



Nizam College

(Autonomous)

Re-accredited by NAAC "B++"

Affiliated to Osmania University

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STRATEGIC PLAN

Nizam college is one of the oldest, educational institutions in the higher education sector, with high reputation. It was established in 1887 (135 years ago), came into existence through the amalgamation of Hyderabad School (Noble School) and Madrasa-I-Aliya. Mr. P. H. Hodson was its first British Principal. Initially the college was under University of Madras, later it became a constituent college of Osmania University in 1947. The College was conferred Autonomous status for Undergraduate Courses in 1988-89 and since then five cycles have been successfully completed and sixth cycle is in vogue. All the PG courses are under the parent university, Osmania University. The College was conferred 'College with Potential for Excellence (CPE)' status in 2004. Nizam College has 33 departments and it offers 24 UG, 21 PG and two Certificate, four Diploma, one PG Diploma and Add on Courses. The College is a recognized research centre and the teaching faculties of ten departments serve as research guides and occupy positions in boards of educational institutions and industry.



To continue as a center of excellence in education and research, and consolidate our position as a reputed institution of higher education in the country



Build a culture of excellence across the college in all the components of education, therefore meeting the standards of national and international accreditation agencies.

CORE VALUES

- Enhance college standing as the college of choice for students across the country, and **rise up to meet** international standards of teaching and learning.
- Provide the students with a teaching learning experience that develops in them the capacities for creativity, critical judgment, effective communication, and in-depth knowledge.
- Enhance interaction with industry/ business /academic in teaching programmes through guest lectures, seminars, adjunct faculty programs, and industrial/business/academic internships for students.
- Increase the participation of faculty from reputed national and international institutions in symposia/seminars/short-term courses for students and faculty.
- Ensure effective evaluation of teaching/ learning curricula, co-curricular opportunities of students and teachers.
- Provide incentives to teachers/learners for research and consultancy.
- Be able to create innovators, leaders and entrepreneurs.
- Achieve excellence in application-oriented research in different areas so as to contribute to development of the region and the nation.
- Promote co-curricular activities for over-all personality development of the students.
- Develop responsible citizenship through awareness and acceptance of value based education.
- Provide efficient administration and responsive support for all activities of the college.
- Simplify procedures and increase awareness towards individual accountability.
- Provide support system for students that will offer reliable services, including academic and social counselling.
- Provide remedial courses to preferentially admitted students and special attention to the physically challenged.
- Develop an environment friendly campus.

To realize the Vision and Mission, as above we have the a few strategic priorities mentioned below

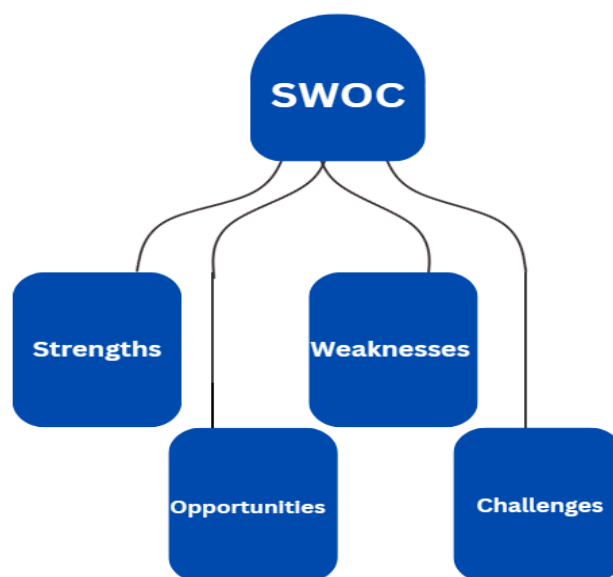
Strategic priorities (goals)

The strategic priorities (goals) for college, to be attained are given below, which would help leadership to plan the actions and implementations.

- Introduce new programs and value added courses to build the skills of students and make them employable.
- Enhance interaction with industry to come up with new programs, promote academic internships and placements for students.

- Ensure effective teaching/ learning (blended learning), evaluation, and, encourage Outcome Based Education.
- Build a culture in faculty and staff, where merit and hard work are recognized and rewarded.
- Provide remedial courses to preferentially admitted students and provide better amenities and attention to the physically challenged.
- Nurturing Entrepreneurship Culture in the Campus.
- Encourage Associations and tie-ups with various international, national and local organizations and industries.
- Encourage faculty towards research by providing incentives to teachers/learners for research to encourage Quality Publications from Faculty and Students
- Providing incentives to teachers/learners to undertake consulting projects to make institution as Centre for consulting studies
- Encourage facilities for research and learning.
- Encourage faculty to apply and procure Patents on their research outcomes.
- Provide support system for students that will offer reliable services, including academic and social counselling.
- Establish a Sustainable Campus in usage of energy, water and recycling of materials.

SWOC Analysis



In formulating this strategic plan document SWOC (strengths, weaknesses, opportunities and challenges) helps us to do the analysis and formulate the vision and mission. The strengths, weaknesses, opportunities and challenges identified are as below :

Strengths

- Accredited institution by NAAC.
- A Constituent College of Osmania University (since 1947).
- Conferred Autonomous status (1988-89).
- Awarded the status of College with Potential for Excellence (CPE) in third phase by MHRD -UGC
- Top ranking institution (India Today Rating in 2010 and 2014).
- Illustrious Alumni.
- Geographically centrally located.
- Good ambience and strong facilities for Sports, NCC, and NSS activities.
- Faculty with strong Research Culture.
- Students from diversified regions and cultures (including international students)- More than 1000 foreign students from 45 countries graduated.
- Has IGNOU Study Centre, Centre for SWAYAM and has been a Centre for several Competitive Examinations.

Weaknesses

The institution despite with a historical legacy of more than 13 decades, has its limitations, which are identified below :

- Insufficient allotment of budget in the Education sector
- Permanent Faculty Crunch (Many faculty Retired, and no further recruitments)
- The financial and faculty crunch has a cascading effect such as:
- Limitations in developing the infrastructure.
- E governance in the administration is limited due to financial issues.
- Face peculiar limitations: The main block is a Heritage Building, and we are a constituent college of Osmania University so we cannot take independent decisions. .

Opportunities

The institution has many opportunities to sustain and grow. Some of them are identified below :

- Has the potential to become a University of its own with a Huge Campus and 33 Departments.
- Fortify the current position of Nizam College as most sought after destination of higher education in India for local, national and international students by making relevant changes in the curriculum to suit the current needs.
- Improve facilities and measures to increase opportunities in education and employment for Divyangjan
- Establish Incubation centre for better research and development
- Encourage Start Up Ventures by the students
- Start More Vocational courses and programs
- Provide International exposure for students, research scholars and teachers through MoUs and linkages
- Introduce e learning management system (Online feedback, submission of Applications etc)
- Expand the extension activities and community outreach programs
- Strengthen of organizational culture and leadership at all levels

- Strengthen Consultancy activities
- Promote start up ventures and entrepreneurial training to the students
- Tap on the extensive and influential list of Alumni
- Regular Interface with Industry and Institute for reforms and revision of syllabi.

Challenges

Specific challenges of the College are:

- Recruitment of permanent teaching and non-teaching staff.
- Mobilizing Finances for developing the infrastructure
- Obtaining financial approval for Research activities
- Building Quality culture and strengthening of leadership across the college

The college has formulated following *vision and mission* after a lot of introspection and discussions with stakeholders .

The Strategic Plan also includes a few parameters:

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| Teaching learning process | Plan and prepare Academic Calendar Prepare teaching plans Adopt more teaching aids and ICT Development of e- learning resources and e classrooms Inculcate and promote the spirit of research. Offering counseling through Mentoring in personal and academic matters. Open and fair feedback system Design short term courses and offer as per the needs. Continuous assessment through the semester through seminars and tests Establish the criteria for setting the standards Continuous assessment to measure outcomes Encourage students to apply for patents. |
| Role of IQAC | Formation of IQAC and related policies Regular dissemination of information on Quality parameters Ensuring Quality measures particularly in teaching- learning process Formation of Quality Monitoring Committee Organise FDPs and workshops on NEP Impart training of all employees in identified areas such as Gsuite or Google classrooms and google forms Undertake Periodic checks and guidance for quality improvement Establishment of audit team and process• Promoting best practices• Annual report preparation• Submission of AQARs and SSRs and be the beacon light in leading the college for NAAC accreditation |
| Leadership and participative management | <ul style="list-style-type: none"> • Protocol is followed in reporting structure • Decentralized administration • Creation of Portfolios, Cells, Committees and In charges • Identify Students as per their personalities and skills, and groom their leadership qualities and assign them duties for any event. • Enumerate the duties and responsibilities and require accountability. |

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| Student development and Participation | <ul style="list-style-type: none"> • Induction and orientation programs • Active participation in academic and co-curricular activities. • Trainings for Placement • Formation of student council • representation in various committees and cell • Organizing and Participation in competitions • Participation in extracurricular activities • Participating in social and welfare activities -NSS , NCC, OYSTER • Hone their skills and abilities groom them for future • Institution of Gold Medals |
| Industry interaction/ collaboration | <ul style="list-style-type: none"> • Exposure to the students. • Simulation to industry environment • Establishing partnership with industries. • Increase in MOU'S. • Valuable inputs from the Industry to reform the curriculum. • Emphasis was given to career guidance and career counseling to students. |
| Staff development & welfare | <ul style="list-style-type: none"> • UGC norms for Recruitment of Regular faculty • Other appointments by a duly constituted panel • Staff performance evaluation system • Staff Training for quality improvement • Permission to attend organize FDPs RCs, Workshops skill development programs. • Financial support for carrying out research work/improvement of qualification and to enhance their professional growth by supporting them financially. • Flexitime for research work. • Appraisal, student feedback and personal interaction with principal. • Free health camps organized by the health centre. • Financial support in the case of medical emergencies. • Encouraged for Ph. D and Research Projects – national and international level. • Promotion through Career advancement schemes • Support for research, consultancy, innovations• |
| Placement Cell | <ul style="list-style-type: none"> • The placement cell has been strengthened to conduct trainings and invite companies and firms to maximize employment opportunities for the outgoing students |
| College Social Activism | <ul style="list-style-type: none"> • College believes in promoting social works. A number of students take active part in NCC and NSS. They also take active part in volunteering for various programs under OYSTER and under other umbrellas. |
| Examination and evaluation | <ul style="list-style-type: none"> • Well planned continuous internal assessment. • Access provided to individual departments for uploading continuous assessment marks. • Exams are conducted and results declared within the stipulated time to ensure that academic year is not lost. • Extra credits for online courses on Swayam portal were given as a |

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| | | part of advance learners program. <ul style="list-style-type: none"> Grievance redressal through revaluation, percentage recounting. | |
| | Alumni Participation | <ul style="list-style-type: none"> Alumni committee Regular meetings Expert advise in suggestions for improvements – General, Administrative and Academics Tapping of Funds from Alumni: Developing the infrastructure Institution Gold Medals | |

Conclusion:

Nizam College strives relentlessly to retain the glorious past and move forward triumphantly in the new millennium with the ever changing needs and scenario. The Strategic Plan Deployment Document serves as a Beacon light to help us realize the vision and mission of the college. The role of IQAC has been crucial in enabling us to realize, monitor the goals we have. Amidst the various obstacles we face in realizing goals and implementing the decisions, the team spirit, the camaraderie among the teaching and support staff, their commitment under the able, dynamic and visionary leadership of the Principal and his superior the Vice Chancellor will ultimately helped us so far. And we are assured that the College remains and retains its position as a college of Choice for both national and international students.

