

SHMM Government Degree College, Anantnag

Institutional Strategic Implementation Plan: Equitable Opportunity for Socio-Economically Disadvantaged Groups (SEDGs)

1. Objective and Vision

In alignment with the National Education Policy (NEP) 2020 and the UGC Guidelines, this document outlines the institutional roadmap for SHMM Government Degree College to foster an inclusive, equitable, and supportive educational environment. Our mission is to ensure that students from Socio-Economically Disadvantaged Groups (SEDGs) have unhindered access to quality education, skill development, and financial empowerment.

2. Constitution of the Institutional SEDGs Cell

To ensure robust governance and execution, the college shall constitute a dedicated SEDGs Cell. This body will operate as a single-window support system for students. Accordingly, the Committee of the SEDG Cell has been formally constituted with the following members:

- Dr. Sheeraz Ahmad Lone- History (Convener)
- Dr. Altaf Ahmad Bhat-English (Co-Convener)
- Dr. Ajaz Ahmad Magray-Information Technology (Member)
- Dr. Imran Majeed Bhat- English (Member)
- Prof. Asif Ismail Parray- English (Member)
- Burhan Ahmad Rather (Student Representative- Male)
- Imza Jan (Student Representative- Female)

Key Actions:

- Nominate a Chairperson, faculty representatives, and student representatives (one male, one female) from SEDGs.
- Establish a formal synergy between the SEDGs Cell and the Scholarship and Financial Aid Committee to expedite the processing of state and central scholarships, ensuring no student is left behind due to economic constraints.
- Set up a 15-day time-bound grievance redressal mechanism.

3. Academic Interventions & Bridge Courses

To facilitate a smooth academic transition for incoming SEDG students, the college will institutionalize bridge and orientation courses at the beginning of each academic session.

Key Actions:

- The Department of English will take the lead in designing and delivering foundational modules focused on communication skills, language proficiency, and academic writing to help students overcome initial linguistic barriers.
- Departments offering core science and humanities courses will design tailored modules to bridge knowledge gaps for first-generation learners.
- Integration of e-learning platforms like SWAYAM to supplement classroom learning.

4. The "Earn-while-Learn" Initiative

Acknowledging the economic challenges faced by many students, SHMM Govt. Degree College will implement the Earn-while-Learn scheme to provide part-time, campus-based engagement.

Key Actions:

- Identify opportunities within the institution, such as library assistance, basic IT/data entry for administrative offices, and assisting in the organization of institutional awareness campaigns.
- Remuneration will be managed transparently via direct bank transfers.

5. Campus Sensitization and Outreach Programs

True inclusivity requires an empathetic ecosystem. The college commits to building a culture of mutual respect and dignity.

Key Actions:

- Conduct regular sensitization workshops for faculty, administrative staff, and students regarding zero-tolerance policies on discrimination.
- Organize community outreach programs in neighboring rural and less-developed locations to encourage higher enrollment from SEDGs.
- Provide professional and psychological counseling to ensure the mental well-being of vulnerable students.

6. Resource Allocation and Monitoring

The Principal's office will oversee the creation of a dedicated, albeit modest, annual budget derived from available institutional funds and potential CSR (Corporate Social Responsibility) collaborations to support these activities. The SEDGs Cell will present a bi-annual progress report to the Internal Quality Assurance Cell (IQAC).

Principal