REAL CULTURE IS EQUANIMITY WITHIN

समत्वं योग उच्यते

K.V.R. GovernmentCollege (W) Autonomous, KURNOOL
NAAC Re-Accredited "A"
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Vision of the college:

The vision of the institution is to empower women with higher education and to give access to higher education to all sections of the society at an affordable cost, to provide women-oriented courses, to offer application-oriented knowledge and to strive for physical, intellectual, ethical, and aesthetic development of women students.

Mission of the college:

- To bring attitudinal change in the mind of women students.
- To make them strong enough to deal with challenges of life with equanimity.
- To adapt curriculum to realize the objectives stated in the vision.
- To promote knowledge and employment skills to empower themselves.

Highlights

- First Women's college in Rayalaseema region of Andhra Pradesh.
- Reaccredited by NAAC with 'A' Grade in 2011.
- Autonomous status in 2015.
- Completed 60 years (1958-2018)
- The only Government College for Women with hostel facility in Kurnool District.
- Identified (ID) College in the District
- District Resource Centre(DRC)- Pooling and sharing of all resources at district level for the of students in general and rural students in particular.
- Nodal JKC providing employable skills and conducting campus selections.
- NCC & NSS Units actively engaged in extension activities.
- Library Providing Computer literacy.
- Urdu Medium for Urdu Women Students.
- B.Sc- Home Science ; B.Sc- Chemistry, Physics,Computer Science (CPCS) ; B.Sc-Maths ,Chemistry, Data Science (MCDS); B.A- Rural Development, Psychology,Advanced Telugu are the unique combination of groups offered by the college.

BACKGROUND OF THE INSTITUTION

K.V.R. Govt. Degree College is one which caters the higher educational needs of the girls of rural RayalaseemaRegion with an attached Hostel boarding nearly 1100 students. It came into existence from **27th July 1958** by Government of A.P. through the initiative of the founder donor Sri KasireddyVenkata Reddy and named after him. **K.V.R Government college has been working for the cause of women education and empowerment since its inception.** It is located over an area of 13 acres of land near Railway station in Kurnool.

It had a humble beginning with just three science groups and four arts groups and gained momentum in 1998 with the introduction of restructured courses followed by two PG courses M.Com Professional and M.Sc. Computers in 2001 and M.Sc.(Chemistry) in 2009-10. **The college which is striving hard to educate the women students of rural and urban Rayalaseema, completed 50 years and celebrated its Golden Jubilee in Sept 2008.** In 2007 Jawahar Knowledge Center (JKC) unit of this college was given the status of nodal JKC of Kurnool District. It acts as liaison between Commissioner of Collegiate Education and al the colleges of Kurnool Dist. ICICI training center established in 2007. Students of JKC got selected in Infosys,TISS,ICICI, CIPLA and other companies. The college is designated as the District Resource Center and deputes its lecturers to the other Government colleges in the district to give guest lectures. It conducts National Seminars, workshops, Training Programmes to enable its lecturers to share and exchange their skills and experiences with lecturers in other colleges not only in the district but country wide. In 2008 the college entered into an agreement with Indira Gandhi National Open University, (IGNOU), Delhi, to start a Partner Institution in the campus. It offers various diplomas, Add on courses and certificate courses, in order to meet the demands of the students and to enable them aware of the allied and latest trends in their subjects. Dr. B. R. Ambedkar Open University - **Women Study Centre** established in the year 2005 on Sept. 25th with only one group i.e. B.A. and the strength is 500 students to cater the needs of the women in Kurnool District.Urdu medium is also there for our UG students.

Our **Library** has a collection of more than 40,000 books and 21 Journals, also providing e-library facilities and computer literacy to students. MoU with IT companies to improve employability and obtaining software under Microsoft Campus Agreement (MSCA) and Participatory governance is followed.

HOSTEL:

The College has an attached Student Managed Hostel. Seats are limited. The Hostellers' have to bear all the expenses including salaries of the Hostel staff, Electricity bill, Purchases of Goods. The Mess bill will be calculated in equal shares. The billing system is transparent and will be monitored by the students' representatives in all stages. The Government will not bear any expenditure. A new Block was added to the hostel in 2009 to provide accommodation to the growing number of students.

All students including Scholarship holders need to pay the mess bill within the stipulated time regardless of the fact that they receive the scholarship amount or not. Students who discontinue hostel facility will have to forfeit the establishment fee.

Courses offered

The college offers the following UG & PG courses.

UG CONVENTIONAL COURSES:

S No	Course	Group	Medium
1	B.Sc.,	Mathematics, Physics, Chemistry	EM
2	B.Sc.,	Mathematics, Physics, Chemistry	TM
3	B.Sc.,	Botany, Zoology & Chemistry	EM
4	B.Sc.,	Botany, Zoology & Chemistry	TM
5	B.Sc.,	Home Science	EM
6	B.A.,	History, Economics & Political Science	TM
7	B.A.,	History, Political Science & Adv. Urdu	UM
8	B.Com.,	B.Com -General	EM

UG SELF-FINANCING COURSES

8	B.Sc.,	Mathematics, Physics & Computer Science	EM
9	B.Sc.,	Mathematics, Chemistry &Data Science	EM
10	B.Sc.,	Chemistry, Physics(Non-Maths) &Computer Science	EM
11	B.Sc.,	Bio-Technology , Botany & Chemistry	EM
12	B.Sc.,	Bio-Chemistry, Zoology & Chemistry	EM
13	B.A.,	Rural Development, Psychology & Adv. Telugu	TM
14	B.A.,	History, Adv. English & Computer Applications	EM
15	B.A.,	Economics, Commerce & Computer Applications	TM
16	B.Com.,	B.Com Computer Applications	EM

PG SELF-FINANCING COURSES

S No	Course
1	M.A. English
2	M.Com. Prof.
3	M.Sc. Botany
4	M.Sc. Organic Chemistry
5	M.A.History
6	M.A.Telugu
7	M.A.Economics

THE ROAD AHEAD

Strategic Plan 2018-2028

This plan provides strategic direction, a set of broadly defined goals critical to the evolution of our college. It is not a prescriptive plan, but rather a dynamic one open to modification as we proceed, progress, and observe changes in the world. The ideas in this plan are meant to guide our work, focus our priorities, and inspire us to move forward in exciting new directions.

In our academic vision, we establish the goal of creating a learning environment steeped in innovation and characterized by discovery, collaboration, inquiry, and engagement. We take pride in demonstrating these values for our students. We shall become more self-sufficient and entrepreneurial so that we can better meet the opportunities before us. We must lead the way in new integrative approaches to teaching, scholarship, and outreach by developing meaningful partnerships and embracing innovation.

The current student strength for UG and PG is 2300 and is scheduled to grow to 4000 by 2022. In the next 5 years, the Post Graduate (PG) courses should be strengthened and PhD Research Centers should be introduced to further the research & consultancy culture .Introduction of a number of certification courses and market friendly soft skills and entrepreneurship development courses would definitely improve the employability of graduates besides generating revenue. Simultaneously ,implementation of MOUs with universities ,industries would be necessary for further improvement.

The strategic plan is prepared in the following areas to move the college forward in exciting new directions.

1.UG Education and Skill Development

2. PG Education and Research Goal :

3.Enhance Student Success at both UG and PG Level

Upgrade teaching-learning process to create impact.

4. Expand Research, Scholarship, and Creative Work

4.Internal Revenue Generation

5.Infrastructure Development Plan**.**

1.UG Education and Skill Development :

Create a collegiate experience that encourages intellectual rigour and productive teamwork, and results in the formation of total quality graduates who are well prepared to succeed in the global workspace.

Strategy 1: Expand the capacity to offer unique and/or critical undergraduate, postgraduate, and professional academic programs that address national and regional work force needs**.**

- Conduct a needs assessment/feasibility study to identify new critical academic programs and modify curriculum to the changing world.

- Identify and implement skill development programs in advanced technological domain both for students and faculty.

- Increase the number of adjunct faculty from Industry, Management and Research organization.

- Services of superannuated pro-active, competent and updated faculty /staff will be explored by the institution in order to support teaching learning process/administration.

- Promote and increase the students and faculty participation to acquire certificates by taking on line courses on recent advances in technology, like MOOC,NOODLE and NPTL etc.

Strategy 2: Curriculum Enrichment **-**The college education is rooted in a curriculum inspired by current research. The strengths in the curriculum derive from the dedication of academic staff, who have good reputations in their respective fields. Recognizing that the context in which our graduates compete is ever-changing, we will ensure that ourcurriculum evolves in light of new discoveries in disciplinary knowledge, and that we maintain the emphasis on critical thinking and fostering independence of mind.

- promoting a research-inspired curriculum where all students have the opportunity to complete a piece of independent research as part of their undergraduate programme

- introducing flexibility in our programme patterns, while maintaining the disciplinary strengths on which our reputation for excellence is founded

- developing the key skills of critical thinking, problem-recognition, problem-solving ,adaptability and effective communication in the context of disciplinary and multidisciplinary programmes

- ensuring that our curricula and pedagogies are enhanced through the adoption of new technologies and new learning paradigms

- developing, in every programme, modules that develop skills of creativity, opportunity recognition and risk-taking

- expanding our engagement with employers to ensure that curricula address contemporary work practices, and that feedback plays an appropriate role in curriculum development
- promoting non-traditional modes of assessment that facilitate a more comprehensive evaluation of the educational objectives of each programme

Strategy 3: Attract higher score merit students and provide a campus environment for producing highly motivated and successful graduates.

- Interactive classes and tutorials with strong IT support
- Organize seminars ,workshops and
- Participation in national competitions and conferences
- Credit based system of continuous performance evaluation
- Meaningful industry interaction and internships
- Soft skills development through peer pressure
- Stimulating student-centric /student-friendly learning

Strategy 4: Maintain excellent teaching, learning environment to achieve Zero failures and Distinctions.

- 80% Faculty should be PhD holders by 2028.
- Reward and Recognition Awards for excellence in teaching.
- Continuous evaluation of the effectiveness of Faculty.
- Continuous evaluation of the effectiveness of each course content.

Strategy 5: Ensure that all students graduate with strong core subject knowledge enriched by a broad education .

- Prepare students with the ability to use the techniques, skills, and tools necessary for global competition
- Value Addition Courses as extra classes.
- Prepare students for ethical and professional leadership.
- Prepare students to communicate effectively among diverse audiences.
- Prepare students for lifelong learning and professional improvement.

Strategy 6: Increase student retention to impact successful completion of graduation within the prescribed period of three years.

- Develop an implementation plan that improves student support and advising services, enhances students' level of satisfaction, and results in higher retention and graduation rates.

- Appoint a Institution-wide retention committee which include parents to develop, implement, and assess changes to positively impact retention and increase four year graduation rates.

- Provide additional scholarships for need-based students. (academic and economic basis)

- Increase resources and continue to provide a summer bridge program in math and science for incoming/lateral entry students.

Strategy 7: 21st-Century Skills -Our education system aims to create in our students a life-long desire for knowledge and understanding. We will continue to educate our students to be leaders in intellectual, cultural, social, political and economic life, and we will exploit the opportunities of the digitally connected environment in pursuit of this end.

- promoting student-led and peer-to-peer activities through which critical life-skills are developed

- providing opportunities for global exchange, study abroad, global internships, research lab placements and service learning, there by enabling students to develop the skills essential for success

- fostering relationships between students, faculty and alumni, and harnessing this collective expertise for the benefit of students

- improving partnerships with industry, business, cultural, inter-cultural and social institutions in order to enhance the opportunities for students to develop the skills necessary to flourish in life

Strategy 8: Achieve good branding for KVR

- Accreditation with good grade from national agencies like NAAC.

- Collaboration with reputed universities, research institutes and industries.

- Good Ranking by recognized rating agencies like AISHE, NIRF.

- Star college status from DBT by 2020.

- CPE status from UGC by 2022.

2. PG Education and Research Goal :

Build and sustain nationally recognized research and PG Programs relavance of industry

Strategy 1: Advance research and scholarly enterprise

- Retain Faculty with good research and scholarship potential.

- Ensure that all students graduate with strong core subject knowledge

- Encourage the Faculty in pursuing new research programs.

Strategy 2: Initiate research culture in UG students

- Encourage students to take up industry related projects.

- Provide opportunities for UG research experience through paper publishing in high impact factor journals.

- Provide opportunities for UG research experience by presenting papers at national or international seminars and conferences.

Strategy 3: Improve research synergies with Industry

- The college's research enterprise and PG programs should be given wide publicity.

- Stimulate public involvement in conferences, lectures and seminars.

- Utilize emerging technologies and activities, such as e-learning and web based online learning.

Strategy 4: Obtain UGC /DST/DBT grants from Government sources for Research Promotion Scheme (RPS)

- Stimulate long-term, mutually beneficial industrial collaborations

- To establish Entrepreneurship Development Cell and increase appreciation of entrepreneurship among students and Faculty

- Apply for UGC grants for skill development for backward class students thereby enriching social inclusion.

3. <u>Enhance Student Success at both UG and PG Level</u>

Transform undergraduate and graduate student learning and academic support with a firm commitment to student success and the development of knowledgeable, skilled, and engaged graduates prepared for an ever-changing world.

Strategy 1 : Expand pedagogical approaches focused on engaging students in learning across the curriculum

- Promote use of engaging pedagogical approaches (e.g., flipped classrooms, team-based/problem-based learning, less hierarchical/more facilitative pedagogy, study groups, action research, students teaching students)

- Implement widespread data analytics and self-paced learning options in courses

- Promote increased faculty-student and student-student interaction (e.g., instructor-student feedback cycle, peer assessment/review, early alerts)

- Expand online course offerings for all students .

Strategy 2 : Significantly expand opportunities for experiential learning and restructure academic and career advising to better support students in meeting their life goals

- Move toward a model of professional advising, especially in early years of the student experience and systematically assess the effectiveness of advising at all levels

- Emphasize internships and experiential learning opportunities through knowledgeable advisors and a strong collaboration between the Center for Career and Experiential Educationand advisors in all areas

- Expand efforts to make graduate students and their advisers aware of and prepared for both academic and non-academic careers
- Cultivate, value, and track experiential/project-based learning early in the student's college career in every undergraduate subject and in all graduate degree programs

4. <u>Upgrade teaching-learning process to create impact.</u>

Strategy 1 : Improve the teaching/learning environment.

- Reduce faculty/student ratios to meet the national average.
- Establish a mentoring program for new and untenured faculty.
- Hire additional faculty in critical needs areas, especially general education.
- Promote a culture of civic engagement by implementing service learning as a component of the academic experience tied to the curriculum and university outreach efforts.
- Increase financial support for students, faculty, and staff who present research papers pertaining to the scientific and regional issues.
- Establishment of a career oriented centre to train the students for facing Civil services/GATE /NET exams .

Strategy 2 : Enhance MOU with premier Indian Technological Institutes and reputed universities.

- Develop an interactive cell in the Institution to interact with authorities of different Indian Technological Institutes universities and establishing MOU with them.
- Connect with the industries with whom already MOU is established, to seek greater/improved avenues of collaboration.

Strategy 3 : Establishing a hub of Institutional academic expertise- out reach.

- Creating a database of institutional academic expertise.
- Canvassing the academic exchange programs offer possible.
- Share 'Study materials' or 'Project guidance service' at a reasonable cost.

Strategy 4 : Creating an consultancy centre, catering the technical consultancy need of other Institutes**.**

- Establishing a team of skilled engineers and technical staff in various domains of consultancy.
- Marketing the services that can be rendered.
- Bringing creativity in the nature of services.

Strategy 5: Actively involving EDUSAT based e-learning programs of SWAYAM, NPTEL etc**.**

- Getting connected with e-learning centre of VTU.

- Developing web based e-learning contents of the specifically identified courses.

- Promoting the culture of active involvement in e-teaching programs, amongst the faculty members.

Strategy 6 : Enhance student and faculty capabilities to work with world class Institution/Universities.

- Promoting the culture of active involvement of faculty and students in arranging and/or participating international conferences/workshops.

5. <u>Expand Research, Scholarship, and Creative Work</u>

Achieve high-impact, translational, and innovative research, scholarship, and creative work that addresses state, regional, andworld challenges to improve health, environmental sustainability, economic development, and the human experience.

Strategy 1: Broaden resources and support for significant growth in research opportunities with the state, nation, and world, and demonstrate value and recognition for multiple forms of scholarship

- Generate research, scholarship, and creative work across all academic disciplines with emphasis in four core strategic and trans disciplinary themes: (a) Health, (b) Science andTechnology, (c) Environment, and(d) Arts and languages

- Enlist senior research faculty to mentor, advise, and assist early career tenure track faculty

- Establish clear and open lines of communication about measuring faculty research productivity; appropriately value various disciplines and types of scholarship

- Focus on enhancing Libraries to support research, scholarship, and creative work.

- Continue and extend commitment to collaborations

- Ensure effective research infrastructure

- Leverage federally supported small business funding mechanisms to support faculty research and translate research into commercial applications

- Ensure that University Libraries provides access to current online publications and databases, and to print collections in nearby libraries

Strategy 2 : Target research initiatives that impact economic and workforce development

- Expand and nurture synergistic partnerships and funding with various stakeholders (e.g., corporations, philanthropic, governmental, and community-based organizations)at local, state and national levels

- Build public support and appreciation for the college research, scholarship, and creative work.

- Emphasize experiential undergraduate and graduate learning and research through integrative services, programs, and courses

- Develop a wide range of research/professional courses, or topical modules, that have value and appeal across broad disciplines

- Implement innovations in digital technology and communication for researchers who are developing and preparing grant applications, preparing graduate fellowship applications, writing Institutional Review Board(IRB) submissions, or using the visual arts for enhancing graphics and illustrations in scientific writing and presentations

Strategy 3 : Involve undergraduate and graduate students in rich and varied research, creative projects and other opportunities

- Develop coordinated support services for undergraduate research and explore the potential for creating an office or center to support and organize these services

- Increase student knowledge of preparing scholarly proposals

- Create research-based courses to fulfill core major and/or general education requirements

- Expand research-based, creative, innovative J-term courses/projects

- Engage undergraduate students early in their tenure—especially those who are first-generation, low-income, or from underrepresented groups—as well as graduate students, in seeking external funding for research and/or creative activities

- Aggressively publicize funding opportunities and successfully funded and completed research

Strategy 4 : Promote and support institution readiness to adopt present and Future technological development.

- Acquire and install state-of-the-art equipment and technology for teaching, testing, consultancy and research.

- Involve faculty and students in research that leads to innovation. Continue steps to establish innovation and patent cell. incubation centre and/or technology park for the region.

- Provide professional training in grant writing and program implementation.

- Encourage departments to seek new ways of increasing resources continuously.

- Establish incubation centre and/or technology park for the region.

4.Internal Revenue Generation (IRG) Scheme

Generate income for sustaining College growth plan on a No-Profit basis.

Strategy 1: To generate revenue for the sustainable growth and development of the college.

- Introduce 20 hour/month value addition courses in extra hours.

- Introduce GATE/NET/SLET Coaching with Faculty for placement of students in reputed national institutes for PG studies.

- Introduce Finishing School .

- Offer IT lab facilities, projects and product development for other institutes and industry.

- Offer consultancies in Commerce, Home Science and Computer Science to private firms, IT industry and other public firms in surrounding areas for faculty development and internal revenue generation.

Strategy 2: Increase revenue opportunities for faculty and students.

- Establish specialty training centres that are funded through state and union government contracts (e.g., computer education, e-commerce, traffic control and skill India)

- Introduce entrepreneurship concepts across the curriculum and establish an Entrepreneurship Centre to engage the institute and community

5.Infrastructure Development Plan.

Enhance institute infrastructure to accommodate increase in intake, research, economic development, technology development and competitiveness.

Strategy 1 : Enhance the infrastructure and facility in tune with changing technological needs

- Construction of New buildings f or Science Departments as per sanctioned RUSA plan.

- Construction of Canteen Building and Library as per sanctioned RUSA plan

- Landscaping Enhancement and Paved Parking Lots development

- Construction of Elevated Storage Reservoir for Drinking Water

- Development of Auditorium and Open Air Amphitheatre.

- Construction of Multi storied Central Facility Complex with all state of the art facilities.

- Enhance the captive power facility by deploying Solar panels on all the buildings and become self reliant.

- Enhance the internet connection bandwidth and Wi-fi to support the 4G and future communication technologies.

Strategy Implementation and Monitoring

Strategic development plan once approved by Governing Body the next immediate step is its implementation in true spirit. Strategy when being implemented, the progress shall be measured from time to time through the IQAC. SMART (specific, Measurable, Attainable, Realistic and Time bound) concept is made use of while arriving at implementation plans. All the measures of success are clearly spelt out in the implementation document and Head of the institution along with leadership team is the custodian for implementation and its success.