing & GIS Applications, M.A. in Theatre, B.Sc. in Biochemistry, Computer Science, Microbiology and B. PEd. have been initiated.
- Syllabus of all the courses of studies have been revised as per the requirements since adoption of CBCS in PG Programmes in 2011 and UG Programmes in 2015.
- MoUs have been signed for facilitating student/ faculty exchange and research collaborations with Linnaeus University (Sweden) and Rottenberg University (Germany)
- Establishment of Right to Information (RTI) Cell in 2006.
- Establishment of the University Career Counselling and Placement Service in 2006 to assist students in making the most appropriate subject choice, choose a suitable career option and find a proper job.
- Establishment of Women Studies Centre in 2009 with the objective to sensitize the gender issue and address the women empowerment.
- Establishment of the Rajbhasha Hindi Cell (University Official Language Cell) in 2010.
- The IQAC was constituted on 18 February 2010, and subsequently re-constituted on 12 February 2015.