



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

**GOVT. COLLEGE FOR WOMEN GANDHI NAGAR
JAMMU**

GOVT. COLLEGE FOR WOMEN GANDHI NAGAR JAMMU
180004

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

In its five-decade long history of Government College for Women Gandhi Nagar, Jammu, college has consistently pushed the boundaries of excellence across all domains. Since its inception in September 1969, college has surmounted many challenges and proudly narrated its tale of triumph.

At present the college offers a diverse array of 22 programs under NEP-2020 and 07 UG and 01 PG program under CBCS in Science, Arts and Commerce covering over 580 courses. At present college has strength of 4612 students and 116 full time teaching faculty members who are competent and well experienced in their respective subjects which is visible from the fact that college boasts of above 90% aggregate pass percentage.

The institution holds UGC recognition under sections 2(f) and 12B of the UGC Act, 1956 and was accredited with **Grade A with CGPA 3.11** in the **second cycle of NAAC accreditation.**

Situated on the banks of Surya Putri River Tawi and at the foothills of Mata Vaishno Devi Shrine, the College is only 03 K.Ms from Jammu Airport and 02 k.ms from the Railway Station. The College campus sprawls across 22.75 acres of land with 24 lush green lawns spread over 95 Kanals, a botanical garden and a diverse array of buildings. It has 25 Science laboratories, 54 spacious classrooms including 19 smart classrooms with ICT facilities for interactive learning. The college also boasts of fully automated library with 60,135 books. **The students and faculty have access over e- resources like DELNET, N-LIST ,NDL and E-Granthalaya as well.**

Further, the institution has an auditorium with 750 seating capacity, a seminar hall a Conference room and EDUSAT hub for open learning. Additionally, the college has multifunctional sports ground, Gymnasium, Fashion Lab, Grooming Centre a Moot court and a 250 bed hostel.

To ensure happy and motivated staff, the college provides Day Care Centre, a fully equipped First Aid Centre, ATM facility, subsidized food facility for staff at the college Buffet Station and independent parking lots both for staff and students.

The college is conscious about its responsibility towards sustainable environment. It has 80 watts Panels for harvesting solar energy and a Robust Water Harvesting system with 61,600 litres capacity.

The college has established several centres for ensuring the support to students like SC/ST/OBC Cell, Anti Ragging Cell, Career Counselling and Placement Cell, Internal Complaint Cell, and Electoral Literacy Club . Additionally, it has installed 360 degree blogs and boxes to address students`grievances. College publishes an Annual Magazine (Chandra Bhaga) and a News Letter (Symphony). In addition several departments, clubs and hostel publish their individual newsletters Viz: KUTUMB, MAITRI, H.Sc.INSIGHTS, UDAAN, CAREER CONNECT, VANNIJAYA, AAROHAN and VIVEK

College plays a pivotal role in empowering and educating students about their rights and responsibilities, and raising awareness about crucial issues like Female foeticide, Gender sensitization, Drug addiction, Electoral

Literacy, Transgender etc.

The college has outreached and adopted four villages in Jammu district where students and teachers regularly interact with villagers, particularly women, fostering self-esteem and emphasizing the importance of education. Students are provided different like NCC/NSS/clubs and a **democratically chosen strong student council** to groom them as the socially responsible citizens.

We are the second Govt College of J&K having a registered Alumni Association fostering connections for shaping brighter futures.

The journey is still far from over, and the college is poised to scale unprecedented heights of achievement and perfection.

Vision

"Recognition of this Educational Institution as 'Knowledge Centre' at National and International levels fostering holistic development and humane attitude, to empower the young women to meet global challenges.

- ♦ At Govt College for Women Gandhi Nagar Jammu, we envision a dynamic and inclusive educational institution that empowers women to excel academically, socially, and personally.
- ♦ Our vision is rooted in the belief that education is a transformative force that can break down barriers, foster leadership, and inspire positive change in the lives of our students and the communities they serve.
- ♦ Our core values and guiding principles shape our vision for the future of GCW Gandhi Nagar, ensuring that it remains a beacon of empowerment, innovation, and excellence.
- ♦ We are committed to providing a nurturing and intellectually stimulating environment where every woman, regardless of her background, can access quality education.
- ♦ We celebrate diversity in all its forms and are dedicated to fostering an inclusive campus culture where every student feels valued, respected, and encouraged to express her unique identity. We believe that diverse perspectives enrich the learning experience and prepare our students to be global citizens.
- ♦ We aspire to be a center of academic excellence, offering a wide range of programs that meet the highest standards of quality and relevance. Our dedicated faculty members are committed to inspiring intellectual curiosity, critical thinking, and a lifelong passion for learning.
- ♦ Our vision includes a holistic approach to student development, providing opportunities for leadership, character-building, and personal growth. We encourage extracurricular activities, community engagement, and the pursuit of hobbies and interests.
- ♦ We view GCW Gandhi Nagar as an integral part of the larger community. Our vision includes active engagement with the community through outreach programs, partnerships with local organizations and initiatives that address societal issues. We aim to instill a sense of social responsibility in our students.
- ♦ In an increasingly interconnected world, we prepare our students to be globally aware and adaptable. Our vision includes opportunities for international exposure, cultural exchange, and collaborations with institutions worldwide.
- ♦ We are committed to environmental sustainability and responsible citizenship. Our vision includes initiatives to reduce our ecological footprint, promote sustainability practices, and instill an awareness of environmental issues among our students.

- ♦ Embracing the digital age, we envision GCW Gandhi Nagar as a leader in technology integration for enhanced learning experiences. We equip our students with digital literacy skills and leverage technology to make education accessible and efficient.
- ♦ Above all, our vision is to nurture future leaders who are confident, compassionate, and capable of making a positive impact on society. We empower our students to break through societal barriers, challenge stereotypes, and lead with integrity.

Through these guiding principles, GCW Gandhi Nagar aims to be a trailblazing institution that empowers women to dream, achieve, and lead. We are committed to realizing this vision and making a lasting difference in the lives of our students, our community and the world at large.

Mission

- ♦ To promote quality education through holistic development of the students by participating in curricular and co-curricular activities.
- ♦ To provide the best learning infrastructure, opportunity and environment.
- ♦ To empower women and enable them to develop intellectually, emotionally and harmoniously so that they can become socially and morally responsible citizens and courageously face the challenges of life.
- ♦ To promote professional skills through various courses and to inculcate scientific temper by conducting workshops and seminars.
- ♦ To offer new programs and courses in consonance with **National Education Policy 2020** to ensure global excellence.
- ♦ To motivate faculty and students for higher education and research.
- ♦ Government College for Women Gandhi Nagar is committed to empower women through education. College strives to provide an inclusive and supportive learning environment that enables female students to acquire knowledge, skills, and confidence to pursue their goals and aspirations.
- ♦ College aims to increase access to higher education for women, especially those from marginalized or disadvantaged backgrounds. College provides scholarships, financial aid, and outreach programs to ensure that education is accessible to all the female students of the country.
- ♦ Ensuring high-quality education is a primary mission of the institute. The college focus on maintaining academic excellence by offering a diverse range of courses, and providing state-of-the-art facilities for learning.
- ♦ Preparing students for the workforce is another crucial mission. The college offers vocational and skill development programs to equip women with practical skills and knowledge.
- ♦ In alignment with broader global concerns, college has included environmental sustainability in their mission, encouraging students to be environmentally conscious and responsible citizens..
- ♦ Encouraging research and innovation among female students is another mission. College supports research initiatives and provide resources for students to explore.
- ♦ To create leadership abilities in its students, the college has envisioned a strong student council which plays an active role in planning the growth of the institution and ensure the smooth execution of the plans.

To conclude, Mission, a seven lettered word ,can be summarised in following seven letters:

I N S P I R E

Integrity:

We prioritize upholding strong ethical standards in our actions and are dedicated to being open, accountable, and responsible.

Nobility:

We instill moral values alongside our educational enrichment efforts for our students, empowering them to stand out among their peers, regardless of their surroundings.

Sustainability:

We establish, practice, and emphasize academic protocols that enable us to remain competitive while ensuring environmental and social sustainability.

Partnership and Collaboration:

We actively promote collaborations/MOUs with different Govt./Govt. recognised organizations, industries and institutions.. We highly value and appreciate our relationships with our partners.

Inclusion and Diversity:

We are deeply committed to fostering a diverse student and faculty culture, promoting multicultural learning within the college. We offer opportunities for individuals of all backgrounds, irrespective of race, religion, age, social status, physical abilities, or mental competence.

Responsibility:

We believe in providing education to everyone. We take pride in assuming responsibility and dedicating ourselves to society by supporting the education of students from rural areas, economically disadvantaged backgrounds, individuals with disabilities.

Excellence:

We concentrate on achieving excellence in all our academic endeavors, ensuring the highest quality in our programs, promoting innovation, and remaining responsive to the evolving needs of our stakeholders.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Government College for Women Gandhi Nagar, Jammu established its lustrous legacy since 1969. Situated in the heart of Jammu where education meets vibrant city life. It takes immense pride in the remarkable achievements of its **esteemed alumni**.

- ♦ Location advantage is our edge; we're strategically positioned near the airport and railway station,

ensuring easy accessibility.

- ♦ At our college we empower and educate a **diverse community of female students from all the regions of the country** fostering a supportive environment for their academic success and personal growth.
- ♦ As a **pure girls institute**, one of our inherent strengths lies in providing a unique and supportive educational atmosphere that empowers our students to excel in their academic pursuits while promoting women's leadership and empowerment.
- ♦ Our college offers an impressive array of **30 programs** spanning across the fields of Science, Arts and Commerce ensuring a well-rounded education for every student.
- ♦ Our institution boasts a highly qualified and experienced staff, dedicated to nurturing the intellectual growth of the students. Our **25 well-equipped laboratories** and robust infrastructure provide an ideal environment for hands-on learning.
- ♦ The institution promotes inclusivity and diversity among staff with nearly 100% of full-time teaching positions filled by well-qualified **NET/SET/SLET/M.Phil. /PhD degree-holding faculty**.
- ♦ Additionally, 70% of the college faculty holds PhD/M.Phil degrees which is a positive indicator of the institution's commitment to academic excellence.
- ♦ This commitment is reflected in our consistently impressive academic results every year. Our outstanding pass percentage (above 90%) reflects our unwavering commitment to provide quality education, supported by a **robust Mentor-Mentee system**.
- ♦ To prepare our students for the challenges of the modern world, we embrace technology in **19 ICT-enabled classrooms** and Wi-Fi connectivity for innovative teaching methods.
- ♦ Additionally, we offer skill-oriented courses and maintain 24 Lawns, Botanical-garden, Mushroom cultivation and a Vermicomposting unit demonstrating our commitment to environmental sustainability.
- ♦ Our college boasts state of the art facilities including a spacious auditorium for academic and cultural events and a well -equipped playground for sports and recreation.
- ♦ Our **fully automated central library** boasts a rich collection of about Sixty-one thousand books and resources facilitating comprehensive learning and research. Our library continues to grow, offering an expanding collection of books, journals and e-resources such as N-List, e-Granthalya. **26 libraries functional at departmental level** is a unique strength of the college.
- ♦ **The hostel runs its own library** which is open till midnight and is totally managed by the students.
- ♦ Our institution forges ahead with several **MOUs /Collaborations** with various agencies diversifying our academic and allied activities.
- ♦ We maximize our physical infrastructure by extending it to **IGNOU learners** and hosting competitive and recruitment exams on weekends and holidays, contributing to the region's educational ecosystem.
- ♦ One of our institutional strengths is providing **secure and comfortable hostel facilities exclusively for girls**, ensuring their safety and well-being while they pursue their education.
- ♦ **Eco-Friendly Campus** showcases our commitment to sustainability through rainwater harvesting with four rainwater harvesting tanks and solar energy harvesting.
- ♦ We prioritize **community service** through our adopted villages as initiatives in emphasizing social responsibility.
- ♦ Our institution's strength lies in our **content and motivated staff, always eager to embrace and conquer any challenge with a smile**.

Government College for Women, Gandhi Nagar, Jammu, stands as a beacon of excellence in education, committed to nurturing the leaders and innovators of tomorrow.

Institutional Weakness

- ♦ One of the weaknesses our college faces is in terms of **low placements of students** due to limited local industry network and outreach, and less industry sponsored projects which can hinder our students access to job opportunities.
- ♦ The college's **research facilities need improvement** to foster a culture of research and innovation among both students and faculty.
- ♦ Establishing more consultancy services and **strengthening industry-institute partnerships** can enhance practical learning opportunities and job prospects for students.
- ♦ Although provisions for student and faculty exchange programs exist under NEP 2020, the college needs to actively implement such initiatives to promote global exposure.
- ♦ Expanding **waste recycling initiatives** on campus beyond bio-composters can contribute to sustainability efforts and environmental responsibility.

Addressing these weaknesses will help Government College for Women, Gandhi Nagar, Jammu, improve its academic and infrastructure standards, ultimately providing a better learning environment for its students.

Institutional Opportunity

- ♦ The college can leverage its expertise to offer **high-quality remedial teaching and coaching classes** to prepare students for competitive examinations. This initiative will empower students to excel in various competitive exams and secure promising career opportunities.
- ♦ Expand coaching programs to include preparation for various competitive exams such as JK CET, JUET, and community classes tailored to the needs of SC/ST/OBC students.
- ♦ Subject to Government and University approvals, the college can start **M.Phil. and Ph.D. programs for students**, fostering a culture of academic research excellence. This will not only benefit the students but also contribute to the institute's academic reputation.
- ♦ Encourage and motivate the highly qualified and experienced **teaching faculty to write research proposals actively**. This can lead to increased funding opportunities and further promote a vibrant research environment.
- ♦ Maintain a strong focus on holistic development by providing **ample opportunities for curricular and co-curricular activities**, including sports, cultural events, NSS, NCC, and Red Cross.
- ♦ **Strengthen existing MOUs/collaborations** with different agencies to provide students with more opportunities for summer internships and hands-on training. This practical experience is invaluable for their future careers.
- ♦ Explore and **establish more MoUs/ collaborations** with national and international institutes of repute. Collaboration with esteemed institutions can open doors for research collaborations, faculty exchanges, and knowledge sharing.
- ♦ Leverage the college's premier status to secure **additional resources for infrastructure** development. Focus on creating a conducive learning environment, especially for specially enabled students.
- ♦ The Departments of Environmental Science can take the lead in developing **waste recycling plants**, contributing to sustainability and environmental consciousness.

In conclusion, Government College for Women, Gandhi Nagar, is poised for significant growth and development. Embracing these opportunities will not only benefit the institution but also empower students and faculty to excel in their respective domains, making a substantial contribution to the education sector and the community at large.

Institutional Challenge

- ♦ Embracing innovation by **introducing cutting-edge UG/PG/Honors courses** that align with evolving academic and industry trends.
- ♦ Revolutionizing the learning environment with state-of-the-art **smart classrooms and advanced laboratories**, fostering an immersive and dynamic educational experience.
- ♦ Pioneering curriculum development to **offer skill-based and applied courses** that cater to the ever-changing needs of our society, ensuring graduates are industry-ready.
- ♦ Driving a culture of research excellence, amplifying the **quantity and quality of research publications** to bolster the institution's academic standing.
- ♦ Investing in **lab infrastructure upgrades** to facilitate the introduction of postgraduate programs, elevating the institution's academic offerings.
- ♦ The college **struggles to fully utilize funds due to regulatory compliance complexities and codal formalities**, hindering 100% resource utilization.
- ♦ The implementation of the **National Education Policy (NEP-2020)** presents a formidable challenge, requiring meticulous planning and execution to achieve the desired higher standards of education in the evolving educational landscape.
- ♦ While the registered Alumni Association remains vibrant, limited participation by globally acclaimed alumnus due to prior commitments hinders their potential contributions in financial, academic, research, innovation, and technical domains.
- ♦ Fostering an environment conducive to learning by guaranteeing uninterrupted access to electricity and high-speed internet throughout classrooms and laboratories.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

GCW Gandhi Nagar has developed a structured approach, in collaboration with the Cluster University for creating and shaping course curricula. College has devised a well defined plan for curricular aspects and highlights are:

- ♦ The initial **syllabi drafts** are formulated during department-level meetings, known as **Pre Boards of Studies meeting**, and are subsequently presented to **University-appointed Boards of Studies for evaluation and final approval**. Faculty members, students, and industry representatives actively participate in this process.
- ♦ **Students are educated about Program Outcomes (POs) and Course Outcomes (COs)**, which are also **displayed on the college website** as it equips them with a clear understanding of what they can achieve through their education, helping them set goals, measure progress, and ultimately succeed in their chosen fields.
- ♦ **The IQAC (Internal Quality Assurance Cell) of the college formulate the academic calendar in accordance with the Cluster University of Jammu** and is strictly adhered to it. The **Master Time Table**, along with departmental Time Tables and course syllabi, is accessible on the college website and notice boards for students' convenience. Advance notices regarding class schedules, internal assessments, final exams, **field trips, project work**, and other activities are disseminated to ensure clarity in timelines.
- ♦ The college offers **a diverse array of 30 programs covering 580 courses**, all of which adhere to the Choice Based Credit System. From the academic session 2022-23, the institution has adopted the

National Education Policy NEP - 2020 for newly enrolled students. In addition to this college offered **42 certificate courses** to its students during the review period to strengthen their academic capabilities.

- ♦ From the current academic session 2022-23 **college established SWAYAM local chapter** in the college and enrolled more than **500 students** for SWAYAM/NPTEL under 30 MOOC courses in various disciplines.
- ♦ The curriculum integrates many cross-cutting issues and offers courses in environmental studies, gender sensitization, human values, and ethics. Additionally, soft skills are incorporated as mandatory courses. Non-violence principles and environmental sustainability are emphasized throughout the curriculum.
- ♦ In the latest completed academic year 2022-23, **Twenty (20) project works and field trips which are a part of regular university curriculum were organized by the college; 1153 students which is 70.9%** of latest years enrollment participated in these projects and field trips.
- ♦ A well-structured feedback mechanism is in place to solicit input from stakeholders, enabling necessary improvements to be implemented based on the feedback analysis. **College obtains feedback on the academic performance and ambience of the institution from students, teachers and alumni.** This feedback is analyzed and action taken report is hosted on the institutional website (<https://gcwgandhinagar.com/>) and is given due weightage in designing/revising the curriculum.

Teaching-learning and Evaluation

The highlights in the backdrop of teaching- learning and Evaluation are:

- ♦ Enrollment percentage and category wise enrollment statistics offer valuable insights into the participation within educational system and in this context GCW Gandhi Nagar had **Enrollment Percentage of last five years as 91.53% and the category wise enrolment i.e. Percentage of seats filled against reserved categories (SC, ST, OBC etc.) during the last five years as 65.2%.**
- ♦ Students are supported through a well-designed Mentor-Mentee system with a ratio of 1:14 involving guidance in academics, career advancement, and personal growth.
- ♦ To foster critical and innovative thinking, a variety of **experiential teaching methods are employed, including projects, group discussions, field trips, quizzes, brainstorming sessions, in addition to traditional lectures.** Remedial classes are regularly held for students who require additional support.
- ♦ Given the increasing use of information and communication technology (ICT) in education, 19 classrooms are furnished with **ICT facilities to enhance the learning experience. The college has a fully furnished browsing centre with high speed internet connectivity.** The fully automated college library maintains an extensive collection of books, journals, periodicals, and e-resources, such as N-LIST, in its state-of-the-art library.
- ♦ The institution places a strong emphasis on an outcome-based educational approach, aiming to equip students with the knowledge, skills, and attitudes required to achieve their goals. **Students are educated about Program Outcomes (POs) and Course Outcomes (COs), which are also displayed on the college website.**
- ♦ The institution systematically evaluates the achievement of these outcomes and continually reviews its teaching and learning strategies.
- ♦ To ensure educational effectiveness in the institute the **percentage of full-time teachers against sanctioned posts during the last five years is 100% and the percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five year is 76%.**
- ♦ **The college has a well-established Examination cell** responsible for organizing and evaluating both internal and external examinations.
- ♦ Faculty members are actively involved in setting examination papers for Cluster University and other

institutions. They are also responsible for evaluating answer scripts. Individual evaluators use their official user accounts to upload assessment results on the University examination portal, ensuring timely, transparent, and error-free result declarations.

- ♦ **The Pass percentage of Students during last five years is 91% that reflects impressive academic performance and success of its students.**

Research, Innovations and Extension

Govt. College for Women Gandhi Nagar is one of the leading college of J&K (UT) and is developing as a hub for research and innovation wherein it provide a conducive environment for research related activities. Some of the key features of the college in research, Innovation and Extension are summarised as

- ♦ Seminars, conferences, and workshops play a vital role in the college environment, offering students, faculty, and researchers, valuable opportunities for learning, networking, and professional development. **56 workshops/seminars/conferences pertaining to skill, entrepreneurship and research methodology were organized for the awareness and promotion of entrepreneurship.** Also development of skills for fostering an environment for indigenous small-scale programs has been an epicenter of the research hub. Subsequently, **105 publications in UGC Care list/SCOPUS/Indexed Journals etc and 45 book chapters in national and international repute** have been published in last five years.
- ♦ **Eight faculty members belonging to seven different departments are engaged in Interdisciplinary Research Hub**, as a result of which **two research papers have been published in prestigious journals** enhancing the institution's reputation as a hub of intellectual excellence.
- ♦ The college always encourages students to promote activities which address and serve the social needs of the society through NSS, NCC, Red Cross Club and Red Ribbon Club. The college has **organized 415 extension/outreach activities** and has **received 111 awards** from many government/Govt recognised bodies.
- ♦ Memorandums of Understanding (MoUs) play a significant role in the functioning of a college, serving as formal agreements between the institution and external parties. These agreements encompass a wide range of collaborations and partnerships, each designed to enhance the college's educational mission and contribute to its overall growth and development. The college has undertaken **26 MOUs/collaborations** with different Govt/Govt recognised organisations, institutes, and industries which have facilitated academic and research interactions with external partners.

To summarize, the institution is dedicated to fostering a culture of research, innovation and community engagement. This resolution is reflected in the achievements of college's faculty, the growth in research output and the numerous extension activities and collaborations that contribute to the holistic development of its students and the broader community.

Infrastructure and Learning Resources

Over the past few years, the College has experienced substantial growth and development in its infrastructure and learning resources. The key developments are

- ♦ The expansion of college has been made possible primarily through funding from the **RUSA**

scheme, administered by the Ministry of Human Resource Development (MHRD). Several significant additions to the existing infrastructure have transformed the college's physical landscape, including the **Radha Krishnan Block, Interdisciplinary Research Lab, Five-Storey Building** (Under construction), and the **New Administration Block** (Under construction).

- ♦ The college now boasts a comprehensive range of facilities to support its academic and extracurricular activities. **This includes 54 well-appointed classrooms, 25 laboratories, a central library, 26 departmental libraries, Interdisciplinary research labs, IT labs, a browsing center, an ATM machine, a conference hall and a spacious auditorium to accommodate 750 audience.**
- ♦ ICT enabled classrooms, Seminar halls, and Laboratories have been equipped with modern, cutting-edge technology such as IP-Boards, Multipurpose Projection Systems, LCD projectors, and A.V. Systems, enabling interactive and engaging teaching and learning experiences.
- ♦ For practical learning, the institution has **25 fully equipped laboratories** designed for conducting experiments at both undergraduate and postgraduate levels.
- ♦ The college serves as an **EDUSAT hub**, featuring a state-of-the-art studio for recording audio-visual lectures and generating e-content, enhancing the accessibility of educational resources. In terms of co-curricular activities, the college offers separate facilities for both outdoor and indoor pursuits. The expansive college grounds are ideal for hosting various tournaments, complemented by facilities like a volleyball court, a badminton court, and a well-marked athletics track. A fully equipped gymnasium with high-end exercise equipment promotes physical fitness among students.
- ♦ **The Central Library features a fully furnished Browsing Centre**, complete with air conditioning and the latest all-in-one desktops with high-speed internet connectivity, providing students with access to online resources. Moreover, the college is committed to environmental sustainability, with rainwater and solar energy harvesting systems in place. It also offers 03 girl's hostels, a kitchen garden to support the hostel and canteen, and a well-equipped health center to meet medical needs.

In brief, the college's significant infrastructure and resource enhancements over the past few years have created a conducive environment for academic excellence, research, and overall student development while embracing sustainability and modern technology.

Student Support and Progression

Student support and progression is one of the biggest strength of college. The main points are summarised as:

- ♦ GCW Gandhi Nagar has always placed a strong emphasis on prioritizing the needs and development of its students. This student-centric institution is committed to providing mentorship and support throughout the academic journey, starting from admission and continuing till program completion.
- ♦ Each class benefits from the dedicated guidance of a teacher who serves as a Mentor, facilitating student growth through the Mentor-Mentee scheme.
- ♦ Students at GCW Gandhi Nagar have access to a wide array of support systems and services, encompassing various aspects of their academic and personal lives. **These encompass informational resources, academic and career guidance**, as well as financial assistance and opportunities for engagement in co-curricular and extracurricular activities. **Majority of the students were benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years**

- ♦ Financial support is readily accessible through the scholarship section, benefiting students from diverse backgrounds.
- ♦ About **48. % students are benefited by scholarships and free ships during the last five years provided by the institution, government and non-government bodies, industries, individuals, philanthropists.** Additionally, the **Minority Committee** focuses on the welfare of SC/ST/OBC students, disseminating information on financial support and conducting specialized classes to prepare students for various examinations.
- ♦ **More than 75 capacity development and skills enhancement activities in Soft skills, Language and communication skills, Life skills (Yoga, physical fitness, health and hygiene), ICT/computing skills were organised during the review period for improving students' capability.**
- ♦ A comprehensive support system is in place, encompassing a **Grievance Redressal Cell, Placement Cell, Registered Alumni Association.** Medical assistance is readily available, free of charge, in the college dispensary, ensuring the well-being of students and staff alike. *The institution has adopted a well developed mechanism for redressal of student grievances including sexual harassment and ragging cases.*
- ♦ A prominent feature of the college is its **Placement and Career Counseling Cell**, which not only offers career guidance but also provides training and facilitates placements for students. The college strives to empower students to make informed career choices, nurturing future entrepreneurs by organizing career counseling sessions. This cell also actively engages with potential employers, inviting them to the campus for recruitment services, resulting in a commendable track record of student placements in both government and private sectors. **More than 60 percent of students were placed and progressed to higher education during the last five years. Additionally, students have also qualified State/National/International level examinations during the review period.**
- ♦ As a UG college, more of our students choose to pursue higher studies, reflecting our commitment to fostering a love for learning and research, even though traditional job placements may be fewer.
- ♦ For students interested in sports and physical fitness, college offers a gymnasium, impressive tracks, grounds, promoting active participation in sports and games. Students actively engage in extension activities through NCC, NSS, and the Red Ribbon Clubs, consistently achieving recognition and medals, thereby bringing honor to the college.

Governance, Leadership and Management

The governance and leadership of the College align with its vision and mission, implementing decentralization and participation in institutional governance. The key features of Governance, Leadership and management are summarised below:

- ♦ The Principal monitors administration and academic processes, with various committees supporting the vision and mission. Meetings at the departmental level are convened to discuss academic, administrative, and infrastructure development-related issues.
- ♦ The IQAC, comprising the Principal, External members, Coordinator, Senior faculty members, Students, and ensures healthy administration.
- ♦ Students actively participate in the governance process through the establishment of Student Councils and committees, including the Syllabi Formation Team, Tour and Picnic Committee, Discipline Committee, Cultural Committee, and Hostel Committee. The College promotes collaborative initiatives, such as interdisciplinary research projects and joint events, to foster a participatory and inclusive environment.
- ♦ The administrative hierarchy of the College includes the Principal, College Advisory Committee, IQAC,

Staff Council, and Student Council. The service rules include Appointment, Career Advancement, Promotion, Staff Welfare, and Grievance Redressal.

- ♦ The strategic plan is developed in line with its vision and mission, with collaboration from various committees like IQAC, Development Committee, and Advisory Committee. The plans cover areas such as academics, admission, examination, infrastructure, administration, library, sports, cultural activities, community engagement, health and wellness, research and innovation, safety and security, and global engagement.
- ♦ The institution provides welfare measures for both teaching and non-teaching staff, following guidelines from the JKUT Government. These include regular salary increments, retirement plans, State Life Insurance policies, travel allowances, children's education allowances, various types of leaves, duty leave facilities, and time-bound career advancement.
- ♦ In addition to government welfare schemes, the institution has implemented various welfare measures, grooming centers, medical facilities, sports facilities, subsidized buffet station, psychological and counseling cell, yoga classes, and a day care center.
- ♦ The institution also has a Performance Appraisal System for teaching and non-teaching staff, with an Annual Performance Report (APR) assessed annually and a probation clearance document issued after two years of service. The Employee Performance Monitoring Portal (EPM) was developed by NIC JKUT Government in 2022.
- ♦ The Institute follows a well-planned financial and resource mobilization process, preparing budget estimates and revised estimates annually for submission to the Department of Higher Education, JKUT. The major share of funds is received from the Government of J&K under various Heads of accounts, including the Capex Account for development works, the Revenue Account for administrative expenses, and the Local Fund for student fees.
- ♦ The College has made significant achievements, such as establishing career counseling centers, ECO Clubs, Cultural Clubs, and a browsing center in the library. The IQAC also launched a feedback system for students, teachers, and alumni, and initiated a Mentor Mentee program for students. The College disseminates information on professional courses, encourages faculty participation in conferences, and plans to introduce new courses on SWAYAM, NPTEL, and MOOC.

Institutional Values and Best Practices

Instituted has initiated many measures for promotion of Gender equity and conducted more than 130 activities related to Gender sensitization and Gender equity.

- ♦ **For alternate source of energy inthe college a 80 KV solar panels and energy conservation measures** in the form of energy efficient gadgets including LED bulbs, tubes and star rating AC, refrigerators and other laboratory apparatus are installed.
- ♦ **Institute manages degradable and non-degradable waste** and for this purpose waste segregation is done in the institute itself and then handed over to city municipality for further processing.
- ♦ **For Water conservation** rain water harvesting tanks of more than 60 thousand liters have been constructed.
- ♦ **Green campus initiatives:** The college spreads over 186kanals of land of which 92 kanals is green in the form of parks, lawns and playground.
- ♦ **Disable friendly environment:** the college is barrier free and provides rams, wheel chairs to physically challenged persons. The institute has gone through green audit/environment audit, energy audit, clean and green campus initiatives, and beyond the campus environmental promotion and sustainability activities.

- ♦ The institute has taken many steps to provide an inclusive environment i.e tolerance and harmony towards, cultural regional, linguistic, communal socioeconomic diversity and sensitization of students and employees to the constitutional obligations: values, right, duties, and responsibility of citizens.

Two best practices

Happy work force: At GCW, Gandhinagar, we believe that Happiness at work place is closely related with higher performance and productivity. We understand that in an Academician's career, his/her happiness affects students satisfaction and their performance. The low happiness index of faculty influences their knowledge sharing in the classrooms and may hamper the teaching learning process. The College administration takes various staff welfare measures to keep the staff members happy and motivated such as:

- ♦ Day care centre for their kids.
- ♦ Well equipped medical centre.
- ♦ Designated parking lots.
- ♦ Subsidised food facility at the college buffet station.
- ♦ Staff picnic to rejuvenate the faculty.
- ♦ Yoga centre.
- ♦ Honouring superannuating members etc.

Inclusive Governance: Creating Socially Responsible Youth: GCW Gandhinagar follows an organogram where Higher Education Department has all the administrative powers followed by the Cluster University of Jammu and Principal of the College supported by staff council and College committees. Of all these, **Student Council is the strongest pillar of the College administration.** We believe that by empowering students through the Students' Council, we can foster essential skills like teamwork, effective communication, and problem-solving in students. The governing body of the college meet, alumni meet, parent teacher meet are held frequently to take their suggestions pertaining to administration. The college supports paperless communication between its various departments, which makes administration environment friendly.

Institutional distinctiveness:

Empowerment of Girl Students through Academics and Life Skills

- ♦ GCW Gandhi Nagar College has always maintained a central goal of empowering women, instilling in them qualities such as self-confidence, resilience, patriotism, and above all, humanism through a diverse range of activities. The distinctiveness of GCW Gandhi Nagar College lies in **Skill Enhancement , Enhancing Entrepreneurship Skills and Extracurricular Activities** to empower and nurture female students through education and life skills.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GOVT. COLLEGE FOR WOMEN GANDHI NAGAR JAMMU
Address	GOVT. COLLEGE FOR WOMEN GANDHI NAGAR JAMMU
City	Jammu
State	Jammu And Kashmir
Pin	180004
Website	www.gcwgandhinagar.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Minu Mahajan	0191-2435158	9419102359	0191-2435158	principal@gcwgandhinagar.com
IQAC / CIQA Coordinator	Yash Paul	0191-2574981	9419104045	-	coordinatoriqac.com@gmail.com

Status of the Institution	
Institution Status	Government and Constituent

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Jammu And Kashmir	Cluster University Of Jammu	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	22-06-2010	View Document
12B of UGC	22-06-2010	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	GOVT. COLLEGE FOR WOMEN GANDHI NAGAR JAMMU	Urban	22.75	43525.07

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BSc,Food Science And Technology	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	50	11
UG	BCom,Commerce	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	160	160
UG	BCom,Commerce	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	180	0
UG	BA,English Literature	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for	English	80	80

			General and Reserved Categories, respectively.			
UG	BA,English Literature	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	60	0
UG	BSc,Chemistry	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	20	0
UG	BSc,Chemistry	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	180	81
UG	BSc,Home Science	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and	English	70	49

			Reserved Categories, respectively.			
UG	BSc,Home Science	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	90	0
UG	BSc,Biotechnology	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	50	50
UG	BSc,Botany	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	160	156
UG	BA,Economics	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved	English	90	89

			Categories, respectively.			
UG	BA,Education	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	90	90
UG	BSc,Geography	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	80	80
UG	BA,Hindi Literature	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	80	80
UG	BA,History	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories,	English	80	80

			respectively.			
UG	BSc,Mathematics	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	80	39
UG	BA,Music	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	50	50
UG	BSc,Physics	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	90	60
UG	BA,Political Science	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	80	80

UG	BA,Psychology	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	45	45
UG	BA,Sanskrit	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	60	54
UG	BA,Sociology	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	80	80
UG	BSc,Statistics	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	50	11
UG	BA,Urdu	48	Fifty	English	60	26

	Literature		Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.			
UG	BSc,Zoology	48	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	160	160
UG	BA,Ug Arts	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	850	0
UG	BSc,Ug Medical	36	Fifty Percentage and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.	English	320	0
UG	BSc,Ug Non Medical	36	Fifty Percentage	English	340	0

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			and Forty-Five Percentage in Twelfth Class for General and Reserved Categories, respectively.			
PG	MSc,Food Science And Technology	24	Graduation with or without Food Science as a subject.	English	25	0

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				0				105			
Recruited	0	1	0	1	0	0	0	0	24	71	0	95
Yet to Recruit	0				0				10			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				83
Recruited	34	23	0	57
Yet to Recruit				26
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				41
Recruited	18	9	0	27
Yet to Recruit				14
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	5	15	0	9	25	0	54
M.Phil.	0	0	0	0	8	0	1	7	0	16
PG	0	1	0	1	4	0	7	12	0	25
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	8	13	0	21
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	1	0	4
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0	0	0	0	
	0	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	0	0	0	0	0
	Female	1635	8	0	0	1643
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	9	0	0	0	9
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	0	0	0
	Female	253	136	141	150
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	131	95	116	100
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	90	54	66	59
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	1057	1101	1290	1101
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	2	130	248	216
	Others	0	0	0	0
Total		1533	1516	1861	1626

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	<ul style="list-style-type: none"> • GCW Gandhi Nagar visions to develop all capacities of students -intellectual, aesthetic, social, physical, emotional, and moral in an integrated manner. College is determined to transform itself into a holistic multidisciplinary institution, an institution of higher learning. • As NEP-2020 is a multidisciplinary approach for the degree program, so as per new guidelines, in the Four Year Under Graduate Program (FYUG) degree, students can choose combinations from seven different streams thereby doing away with monotonous degree programs. • Now the institution provides multidisciplinary flexible curriculum that enables multiple entry and exits at the end of 1st, 2nd and 3rd
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years of undergraduate education while maintaining the rigor of learning. The undergraduate degree will be of either 3 or 4-year duration, with multiple exit options within this period, with appropriate certifications, e.g., a certificate after completing 1 year in a discipline or field including vocational and professional areas, or a diploma after 2 years of study, or a Bachelor's degree after a 3-year program. The 4-year program may also lead to a degree 'with Research' if the student completes a rigorous research project in their major area(s) of study as specified by the HEI.

- From the academic session 2022-2023 the college is offering Twenty -Two (22) Four Years Undergraduate Degree Programmes (FYUGP), under NEP-2020 in the academic session 2022-23 which are BSc Botany, BSc Chemistry, BSc Geography, BSc Food Science, BSc Home science, BSc Zoology, BSc Biotechnology, BSc Statistics, BSc Physics, BSc Mathematics, BA History, BA Music, BA Psychology, BA Hindi, BA Urdu, BA English, BA Sanskrit, BA Political Science, BA Sociology, BA Education, BA Economics, and B Com.
- At UG degree level, college will offer courses from other disciplines (Multidisciplinary), Ability Enhancement courses (AEC) MIL, English Language, Communication skills, Skill enhancement courses (SEC)/Internship/Dissertation, Value added courses (VAC) EVS, Understanding India, Digital and Technological Solutions, Health and Wellness, Yoga Education, Sports and Fitness etc.
- Students who secure a CGPA of 7.5 and above in the first six semesters will get admission in 4-year Bachelor's degree (Honours with Research).
- The institution also imparts Value-based education to inculcate positivity amongst the learner by offering courses like Health and Wellness and Understanding India which will develop humanistic, ethical, constitutional, and universal human values of truth righteous conduct, peace, love, non-violence, citizenship values, and other life-skills. Value added course like Digital and Technology Solutions will make students tech-savvy and equipped them with modern tools of IT industry.
- A research ecosystem is created in the college by setting interdisciplinary research lab under Hub-spoke model. The institution plans to engage in more multidisciplinary research endeavors to find solutions to society's most pressing issues and challenges.

<p>2. Academic bank of credits (ABC):</p>	<p>Academic Bank of Credits is a virtual digital storehouse that contains information on the credits earned by individual students throughout their learning journey. It is the initiative of the Ministry of Electronics and Information and the Ministry of Education. In NEP-2020 multiple exits and entry points are allowed for the student and even students can opt for online courses simultaneously. Academic Bank of Credits has provided flexibility in academic programs that will enable students to seek employment after any level of award and join back as and when feasible. Implementation of the Academic Bank of Credits has encouraged a blended mode of Teaching-Learning in which students are allowed to earn credits from various institutions through online modes like SWAYAM, DIKSHA, SWAYAMPURABHA etc. • All the newly enrolled students of the college are registered for the Academic Bank of Credits. Students are only registered under the ABC to permit its learners to avail the benefit of multiple entries and exit during the chosen program. At present all the students of semester 1st admitted in the session 2022-23 under NEP-2020 have been registered in the Academic Bank of Credits. • Various efforts are made by the institution for seamless collaboration which includes a functional MOU with ISRO, Interdisciplinary research lab under Hub-Spoke model in which 13 colleges of Jammu Division are acting as spoke, etc. • Internationalization of education and joint degrees between Indian and foreign institutions is a long term plan of the institute. And to enable credit transfer. Faculties are encouraged to design their own curricular and pedagogical approaches within the approved framework, for this, suggestions from each faculty member are invited by head of department. These suggestions are then compiled and incorporated in the syllabus of each course. For each subject course like Major course, skill course, multidisciplinary course, value added are prepared by the university and are implemented by the college. At present no course is offered by any individual but faculty members are preparing textbook, reading material, assignments, and assessments for students for the courses taught by them.</p>
<p>3. Skill development:</p>	<p>Govt. College for Women Gandhi Nagar, Jammu is a constituent college of collegiate public state</p>

university and is geared up to implement NEP-2020 from the session 2022-2023 by involving all the stakeholders. In order to strengthen the vocational education and soft skills of students in alignment with National Skills Qualifications Framework college has started following skill courses under NSQF: 1) Craft baker SSC-Food processing Food craft institute 2) Application development IT-ITeS Sector skill council, Central University of Jammu 3) Retail Management BFSI- Sector Skill Council, Central University of Jammu. From the session 2022-2023 college has introduced value added course for students of semester-1 and semester-II under NEP namely Understanding India, Digital and technology solutions, Health and Wellness and Environmental Education. These courses are offered to all the students of UG programmes and are integral part of mainstream education. The institution is providing Value-based education to inculcate positivity amongst the learner by offering courses like Health and Wellness and Understanding India which will develop humanistic, ethical, constitutional, and universal human values of truth righteous conduct, peace, love, non-violence, citizenship values, and other life-skills. Value added course like Digital and Technology Solutions will make students tech-savvy and equipped them with modern tools of IT industry. These courses will produce skilled manpower to run the affairs and offer solution to scarcity of jobs in the Government and Organized sectors. College has planned its credit structure under NEP for UG programmes to ensure that all students take at least one vocational course in each semester. To overcome the scarcity of technical/ trained trainers, signing of MOU with industry is in pipe line. Institutes of national repute like Central university of Jammu has provided its help in skill/vocational courses. These Skill courses are planned to be offered to students through offline mode only. As such there is no short-term plan of online and/or distance mode education of skill and Vocational courses. A number of initiatives are taken by the institution for skilling students. The college has offered following skill and vocational courses: Four value added courses 1) Understanding India 2) Digital and Technological Solutions. 3) Health and Wellness 4) Environmental education. Skill enhancement course will be offered in the subjects of a) Botany b) Zoology c) Geography

	<p>d) Food Science e) Home Science f) Chemistry g) Biotechnology h) Computer applications i) Statistics j) Physics k) History l) Music m) Psychology n) Commerce o) Social work p) Hindi q) English r) Sanskrit s) Dogri t) Punjabi u) Urdu.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>• The promotion of Indian arts and culture is important not only for the nation but also for the individual. Under NEP-2020, institute offers offline courses only. • Value added course like Understanding India will help students to understand the art, culture and heritage of Indian Knowledge system. Multidisciplinary courses aim to contribute to the integration of Indian knowledge system. Following multidisciplinary courses are introduced to strengthen/embed Indian culture among students. 1) An Introduction to Culture & Heritage Studies 2) Introduction of Sanskrit literature & Grammar 3) Understanding Social Work Profession 4) Fundamental of ethics. • College administration directs its faculty to give classroom delivery in bilingual mode wherever possible so that languages remain relevant and vibrant. College offer courses in Hindi, Sanskrit, Dogri, and Punjabi. A high-quality learning and print materials in these languages including textbooks, plays, poems, novels, magazines, are available in the college library. Various degree courses are taught in Indian languages and bilingually in the institution under NEP 2020. S.No Course Title Course code 1) Study of Urdu Poetry & Prose (1URLMJT0101) 2) Study of Urdu Poetry & Prose (1URLMNT0101) 3) Urdu Grammar and Composition (1URLMULDC01) 4) Study of Progressive Poetry (1URLAEC0101) 5) Urdu Computer (1URLSEC0101) 6) Hindi Bhasha aivam sampreshan (1HILAEC0101) 7) Hindi Vyakaran aivam Sahitya (1HILMULDC01) 8) , Jan Sanchar ke Madhayam (1HILSEC0101) 9) Hindi Sahitya ka Itihaas: Samanya Parichaya (1HILMJT0101) 10) Hindi Sahitya ka Itihaas: Samanya Parichaya (1HILMNT0101) 11) Purav Nanak Kaal da Sahit (1PULMJT0101) 12) Lokdhara ate Vyakaran (1PULMULDC01) 13) Journalism-I (1PULSEC0101) 14) Purav Nanak Kaal Da Sahit (1PULMNT0101) 15) Sanskrit Poetry & Grammar, (1SKTMNT0101) 16) Sanskrit Poetry & Grammar (1SKTMJT0101) 17) Basic Elements of Jyotisha (1SKTSEC0101) 18) Introduction of Sanskrit</p>

	<p>literature.(1SKTMULDC01) • College has offered Four Years Under-Graduate degree Programs in Sanskrit, Hindi, and Urdu. Even skill course of these subjects will be offered to the students of other subjects. • In order to preserve Indian ancient traditional knowledge, Indian culture, traditions courses like I) Understanding India, II) An Introduction to Culture & Heritage Studies, III) Introduction of Sanskrit literature & Grammar and IV) Understanding Social Work Profession have been introduced College regularly organizes yoga and meditation sessions for students as well as faculty. Important Indian festival like Lohri, Basnat Panchmi, Holi, Baisakhi, Diwali, are celebrated in the Institution. A number of initiatives to foster languages, arts, and culture in students are planned for upcoming sessions. Faculty members are directed to implement three-language formula to promote multilingualism. Teaching in the home/local language wherever possible is promoted.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>• As a reformative measure outcome- based education approach has been implemented in the college through choice - based credit system. The approach enables teachers to predefine the educational goals for students and maps them throughout in the learning sessions via continuous assessment of the learner. • To improve students learning outcomes, it empowers faculty members to monitor, track and check student’s performance in terms of course outcomes and programme outcomes. Our institute focuses on providing quality education by measuring student’s performance and if required redesigned the curriculum to meet the goals. Thus, OBE educational approach helps students to improve their academic performance seamlessly. • College ensure quality education, includes continuous evaluation of student’s performance and improved students learning outcomes. Teachers realign their teaching methodologies and used hybrid as well as blended mode of teaching and to meet the expected resolve of outcome- based education. • College has a highly qualified faculty, most of the faculty members are Ph.D. and expert in their field of specialization. Senior faculty members of the college are members of board of studies in their subjects in Cluster university of Jammu. They meet periodically for up gradation of course curriculum. College offers</p>

	<p>number of skill courses to the students. These skill courses enable students to be market ready and remained relevant in this modern era of competition. Each course defines knowledge and skill whereas each program has a specific goal which is in align with the vision and mission of the college vis-à-vis Cluster University of Jammu. • For transparent teaching learning outcome, students are evaluated on day-to-day basis in practical courses. Also evaluated through internal practical test and viva-voce. In theory courses, a minor examination test is conducted which includes 20 percent of the syllabus. • If any student unable to qualify the examination, she can give retest for improvement. Students are also evaluated with the help of seminars, conferences, quizzes, etc. College has successfully implemented NEP-2020 from session 2022-23. Following are the key indicators, where focus on outcome-based education under NEP 2020 can be gauged: a) Implementation of NEP-2020 in the college from 2022-23. b) Regular board of studies meeting to prepare syllabus for Major, Minor, skill, value added and interdisciplinary course in different subjects. c) Predefine objectives, course outcomes and programme outcomes of each programme. d) Execution of Skill orientated courses. e) Transparent evaluation system in minor and major examinations. f) Regular three tier Student Feedback system in the college. g) Highly qualified faculty, meritorious students and good student teacher ratio.</p>
<p>6. Distance education/online education:</p>	<p>• Govt. College for women Gandhi Nagar Jammu is a constituent college of Cluster University of Jammu. The College offers a number of vocational courses under NEP 2020 but only in offline mode not in open and distance learning mode (ODL). • However, Govt. College for Women Gandhi Nagar is host to an Educational satellite (EDUSAT) hub, which is a collaborative project of the MHRD, IGNOU and ISRO. Its main function is to meet the demand for an interactive, satellite-based distance education system in the colleges of J&K UT. It is specially configured for an audio-visual medium, employing a digital interactive class room and multimedia multi-centric system. Because of hilly terrain of the UT, there is always scarcity of faculty in remote and rural degree colleges of JK UT. 71 Satellite interactive terminals (SIT'S) are installed in degree colleges of Jammu</p>

Division which are acting as spoke to GCW Gandhi Nagar EDUSAT Hub. EDUSAT covers all geographical areas inside the UT of J&K and provide interactive, free of cost education to students of the peripheral Degree Colleges. Seventy-one Degree colleges of the J&K UT are beneficiaries of this EDUSAT hub. It helps to implement virtual class rooms in remote and rural colleges of JK UT. Subject experts of our institute at the transmission end virtually becomes available to all the virtual classrooms at the receiving end of 71 degree colleges.

- In this way students are benefited by attending lectures sessions from the best and expert teachers, which in some way facilitate provision of equality in educational opportunity. Several lectures have been delivered from EDUSAT hub by faculty members in the current academic session.
- College has an Indira Gandhi National open University center which offer number of courses in distance mode in Arts. At present 1500 students are enrolled in IGNOU centers.
- From the current academic session 2022-23 college established SWAYAM local chapter in the college on 19th April 2023 and enrolled more than 500 students for SWAYAM/NPTEL under 30 different MOOC courses in the disciplines of Science, Arts and Commerce.
- The course in which students have registered themselves are : I. Artificial Intelligence; II. Search methods for Problem Solving, III. Advanced Transition Metal Chemistry, IV. Economics of IPR, V. Classical Sociological Theory, VI. Poetry, History of English Language and Literature, VII. Managing Intellectual Property in Universities, VIII. Introduction to Japanese Language and Culture, IX. Pramukh Hindi Kahaniya aur Bhartiya sahitya, X. Human Resource Development, XI. Body Language: key to Professional Success, XII. Environmental Science, XIII. Great Experiments in Psychology, XIV. A Basic course in Number Theory, XV. Business fundamentals for entrepreneurs, XVI. Gender Justice and Workplace security, XVII Decision Making under uncertainty.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been

• Yes, a fully functional Electoral Literacy Club has

<p>set up in the College?</p>	<p>been set up in the college. https://gcwgandhinagar.com/pdf/NAAC/7.3.1Moot%20Court%20Activities.PDF • In current era, informed citizen engagement is vital for effective democracy. Recognizing this, the Government College for Women, Gandhi Nagar, has formed the Electoral Literacy Club (ELC). This initiative strives to equip students with the expertise needed to participate actively in elections and make well-informed choices as conscientious citizens.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>• Yes, College Electoral Literacy Club is fully functional. • Head, Department Political Science, serves as the Coordinator of the Electoral Literacy Club. Comprising faculty across departments, appointed by the college, the club boasts a diverse team including members from disciplines like Philosophy and Social Work. This infusion of faculty expertise from various fields contributes significantly to the club's overall representative ethos. The ELC comprises diverse student participants, led by Student Coordinator Ms. Meliha Mushtaq and Co-Coordinator Ms. Ashpreet Kour.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>• The main goal of the Electoral Literacy Club is to cultivate a culture of active civic involvement among students. Through the arrangement of events and dynamic sessions, the Club establishes a space for inclusive dialogues concerning political matters, electoral structures, and the importance of citizen engagement in democratic mechanisms. These initiatives serve as a catalyst, motivating students to acknowledge their responsibility as educated and accountable participants in the voting process. • An annual highlight is the celebration of National Voter's Day, serving as a poignant reminder of the significance of well-informed citizen engagement. A practical understanding of the voting process is fostered through the students' active involvement in Model United Nations (MUN) sessions, conveniently conducted within the college auditorium. This immersive encounter with the electoral procedure offers invaluable insights that complement their academic curriculum. The introduction of skits provides an engaging and informative overview of the electoral journey. Ultimately, the overarching objective is to empower students with the knowledge and capacity to make comprehensive and deliberative choices as they participate in the electoral process. By equipping them with this enriched perspective,</p>

	<p>the ELC aims to cultivate a generation of thoughtful and discerning voters. • The ELC also invited legal experts and advocates in the field of Gender Equality and Transgender Rights to educate students about marginalized societal groups. These events underscore the importance of inclusivity and representation in politics, raising awareness about diverse perspectives' role in policy-making and governance. Through these initiatives, the ELC strives to emphasize the value of varied voices in shaping a more equitable and inclusive society.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<ul style="list-style-type: none"> • The ELC has initiated diverse and forward-thinking programs by combining educational and socially relevant efforts, aimed at nurturing electoral literacy among students. An annual observance of National Voter's Day underscores the urgency of well-informed citizen engagement. Participating in Model United Nations (MUN) sessions, held within the college auditorium, provides students with practical insight into the voting process. The ELC's commitment to social responsibility is evident in its engagement of lawyers and activists focusing on Gender Equality and Transgender Rights. Through these interactions, students gain awareness about the challenges faced by marginalized groups. This holistic approach aligns with the college's broader social initiatives, fostering empathy and understanding among students towards underprivileged and underrepresented sections of society.
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<ul style="list-style-type: none"> • Through arranging awareness initiatives and interactive sessions, the Club establishes a forum for candid conversations about political matters, electoral frameworks, and the importance of citizen involvement in democratic procedures. These endeavors motivate students to acknowledge their responsibility as educated and accountable voters. The club also encourages those over 18 to register as voters, fostering a sense of civic duty and participation.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1626	1861	1516	1533	2253
File Description		Document		
Upload Supporting Document		View Document		
Institutional data in prescribed format		View Document		

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 285

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
120	128	149	158	178

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
381.91	297.26	450.38	773.19	243.08

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The Curricula of every programme lay great emphasis on a deep understanding of the fundamental principles pertaining to respective field of study and the current advancements. Govt. College for Women, Gandhi Nagar, Jammu aspires to create talented young minds who are socially responsible and have a creative approach to address societal challenges through its meticulously prepared versatile curriculum. Curricula of all the Programmes are designed based on the regional, national, and global needs and is reflected in the POs and COs. The **Curriculum design is based on the expected learning outcomes** that cover the knowledge, skills and attitudes, the students should possess after the completion of a course or a Programme.

The IQAC supports the Institution in identifying the needs of the stakeholders (through feedback) for developing the Programme curriculum. The core competencies to be imparted for every programme are identified and the curriculum is revised periodically. Needed flexibility is included in the structure of the curricula in view of the implementation of NEP 2020.

The curriculum is prescribed by the affiliating university wherein the **college staff supports significantly in framing the syllabi** of different courses since all the HODs are members/Conveners in their respective boards of studies. It is pertinent to mention that the college holds a **pre-meet for syllabus formation/updation** wherein students, alumni, industry partners are called for their meaningful suggestions.

The **Academic Calendar** is provided by the affiliating university. A consolidated time table is prepared vis a vis the academic calendar involving the student council as well. All the departments, NSS and NCC units, sports head prepare their own activity calendar. The whole effort is done keeping in mind the mission of the college to produce academically rich, physically fit and socially responsible young ladies of future.

Innovative teaching techniques are adopted to ensure that the students are actively involved in the teaching-learning process like flip classes, power point presentations, seminars, projects, group discussions, extension lectures etc. It helps to **strengthen the teaching-learning process**.

Edusat Hub provide the opportunity to take live/recorded sessions which are beneficial for the students of remote areas to have a vivid learning experience.

The teachers are entrusted with the task of mentoring the students in **Mentor-mentee sessions** on academic, social, emotional and personal issues.

Updated library facility with books, journals, internet and inflibnet is available.

Well -equipped laboratories, visits to IIM, industries, environmental parks and holding up of entrepreneurial activities helps in imparting practical knowledge to the students.

Minor and Major exams help in evaluating the progress of the students.

Educational tours, subject tours and picnics are organised for all-inclusive development of the students.

Salient features of the curricula:

- ♦ Focuses on skill development, employability and entrepreneurship
- ♦ Industrial Visits for Experiential Learning
- ♦ Adoption of Choice Based Credit System
- ♦ Conceive-Design-Implement-Operate (CDIO) framework
- ♦ NSS and NCC activities form a part of our curricula.
- ♦ Industry-tailored courses are offered as certificate courses.
- ♦ Value-added courses.
- ♦ Students can earn credits by enrolling in MOOC courses including NPTEL and SWAYAM
- ♦ Interdisciplinary learning through open electives.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 42

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 57.45

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1626	1861	0	739	823

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

Genuine efforts are made to address the cross cutting issues through many curricular and co-curricular activities. Different committees and clubs of the college are engaged in dealing with these issues in the following ways:

- Most of the **courses incorporate topics on gender, sustainable environment, professional ethics and human values, mental health, social values individual responsibility, women empowerment** in the curriculum.
- In addition to Environmental Sciences as a compulsory subject, **Eco club** promotes conservation of bio-diversity, talks about natural resources, spread awareness on preservation of the environment and makes the students understand the importance of the environment by assessing its impact on the human life.
- **Internal Complaint Cell (ICC)** ties up with the faculty and sensitizes the students on various sensitive issues like sexual harassment, health and hygiene.
- The **committee for prevention of caste based discrimination** ensures that no discrimination should be done on the basis of caste, creed and religion.
- A committee has been framed especially to aware the students regarding the menace of drug addiction and it works under the **Nasha Mukht Bharat Abhiyaan** and organises workshops, orientation and invited lectures to spread awareness amongst the students on this social issue.
- **NSS, NCC**, different committees and departments of our college also carry out extension activities in the form of lectures and workshops on gender issues, human values, environment and sustainable development, plantation drives, drug de-addiction, Covid helper skills, life support training, mental health, road safety, solid and e-waste management under Azadi ka Amrit Mahotsava, Unnat Bharat Abhiyan, Swatchh Bharat Abhiyan and G20 etc.
- **Anti-ragging committee** ensures that no student is involved in menace of ragging. Banners of Anti ragging committee are displayed at different locations of the college.
- The students are free to come up with their feedback on infrastructure, canteen and hostel facility etc. Suggestion boxes are fixed at different places to gather their opinions. A **feedback portal** has been created to seek feedback on the pedagogical approach of the teachers. **Grievance Redresal Cell** works promptly on the feedback sought and takes action thereon keeping in view the benefit of the stakeholders.
- The college supports and encourages the students to be part of different committees and clubs to **promote managerial skills** in them. The student's council works at the forefront during events organised in the college. Students learn entrepreneurial expertise through activity like **Diwali Mela, Hunar Fest** wherein they prepare and sell the items having experience of earning while learning.
- College **promotes leadership skills** in the students by encouraging them to participate and manage different events.
- Various career guidance programmes are organised by **Career Counselling and Placement Cell to inculcate the professional ethical practices** in the students. Many such activities and programmes are organised to enlighten the students and to make them conscious of the social, cultural and economic world around them and thus making them a responsible citizen of the nation. Consequently, the vision of producing harmonious human resource fit to serve the society is realised.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 70.91

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 1153

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System**1.4.1**

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 91.53

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
1626	1861	1380	1533	2100

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1940	1880	1380	1987	2100

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 65.2

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
525	571	415	476	692

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
943	919	679	876	692

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 13.55

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The Pedagogy of student centric approach used by Gandhi Nagar College has created an environment that is geared towards **Experiential, Participative and Problem solving** practices among the Students. This methodology helps to transform our Students from being Passive recipients to active and involved stakeholders of the College. The Teachers facilitate learning by allowing each individual student to comprehend at their personal level by ensuring their involvement in class activities so that they can absorb and grasp information at their own pace.

EXPERIENTIAL LEARNING

Experiential Learning is the process of learning through experiences by doing and reflecting. The Teachers encourage students to practice variety of skills through Field Visits, project works, and Special Talks. Field Visits are organized for the students so that they can learn about the subject in a more interactive and immersive way. Class room discussions, Group discussions and Debates on various contemporary issues from and beyond the syllabus to facilitate interactive approach to learning and encourage greater participation. Group presentations and Project work are also assigned to encourage teamwork and Participative learning. Social Outreach Programs like visits to Government Schools, and backward areas to inculcate social values and expose the students to real life situations. Many Courses of the College have a related Laboratory Course, which enables the students to learn through experimental learning and gain a clear understanding of theoretical concepts. The Role playing method help students to learn skills used in real world situations.

PARTICIPATORY LEARNING

Teachers make classes as interactive as possible and encourage innovative thought and novel interpretations. Debates, home assignments and Projects are some of the means used by departments to boost student participation. Demonstration Cum Training Programs result in the active participation of the students and provide practical knowledge to the students. Engaging students in Field work during elections, Engaging students in Public Awareness programs like Covid-19 and other endemics or pandemics and similar works carried out by other departments help a lot to give a real-life experience to learners and thereby make them able to solve problems in a participatory way. Guest lectures are organized and competitions held to involve students in activities that help to exhibit and hone their talents. Credit Courses like Ability Enhancement, Generic and Skill Enhancement, Sports, extracurricular activities like participation in NSS and NCC have been introduced to encourage students participate and learn. Participatory learning fosters leadership, communication and team building skills

PROBLEM BASED LEARNING

Students are granted the opportunity to immerse themselves in a diverse array of problem solving methodologies while tackling genuine, tangible challenges. Group activities are assigned to the students to enable them to work together to understand the issues and solve them as a team. Engaging in the problem solving endeavors not only facilitate the application of acquired knowledge but also nurtures the art of problem formulation, the generation of alternative solutions, and the honing of related skills.

Student representation in administration is an important initiative taken by the college. Representatives of students serve as members on committees like the college level Board of Studies, Internal Complaints

Committee, and Grievance Cell in order to involve them in the decision-making process and maintain transparency alongwith inculcating a sense of responsibility.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 100

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
120	128	149	158	178

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 76.13

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
99	108	114	108	129

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

Government College for Women, Gandhi Nagar, Jammu, has established a transparent, efficient, and time-bound mechanism to conduct internal/external assessment examination and to address internal/external examination-related grievances, ensuring a smooth and effective evaluation process for students. The College Examination Committee, comprising experienced senior teachers and individuals, plays a pivotal role in resolving internal assessment issues and upholding three core principles: Transparency, Efficacy, and Grievance Redressal. Gandhinagar College being a constituent College of Cluster University of Jammu is obliged to implement all directives of the University regarding internal/external examination.

Transparency Initiatives

The college strictly adheres to a standardized procedure for conducting internal examinations. The academic calendar sets clear dates and times for internal assessments at the beginning of each semester. Date sheets for these assessments are prepared well in advance and posted on various platforms, including the university portal and student WhatsApp groups, to keep students informed. This transparency allows students to monitor and review their progress independently. After evaluation, students' grades and rewards are uploaded on the university portal, enabling them to verify their performance. This commitment to transparency fosters an environment of continuous evaluation and enhances the students' learning experience.

Mechanism of Efficacy

The college places great emphasis on effectiveness throughout the internal assessment process. Following standard operating procedures provided by the Cluster University, teachers receive guidelines for framing, evaluating, and uploading awards for both theory and practical exams. Orienting students for their minor examinations is accomplished through orientation programs organized by different disciplines, aligning with the prescribed syllabi. Surprise tests, online quizzes, seminars, and assignments further prepare students for internal assessments. Examinations are conducted under strict invigilation, with proper duty charts maintained to ensure fair evaluation. During the pandemic, online examinations were conducted via Google Classroom with proctoring through Google Meet. Regular peer reviews of question papers and periodic meetings with the internal examination committee ensure efficacy and continuous improvement of the evaluation process.

Mechanism of Grievance Redressal

The college has a well-structured system for addressing examination-related grievances. Any grievance is first verified with the respective department, and appropriate action is taken promptly. Records of grievances and their resolutions are meticulously maintained. Students unable to appear in exams due to valid reasons, such as illness, can request to take the examination later, subject to submission of the required documents and a written application explaining their situation. Students can approach subject teachers or the internal assessment committee to address any examination-related concerns. In the event of discrepancies or issues during examinations, timely actions are taken to resolve grievances and ensure a fair assessment process.

Overall, Government College for Women, Gandhi Nagar, Jammu, maintains a robust internal assessment mechanism, which fosters transparency, efficacy, and effective grievance redressal. This commitment to excellence ensures an optimal learning environment for students, promoting their academic growth and development.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Government College for Women, Gandhi Nagar, Jammu offers comprehensive programs in Arts, Commerce, and Sciences. Additionally, the institution runs a Postgraduate Program in Food Science and Technology. To ensure a structured evaluation of students' knowledge and skills, the college has established **clearly defined Program Outcomes (POs) and Course Outcomes (COs), which serve as**

benchmarks for their professional achievements upon program completion. Program Outcomes (POs) are overarching statements that describe the intended professional accomplishments the program aims to instill in students by the time they graduate. These outcomes encompass a wide range of interconnected knowledge, skills, and personality traits that students are expected to acquire during their studies. **Course Outcomes (COs), on the other hand, are specific statements that outline the essential disciplinary knowledge** and abilities students should possess upon completing each course. These outcomes are formulated by the Heads of Departments in collaboration with the respective faculty members and are subsequently incorporated into the syllabi by the Convener Board of Studies and the members of the Board of Studies.

The college employs various mechanisms to familiarize both students and teachers with the POs and COs.

- Hard copies of syllabi and learning outcomes are readily available in the departments for easy reference by teachers and students.
- **The Program outcomes and Course outcomes are well stated and displayed on the college website.**<https://gcwgandhinagar.com/pdf/NAAC/2.6.1%20Programme%20Outcomes%20and%20Course%20Outcomes.pdf>
- The program-wise syllabus is easily available to all concerned . https://clujammu.ac.in/v1/nep_syllabus.php
- **A dedicated counseling cell** guides students during the admission process, providing information about various programs and course outcomes. The prospectus of the affiliating University contains comprehensive information about the different programs offered.
- **Departments conduct orientation programs at the start of the academic session** to acquaint students with various curricular and co-curricular activities. These activities aim to nurture values, knowledge, skills, abilities, and attitudes that foster ethical and responsible behavior within personal, academic, professional, social, and societal contexts. Moreover, the college promotes diverse lifestyle choices that promote physical, intellectual, psychological, and social well-being.
- Faculty members encourage students to actively participate in extra-curricular and co-curricular activities outside the classroom, fostering the development of soft skills such as communication, interpersonal skills, leadership, problem-solving, work ethics, time management, and teamwork. Faculty members introduce students to the POs and COs during their opening lectures to keep them motivated and focused on their learning outcomes.
- The college organizes various talks, seminars, and workshops to supplement the course learning outcomes. **Teachers actively participate in syllabus revision meetings** conducted by respective departments in the Cluster University, discussing prospective reading material and planned content for each course. **The college faculty proactively attends Faculty Development Programs (FDPs), workshops, and seminars** to enhance their knowledge and improve teaching outcomes in the classroom.
- The college also leverages the experiences and successes of its alumni to benefit both students and teachers. During alumni meets, invited alumni share their insights on how various courses have shaped their careers and lives, inspiring current students and faculty alike.

By employing these measures, Government College for Women, Gandhi Nagar, Jammu ensures a robust educational environment that fosters the attainment of well-defined Program Outcomes and Course Outcomes, enhancing the overall learning experience for its students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Government College for Women, Gandhi Nagar, Jammu, employs a **comprehensive assessment** approach to **evaluate the attainment of Program Outcomes (POs) and Course Outcomes (COs) through diverse measures**. These assessments encompass both **direct and indirect methods**, along with various special activities to foster a holistic learning experience.

Direct Measures

- **The college utilizes internal assessments and university examinations as direct measures for evaluating student progress.** According to university guidelines, each course's assessment comprises **20% marks** from internal assessments (**Minor Tests**) and **80%** marks from university examinations conducted at the end of each semester. In science courses, external theory examinations account for **53.33% of marks, minor examinations contribute 13.33%, and practical examinations (both internal and external) constitute 33.33%**. Practical courses are evaluated through internal and external examinations, including day-to-day lab evaluations represented by **alpha(?), beta(?), and gamma(?) grades, which constitute 40%** of the internal marks for practical courses. Viva-voce is also utilized for practical course evaluation. In addition to internal and external assessments, **student participation in various classroom activities**, such as presentations, seminars, discussions, debates, and quiz competitions, is also considered in the evaluation process.
- **Amidst the pandemic**, online platforms like **Wise app, Teach mint, Google Classrooms, Zoom meetings, and Google Meets** were effectively employed to assess course outcomes, including e-submission of projects, PDF files, and Google forms. This evaluation process enables faculty to identify students who require additional support and organize **remedial teaching, such as extra classes and one-on-one guidance**, to ensure that all students progress at the same pace.
- Special content is also provided to aid students in catching up with their peers.
- **Regular feedback from students, teachers, and alumni** plays a crucial role in assessing the efficacy of the teaching-learning process. This feedback helps identify students' attainment levels in various courses and facilitates improvements in areas that need attention. <https://gcwgandhinagar.com/FeedbackSystem.php>

Indirect Measures

- **Student employability and progression towards higher education are key indicators of the**

effectiveness of program and course outcomes. The college's placement cell regularly organizes placement drives, workshops, and seminars to enhance students' soft skills and secure job opportunities and. Additionally, the college celebrates the achievements of students who have pursued higher education in esteemed Indian and foreign institutions. **Above 60% students' progress to Higher Education every year.**

- ♦ **Special Activities as Measures:**The institution has **Vermi compost unit and Mushroom Cultivation center** as a valuable educational tool for students that provide holistic educational provision that combines Science, sustainability, Entrepreneurship and Practical skills while instilling an appreciation for the environment.
- ♦ **Events organized by IQAC/NCC/NSS/Red Ribbon Club/Sports Department/Cultural Club/Eco Club/G20 Club** serve as platforms to assess students' managerial and leadership skills. Students excelling in extracurricular activities are recognized and celebrated during special events. To fulfill the objectives of program and course outcomes, teachers instill values like discipline, cooperation, empathy, time management, and responsibility, which are assessed during various institutional events.

In conclusion, Government College for Women, Gandhi Nagar, Jammu, embraces a multifaceted approach to evaluating Program Outcomes and Course Outcomes, fostering a nurturing environment that supports students' holistic development and prepares them for successful futures in their chosen fields.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 91.24

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1223	1271	2046	2120	1525

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1334	1383	2063	2182	2009

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.63

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response: 60

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	60.00	0	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

GCW Gandhi Nagar has taken significant steps towards creating an ecosystem for innovation and fostering a culture of continuous learning and improvement. As an initiative for creation and transfer of knowledge, a research lab under Hub-spoke model has been established with a vision to foster collaboration among faculty members from diverse departments and students. This research lab has become a hub for innovation, knowledge transfer, and intellectual growth. The establishment of interdisciplinary research lab has brought about a transformative change in the creation of a vibrant research ecosystem and with its hub-and-spoke model, has created a dynamic and inclusive research ecosystem. By bringing together faculty members from 13 spoke colleges, members of local community and students, the lab has become a melting pot of ideas, expertise, and innovation.

A Club dedicated to innovation, named “**Desi Hakeem**” from the local community has also been created in the college. The club serves as a platform for nurturing innovative ideas and techniques in the health

sector.

The formation of an interdisciplinary research community has paved the way for an amalgamation of expertise from various fields. The diverse skill sets and knowledge domains within the lab have fostered an environment conducive for ground breaking discoveries and innovative solutions.

Two thrust areas of research have been shortlisted and at present work is going on these areas in the research lab under Hub-Spoke model:

Topic of Research-I

Physical, Chemical and Biological analysis of drinking water and agricultural soil of Jammu.

Topic of Research-II

Isolation, Extraction, Purification of natural products from local medicinal plants

Moreover, the research lab has also made significant contributions to the academic community through the publication of research papers that have been published in prestigious journals, further enhancing the institution's reputation as a hub of intellectual excellence.

The college also initiated the formation of an Intellectual property rights cell (IPR) to encourage research and provide conducive environment for researchers. This cell aims to create awareness and educate on IPR amongst stake holders of the college. IPR cell in association with IQAC organised seminar to propagate the importance of IPR among the teaching community of the college. An innovation cell has also been formed within the college. This cell may act as a conduit for collaboration between the college and local entrepreneurs, industry professionals, and government bodies. By fostering an open dialogue among students and sharing of ideas, innovation cell has become a catalyst for entrepreneurship, economic growth, and community development.

Outcome:

- 1. Knowledge Generation:** College has produced new knowledge and discoveries through research.
- 2. Skill Development:** Students involved in research projects are encouraged to develop critical thinking, problem-solving and research skills.
- 3. Technological Advancements:** College focuses on the development of new technologies and services.
- 4. Community Engagement:** College addresses local community needs such as healthcare.
- 5. Publications:** Research output has led to publications in academic journals further enhancing the institution's reputation.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 56

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
25	10	5	3	13

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards**3.3.1**

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 0.37

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
31	12	20	10	32

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Link to re-directing to journal source-cite website in case of digital journals	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.09

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
06	04	03	07	05

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

Over the last five years, the college has embarked on a dedicated journey of involving students in extension activities within the local neighborhood community. This two-pronged approach aims at sensitizing students to pertinent social issues while fostering their comprehensive growth.

Spearheaded by esteemed organizations like **NSS, NCC, Red Ribbon Club, Red Cross Unit, Sports Department, and other departments**, these initiatives have left a considerable impact on the community, effectively addressing its unique social requirements.

- ♦ **Community Dedication:** The college's commitment to community service is evident in the breadth of outreach efforts undertaken. Regular cleanliness drives have been meticulously organized, with students taking an active role in upholding a clean and hygienic neighborhood environment. These endeavors have not only transformed the community's aesthetic but also nurtured in students a profound sense of responsibility towards hygiene and health maintenance.
- ♦ **Road Safety Advocacy:** An essential facet of the college's extension activities has been its road safety awareness programs. Students have taken the lead in educating pedestrians and drivers about traffic rules and safe practices, culminating in a substantial reduction in road accidents and the establishment of a safer local neighborhood.
- ♦ **Combatting Drug Abuse:** The college's proactive stance on social issues is further underscored by its dedication to addressing drug abuse. Through well-orchestrated awareness campaigns and informative seminars, the community has been educated about the severe consequences of drug abuse. Notably, students have played a pivotal role in fostering awareness and contributing to a drug-free community environment.
- ♦ **Championing Gender Equality:** Gender issues have been a focal point of the college's extension activities. Students have orchestrated workshops and events to promote gender equality and women's empowerment, effectively contributing to a more inclusive and equitable society.
- ♦ **Health and Wellness Promotion:** Health awareness programs have played an instrumental role in elevating the overall well-being of the local community. Through workshops on diverse health topics, students have encouraged residents to adopt healthier lifestyles and embrace preventive measures, resulting in quantifiable enhancements in community health.
- ♦ **National Engagement:** The college's enthusiastic involvement in national initiatives such as the Swachh Bharat campaign and digital technology awareness programs underscores its commitment to broader societal causes and national progress.
- ♦ **Broadened Horizons:** The transformative impact of these extension activities isn't confined to the local community alone. Through immersive field visits and engagement with other communities in need, students have gained invaluable insights into a myriad of social challenges, broadening their horizons and nurturing a deep sense of empathy and compassion.
- ♦ **Fostering Responsibility:** Beyond their roles in addressing social issues, the college has endeavored to cultivate a profound sense of responsibility and commitment in its students. Visits to orphanages, old age homes, and active participation in awareness programs related to organ donation have collectively served to develop a strong moral compass within students, fostering a genuine desire to make meaningful contributions to society.

In summation, **by sensitizing students to pressing social issues and engaging them in diverse**

initiatives, the college has not only enriched the local community but has also nurtured well-rounded individuals. The sense of responsibility and commitment instilled in the students is poised to shape them into responsible and socially conscious citizens, making significant contributions to the holistic progress and well-being of both society and the nation.

link for Extension Activities:<https://gcwgandhinagar.com/pdf/NAAC/3.4.3%20Extension%20and%20Outreach%20Programmes.pdf>

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Over the years, the college's extension activities have garnered significant recognition and accolades from various **Government and Government-recognized bodies**. These awards and recognitions serve as a testament to the exceptional efforts and contributions made by the college students and faculty in addressing social needs and promoting holistic development within the community.

- **Community Engagement:** The college's commitment to community engagement received certificates of appreciation from the Jammu Municipal Corporation for efforts in promoting cleanliness of River Tawi and a Polythene-Free Jammu. Gandhi Sewa Sadan appreciated the empowerment of rural women through showcasing handcrafts in Khadi. The Home for the Aged and Infirm, Ambphalla, Jammu, acknowledged regular student visits. The Ved Mandir Committee, Ambphalla, Jammu, expressed appreciation for students' continuous visits to the Ved Mandir Bal Niketan institute
- **Sports Excellence:** The students have received numerous awards and accolades including gold, silver, and bronze medals for their outstanding performances in various intercollegiate tournaments and sports competitions.
- **Health Awareness:** The J&K State Aids Control Society has lauded the college through appreciation certificates highlighting the college's significant contribution to the cause and underscore the importance of promoting health awareness in the community.
- **Discipline and Leadership:** The participation of students in the NCC (National Cadet Corps) has also earned recognition, with students receiving certificates for their commitment to discipline, leadership, and service to the nation. Their involvement in the **Ek Bharat Shrestha Bharat (EBSB)** Camps has been acknowledged, fostering cultural exchange and mutual understanding.
- **Sportsmanship and Talent:** The college's promotion of various sports has gained recognition from esteemed organizations such as the Fencing Association of India and the Asian Pencak Silat Championships.

- ♦ **Cultural Excellence:** Beyond sports and adventure, the students have showcased their talents in cultural events and competitions, receiving accolades for their creative contributions.
- ♦ **Faculty Acknowledgments:** Faculty members have also been recognized for their contributions to society and academia. One faculty member received the prestigious **Padma Vibhushan Award and the Dr. Nirmala Desh Pandey Award in 2019** for their exceptional service and dedication.
- ♦ **Educational Impact:** The faculty's dedication to education was acknowledged by Inner Wheel District 307, with one educator receiving the Best Educator Award for shaping young minds and advancing education.
- ♦ **Teaching Excellence:** The Rotary Club Jammu Tawi awarded a faculty member the Best Teacher Award, acknowledging their passion for teaching and positive influence on students' lives.
- ♦ **Principal's Leadership:** The Principal of the college was appreciated and recognized by the Government of India for their exemplary leadership, particularly for participating in the Beat Covid Campaign initiatives of MGNCRE, Ministry of Education, Govt. of India.
- ♦ **Guidance and Mentorship:** The college's association with the Ministry of Defence, Government of India, led to one faculty member receiving the Associate NCC Officer (ANO) award, highlighting their invaluable guidance and mentorship to NCC cadets.
- ♦ **Academic Excellence:** The students were also recognized by the Government College of Engineering (GCOE), Jammu, with a Certificate of Merit, highlighting their academic achievements and excellence.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 327

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
100	46	37	60	84

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 26

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

The institution boasts of a well-established infrastructure and modern physical facilities that meet the latest university standards. The college has been expanding its infrastructure systematically and consistently over the years to cater to the growing needs of students. It is located in a prime location in Jammu city, with excellent connectivity to all parts of the J&K. **The campus is spread over an area of 22.75 Acres (186 kanals) of land, with a built-up area of around 43908.3 square meter (86.84 kanals).** The college campus is adorned with **24 lush green lawns** and a variety of buildings, including the Administrative Blocks, Arts Block, New Science Block, Bio-science Block, Vivekananda Block, Home Science Block, Food Science Block, Music Block, Radha Krishnan Block, and Mahatma Gandhi Block, Bio-technology block, Central Library, and Auditorium. Different buildings are placed in the campus with proper spacing with access from all directions and keeping in view futuristic expansion.

The college has made significant investments in creating an optimal learning environment, with **54 spacious classrooms** and **25 well-equipped laboratories**. Additionally, the college has a **Moot court, Functional English laboratory, two research labs and a Botanical Garden** with a pond for aquatic plants that enable teachers and students to explore their academic and research interests. The **Central Library** of the college is another impressive feature, with an extensive collection of books, journals, and digital resources that support the learning needs of its students. Moreover, the library is staffed by knowledgeable professionals who are always available to assist students in their research and studies. In addition, there are **26 departmental libraries** and one library in the hostel for best utilisation of library resources.

One of the standout features of the college is its **19 smart classrooms**, which are equipped with the latest technology and enable teachers to deliver interactive and engaging lessons. In addition to smart classrooms, the college also has a **Smart Hall/ Seminar Hall**, an Auditorium, a small **Seminar room** a **Conference Hall/EDUSAT hub**, providing students and teachers with ample space to participate in extracurricular activities, conferences, seminars, online meetings and other events. Most of the Administrative offices, Departments, Conference room, Seminar Hall/Smart Hall, Smart room, Library etc. are equipped with **computers and internet facility**. In addition, there is a **browsing centre** in the library. Further college library is fully automated through **Integrated Learning Management system (ILMS) “e-Granthalaya 4.0” software.**<https://eg4.nic.in/GOVCOLLEGE/Default.aspx>

GCW Gandhi Nagar College not only focuses on academic excellence but also prioritizes the holistic development and well-being of its students and staff. To enrich the college experience, the institution offers a wide range of extracurricular and recreational facilities. These include a well-equipped auditorium that serves as a platform for cultural and intellectual events, a spacious playground encouraging sports and physical activities, and a modern gymnasium to promote fitness and health.

Furthermore, the college takes a holistic approach to well-being by hosting NCC and NSS units, providing students with opportunities for community service and leadership development. In recognition of the importance of physical and spiritual health, the college has established a Yoga center. Here, both teaching and non-teaching staff engage in Yoga sessions, fostering physical fitness and spiritual harmony. These facilities collectively contribute to creating a vibrant and nurturing environment where students and staff can thrive academically, physically, and spiritually.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 29.82

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
193.71	91.55	220.52	134.07	0

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

A Library is a place of knowledge and discovery where endless possibilities exist. It serves as a hub for education, research and leisure, allowing its users to expand their horizons, explore new ideas and connect with others to share their interests. In 1974, the college library was constructed as a standalone building with a collection of 558 books. Since then, the library is catering to the needs of a wide spectrum of users and continuously expanding its horizons in terms of collection, services, and operations. As a developing organization, the library currently has **60,135** books in its collection. It is the prime learning resource of the college and is fully automated through ILMS - 'E-Granthalaya 4.0' software. <https://eg4.nic.in/GOVCOLLEGE/Default.aspx>

All the books of the Lending section and Reference section are catalogued in the software. The entire collection is bar coded and duly labeled as per library standards. All the circulation transactions viz issue, return, fine etc. is being carried out on the **E-GRANTHALAYA 4.0**. Two terminals of **OPAC** are functional from where students could search.

Detail on E- Granthalaya is as follows :

Total Holding	44433
Copies	26226
Members	5046

The College Library has also maintained a Browsing Centre equipped with the latest configured all-in-one desktops with high-speed internet connectivity. A high-end server to have user control is also installed. The library is providing access to e-resources like **NDL, NLIST, and also has an active MOU with DELNET** wherein users can search the union catalog of member libraries and can ask for inter-library loans from various member libraries of **DELNET**. The library is subscribing to ten print journals and magazines. The college spends an average of Rs. **6,85,407.8/-** for the purchase of books and journals. . Library maintains a visitor register to record the footfall of users coming to the library.

Average usage for the session 2022-23 is calculated as $34862 \div 243 = 143.46$

The two Reading rooms and Spiritual section are also maintained by the College Library. The Spiritual section in the college library is a dedicated place that caters to the spiritual needs and interests of library users. It provides a wide range of books covering diverse spiritual topics such as mindfulness, meditation, yoga, religious texts etc. to promote personal growth, and self-reflection and to explore their spiritual beliefs and a deeper understanding of the human experience. 25 Departmental Libraries have been set-up to cater the Information needs of the students and the faculty members of the concerned department. Books for these departmental libraries are centrally accessioned , catalogued and classified at

the central library of the college and then transferred to the concerned departmental libraries for use. In addition to this one Hostel library for hostlers is also established. Wi-Fi & Xerox facilities are also extended to its users.

Library ICT & Other Tools

Software	E-Granthalaya 4.0
E-Resources	Through N-LIST, NDL , DELNET
Library Web-page	Yes
Computer For User Access	15
Online Ups	01
Bar code Scanner	05
Internet Bandwidth / Speed	70 -100 mbps
Departmental Libraries	25
Hostel Library	01

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

Present age pedagogy is reliant on ICT enabled tools for effective outcome. Earlier these tools were used to supplement classroom pedagogy, but now it has become the dominant mode for effective teaching learning process. College from time to time has been updating its ICT infrastructure to cater to growing demands. Following facilities has been developed over past few years to strengthen ICT infrastructure. The college has availability of high-speed internet throughout the campus provided by **12 broadband connections of BSNL**. The Wi-Fi facility is available in most of the departments of the college. The college maintains its own regularly **updated website** with URL **https://gcwgandhinagar.in**. It serves as a platform to provide the latest information on college activities, including datesheets, syllabi, notifications, and other relevant information. There is a well-equipped **Browsing Centre** in the institution, where faculty and students can browse online resources for teaching, learning and research purpose. There are 18 Computers in the browsing centre with latest version of Windows Operating System. The browsing centre is also equipped with an **online UPS of 5 KVA to provide backup of 2 hours in case of power cut**. With internet speed of up to 100 mbps it also provides Wi-Fi network to all

the students, staff and faculty members of the college.

Since 2018, college has developed **19 smart classrooms** in the college with all modern **ICT facilities**. These classrooms provide students with modern and advanced modes of learning. In addition, college has a **state-of-the-art auditorium** equipped with a projector and Smart podium. It serves as a venue for organizing academic, co-curricular, and extra-curricular events. There is a **seminar hall/smart room** in the institution, equipped with a projector and a podium. It serves as a space for teaching and conducting co-curricular activities. The college has a **seminar room** equipped with a projector and a Digital Teaching Device. It is utilized for teaching and co-curricular activities. The college has a well-established fully air-conditioned computer lab within the Department of Computer Applications. It is fully furnished, regularly updated, and provides students with internet and Wi-Fi facilities. The computer lab also has **online UPS of 6 KVA** which provides 1 hour's backup in case of power cut. There are several open source software that are installed in the lab viz. **open office, libreoffice, recuva, apachetomcat server, mysql database, gimp, Linux os**, etc.

The college library is fully automated through **Integrated Learning Management system (ILMS) “e-Granthalaya 4.0” software**. This allows students to access a wide range of digital materials and online databases.

The college campus is covered with **CCTV cameras** for surveillance throughout the campus. The cameras are also provided power backup to **ensure 24-hour surveillance**. The institution has an **EDUSAT Hub** that offers cutting-edge technology to empower students. It provides **EDUSAT services** to various colleges in the Jammu Division.

In order to make the online classwork more effective and for creating e-content, the college has established an **e-content development studio** with high-end equipment in place. There is also a **programming lab** with 6 all in one computers in the Department of Statistics. These computers are equipped with **python and R** programming open source softwares for programming and data analysis. There is a remote sensing lab in the Department of Geography equipped with latest computers and softwares for doing remote sensing experiments.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 13.78

4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 118

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 41.16

4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
154.92	117.57	165.85	418.66	26.19

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 48.9

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
520	909	942	934	993

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 100

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1626	1861	1516	1533	2253

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 67.45

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
511	724	1420	2073	793

5.2.1.2 Number of outgoing students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1223	1271	2046	2120	1525

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 10.4

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2022-23	2021-22	2020-21	2019-20	2018-19
274	33	28	20	7

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University /

state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 174

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
108	18	7	21	20

File Description	Document
Upload supporting document	View Document
list and links to e-copies of award letters and certificates	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 31.4

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
52	39	14	33	19

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

5.4.1

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Response:

The dawn of a new era has graced our esteemed institution as the **Alumni Association receives its official registration this year**. However, this momentous achievement merely adds a formal dimension to a tradition of unwavering dedication that has always thrived within our alumni community. Over the years, our alumni have consistently demonstrated their profound commitment to our cherished college, spearheading a remarkable array of initiatives including formal gatherings, plantation drives, seminars, workshops, and so much more, all with unwavering regularity. This enduring closeness between our illustrious alumnae and the institution is a testament to the indelible bonds forged during their academic sojourns. Today, as we look at our alumni's notable accomplishments, we find that they have not only soared to prominent positions in society but have also significantly contributed to the overall development of the college. From the realms of **Mrs. India World (Ms. Sargam Koushal)** to the renowned artists like **Ms. Bhasha Sumbli, prominent educationists, civil servants, news anchors, radio hosts, distinguished advocates, and heroes in the armed forces**, our alumni have excelled in every field, leaving an indelible mark of excellence and dedication.

The association's objectives are a testament to their commitment to education and community:

Promoting Education: The association has established scholarship funds to support needy and deserving students, ensuring that financial constraints do not hinder their educational pursuits.

Knowledge Exchange: Through seminars, workshops, and guest lectures, the alumni provide students with access to professional knowledge and insights, enriching their academic experience.

Guidance and Employment Opportunities: Alumni offer guidance to current students, helping them explore better employment opportunities and training courses to shape their future careers.

Reunion Activities: Organizing and coordinating reunion activities allows alumni to reconnect with their peers and express gratitude to their beloved Alma Mater.

The Alumni Association's dedication goes beyond its objectives, with a range of impactful activities and contributions:

Placement Drives: With the support of alumni, the college has successfully conducted placement drives, ensuring that students have access to promising job opportunities.

Support for Needy Students: The association has generously donated funds to assist under privileged and meritorious students, enabling them to pursue their dreams.

Enhancing Learning Experiences: Lectures, Seminars and Webinars organized by alumni have enriched the academic environment for current students.

Cultural and Extracurricular Engagement: Theatre activities (Plays and workshops) and plantation drives organized by the association have enhanced the college's cultural and environmental consciousness.

Annual Alumni Meets: The yearly alumni meets serve as a platform for alumni to reconnect, reminisce, and strengthen their ties with the institution.

Career Counseling: Alumni offer valuable career counseling sessions, guiding students towards informed decisions about their future paths.

Infrastructure Enhancement: Generous donations of essential equipments: air conditioner, inverter, battery, water purifiers, pedestal fans, water coolers and incinerators have bolstered the college's infrastructure.

In conclusion, our college's Alumni Association is a shining example of the enduring bond between alumni and their Alma Mater. Their unwavering dedication to education, community, and the betterment of the institution is a source of inspiration for us all. As they continue to create lasting connections and empower the college's future, their legacy will remain an integral part of our institution's story.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

Vision

- **Recognition of this Educational Institution as ‘Knowledge Centre’ at national and international levels fostering holistic development and humane attitude, so as to empower the young women to meet global challenges.**

Mission

- To promote quality education through holistic development of the students by participating in curricular and co-curricular activities.
- To provide the best learning infrastructure, opportunity and environment.
- To empower women and enable them to develop intellectually, emotionally and harmoniously so that they can become socially and morally responsible citizens and courageously face the challenges of life.
- To promote professional skills through various courses and to inculcate scientific temper by conducting workshops and seminars.
- To offer new programs and courses in consonance with **National Education Policy 2020** to ensure global excellence.
- To motivate faculty and students for higher education and research.

The governance of the College aligns with its vision and mission, implementing **NEP 2020 from 2022-23**. It adopts a decentralized approach to decision-making, involving input from various stakeholders. This is reflected in the establishment of Committees or Councils, where representatives from various departments, faculty, staff, and students contribute to important decisions. This decentralized approach empowers departments to work efficiently.

The Principal monitors the mechanism regarding administration and academic process and ensures proper functioning of the policies, rules and action-plans of the College. There are many committees to support the vision and mission of the College. For example, **Time- Table Committee, Examination Committee, NSS, NCC, Career Counseling Cell, Library and Sports Committee, Cultural Committee, Language Clubs, Examination Committee, Anti Ragging Committee, Discipline Committee, Scholarship Committee, Grievance Redressal Committee**, etc. All the committee members shoulder the responsibility for the smooth conduct of all curricular and co-curricular activities.

The Principal, the Teachers in Charge of all Departments and the Time Table Committee ensure the **facilitation of teaching-learning and quality delivery of the curriculum**. Meetings at the departmental level are periodically convened to discuss all academic, administrative, and infrastructure development-related issues. To reach important decisions, the Principal calls regular meetings of the Deans Students Welfare (Science, Arts, and Commerce), the Heads of the Departments and Staff Secretary.

The IQAC, comprising the, **Principal, Coordinator, faculty staff, students, and external members**, ensures a healthy administration by resolving faculty grievances through the **Staff Council**. The College actively engages students in governance through the establishment of **Student Council** and various committees, including the **Syllabi Formation Team, Tour and Picnic Committee, Discipline Committee, Cultural Committee, and Hostel Committee; managing the Hostel Mess**.

The College's **Perspective Plan** is meticulously crafted to align with its overarching vision and mission. This comprehensive blueprint is the result of a collaborative endeavor involving key committees such as IQAC, Development Committee, and Advisory Committee. These committees play a pivotal role in formulating the plan, ensuring that it encompasses critical areas of focus. The strategic plan encompasses a wide spectrum, addressing vital domains like academics, admissions, examinations, infrastructure development, efficient administration, well-equipped libraries, robust sports infrastructure, vibrant cultural activities, meaningful community engagement, health and wellness initiatives, promotion of research and innovation, ensuring safety and security, and fostering global engagement. This holistic approach guides the institution towards achieving its objectives and delivering a well-rounded educational experience.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The organizational structure of the College is transparent, democratic and inclusive in nature. Institutional policies are being framed in such a way that it can ensure the smooth functioning of the college. Various functions and duties are being allocated to every single employee of the institution so that everyone can participate in assuring the effective and efficient functioning of the college. Moreover, administration, cells, clubs and various committees work together in a coordinated manner for its proper functioning.

Administrative Set Up

- GCW, Gandhi Nagar is under the larger control of **Higher Education Department JKUT** and works as a constituent college of Cluster University of Jammu sanctioned under **Section 47 (1) of Universities Act of Srinagar and Jammu, Cluster University Act, 2016**. It is overall governed by the **Governing body of the college** which is chaired by the **Vice Chancellor of the Cluster University of Jammu**. The Principal of the college is at the top of the administrative hierarchy.
- The functioning of the administrative head is supported by the **College Advisory Committee, IQAC, Staff Council and the Student Council**.
- The Head of the Institution constitutes the various committees and cells like **IQAC, Anti-Ragging Committee, Eco Club, EDUSAT Committee, Research Committee, College Development Committee, Grievance Redressal Cell, Student Welfare Committee** etc. so as to ensure the smooth functioning of the College. The members in these committees manage academic and non academic activities in consonance with the vision and mission of the Institute.
- All the major decisions involving financial budget, setting of College rules, laws and bylaws are framed under the IQAC of the college which comprises of one senior administrative officer, Principal (Chairperson), an eminent alumni, renowned administrator and stakeholders, academician, an industrialist, various IQAC members from College and student President of the college.

Service Rules

The employees of the College adhere to all the rules and regulations pertaining to **Appointment, Career Advancement, Promotion, Staff Welfare, Grievance Redressal** and so forth as laid down by various statutory/regulatory authorities such as MHRD, UGC and Civil Service rules of UT of J&K.

Institutional Strategic Perspective/Development Plan

The College's Institutional **Strategic Perspective and Development Plan** is meticulously crafted to harmonize with its overarching vision and mission. This comprehensive blueprint is the result of a concerted effort, with crucial input from various committees, including the IQAC, college Development Committee, and Advisory Committee, all of which play indispensable roles in its formulation. The plan encompasses a wide array of major focus areas, serving as a guiding compass for the institution's growth and development. These strategic domains span across academics, ensuring seamless admissions processes, maintaining rigorous examination standards, continually enhancing infrastructure, streamlining administrative functions, nurturing a well-stocked library, promoting a vibrant sports culture, fostering cultural enrichment, strengthening community bonds, prioritizing the health and wellness of all stakeholders, driving research and innovation, upholding safety and security standards. This comprehensive approach ensures that the institution remains forward-looking and capable of delivering a holistic and transformative educational experience.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2

Institution implements e-governance in its operations

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

The institution places a significant emphasis on ensuring the well-being and job satisfaction of its teaching and non-teaching staff through a well-rounded framework of **effective welfare measures**. These measures are pivotal in fostering a positive and conducive work environment, ultimately enhancing the overall effectiveness and productivity of the entire staff body. Recognizing that content

and motivated employees are integral to the institution's success, these welfare initiatives encompass various aspects, including financial benefits, career advancement opportunities, health and wellness provisions, and support systems that cater to the diverse needs and aspirations of the workforce. This commitment to staff welfare not only strengthens morale but also contributes to the institution's continued growth and excellence.

In our College, Staff Welfare Schemes are provided according to guidelines issued by JKUT Government.

- ♦ Regular salary increments
- ♦ Retirement Plans
- ♦ State Life Insurance Policy for State Government employees as per JK State Insurance Fund Rules
- ♦ Janta Group Insurance; Accidental Insurance Policy
- ♦ Transport/ Travelling Allowance
- ♦ Children Education Allowance
- ♦ Different types of Leaves such as Earned Leave, Half Pay Leave, Maternity Leave, Paternity leave, Child care leave etc
- ♦ Duty Leave facility to attend Orientation Program, Refresher Course, Short-Term Course, Seminars, Conferences and Professional/Administrative Training Programs
- ♦ Time bound Career advancement as per UGC guidelines for teaching staff and as per J&K CSR for non-teaching staff.

In addition to the welfare schemes provided by the Government, the Institution has also initiated several welfare measures which are as follows:

- ♦ Uniforms provided to Drivers and Chowkidars.
- ♦ Grooming Centre
- ♦ Medical Facility
- ♦ Sports Facilities including Gymnasium
- ♦ Subsidized Buffet Station
- ♦ Psychological and Counseling Cell
- ♦ Yoga Classes under Health and Wellness
- ♦ Day Care Centre
- ♦ The Institution has Performance Appraisal System for Teaching and Non-teaching Staff as per the guidelines issued by JKHED and UGC from time to time. Annual Performance Report (APR) of each employee is assessed annually at the end of every academic session by Principal of the College. APR assists the employees in their career development and provides them feedback on their conduct, potentialities, capabilities, skills, and expertise. After the completion of two years of service, Probation Clearance Document is issued by JKHED on the basis of satisfactory report of APR appraised by the Principal, reviewed by Director Colleges and accepted by the higher authorities. APAR is filled online through Smart Performance Appraisal Report Recording Online Window (SPARROW) portal.
- ♦ Student Feedback is also a determining factor where they can log in and provide feedback about their teachers and the College on the Portal <https://dhe.nic.net.in/>
- ♦ Non-teaching employees are appraised by Annual Performance Appraisal system provided by JKUT Government and there is also time bound promotion criteria for their promotion. Outcome of APRs encourages them to enhance their proficiency and improve their performance

- Employee Performance Monitoring Portal (EPM) was developed by NIC JKUT Government in 2022. The portal captures the monthly work performance of teaching and non-teaching staff of the College and reviewed by the Principal/Reporting officer {<https://epm.jk.gov.in/Login.aspx>} .
- **Aadhaar Enabled Biometric Attendance System (AEBAS):** The College also implemented Aadhaar Enabled Biometric Attendance System (AEBAS) for both teaching and non-teaching staff to ensure punctuality and transparency and to keep the record of the working hours, leave account, official visits etc.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 20.46

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	150	0

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	
Provide Links for any other relevant document to support the claim (if any)	

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 64.94

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
125	140	216	95	76

6.3.3.2 Number of non-teaching staff year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
53	53	53	53	59

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization**6.4.1**

Institution has strategies for mobilization and optimal utilization of resources and funds from

various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Institutional strategies for mobilization of funds and the optimal utilization of financial resources: The Institute maintains and follows a well-planned financial and resource mobilization process. Every year the Institute prepares the budget estimates and revised estimates which are submitted to the Department of Higher Education, JKUT for further allocation/approval.

Mobilization of Funds:

Being a Government College the major share of funds is received from the Government of J&K under various Heads of accounts to meet different expenditures.

- ♦ **CAPEX Account:** This account pertains to meet expenses of development works, creation of new assets covered under Major Head of Accounts “4202”. This fund is allocated for construction projects and purchase of equipments for the establishment of new infrastructure.
- ♦ **Revenue Account:** This account pertains to meet the expenses like administrative expenses and maintenance of existing assets covered under Major Head “2202” and “2071”.
- ♦ **Local Fund:** This source of fund/income is generated from the student fee at the time of admission as per the guidelines of JK Higher Education Department and the Cluster University of Jammu.
- ♦ Funds are also received from agencies like DST for organizing seminars, conferences and workshops.
- ♦ **Utilization of Funds:** The Account Section monitors the optimum utilization of funds for various recurring and non-recurring expenses.
- ♦ Payment of salaries and allowances to the faculty are regulated by the provisions of “Jammu and Kashmir Government Degree Colleges (Adoption of UGC Revised Pay Levels) Rules – 2018.”
- ♦ Payment of salaries and allowances to the non teaching staff are regulated by provisions of “J&K Civil Services (Revised) Pay Rules -2018.”
- ♦ Funds utilized for purchases and works are regulated by ‘J&K Financial Code’ issued by the Finance Department of the Government. All procurements are done by Purchase committee as per the provisions of GFR-2017. The Head of the Institute and the Purchase committee members along with the Accounts Section ensure that the expenditure lies within the allocated budget and as per the financial cannons/rules issued by the JKUT Government from time to time.
- ♦ Construction related works are carried out through government approved agencies like PWD (R&B) and JKPCC. Funds received for specific projects are transferred to the executing agency through the BEAM Portal.
- ♦ **Local Fund** is utilized as per the provisions of J&K Utilization of Local Fund Guidelines.
- ♦ **FINANCIAL AUDITS:** For auditing there is a two tier system i.e., **internal** and **external** audits to ensure the compliance with set procedures and guidelines.

Internal Audit: The audit is done **internally** by the College Internal Audit Committee.

External Audit: Being a Government college, external audit is conducted by the designated auditors deputed by

1. “Directorate of Audit and Inspections” of the Finance Department of the State Government.
2. Accountant General (Audits), Government of J&K.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

Internal Quality Assurance Cell (IQAC) was established in February, 2003 before the first cycle of NAAC accreditation and is continuously functioning for the institution’s quality enhancement. The members of IQAC are appointed as per the guidelines of NAAC.

The IQAC is dedicated to enhancing the quality of education within the institution. To achieve this goal, it regularly conducts workshops, orientation programs, and awareness initiatives. These efforts are designed to sensitize both faculty and students to the importance of maintaining high-quality standards in education and academic activities. Through these programs, the IQAC fosters a culture of continuous improvement and a commitment to delivering excellence in education.

The initiatives undertaken by IQAC are:

- Adoption of Outcome Based Education (OBE)
- Revision of curriculum based on industrial and societal needs.
- Organizing Faculty Development Programmes to keep the faculty updated and enriched.
- Encouraging the participation of the Institution in NIRF.
- Conduct Academic and Administrative Audit to evaluate the processes and the effective implementation of quality initiatives.
- Encouraging staff welfare measures aiming at increasing the employee happiness index.

INTERNAL QUALITY ASSURANCE CELL						
Creating Encouraging And Understanding	Devising Mechanisms To Maintain Quality	Measuring The Academic Performance Of	The Outcome Academic Performance Of	Disseminating The Information On Quality Sustenance	Developing Realistic Quality Bench	Academic And Administrative Audit

Of Quality	Ensure Continuous College Improvement	The Institution	Activities, Workshops/ Seminars/ Demonstration Case Studies	Marks	
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TEACHING- LEARNING STRATEGIES AND METHODOLOGIES:

IQAC of Government College for Women, Gandhi Nagar, Jammu reviews the teaching learning process and methodologies of operations and learning outcomes at regular intervals

Following are the initiatives of the IQAC to institutionalize quality with regard to teaching learning process structures and methodologies of operations:

- ♦ Organizing workshops and awareness programmes on outcome **Based Education (OBE)** to educate and sensitize the students and faculty in order to ensure the effective practice of OBE in every department.
- ♦ Collection and analysis of feedback from the stakeholders and implementation of appropriate corrective measures at the department and institutional levels.
- ♦ Organizing awareness programs on **NEP 2020** to educate our faculty and other academic fraternity.
- ♦ Conducting programmes on Intellectual property rights, Innovations and Entrepreneurship
- ♦ Organizing orientation programmes for faculty and students towards adopting digital tools for teaching, learning and Assessments.
- ♦ Organizing webinars on Yoga, Food and Nutrition, Gender Sensitivity, healthy living and mental awareness.
- ♦ Periodical revision of curricula based on the core competencies to be imparted for every programme.
- ♦ Initiation of academic and research collaborations with Industry and institutions to facilitate society academic and research activities.
- ♦ Strengthening centre for Distance and online Education to help students learn practically anytime.
- ♦ Encouraging the practice of Blended learning in the Institution for teaching
- ♦ Encouraging the staff to adopt innovative methodology and **ICT** tools including **Smart Boards, Digital Library Resources, Power Point Presentations, Audio-Visual Methods, Video Conferencing, Google Meet, Language Labs, Google Classroom, Industrial Visits, Field work, Projects** etc.
- ♦ IQAC introduced new courses on **SWAYAM / NPTEL**.
- ♦ Regular conduct of Alumni Meet.

Few Milestones Achieved are:

- ♦ Implementation of NEP-2020 from 2022-2023 academic session.
- ♦ Introduction of 22 new programmes.
- ♦ Full Automation of Library.
- ♦ Development of sports infrastructure.
- ♦ Development of IT infrastructure.
- ♦ Registration of Alumni Association of the college.

- ♦ Collaboration with prestigious Institutes and Industries.
- ♦ Green Audit conducted.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2

Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Gender is a socially constructed concept influenced by societal expectations and norms placed upon individuals based on their perceived male or female identities. Gender sensitization efforts have been instrumental in providing a comprehensive understanding of gender issues. Government College for Women in Gandhi Nagar, Jammu, has made substantial strides in promoting gender equality by ensuring women's representation in key leadership positions. The institution has consistently worked towards advancing women's education and fostering an environment that prioritizes safety, security, and academic excellence. To achieve these goals, the college has implemented various initiatives aimed at promoting gender sensitivity. Several academic departments offer courses and topics related to gender equality, contributing to a well-rounded education for students. Over the past five years, **female faculty members have taken on crucial roles in various committees and departments, including Career Counselling and Placement, UGC Affairs, Grievance Redressal, and more. They have also served as Deans and NSS Program Officers, actively participating in committees such as College Advisory, IQAC, and Cultural Affairs.** The college's commitment to creating a safe and supportive environment is evident in its facilities and policies. A dedicated Common Room is available for students, equipped with essential amenities. Magazines and newspapers are provided in the Common Room/Library, accessible from **9:00 am to 5:00 pm. The college has established an Internal Complaint Committee (ICC) that regularly engages with students and faculty to address their concerns.** Additionally, a complaint box is available for students to submit grievances or suggestions. Security measures have been put in place to ensure the well-being of students and staff. Identity cards are mandatory for all students, and the college premises are under **24x7 CCTV** surveillance, monitored from the Principal's chamber. **Vigilant Chowkidars** and a perimeter fence with a single entry and exit point (except for emergency exit) enhance safety on campus. Furthermore, the college offers a range of amenities for female students and faculty, including **a well-equipped, dispensary, a Day-Care Center, washroom facilities, a park, a gymnasium, and recreational areas.** A mentor-mentee system has also been established to provide guidance and support.

Government College for Women, Gandhi Nagar, Jammu, **actively celebrates national and international days, events, and festivals to instil responsible citizenship, ethical values, and moral principles among its students.** These occasions serve as platforms for education, advocacy, and solidarity. The college enthusiastically observes events like Independence Day, International Women's Day, Teachers Day, Hindi Diwas, International Yoga Day, and various cultural festivals like **Lohri, Baisakhi, Diwali Mela, and Eid.** Even during challenging times like the **COVID-19 pandemic in 2020-21,** the college continued its traditions by transitioning to online modes of celebration. All **academic departments, cells, NSS, NCC, and committees** played active roles in organizing events and

activities during these times. Students actively participated, aiming to raise awareness of the cultural, social, spiritual, and national heritage of the country, fostering cultural understanding and building strong cultural values among the college community.

In addition to celebrating cultural and national events, **the college places a strong emphasis on discipline, providing students with a sense of security and structure.** Government College for Women, Gandhi Nagar, Jammu, remains dedicated to its mission of promoting gender equality and creating a nurturing educational environment for all its students, ensuring that they emerge as responsible and culturally aware citizens.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Govt. College for Women, Gandhi Nagar, Jammu is committed to providing a holistic educational experience that goes beyond academic knowledge. The college recognizes the significance of *fostering inclusion, embracing situatedness, nurturing human values, and upholding professional ethics*. The college strives to create *an inclusive environment* that respects and celebrates diversity in all its forms. It recognizes that each student brings a unique set of experiences, perspectives, and abilities. By fostering a culture of inclusivity, the college ensures that every student feels valued, heard, and supported in their academic journey. Through inclusive practices such as accessible infrastructure, equal opportunities, and sensitization programs, the college nurtures an environment where students can thrive and contribute to society. Our institution is committed to providing an inclusive space, not just for students and faculty, but for everyone associated with our community. The institution took numerous initiatives through various activities and programs like *International Youth Day, District level patriotic song Competition, Independence Day, National Flag Hoisting, Cultural festivals like Diwali Mela, Holi, Lohri, EID celebrations, Investiture Ceremony, Women's Day, Yoga Day, etc.*

College acknowledges the *Significance of Situatedness* in the curriculum by encouraging students to

critically analyze real-world situations. Through field visits and community engagement initiatives, the college provides opportunities for students to connect theoretical concepts with practical experiences, enabling them to become well-rounded professionals who can address societal challenges.

The College Hostel: A Beacon of Inclusion and Diversity and it stands as a shining example of the institution's commitment to inclusion and diversity. By bringing together students from different cultures and socio-economic backgrounds, the hostel creates an environment that fosters cultural exchange, social integration, and mutual learning. The college hostel is not just a place to live but a vibrant hub of inclusivity, where students grow academically, socially, and emotionally, preparing them to thrive in a diverse and interconnected world.

Moreover, the college has a club on transgender, ***Rainbow Club*** which serves as a beacon of inclusivity and empowerment, advocating for the rights and well-being of transgender individuals within our educational community. Through awareness initiatives, support services, and the implementation of inclusive policies, the committee fosters an environment that respects and celebrates gender diversity. By building a supportive and affirming community, the committee paves the way for all members of the college to contribute to a more inclusive and equitable society. In addition, the ***College Auditorium*** is one of its kind in the state. The auditorium is not only used for student-centred activities such as *Seminars, Awareness Lectures, and Debate competitions* but also used for ***Community work***. The College also promotes **Financial Assistance / Scholarships to Under-Privileged students**. The institution believes in the equality of all cultures and traditions as is evident from the fact that students belonging to different castes, religions, and regions are studying without any discrimination.

Finally, by embracing ***Equality and Inclusivity: Admission of Students Irrespective of their Colour, Class, Caste, clan, Gender, Region, Religion, Language, Ethnicity etc.*** College commitment to equality and inclusivity is reflected in our admission policies and the overall campus culture. We welcome students from all social backgrounds, embracing diversity in class, caste, gender, region, religion, and more. By providing equal access to education, celebrating diversity, and fostering an inclusive environment, our college empowers students to thrive academically, personally, and professionally.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1

Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Response:

BEST PRACTICE-I

Title of the Practice :Happy Employee

Objectives of the Practice

- ♦ To develop positive outlook towards work.
- ♦ To make the routine work of teaching, conducting examinations and evaluation less monotonous and more enjoyable.
- ♦ To enhance levels of employee engagement and job satisfaction.
- ♦ To create a conducive working environment

The Context

At GCW, Gandhinagar, we believe that Happiness at work place is closely related with higher performance and productivity. The College administration takes all possible measures to keep the staff members happy and motivated by focusing on their mental as well as physical well-being. We follow the motto of ‘Vasudeva Kutumbakam’ in both paper and spirit and celebrate the cultural diversity of the employees. A conducive environment is created for the staff so that they can maintain a balance between life and work.

The Practice

- ♦ Staff picnics are organized regularly. These picnics offer an opportunity for employees to rejuvenate and recharge themselves.
- ♦ A well-furnished Day Care Centre has been established for the kids of employees. It is equipped with all the necessary amenities for the kids.
- ♦ A dedicated medical room caters to the needs of the students and staff. Frequent medical camps are also organized.
- ♦ Regular Yoga classes held in the serenity of the green campus promotes better mental health.
- ♦ At the College Buffet Station and College canteen, employees can choose from diverse range of healthy and nutritious meals at affordable rates.
- ♦ Friendly cricket matches are organized regularly. A well-equipped gymnasium is also open during the College hours for the employees.
- ♦ Farewells and warm send offs are accorded to retiring employees to cherish their contribution to the Institution.
- ♦ All the cultural, religious, and National festivals are celebrated with equal fervour. These celebrations help to spread happiness and develop a bond with the institution.
- ♦ Exhibiting an empathetic approach towards a visually impaired faculty member, a ‘Talking screen reader’ software has been installed in the Library.
- ♦ Counselling cell of the College provides Counselling to the employees as and when required.
- ♦ The College employees are provided adequate space and optimum working conditions: A Common Staffroom, Well-furnished Separate Department rooms, Committee rooms and Club rooms with Air Conditioners, pantry, and attendant.

Evidence of Success

Though happiness is a subjective term, it can be observed in the day to day working of the employees.

- ♦ An atmosphere of community and solidarity is created whereby employees provide financial and emotional support to colleagues during challenging times.
- ♦ The enthusiasm with which faculty matches are played exemplify the overall happiness of the employees.
- ♦ Participation of faculty members in Karvachauth mela, Diwali mela, Teacher's day celebration, "EAT RIGHT MILLET MELA" and in other events is a testimony of the success of happy employee policy of the College.
- ♦ Regularity and punctuality of employees is also an outcome of the conducive environment of the College.
- ♦ Most of the retired staff members keep coming to college for the love that they receive from the staff.

Problems Encountered and Resources Required

- ♦ Organizing activities and events require resources, which at times becomes a little limiting factor.
- ♦ Initiating a new idea always faces apprehensive responses in its inception phase.

BEST PRACTICE-II

Title of the Practice: Inclusive Governance: Creating Socially Responsible Youth

Objectives of the Practice

- ♦ To make administration responsive, transparent and efficient.
- ♦ To foster a sense of responsibility and belonging towards the College and society at large among its stakeholders which includes students, parents, alumni and staff members.
- ♦ To ensure good governance.
- ♦ To create a paperless environment in the college.

The Context

Student Council is one of the strongest pillars of the College administration. We believe that by empowering students through the Students' Council, we can foster essential skills like teamwork, effective communication, and problem-solving in students. Being one of the premium college of J&K, we understand our responsibility towards environment and have opted for paperless communication.

The Practice

Student Council

We facilitate students' representation and engagement in various administrative, and co-curricular activities through a formal student council body that is elected annually. They act as a bridge between students and administration.

Governance System

We have a transparent and multi layered governance system. The Governing Body of the college, Student Council meets, Alumni meets and Parents meet are held on regular basis to discuss issues related to the

overall development of the institution.

Paperless Communication:

The College has developed an e-administration system in the College. The students can mail their grievances and suggestions to the concerned Heads or Convenors on their official ids’.

Wi-fi Campus:

The entire campus is wi-fi enabled and students as well as staff has an open access to it. It helps in the smooth functioning of the administration by allowing a smooth flow of information between administration, students and staff.

NCC and NSS volunteers:

NCC and NSS units of the College organize rallies, cleanliness drives, awareness camps inside the College as well as in places in and around the City.

Activity Clubs :

The College provides an opportunity to students to give back to the community or stand up for a cause that they believe in through various clubs like Red Cross club, Red Ribbon club, Electoral Literacy Club and Rainbow Club which works on different fronts to benefit the society at large.

Evidence of Success

- ◆ The Student Council work with the administration for organizing events and also building a bridge between the faculty members, administrative staff, and students.
- ◆ Feedbacks from the stakeholders are incorporated into all aspects of the College functioning and a great change in the overall administration has been observed.
- ◆ Investiture Ceremony of the College, which is an annual event is a marker of the success of the democratic policy of the College administration.
- ◆ The wholehearted participation of the students in the outreach programmes of the clubs is an evident marker of the success of the College’s inclusive policy.

Problems Encountered and Resources Required

- ◆ Holding fair and peaceful Students' Council’s election is a daunting task.
- ◆ Creating a paperless environment in the College, requires resources.
- ◆ Organising awareness camps and drives require efforts and resources.

File Description	Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Empowerment of Girl Students through Academics and Life Skills

GCW Gandhi Nagar has always maintained a central goal of empowering women, instilling in them qualities such as self-confidence, resilience, patriotism, and above all, humanism, through a diverse range of activities. The college's commitment to inclusive education ensures that the teaching and learning environment is accessible to all, regardless of cognitive or physical challenges, thus offering equal opportunities for comprehensive development. The distinctiveness of GCW Gandhi Nagar College lies in its multi-faceted, all-inclusive approach to empowering and nurturing female students through

A) Skill Enhancement

B) Enhancing Entrepreneurship Skills

C) Extra Curricular Activities

A) Skill Enhancement

1. Programs for Improving Communication and Skill Proficiency among Female Students: The skill enhancement programs at GCW Gandhi Nagar adopt a holistic training approach, synthesizing proven strategies from the realms of education, psychology, social work, sports, and technology. These initiatives are meticulously crafted to empower female students, enabling them to excel in diverse areas and, in turn, elevating their overall quality of life.

2. Information and Communication Technology (ICT) and Computer Skills: The establishment of the Department of Computer Sciences at the college equips students to compete in the technologically driven world. The curriculum is meticulously designed to incorporate cutting-edge ICT tools and techniques, aligning seamlessly with industry requirements.

3. Career Counseling and Placement Cell: The Career Counseling and Placement Cell at GCW Gandhi Nagar regularly conducts awareness programs, providing invaluable insights into career opportunities and offering career guidance to female students. The college actively collaborates with industries and the corporate sector to acquaint students with the job market and bolster their placement prospects.

4. E-Content and Digital Resources: Faculty members, in collaboration with esteemed educators, have diligently developed e-content for the prescribed course curricula, which is easily accessible through the college's website. Furthermore, the college extends the provision of free access to e-resources, including **DELNET and N-List**, thus equipping students with invaluable digital learning materials.

5. Digital Engagement for Empowerment: To ensure that students remain connected and informed with the outside world, GCW Gandhi Nagar organized a series of webinars, quiz competitions, poster-making contests, and other digital initiatives during the challenging **COVID-19 pandemic**. These efforts were instrumental in keeping students engaged with evolving technology.

6. EDUSAT Hub: GCW Gandhi Nagar College proudly serves as a hub for **EDUSAT, a tele-education project initiated by ISRO for Jammu and Kashmir**. The hub facilitates education delivery to Satellite Interactive Terminals (SITs) across the Jammu Province, functioning as a virtual classroom for **HEI's of Jammu**.

7. Moot Court: The Moot Court, established through the collaboration between the **Department of Political Science and the IQAC of the college in 2018**, at first floor of Arts block building. The Moot Court of college replicates real-life court proceedings. The purpose of the activity is to help the students to understand how real courts work and their proper code of conduct, the importance of dress code and the use of formal language. Mooting is a great way to develop one's confidence speaking, writing skills and research acumen. It guides students in formulating **RTI (Right to Information) and PIL (Public Interest Litigation) cases in instances of Fundamental Rights violations**.

B) Enhancing Entrepreneurship Skills

1. Employment Generation through Mushroom Cultivation: The Botany Department took the initiative to establish a mushroom demonstration center in 2015, enabling students to gain proficiency in cultivating, rearing, and marketing mushrooms. This program equips them with entrepreneurial skills and comprehensive knowledge in mushroom production.

2. Vermi-Compost Farming: GCW Gandhi Nagar introduced a vermi-composting initiative, advocating sustainable practices by effectively utilizing organic waste as a valuable resource. This "Earn as You Learn" policy empowers students financially while generating high-quality compost.

3. Organic Farming: The College initiated organic farming activities for hostellers under the "Earn as You Learn" scheme. This small-scale organic farm project aims to channelize students' energy and time towards creativity and skill development alongside their academic pursuits.

C) Extra-Curricular Activities

1. Sports Ground for Female Students: GCW Gandhi Nagar proudly boasts an exclusive sports ground catering specifically to female students. This dedicated platform allows them to engage in sports that not only promote physical fitness but also teach valuable lessons in resilience and teamwork. The multifunctional playground includes facilities for cricket, athletics, volleyball, kabaddi, kho-kho, and handball.

2. Life Skills through Yoga, Physical Fitness, Health, and Hygiene: The institution takes pride in organizing regular yoga and meditation classes for both students and faculty members. These activities serve to enhance their physical and mental well-being, fostering a culture of a healthy lifestyle. Special events like the observance of "International Yoga Day" further emphasize the importance of these practices.

3. Promoting Gender Equality and Empowerment through Sports: The impact of sports activities in

the college transcends physical fitness. They play a profound role in challenging gender stereotypes, enhancing self-esteem, and cultivating leadership and strategic thinking skills among female students.

4. College Auditorium: The College’s air-conditioned auditorium, with a seating **capacity of 750**, serves as a versatile venue for student-centric activities, seminars, awareness lectures, debates, and competitions. Additionally, it hosts community outreach and engagement initiatives, reinforcing its role as a hub of intellectual and social discourse.

5. Plastic-Free Campus: GCW Gandhi Nagar actively promotes eco-friendly practices and environmental conservation, consistently encouraging students to reject plastic usage. This concerted effort plays a pivotal role in raising awareness about sustainable practices and nurturing a sense of environmental responsibility.

6. Adopted Villages: NCC and NSS volunteers from the college have embraced the responsibility of adopting several villages, including **Bhatyari, Chandu-Chak, and Chak-Avtara**. Faculty and students actively engage in mass awareness campaigns within these adopted villages, with the aim of uplifting the social, political, and economic status of the residents. Additionally, activities such as **Nukkad Natak** (street plays) provide career counseling and exposure to the outside world, further empowering students and contributing to community development.

In conclusion, GCW Gandhi Nagar College stands unwavering in its commitment to empowering female students through a holistic approach encompassing academic excellence and life skills. By providing skill enhancement programs, entrepreneurship opportunities, and a vibrant array of extra-curricular activities, the college equips its students with the knowledge and skills essential for thriving in the modern world while fostering a profound sense of social responsibility and promoting gender equality.

File Description	Document
Appropriate web in the Institutional website	View Document
Any other relevant information	View Document

5. CONCLUSION

Additional Information :

Gandhi College for Women Gandhi Nagar, Jammu, is a prominent educational institution known for its commitment to academic excellence and its contributions to the development of the region. **Some additional information** on various aspects of GCW Gandhi Nagar highlighting key initiatives, achievements, and features are:

- ♦ The College actively participates in the **Prime Minister students Scholarship Scheme**, which aims to provide financial support to deserving students pursuing higher education. The college facilitates the application process for eligible students, ensuring that they can access the benefits of this important government initiative.
- ♦ College hosts **two study centers of the Indira Gandhi National Open University (IGNOU)**. These centers offer a wide range of courses, making higher education more accessible to a diverse student population.
- ♦ The college was awarded with “**Star College Scheme**” by the **Department of Biotechnology (DBT) sponsored Star College Scheme in 2015**. This initiative of DBT helped to strengthen the infrastructure and promote excellence in science education.
- ♦ The college served as a **home to a Nursing College** from which provides quality education and training in the field of nursing.
- ♦ The college has been a perennial winner in the **North Zone Declamation contest for Silver Rolling trophy instituted by Shri N.N Vohra the Hon’ble Governor of J and K since 2010**.
- ♦ GCW Gandhi Nagar has received an 'A' grade with CGPA of 3.11 from the National Assessment and Accreditation Council (NAAC) in the second cycle of NAAC accreditation. This recognition reflects the college's commitment to maintaining high standards of education and infrastructure.
- ♦ In alignment with the National Education Policy (NEP), the college focuses on four key parameters for holistic education: research and innovation, teacher education, community engagement, and inclusivity. Additionally, **GCW Gandhi Nagar has established an Innovation and Incubation Center (IIC) to nurture entrepreneurship and innovation** among students.
- ♦ In summary, GCW Gandhi Nagar, Jammu, stands as a beacon of educational excellence with its involvement in government schemes, commitment to quality education, and its role in shaping the future of students in diverse fields. It continues to adapt and innovate in accordance with evolving educational policies and standards to provide a holistic learning environment.

Concluding Remarks :

GCW Gandhi Nagar College's commitment to academic excellence, student empowerment, research innovation, and sustainable practices shines as a beacon of holistic education. By fostering a nurturing environment and embracing inclusivity, the institution is poised to continue its impactful journey of empowering women and contributing to society's progress.

1. **Empowering Students** : In the academic session 2022-23 College offers 30 programs and 580 courses and established a SWAYAM local chapter, enrolling more than 500 students across 30 disciplines. The

college's curriculum uniquely integrates environmental studies, gender sensitization, and ethics, while emphasizing soft skills and sustainability.

2. **Practical Learning and Student Engagement:** During the past academic year, the college organized **20 project works** and field trips, engaging **70.9%** of its students. **Feedback** from stakeholders is actively gathered and used for continuous improvement.
3. **High Enrollment and Mentorship:** With consistently high enrollment rates of 91.53% and a robust **1:14 Mentor-Mentee** system, the college supports students in academics and personal development.
4. **Innovative Teaching and Academic Excellence:** The institution fosters critical thinking through experiential teaching methods and offers ICT-enabled classrooms. A fully automated library and outcome-based education further enhance the learning experience.
5. **Faculty Quality and Exam Efficiency:** With **100% full-time teachers** and **76% holding advanced qualifications**, academic standards are maintained. An efficient Examination cell ensures a remarkable 91% pass rate.
6. **Research and Community Engagement:** The college has become a hub for research and innovation, organizing numerous seminars and workshops. Faculty engagement in interdisciplinary research has resulted in publications in prestigious journals. **Extension activities have earned 111 awards.**
7. **Collaborations and Modern Infrastructure:** Through 26 MoUs, the college enhances academic and research interactions. Infrastructure development, funded by RUSA, includes state-of-the-art buildings and facilities, emphasizing sustainability and modern technology.
8. **Comprehensive Student Support:** The college provides mentorship, financial assistance, and capacity development programs. Scholarships benefit 48% of students, and career counseling, placement support, and opportunities for higher education are readily available.
9. **Effective Governance and Financial Management:** A well-structured governance system involves students in decision-making. The college's strategic plan covers various aspects, and staff welfare measures create a conducive work environment. Financial management is meticulous, with government funding and resource mobilization strategies.
10. **Promoting Gender Equity and Sustainability:** The college actively promotes gender equity, sustainability, and inclusivity through initiatives like solar panels, waste management, water conservation, and a disable-friendly environment.
11. **Best Practices:** The college prioritizes **employee happiness and fosters inclusive governance** through the Student Council.
12. **Institutional Distinctiveness:** GCW Gandhi Nagar College empowers female students through academics and life skills, including skill enhancement, entrepreneurship development, and a rich array of extracurricular activities. <https://gcwgandhinagar.com/pdf/NAAC/WhatsApp%20Video%202023-09-25%20at%201.56.21%20PM.mp4>

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
3.1.1	<p>Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)</p> <p>3.1.1.1. Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>60</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>60.00</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Remark : DVV has converted the value into lakhs.</p>	2022-23	2021-22	2020-21	2019-20	2018-19	0	0	60	0	0	2022-23	2021-22	2020-21	2019-20	2018-19	0	0	60.00	0	0
2022-23	2021-22	2020-21	2019-20	2018-19																	
0	0	60	0	0																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
0	0	60.00	0	0																	
3.3.2	<p>Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years</p> <p>3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>23</td> <td>4</td> <td>4</td> <td>9</td> <td>5</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>06</td> <td>04</td> <td>03</td> <td>07</td> <td>05</td> </tr> </tbody> </table> <p>Remark : DVV has made changes as per the report shared by HEI.</p>	2022-23	2021-22	2020-21	2019-20	2018-19	23	4	4	9	5	2022-23	2021-22	2020-21	2019-20	2018-19	06	04	03	07	05
2022-23	2021-22	2020-21	2019-20	2018-19																	
23	4	4	9	5																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
06	04	03	07	05																	
3.4.3	<p>Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.</p> <p>3.4.3.1. Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19															
2022-23	2021-22	2020-21	2019-20	2018-19																	

118	58	48	90	101
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
100	46	37	60	84

Remark : DVV has made changes as per the report shared by HEI.

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
511	724	1420	2073	793

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
511	724	1420	2073	793

5.2.1.2. Number of outgoing students year wise during the last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
1349	1383	2078	2181	2011

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
1223	1271	2046	2120	1525

Remark : DVV has made changes as per the report shared by HEI.

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
57	40	16	37	22

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
52	39	14	33	19

Remark : DVV has made changes as per the report shared by HEI.

2.Extended Profile Deviations

ID	Extended Questions																				
1.1	<p>Number of teaching staff / full time teachers during the last five years (Without repeat count): Answer before DVV Verification : 733 Answer after DVV Verification : 285</p>																				
2.1	<p>Expenditure excluding salary component year wise during the last five years (INR in lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>348.63</td> <td>209.12</td> <td>386.37</td> <td>552.73</td> <td>26.19</td> </tr> </tbody> </table> <p>Answer After DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>381.91</td> <td>297.26</td> <td>450.38</td> <td>773.19</td> <td>243.08</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	348.63	209.12	386.37	552.73	26.19	2022-23	2021-22	2020-21	2019-20	2018-19	381.91	297.26	450.38	773.19	243.08
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