STRATEGIC PLAN 2018-30

(Amendment version as per NEP 2020)

GURU NANAK COLLEGE (AUTONOMOUS)

NEW NUMBER 161, OLD NUMBER 53, GURU NANAK SALAI, VELACHERY - 600 042.

About us

The Guru Nanak College, (GNC) in a lush green 25-acre campus cradled between the Raj Bhavan and the campus of the IIT, Madras on the Guru Nanak Salai, is located in Velachery, South Chennai – the gateway to the IT expressway of Tamil Nadu. GNC was established in 1971 to commemorate the 500th birth anniversary of Guru Nanak Devji by the Guru Nanak Educational Society (GNES), with (Late) Lt. Col. G.S. Gill as the founder President. This yeoman service of a small community of Sikhs, who made Tamil Nadu their home, after they left Punjab following the partition is historic. The noble mission is to provide quality education to all, irrespective of socio-economic background, gender, caste or religion. The Sikhs are a minority in the State and yet the Management does not claim any concessions extended by the government to minority institutions. The College is run and regulated like a non-minority institution in service of the majority community.

GNC was started as a men's institution with 450 students in Pre-University and 3 undergraduate programs. In the golden jubilee year of its existence, it has grown into a full-fledged, co-educational, Under-graduate, Post- graduate and Research Institution. The College offers 23 UG, 9 PG and 7 Ph.D. Research Programs to 6409 students with 277 faculty and 147 administrative staff. The College has also established Guru Nanak Centre for Research, Centre for Skill Development, Centre for Innovation, Incubation, Entrepreneurship and Startups, the Guru Nanak Media Centre and the Guru Nanak Medical Centre. The College is autonomous since 2015 and is affiliated to the University of Madras. It is recognized by the Govt. of Tamil Nadu, and the University Grants Commission. The College functions in two Shifts - Shift I govt. aided and Shift II Self- financed. It was re- accredited at 'A' grade by NAAC second cycle in 2013. The professional programs MBA and MCA are approved by AICTE. The programs are ISO 9001:2015 certified.

Vision:

The motto of the College is **Pro Bono Publico** which is the translation – '**Sarbat Da Bhalla'.** It is the final term in the Sikh prayer called Ardas. The term means 'For the benefit of all' or literally 'may everyone prosper'.

The vision of the College as enshrined by the founders is to be a leading Institution of Excellence in Higher Education by providing holistic, quality education to the aspiring youth and the needy, especially the ones from the less privileged sections of the society. The vision of the college is elucidated as follows:

- Help all those who pass through the portals of the College to have a bright future in the domains of their choice.
- Inculcate values and social responsibility, civic sense, discipline towards nurturing them as great sons/daughters of our Motherland – India.
- Instill in them a sense of belongingness and pride to be Indian citizens.
- Build environment consciousness and enable the students to play a role in working towards a sustainable environment in the future.
- Provide the staff and students with excellent need based infrastructure for academic pursuits.
- Inspire the students to imbibe the values and practices of Oneness of God (Ek Onkar), Religious Harmony, Universal Brotherhood, Respect for women, Kindness and Compassion, Sewa -selfless service, stand against oppression, submission to the Will of God (WAHEGURU) which are enshrined in the teachings of the patron Saint Sri Guru Nanak Devji.
- Motivate the staff and students to imbibe and practice the 3 cardinal principles of Sikhism.
  - ➢ Naam Japo: Chant the name of 'True God'. Meditating on God's name to gain control over the five evils – lust, anger, greed, attachment and ego.
  - ➢ VandChako: With the grace of the Lord, whatever you have received, share it with the needy and then consume.
  - ➢ Kirat karo: Means make a living honestly. One should not exploit others to enjoy self-happiness.

Mission:

- Manage the institution on decentralized and democratic principles.
- Create a vibrant academic atmosphere with a curriculum which focuses on teaching, learning, research and outreach programs.
- All programs are to be made available to all with absolutely no bias or reservation whatsoever. Develop a robust curriculum based on the regional, national and global demands of the society, at the under-graduate and post-graduate levels.
- Provide comprehensive education to gain competence and commitment to face challenges catering to the ever-changing global needs, keeping in mind the regional and national goals.
- Ensure that the courses of study will help the students to acquire placement, get themselves self- employed or equipped for higher education.
- Create a gender sensitized campus by empowering women in sharing knowledge and information.
- Strengthen education leading to promotion of societal transformation.
- Impart knowledge which is empowering, value based and holistic in nature.
- Sensitize the students to respond to the social call at times of natural disasters.
- Motivate the students to participate in all co-curricular and extra-curricular programs of their choice.
- Create a strong research policy and infrastructure to nurture their thirst for research.
- Encourage research projects that are useful to the society at large.
- Enable facilities for knowledge sharing at the global level, through Memoranda of Understanding, suitable agreements and so on.
- Support the innovative ideas of students and faculty and assist them in evolving as entrepreneurs.
- Provide all facilities required for physical fitness, sports and games of faculty and students.
- Make available health and medical facilities for staff, students and the residents in the locality.
- Assess the performance of the students and faculty from time to time and

reframe the policies according to the demands of the situation.

- Provide a safe workplace environment and adequate infrastructure.
- Put in place a detailed and systematic maintenance mechanism for the campus, assets including buildings, laboratories, computing systems, networks, equipment and the like.
- The maintenance envisages an efficient, eco-friendly waste treatment measures such as reduce, recycle and re-use.

Quality Policy

Guru Nanak College is committed to provide quality education to the students enabling them to excel in the fields of Arts, Humanities, Science, IT, Commerce and Management and to cater to the shifting and challenging needs of the society and industry. We at Guru Nanak College endeavour to accomplish this by constantly improving our Quality management through the following initiatives:

- Pursuing International Standards of Eminence in all our accomplishments comprising Teaching, Research and Consultancy through collaborations with Industry, Institutions of Excellence and other Organizations

- Facilitating a world class infrastructure for the student-learning process and skill development through latest technology in the field of Education.

- Creating quality values for enhancing the holistic development among students, fostering academic excellence to be proficient in knowledge pursuit and become preferred employees by any organization.

- Enhancing the competency of the faculty to a very high level and to make them adopt all contemporary and innovative approaches in teaching-learning process

- Crafting Soft skills for student community to build healthy and harmonious interpersonal relationship and to cultivate teamwork to respect the individual's dignity, freedom and equality

- Inculcating moral, ethical and social values among faculty, supportive staff and students

- Motivating the students to think innovatively and to exhibit their entrepreneurship skills to contribute more efficiently to the nation's growth

- Improving Research and Development programmes to promote research and innovation segment of the institution

- Continuous evaluation of systems and processes to ensure Quality assurance

Core Values

Service:

A service is an act intended to benefit a person or a group of people, thereby providing communal spirit. It helps in connecting us to people and helps in building a better society. Service to society is a basic tenet at Guru Nanak College. The faculty and students of this institution believe that every man is a social being and has the key role of making the world a better place to live in by serving society. Hence through practicing this value, we stick by our motto "Pro Bono Publico" and serve our society in various ways through the institution.

Commitment:

Commitment is an act through which a person obliges themselves to a course of action. It gives a person a feeling of responsibility and helps him or her to be connected to a goal or job. At our college, the staff show commitment to the institution as well as the students by being passionate, reliable, and enthusiastic towards work. They stay committed to the tasks that are assigned to them and work towards accomplishing them. This college is also committed to providing the best infrastructure facilities to the students to ensure a safe and comfortable ambiance for learning.

Academic Freedom:

Academic freedom helps one to think on their own. It promotes the free expression of thoughts and ideas. At Guru Nanak College staff is given the liberty to use different teaching methods and strategies to inculcate knowledge in the students. Students enjoy freedom by being creative in their works and by expressing their opinions in the classroom.

Empowerment:

Our college focuses on empowering the students by supporting active participation. Students are given numerous opportunities to explore and exhibit their talents and to

identify their potential through various activities. This way of exploring helps them in applying their skills to benefit others which consequently leads them to be successful individuals who possess critical thinking, forward-thinking, and problem-solving skills. Furthermore, this institution builds on quality education which uplifts the confidence of the students and empowers them to tackle societal issues and meet the diverse requirements of society.

Diversity :

Diversity constitutes a more robust environment. It is important to have a diverse environment to offer a good learning experience. A multicultural environment helps in expanding the knowledge of students as they learn to think from different perspectives. This diversity also allows them to build their skills and help them grow as better individuals. Our college recruits faculty and students from diverse backgrounds thereby providing an environment that supports diversity.

What: Be in Top 20 Autonomous college in India with Global Connectivity

Why: Meet National Standards, Objectives of Regulatory Authorities and NEP 2020

HOW (Objective):
- Academic Excellence
- Exploration of Knowledge through Research, Innovation meeting societal needs
- Improve internal support systems
- Entrepreneurship
- Enhance alumni engagement across Globe
- Green Initiatives
- Implementation of NEP
- Internationalization

Enablers:
- Students
- Faculty and Staff
- Infrastrucure

Core Activities:
- Developing Employable Human Resources
- Nurturing Creativity and Innovation
- State of Art Infrastructure
- Service to Society

Goal 1: Academic Excellence

Values-based Education creates a strong learning environment that enhances academic achievement and develops students' social and relationship skills that last throughout their lives. The positive outcomes are achieved through teaching-learning methods blended with ethical values and cross domain research in cutting edge technologies. This leads to the all-round personality development of the students. It also provides social capacity to students, equipping them with social and relationship skills, intelligence and attitude to succeed at every aspect of their lives. A high quality of academic excellence can provide value-added experience for the students.

Strategies:

1. **Curriculum design and revision(multidisciplinary education)**

   Curricula of all the programmes developed and adopted at GNC covers multiple facets like providing knowledge, desirable attributes, professional ethics and relevant technical and non-technical skills. Along with these skills it also encapsulates societal aspirations. To promote higher order thinking through analyzing, evaluating concepts, processes, procedures and principles in education, the course outcomes are designed in line with the revised Bloom's Taxonomy. The courses are developed to meet the stated PEOs, POs and PSOs of the program. The Choice Based Credit System adopted in the institute has given scope to the students to learn cross domain subjects/ technologies and take up inter-disciplinary project work. The curriculum is redesigned to incorporate the industry needs and the sociodimensional subjects that would enhance the student self-learning and employability skills.

   The salient features of Curriculum.

   Induction program has been made a part of this Curriculum and considered as Zero Semester.

   1. Current Academic Programmes:

   2. Semester System:

   3. Choice-Based Credit System (CBCS):

   3.1 Non major Electives

   3.2 IDE - Inter Disciplinary Electives

   3.3 EDE - Extra Disciplinary electives

3.4 Radical areas of courses

4. Experiential learning

5. Credit for MOOC

6. Credit for Skill based courses

7. Additional credits for outstanding performance in NSS/NCC

On the basis of

- Embarking on technology-enabled learning environment (TELE) including blended/hybrid learning
- Integrating salient features of Education Policy, where possible
- Strategizing for programme evaluation & value-addition
- Facilitating the launch of lifelong learning/micro-credit courses
- Facilitating skill courses
- Contributing towards upgrading the College to a Deemed University.

2. Pedagogy and DeliveryModes

The day to day classroom delivery is through modern pedagogy evenly balancing the traditional methodology. The classrooms are equipped with the required infrastructure to facilitate the new modes of delivery.The faculty are trained on the ICT methodologies and continuous apprise of the same is provided through conduct and participation in faculty development programmes, workshops and seminars. An exclusive teaching/ learning center is in place to support faculty teaching, student learning and communication. E- learning / online learning will be encouraged in addition to the traditional class room teaching-learning practice. Faculties and students are encouraged for MOOC- SWAYAM-NPTEL Certification.

Metrics / Measures

Key Result Areas	Measures
Curriculum Enrichment	Certificate Courses
	Courses focusing on Skill development and Employability
	Value Added Courses
	Academic Plan as per OBE & Academic calendar
	Quality projects

Learner Centric Curriculum delivery	ICT utilization / Pedagogy Tools
	Online Self learning Resources
	Industry exposure through Internships
	Workshops/FDPs on Pedagogy/Technology
	Learning Management System
Smart Classrooms	Multimedia and support equipment
	E-Learning Facilities.
Laboratories	Periodic maintenance and up gradation
	Virtual Laboratory
	Additional experiments and case studies

Goal 2: Exploration of Knowledge through Innovation meeting societal needs

The Institute addresses and enhances students' imagination, initiative and practical skills and equips them to innovate and confidently cross the threshold of challenges. Added to the academic activity additional open ended experiments, Micro/ Mini Projects, societal based projects, Product based projects will be encouraged. The Innovative idea of students will be transformed into reality by:

- **Project Based Learning from micro to macro levels involving processes and products.**
- **Enhancing collaborative projects with academic institutes, industry.**

Metrics / Measures

Key Result Areas	Measures
Research Publications	Numbers of papers published in reputed National and international journals
	Numbers of papers presented in reputed National and international conferences
	Faculty as reviewers for reputed journals
Frontiers of knowledge	Operational Centers of Excellence
	Conferences/seminars/workshopsconducted.
	MOUs with higher learning institutes in India & broad.
Patents and copyrights	IPR Workshops
	Number of Indian Patents
	Books and Monograms, Copy rights

Goal 3: Improve internal support systems

The Institute has installed a modern and comprehensive Enterprise Resource Planning (ERP) system after streamlining all processes with the aim of improving efficiency and transparency of operations. As a part of e-governance initiative, GNC-IMS (Guru Nanak College - Integrated Management System) project was initiated to integrate all frameworks into a single system. The System acts as a Central Repository /Documentation Centre and supports the management in decision-making and helps the Institute to adapt to the changing trends in technology in the field of education sector. The modules are designed by an in-house team in an intricate, dynamic and customizable format and ensure security features. The project has been implemented in the areas of Administration, Academics, Examination, Accounts, Finance, Research and Extension. The various e-modules such as, Admission, Faculty, Student, Parent, Department, Examination, Research, Placement, Alumni, Event management, Attendance app, Biometric attendance for staff and research scholars, Extension, File management, e-circulars, e-academic calendar, Leave management and feedback system are commonly utilized by teachers and students of the college to adopt green and paperless practices. The project was successfully implemented in GNC to enhance the overall quality of the higher education sector. The project structure supports and simplifies the governance in planning, implementation and monitoring all aspects of the Higher education. This would help the educational institute to keep track of their functioning and to compare their performance with other institutes, thereby enhancing the quality of education.

Action points

- Simplify systems and processes with a modern ERPsystem.
- Appoint and empower departmental managers to support and co-ordinate purchase, maintenance and administration in the Department.
- Conduct annual satisfaction survey.
- Service orientation and training for staff, service response and online complaint systems.
- Establish improved faculty orientation and mentorship programme

14

for new faculty members.

- Create a conference organizing support cell as a part of CEP.

Metrics/Targets

- Reduction in average processing times
- Continuous improvement on satisfaction survey scores
- Tracking and reduction in complaint redressal times

Goal 4: Entrepreneurship

The Institute aims to create an ecosystem for deeper collaboration with industry in several modes, including consultancy, sponsored research projects, technology transfer and continuing education. Measures are taken to transform classroom learning to a project based experience. The idea to innovate is encouraged through the **GNCIIES**. Infrastructure is provided to implant the ideas. Young minds get opportunities to exploit their full potential by setting up their own ventures thus becoming "job generators" rather than "job seekers". Strategy to provide a platform to business Start- ups to develop the innovative ideas into commercially viable products.

Training and mentoring to the students is given through **Entrepreneurship Development Cell** to realize the idea into application/ product at institute. Initial awareness on entrepreneurship is facilitated by conducting awareness camps, guest lectures, seminars, workshops, and skill development programmes.

The **Industry Institute Interaction** Cell proactively builds partnerships with industry in areas of strengths of the Institute. Collaboration with the industry is built through well-structured student internships and appointment of industry professionals as Visiting Faculty. A significant quantum of research will originate from problems identified as a result of the faculty's engagement with industry.

Metrics / Measures

Key Result Areas	Measures
Industry Collaboration	Industry Supported Skill courses
	Student Internships
	Knowledge exchange through seminars and workshops
	Faculty as Corporate Trainer
	Consultancy and Testing to industry
	Sponsored and funded collaborative research
	MOUs with Premier industries
Innovation and Entrepreneurship	Exclusive incubation facility
	Proactive participation of Students and Faculty
	Focus on Product development
Resources & Infrastructure	Exclusive facility for R&D
	Licensed Technologies

Goal 5: Alumni Engagement across the Globe

Alumni have been key stakeholders in the Institute's evolution and growth. Alumni achievements have been a source of pride for the Institute and have contributed significantly in society. Plan for active alumni chapters in various cities in India and several initiatives from the alumni to support some of the Institute goals. Donations from the alumni will result in creation of new infrastructure (convention centre, innovation centre) and support towards student facilities and counseling. The Faculty Alumni Network (FAN) will help the Institute in identifying and attracting young researchers and academists of faculty positions at the Institute. The Institute has Distinguished Alumni. The Institute conducts several events to engage with alumni within India and around the world. A dedicated committee manages alumni interactions , supported by a new entity. The Institute will make efforts to enhance the engagement with all alumni. The focus will be on a two way interaction.

The Institute is committed to life long involvement with all students who will continue to be part of GNC family even after they graduate. The Institute will build its engagement on adding value and support to the alumni in their careers and professions with specialised training, lectures, access to the latest research and help with networking. The Institute will welcome alumni visits to the hostels and departments and will provide opportunities for alumni to interface with students and faculty and participate in the research and educational activities at the Institute.

Action points

- Create an Alumni Centre at the Institute to support alumni visits, activities and engagement.
- Initiatives for supporting alumni needs for continued learning and career improvement.Lifelong Learning Modules targeted for Alumni.
- Multiple interaction modes such as, interaction between alumni and students, mentoring, interaction between alumni and faculty, alumni inputs for curriculum development, alumni support for student placements and internships, alumni involvement in Department Advisory Committees and in enhancing the innovation ecosystem at DIET.
- Engage alumni as adjunct faculty.

Metrics/Targets

- Number of alumni visitors to Alumni Centre and the Institute: 500 per year
- Number of meets/networking events for alumni: 3-4 per year

Goal 6: Green Initiative

As young citizens and future decision makers, the students have to be instilled with a sense of commitment and responsibility to protect the environment. A unified approach to the protection of the environment which emphasizes the symbiotic relationship between the natural environment and the human community will benefit student consciousness and future welfare of the greater population. Voluntary participation in activities that enable them to nurture environmental consciousness will have a significant effect upon sustainable environment. With this in mind, EVS- Environmental Science, a compulsory paper is included in the curriculum of all Under Graduate Programmes of GNC. This academic inertia will help the students to create an awareness of the Environment and also kindle an attitude to nurture the Nature.

In a campus sprawling across 21 acres, the need to preserve the fauna and flora, conservation of water, energy, soil etc. will guarantee the foundation for a sustainable environment.

Good Environmental Practices are defined as those actions that seek to reduce the negative environmental impact caused by activities and processes through changes and improvements in the organisation and development of actions. The usefulness of the Good Practices is well proven and lies in its low cost and simplicity of implementation, as well as the fast results obtained.

Prevention is better than cure, is an old saying which is very apt in the context of environment and education, environment and disasters and sustainable development. Awareness and education is an important tool in creating this culture of prevention and preparedness. Global changes in terms of green house warming, depletion of the ozone layer and radioactive fall out drew our attention to the environment. 'Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs'. In this context, Environment Education is a learning process that increases people's knowledge and awareness about the environment and associated challenges.

Action Points

On Campus

1. **Tree Census** – Tree census is a means of periodical assessment of number of tree species present in our campus annually. Census is a systematic, periodic and objective review by regulated entities of facility operations and practices related to meeting environmental requirements. We assessed the total current species richness in

the campus and compared it with past flora auditing results. Also, a detailed unified inventory of all the vascular plants that are recorded till date in the campus is provided with notes about historical status, rarity and ecological remarks.

2. **Naming of the Trees** – The objectives of this Arbores of GNC an Eye Opener to Epithets of Trees is to explore the plant species of Guru Nanak College Campus. To conduct Green audit and field survey to assess the plant species.

3. **Geo Tags of GNC App** – The app to be developed in the name of Google Android GeoTags of GNC Flora, useful to provide a detailed information about GNC flora, location, number of species present in our campus.

4. **Vermicompost** - Learning objectives: To produce Organic compost using leaf litter of GNC campus, the Department of Plant biology and Plant biotechnology and Enviro club are maintaining the Vermi-compost unit, laid out by the Guru Nanak College Management. The Collected litter from the GNC Campus are dumped into the Vermi-compost unit and watered periodically. Aeration were check once a week by digging the unit completely. Once the compost is ready, it will be used to fertilize the flora of GNC. Thus the compost helps in improving the soil fertility and make the plant grow better.

5. **Rain Water Harvesting Unit** - The RWH potential of any premises is the total quantity of rainwater that falls within it in a year and which can in principle be harvested.

6. **Solar Power:** Solar power is the conversion of renewable energy from sunlight into electricity, either directly using photovoltaics (PV), indirectly using concentrated solar power, or a combination.

7. **Tree Plantation**-The Guru Nanak College to commemorate the 550th birth anniversary of Shri Guru Nanak Dev Ji celebrated a Go Green initiative in which total number of 100 tree saplings will be planted in different areas of within the campus.

8. **Sensor urinal**- Sensor Urinals or auto flush is planned to be installed for restrooms.

Goal 7: Implementation of NEP 2020

1. Multidisciplinary / interdisciplinary:

2. Academic bank of credits (ABC):

3. Skill development:

4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

5. Focus on Outcome based education (OBE)

6. Distance education/online education

- Twining Programme with Pondicherry University
  - Indira Gandhi National Open University (IGNOU) Study Center

NEP POLICY

IMPLEMENTATION OF NEP 2020

I. Multidisciplinary / interdisciplinary:

"Curriculum holds an outstanding place when seeking to promote innovation in education, as it reflects the vision for education by indicating knowledge, skills, and values to be taught to students. It may express not only what should be taught to students, but also how the students should be taught." — Kiira Kärkkäinen

- Guru Nanak College is an autonomous Institution and always believes in holistic development of men and women who will fit into the society. Hence, we have strong faith in bringing out the cognitive, affective and psychomotor potentials of the individual by making effective innovations in the Curriculum design and development.

- Guru Nanak College introduced the School System in January 2019 with the objective of development of qualitative academic curriculum and to foster inter-disciplinary and multi-disciplinary studies.

- In line with NEP, the College offers a wide array of Undergraduate and Postgraduate Programmes in Liberal Art, Applied Sciences, Information Technology, Commerce and Professional programmes. The professional programs are approved by AICTE New Delhi.

- The college has MOUs with Industry, University, Institute of repute at national and international level to promote STEM. Presently we are empowering faculty to create change beyond their individual classrooms. Initiatives are in process for collaboration between geographically proximal community colleges to establish (STEM)[2]

- The institution offer flexible and innovative curricula that includes credit-based courses and projects in the areas of community engagement and service, environmental education, and value-based towards the attainment of a holistic and multidisciplinary education.

- The office of the dean academics has prepared the frame work for Multiple Entry and Exit in Academic Programmes as per the guidelines issued by MoE in July 2021.

- The curriculum structure is having Inter Disciplinary Elective (IDE)
- As a Centre for Excellence, Guru Nanak Centre for Research (GNCR) was founded in 2019, to commemorate the 550th Birth Anniversary of Shri Guru Nanak Devji. It includes a broad spectrum of interdisciplinary and multidisciplinary research activities open to all researchers and academicians of Guru Nanak College, widening its horizon encompassing all Departments - Arts, Science, Commerce & management studies. It is a premier Research Centre with a cutting edge knowledge on the recent trends in Research ably conducted by Research Supervisors and Research Scholars (both stipendiary and non- stipendiary) from all disciplines. GNCR has in its fold, the women Scientists under the DST scheme and researchers under UGC-JRF scheme. The research projects undertaken by the research centers under GNCR is recognized by various funding agencies, such as UGC, DST, ICSSR and Ministry of Human Resource Development.
- The Centre has three subsidiaries, "Student Research club", "IPR cell," "Incubation & start up Centre" and which provides platform even to under graduates who are keen in active research with their innovative acumen. Internal seed funding is provided to staff and students to encourage research leading to patent and product development. The data analytics Lab and the Central Instrumentation Facility of GNCR provides a research ecosystem for primary and advanced research.

2. Academic bank of credits (ABC):

- Describe the initiatives taken by the institution to fulfil the requirement of Academic bank of credits as proposed in NEP 2020.
- The institution will be registered under the ABC through NAD to permit its learners to avail the benefit of multiple entries and exit during the chosen programme.
- The collaboration need to be established with University for Twining Programs.
- There are international MOUs. The joint degrees between Indian and foreign institutions, and to enable credit transfer will be implemented based on the

flexibility and approval of the University of Madras.

- Being an autonomous colleges faculties are part of the BOS and encouraged to design their own curricular and pedagogical approaches within the approved framework, including textbook, reading material selections, assignments, and assessments etc.
- A provision is made in the HOD login id to enter a maximum of 6 credits for UG students and 4 credits for PG Students upon the completion of MOOCs and certificate courses.
- For the inter-disciplinary elective in the V semester, students of GNC can opt for different courses offered by various departments across the shifts. GNC-EMS has been customized to incorporate the same

3. Skill development:

- Skills and knowledge development are the driving forces behind the financial growth and community development of our country.
- Skill building is a powerful tool to empower individuals and improve their social acceptance. It must be complemented by economic growth and employment opportunities to meet the rising aspirations of young graduates. India can then become the global sourcing hub for skilled employees.
- Skill development is a vital tool to empower the youth of the nation, to safeguard their future and the country and it is an important factor for the overall development of an individual.
- In today's global economy every employer wants their employee to commence their work from the day of the joining.
- Skills are as essential as one's academic status. Education and skills should now go hand in hand.
- They are the roots behind the economic growth and community development of a country.
- Guru Nanak Centre for Skill Development (GNCSD) was launched in 2019 to mark the 550th Birth Anniversary of Guru Nanak Devji This is an Initiative of the Guru Nanak Educational Society to improve the placement and self-employability skills for the youth of the college.

- The center is the pioneer in providing skill development programmes.
  1. The center aims to provide an understanding of the various youth related Skill Development Programmes needed in India and abroad.
  2. Skill improvement helps the students to develop healthy, responsible, and productive adults in the society.
  3. Bridge the gap between skill required by the industry and skills people possess for employment.
  4. The focus is to enhance the entrepreneurship skills and provide them the support for establishing the start ups.
- GNCSD has collaborated with Europe India Foundation of Excellence (EIFE), KVIC, MSME, Palo Alto Networks Inc. (Netherlands), Rajiv Gandhi National Institute for Youth Development, ICT Academy, Amazon, Cisco for imparting skill training to students in areas such as Software Technologies, Lab Technician course, Advanced Tally with GST, Cyber Security, Agriculture and food processing, Tailoring, Simple Chemicals, Apiculture, Bakery, Fruit & Vegetable Canning, Cell Phone Servicing, Laptop Servicing etc. Such courses will be extended to school dropouts and other outsiders as well, as an initiative of the institution under its Institutional Social Responsibility Programme.. More details are available in 7.2 best practices.

4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

- Language is an integral part of human life. It plays a vital role in the learning process and knowledge enhancement of students. The School of Languages of Guru Nanak College was established in the year 2019 to ensure that the students of the college are adequately prepared to meet the ever-changing needs of today's fast-paced world.
- The School is an overarching organization that facilitates conversation within all language departments, and healthy dialogue between the Language and the Major Departments. It co-ordinates time tables, lesson plans, syllabi and continuous internal assessments. The School offers compulsory courses of Part I – Languages and Part II – Foundation English,

25

alongside Non-Major Elective Courses, Soft Skills Courses and Inter Disciplinary Courses in developing language skills.

- The Hindi department regularly organizes "PARICHAY", a one-week certificate course for the non-hindi speaking students. Non-major elective - Basic Hindi has been introduced from the year 2017 and the students are getting benefited with enhanced communication skills. The non-tamil students are trained with basic tamil and advanced tamil in lieu of NME.

- The school of language offers PhD program in English and Tamil languages..

- The college curriculum is framed with compulsory courses on, Constitution of India, Environmental studies, Personality Enrichment, Professional Ethics and Human values that will enable the students to become responsible citizens of India.

8. Focus on Outcome based education (OBE):

- Outcome Based Education is an approach to education in which decisions about the curriculum, instruction and assessment are driven by the exit learning outcomes that the students should demonstrate at the end of a program or a course.

- In outcome-based education, "product defines process".

- It is the opposite of input-based education where the emphasis is on the teaching and the system is happy to accept whatever is the result.

- Based on the following five questions each faculty goes for Instructional Design

    1. *What do you want the student to be able to do?* *(Outcome)*
    2. *What does the student need to know in order to do this well?* *(Curriculum)*
    3. *What activity will facilitate the learning? (Pedagogy - learning & teaching)*
    4. *How will the* student *demonstrate the learning?* *(Assessment)*
    5. *How will the* teacher *know the student has done this well?* *(Criteria)*

- The Vision, Mission of the Institute as well as schools are framed through a well defined process involving all stakeholders.
- The PEOs and POs of the programs are defined in line with the accreditation bodies and regulatory authorities.
- The autonomous curriculum is OBE based. Faculty members are developing the COs for their courses based on the guidelines issued by IQAC.
- There is a structured framework for attainment of COs and POs using Direct and Indirect assessment tools.
- Every Department calculates the Programme and Course attainment in order to understand the effectiveness of the programme in imparting the Knowledge, Skills and Behaviour.
- The departments that could match the Programme outcomes with the target plan methods to maintain the good performance in the future.
- The Departments that fall short of the target find out the reason for the gap by analysing the Po-Co matrix. The corrective measures in terms of syllabus upgradation, teaching methodologies and any other necessary measures are devised to match the target in future years.
- In a nut shell we at GNC practice OBE where
  a) Teaching is student centric involving activities ensuring students to demonstrate their learning
  b) Both Formative and Summative Assessment are used
  c) Well defined mechanism for Continuous Improvement
  d) Produces graduates with knowledge, skill and behaviour.
  e) Serve Guest(Industry/Society) Soup(Graduates) from choices ensuring taste(capabilities)

6. Distance education/online education:

- The perspective plan of the Institute includes starting of vocational courses through ODL mode in the institution after the result of NAAC 3rd cycle.
- The institute practices blended learning.
- Visual Communication Labs are in housed in Ranjit Singh Block and I.S.Gill Block.

- Photography, Audio and Drawing lab: 1 Mac system with sound mix, sound chord, Voice recording with latest software and Protool, Latest camera, Nikon 850, with full-fledged lighting accessories, Antique collections of cameras namely ,old Nikon FM10, old film camera Easel Board for drawing and painting enables the students to get hands on experience and develop their working skills.

- Multimedia Lab, Editing and Production Room in Guru Amardas Block is provided with G track studio,video camcorder, Multimedia Adobe and Autodesk Package, Bridge Premium Pro and Adobe animation. With the development of Science and technology, the college is providing all the upgraded facilities which help for developing digital content.

- **Twining Programme with Pondicherry University:** The GNES under a MOU with Pondicherry University (A Central University) is offering MBA,M.Com, MA(English/Sociology/Hindi), BBA, B.Com under the twinning and distance education mode. Classes are held on weekends and the degree is awarded by Pondicherry University. This is a boon for those in service. In short all those seeking to enrich their academic persuits in the non-formal mode with excellent infrastructure and personal guidance.

- **Indira Gandhi National Open University (IGNOU) Study Center:** Guru Nanak College is a Study Center for the world's biggest and the prestigious Central University - Indira Gandhi National Open University (IGNOU 2578) from the year 2003. At present our center is the biggest study center in Chennai city. The Centre offers 20 P.G, 11 U.G, 10 PG Diploma, 5 Diploma and 16 certificate courses. Theory and practical classes are held on weekends by our expert in-house resource persons. The end semester examinations are conducted by the Center in the college campus twice a year.

Goal 8: INTERNATIONALIZATION

Globalization weighs heavily in the post-modern society based on knowledge. The wider economic, social and cultural globalization theories emphasize that the current setting for education, teaching and learning is globalized. The scenario of higher education internationally is dynamic and changing exponentially. The international academic institutions are welcoming Indian students with the doors wide open, pressing Indian institutions for drawing a concrete strategic plan to survive with good student enrolment. It also offers an opportunity to institutions for collaborative programmes benefiting both partners involved. The international education system appreciates Indians and thus, the Indian institutes may attract good professors of foreign and Indian origin.

Technical higher education is increasing global enterprise; hence Indian institutions should embrace internationalisation that could provide them with new opportunities. The country's rationale for internationalisation would be to enhance its soft power, improve standards of domestic provision, and produce graduates with international competencies and skills. This can best be achieved by having more innovative partnerships. Given the historical advantage in higher education (particularly among emerging market economies) the widespread use of English language and low-cost living, India can potentially become a global hub for higher education. We need to provide greater autonomy to our Centres of Excellence to enter into a collaborative partnership with the best universities abroad.