



YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	MUMBAI PRADESH ARYA VIDYA SABHA'S GURUKUL COLLEGE OF COMMERCE
• Name of the Head of the institution	Dr. Nandita Roy
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02225012588
• Mobile no	9892625478
• Registered e-mail	gccghatkopar@gmail.com
• Alternate e-mail	nanditaroy13@gmail.com
• Address	Tilak Road, Ghatkopar East, Mumbai-400077
• City/Town	Mumbai
• State/UT	Maharashtra
• Pin Code	400077
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	University of Mumbai				
• Name of the IQAC Coordinator	Dr. Asif Baig				
• Phone No.	02225015688				
• Alternate phone No.	9892625478				
• Mobile	9867414615				
• IQAC e-mail address	gurukuliqac@gmail.com				
• Alternate Email address	gccghatkopar@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/05/AQAR-2020-21-1.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/08/Academic-Calendar-21-22.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.22	2017	12/09/2017	11/09/2022
6.Date of Establishment of IQAC			05/04/2013		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	0	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	03	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
Academic Calendar was prepared well in Advance and was informed accordingly to faculty members		
Regular meeting with staff H.OD, IQAC and CDC meeting to plan various activity throughout the year		
CAS process was implemented for 6 approved faculty from stage 1 to stage 2		
Faculty Development Programmes for teaching staff.		
various Audits were initiated and processed		
GCC Wellness Series was started as a part of Faculty Development Programme where in sessions related to upgrading and improvising mental, physical, social and emotional health were conducted.		
Guest Lecture on Gender Sensitivity was organized to make students more sensible towards gender approach.		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
Each department and statutory committees to conduct minimum one expert session	This helps to improve communication skill, gaining expert knowledge, networking with others s institute
National Seminar/Conference/Workshop to be held on any relevant topic	Exposure to Faculties through conference & Seminar
Career Advancement Scheme for eligible faculty members	To motivate & promote Faculties to upper grade
Student Journal Shodh Sagar with ISBN number to be published to enhance research culture among student	Foster Critical thinking & Analytical skill through hands on learning
Academic and Admin Audit	To review about college from different stake holder and quality improvement
UG / PG Approval	To motivate & promote Faculties by getting their approval from university
Faculty exchange Programme	Opportunity to learn in different environment & Psychology of students
Training Programmes	Hand on Experience to students
Faculty Development Programmes	To upgrade faculty about current market trend

13. Whether the AQAR was placed before statutory body?	Yes
---	------------

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee (CDC)	22/03/2022

14. Whether institutional data submitted to AISHE
--

Year	Date of Submission
2021-22	12/12/2022

15.Multidisciplinary / interdisciplinary

N.A

16.Academic bank of credits (ABC):

NA

17.Skill development:

Add on / Certificate Courses for Skill Enhancement and Development conducted by the college:

CONVERSATIONAL ENGLISH

English can open a world of opportunities and enable communication in social, official and business life. The ability to speak flawless English adds weight to the resume and builds confidence to face the global world. The Add on course on Conversational English will help students to enhance their personality traits

ADVANCED EXCEL, PREZI AND POWER POINT

The course will make students learn excel spreadsheets which helps to create, view, edit and share files with others quickly and easily. Prezi & Power Point presentations are more dynamic visually, compelling and distinctive. This will help students to re-arrange their presentation styles on any subject or topic and make greater impact

DIGITAL MARKETING

Our course in digital marketing will help students to face challenges in the upcoming cut throat competition and help them to be part of the Gen X marketing scenario.

TALLY ERP9

Every company, be it private requires professionals in Accounting and are seeking individuals with knowledge of latest ERP9 software. With the constant changing structure in Accounting systems and applications, it is essential for students to understand the practical training to the students to make them acquainted with the

ERP9 software application.

CAMPUS TO CORPORATE

The transition from college to Corporate Environment is a big challenge. Expectations and responsibilities in the workplace are very different. This course will help in confidence building and is focused on the development of an positive self- image as well as the intra- personal intelligence

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

Course on YOGA, ETHICS AND VALUES is been conducted as a part of imbibing Indian Culture:

Our vision at Gurukul College of Commerce is to provide a safe, harmonious space filled with light, laughter and love that welcomes diverse students coming from various backgrounds, upbringing and beliefs. Through the practice of yoga, we become aware of the inter-connectedness between our emotional, mental and physical levels. With the right values and ethics, students will help make this world a better place to live in, reduce stress and see life from new angle.

Also Lectures are conducted in local languages as and when needed for better understanding of the learners.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

College emphasis and clearly articulate through teaching methodologies and pre-planned courses that students are expected to have the base knowledge through university curriculum as well as skill and valued based education required for them through to be able to be self sufficient and good citizen once they step out of the college.

20.Distance education/online education:

An all-inclusive timetable is prepared for all the courses. The College provided G-suite (Google-meet) application for the smooth conduct of online lectures. Students were provided with the lecture links to access online lectures. WhatsApp groups and Google Classrooms were created. Every online lecture is recorded and used as an effective study material. Regular class tests were also conducted through the same platform.

Extended Profile

1.Programme	
1.1	06
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	View File
2.Student	
2.1	2349
Number of students during the year	
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2	College is a Linguistic (Gujarati) Minority Institution
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	669
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	22
Number of full time teachers during the year	
File Description	Documents
Data Template	View File

3.2	22
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution	
4.1	23
Total number of Classrooms and Seminar halls	
4.2	51.22
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	165
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Principal convenes faculty meetings at the beginning and end of every semester where in the workload, academic planning and other activities for the subsequent academic year are discussed and the objectives of curriculum are highlighted and discussed. In the starting of academic year, every department contributes to the preparation academic planning. The department heads distribute the workload well in advance. The time tables were prepared for online classes during pandemic. The departmental activities of the entire year are planned revolving around the objectives of the curriculum. Faculty members ensure the fulfillment of objectives of the curriculum by maintaining Daily Lecture Report. Students are assigned projects (Online & Offline) relevant to the objectives of curriculum.

Academic calendar is drafted under the guidance of IQAC and finalized in consultation with various committees. The departmental meetings are conducted to assess the completion of syllabus and reports submitted to Principal.

Principal and IQAC members interact with students to get online feedback on curriculum aspects from all stakeholders. Library committee meets twice a year to take stock of the available resources in the library and update from time to time for effective curriculum delivery. Notes were delivered through social media platforms.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://gurukulcollegeofcommerce.com/mous/student-support/

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The IQAC Committee prepares and publishes 'Academic calendar' containing the relevant information regarding the various activities, working/non working days. The tentative Schedule of Examinations is given in academic calendar. The students are informed of academic calendar through college website and displayboards. The head of the departments finalizethe course allocation for the faculty members based on their choice and area of interest andexpertise. The faculty members plan their lectures before the commencement of semester, indicating the topics to be covered lecture wise including the evaluation process for each subject. This is duly reviewed by the Heads of Departments / Coordinators.

The Principal regularly reviews students' performance. Examination committee is formed at the college level which monitor overall internal assessment process and send the information to the University about the students appearing for the examination. They schedule the dates of Internal and External Examination. After receiving enrolled list of the students' by the University, the college prepares seating arrangement chart, list of supervisor setc. In addition the internal audit conducted ensures the compliance to verify with documentary evidence.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/08/Academic-Calendar-21-22.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	A. All of the above
---	----------------------------

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

6

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

13

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

2198

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment**1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

For the enrichment of the students the college has been conducting programmes related to Gender Equality, Environment Sustainability, Human Values and Professional Ethics. The WDC conducts meetings, various activities and programs to provide equal opportunity for the development of the girl students and the female staff. WDC conducted self-defence course for girl students. NSS conducts in tree plantation, blood donation camp and cleanliness programs.

Various departments organize lectures on Human Values, Gender Equality, Women Empowerment, and Skill Development for the students. The students are also engaged in value added programmes to make them aware of responsibilities and the professional ethics. The environmental issues are dealt in detail in the classroom through a regular subject entitled 'Environmental Studies' include the

chapters such as, Scope & Nature of Environment Science, Natural Resources, Eco-System, Bio- Diversity, Pollution, and Social Issues & Population.

Moral and ethical values are integral part of educating our students. Our faculties put their best efforts to enrich students and make them responsible citizen. Our college celebrates the important national days like Independence day, Republic day, Gandhi Jayanti, Teacher`s day, International Yoga Day, Hindi, Marathi, Gujarathi Divas, World Environment Day, etc.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

8

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

1280

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/Criteria-1.4-feedback.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/10/Student-Satisfaction-Survey-2021-22.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

860

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

129

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

With the constraints in the current academic year our institution tried its level best to cultivate an inclusive ethos aimed at assessing the learning levels of students and taking initiative to prepare students to face the challenges.

- Personalised attention to each student.
- Google tests taken after chapter completion.
- Slow learners are identified and provided with more intense attention. They are asked to submit the assignment during pandemic through PDF formats in Google classroom.
- Advance learners are encouraged to participate & present paper in university research festival, go through reference books
- Suggestions of parents were taken to improve and enhance the quality of teachings and things that need to be implemented to serve students in better ways.
- In this pandemic everything and everyone was forced to go online created panic among both teachers and students. This gave rise to psychological distress. So college organised a seminar to counsel and tackle the problem to make both staff

and students comfortable.

- Advance learners are encouraged to support slow learners. This also boost morale of advance learners as well.
- Competitions were held in online mode eg:PPT, Quiz, and Elocution to upgrade student performance.
- Orientation Programmes

File Description	Documents
Paste link for additional information	http://www.researchdirections.org/Management/articleupload/article915.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
2349	22

File Description	Documents
Any additional information	View File

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

Regular participation of students in various competitions, Seminars, Cultural and other co-curricular activities enhance their learning experience.

- Students were encouraged to take active participation in writing Research Paper and the same were published in "Shodhsagar", college yearly Research Magazine.

- Participation of Students in WDC, NSS, DLLE & Literary club helps them in experiential learning, participative learning & problem solving, which are also inculcated through projects guest lecture & subject expert lectures.

- The institution adopts modern pedagogy to enhance teaching learning process (The institution has essential equipment to support the faculty member and students).

- Students have also taken internship under consultancy services, Charter Accountants, Medical Shops, BPO's, Engineer Services, Banks, Retailers etc.

- Our faculty makes lectures interactive and encourages the students to give their inputs. Internal Assessment of every student is done. Students are given to solve practice papers and submit assignments to enhance their writing skill. They are also persuaded to participate in research activities which develops their confidence. Skill enhancement courses are offered to students on various topics such as Campus to Corporate and many more.

File Description	Documents
Upload any additional information	View File
Link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/NSS-FINAL-ANNUAL-REPORT-2022-OG-PPT-CONVERTED-1.pptx.pdf

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The College has adopted various measures to improve the level of digital education and increasing the level of competency of the students to acclimatize them to the contemporary digital environment to achieve efficiency in this objective, college has adopted ICT enable classroom, seminar hall and IT lab. The ICT infrastructure of the college helps to maintain and to run smoothly the entire education system. ICT tools helps to stimulate, motivate and engage learners. The effective integration of technology into classroom practices poses a challenge to teachers and learners. The training to the teachers has been provided to become regular users of ICT focusing on acquiring ICT skills. ICT is successfully integrates in education then it enables wider learning opportunities into teaching-learning process.

As such teachers use both traditional mode as well as modern ICT tools to impact knowledge, but during pandemic everyone took uponline mode of teaching and learning, seminar & Conference, Faculty development programme College classrooms are equipped with projectors and mike facility. There is separate copier machine available in exam room. Auditorium is well equipped with camera, Mike System and Projector. Online lectures were taken on Google Platform. College is also having wifi connection.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

22

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

22

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

13

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

267

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

College follows rule of University of Mumbai for internal evaluation.

All the information regarding exam is put up on college website and on college notice board & also circulated in classroom well in advance.

The computation of IA mark is based on the university rules & regulation

Marks Alloted for IA is 25 based on each course requirement of this, 20 marks shall be based on performance of the student in internal exam and remaining 5 mark is based on assignmentn attendance & class participation

The college maintains Transparent and robust Internal evaluation mechanism as per University of Mumbai norms for which Principal hold

meeting along with exam committee and faculties and directs them to ensure effective implementation of the evaluation process. At the entry level all the first year students are given orientation about the teaching and assessment pattern.

File Description	Documents
Any additional information	View File
Link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/S.O.P.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

Students who are unable to attend examination for periodical on medical ground ar because of genuine reason are given a fresh chance minimising the level of greviances.

Greviance are all dealt with the rules of University of Mumbai.

All rules related to Internal & external examination are uploaded in college website.

File Description	Documents
Any additional information	View File
Link for additional information	http://gurukulcollegeofcommerce.com/examination/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The programme outcome and course outcome are adopted for all programmes offered by institute in accordance with University of Mumbai guidelines.

- Learning outcomes form an integral part of college vision, mission and objectives.
- Program outcome and course outcomes are communicated through various means

such as college prospectus, Principal address to students and parents, faculty

members also inform the students during lectures, programs outcomes for all

programs are displayed on the website.

- Students are made aware of the course outcomes through orientation programme,

classroom discussion and expert lectures.

- The college nominates teachers for workshop on revision of syllabus, time to time

organized by University of Mumbai.

- Successful alumni students are also invited to interact with students at a specific

event and meeting where they share how their individual course shaped their

career, thus helping existing students alike with specified course outcome.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2021/03/Programme-OutcomesNew.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The college regularly evaluates the performance of students through various methods for measuring of the attainment of each of programme outcomes (PO), Programme Specific Outcomes (PSO) and Course Outcomes (CO). Evaluation process is done through University examinations, terminal exams, internal exam and home assignments, unit test, surprise test, open book tests, etc.

Throughout the year faculty records the performance of each student on each performance of each student on each programme outcome. Students enrolled for Add On/ Certificate Courses offered by the institution are evaluated by the institution itself. At the same time, observation of student knowledge and skills against measurable course outcomes are evaluated throughout the year.

Methods of measuring attainment :

Annual and end semester University Examinations.

- Our college conducts examinations as per semester and annual pattern through which we measure programme outcomes based on the course attainment level.
- Internal and External assessment- Internal assignments are given to the students which are aligned with programme outcomes and respective subjects. External assessment is evaluated by external expert for practical examinations appointed by university through viva-voce of practical files.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2021/03/Programme-OutcomesNew.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

645

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/10/GCC-ANNUAL-REPORT-2021-22-.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/10/Student-Satisfaction-Survey-2021-22.pdf>

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 year (INR in Lakhs)

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

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	NA

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Gurukul College and Chandrabhan Sharma College of Arts, Science and Commerce have agreed under Faculty Exchange Programme. Career Dimensions in Physical Education and Sports Sciences, Taxation and Technology handling and augmentation.

In the academic year 2021-22, online lectures were conducted. Students were provided online notes and also submit online assignments on google classroom. For them youtube video lectures were also provided as a part of e-content.

Student research paper are published in in-house research journal shodh sagar which is available on College website & library for the benefit of other students.

Internship of student also gives students practical knowledge beyond curriculum which is not available in class room teaching.

Virtual tour of Asiatic library was conducted on 20th december 2021.

Guest lectures were taken by all the departments on various topics i.e. mantras for Successful planning, Krishna :The Management Guru, Financial Well Being , Entrepreneurship & E-Filing of ITR. DLLE Students visited orphanage homes.IQAC published an international journal of ADVANCE AND INNOVATIVE RESEARCH on "Emerging trends in Science, Technology, Humanities, Commerce, Management, And Inter-Disciplinary Disciplines' '. (April- June 2022).

The faculties have published 15 papers and 53 students completed internships.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/mous/

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

21

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/ijair-volume-9-issue-2-xi-april-june-2022-1.pdf
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

2

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

14

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Gurukul College of Commerce conducted various extension activities

and outreach programmes with the help of student volunteers through NSS, DLLE and WDC units. The activities conducted covered- Health, Immunisation and Hygiene, Blood Donation Camps, Gender Sensitisation, Food, Animal Welfare, Environment Conservation (Plastic Free Environment, Health & Fitness, Youth Empowerment, Swachh Bharat, AIDS awareness, Consumer Rights, National Integration, Disaster Management, DLLE unit conducted various competitions and activities like poster making, visit to orphanage to create social awareness among the students

WDC unit organised National level Intercollegiate Competition "Womaniya" celebrating International Women's Day. WDC unit conducted several competitions at Intra-college level celebrating Ganesh festival and Diwali. NSS unit conducted activities under various schemes, tree plantation activity was conducted at 3 locations - adopted area Ramabai Nagar, Ghatkopar, Khandoba Tekdi Powai, Ramabai Nagar Police Quarter Ghatkopar. Blood Donation Camp was organised in association with Rajawadi Hospital at Gurukul College Campus.

DLLE, WDC and NSS units together organised or participated in 110 activities, events and workshops along with student volunteers at various levels and locations.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/NSS-FINAL-ANNUAL-REPORT-2022-OG-PPT-CONVERTED-1.pptx.pdf
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

8

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

109

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

435

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year**3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

57

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year**3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year**

2

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The Institute has ample classrooms, an auditorium and IT labs with internet facilities and library. Most of the classrooms and places of college campus are equipped with CCTV cameras and Wi-Fi facilities. Institute has a library that has a great series of books, journals and online databases for students and faculty. The institute has a computer lab with multi-course desktop computers for teaching

computer-related programs/courses. There are about 2349 students registered under B.Com, BAF, BBI, BMS and M.Com. The college provides ample resources for e-learning.

Library has a huge and versatile collection of about 18,000+ books. They include course books to help students with the current syllabus approved by the university; it also has a collection of reference books, general books for students. The library is automated with Liberty software. Computers are provided in the staff room and students have access to 162 computers in computer labs. All computers are connected with 10 mbps 1:1 lease lines and one secondary lease line.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/4.1.1-3.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The institution is committed to providing its students with a high-quality education that fosters both personal and societal development as a whole. The institution promotes a wide range of events and gives students a great opportunity to develop their abilities and talents across many disciplines. By participating in extracurricular activities like sports and culture, the institutions can ensure the complete development of students.

Physical education and sports help students recognize their physical abilities and levels of fitness while also keeping their minds active and engaged in constructive activities. Swagat Kaksh is an indoor multipurpose playing arena (26'6"x6"3" & 12'2"x6'10") used for indoor sports and physical activities. The college has both indoor and outdoor playing fields and a gymnasium. For students, faculty members, and non-teaching staff, the sports committee plans interclass competitions, sports and fitness training programs, workshops, seminars, and conferences. Sports tournaments are held annually, and the winners are recognized and given certificates.

The college features an Air Conditioned Auditorium with 150 seats that also includes a stage. The Open Air Theatre in the campus has proven to be the perfect location for multipurpose events and student

farewells.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/4.1.2-yoga.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**23**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/4.1.3-2.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)**4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)****2.07**

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library is automated using Library Management Software. The name of the Library Management Software is Liberty Library Management System. Liberty is developed by Softlink. Softlink specializes in knowledge, content and library management systems and request management systems for special, education, government and corporate information centers and libraries. Liberty was purchased in the year 2015. The current version of the software is v5.0 Build 8.034.

Software provides OPAC (online public access catalogue) facility to online searching of reading material like textbooks, Journals, Reference books, Fiction, Self-development, General reference books, etc.

Software also provides cataloguing which allows Resources and Copies to be easily imported, created, edited and deleted. The Authority Control menu provides access to Genre, Subject, Author, Series and Publisher authorities, where headings can be created, verified, maintained and merged. Circulation facility is also available. The Technical menu provides access to the technical manual Resources and Copies.

The Library has subscribed to e-resources i.e., NLIST. NLIST Programme is an Initiative of MHRD now ministry of education as College Component of e-ShodhSindhu Consortium which provides access to 6000+ ejournals, 1,99,500+ ebooks through N-LIST.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://gurukulcollegeofcommerce.com/library/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

1.61

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

5

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

College has adequate IT Facilities which include 198 computers, 08 Laptops, and 07 Black and White printers and 02 Color Printers and 01 All in One Printer, out of which students have access to 162 computers in the computer labs. Available bandwidth of internet connection in the Institution was 10 mbps gradually increased to

300MBPS currently. 1:1 Lease line and one secondary lease line. Routers are being set for undisturbed Wi-Fi connections to students & Staff. The class rooms have LCD Projector with an output device and a LAN/Wi fi connection for internet access during lectures. Entire floor has LAN facility with exam room having a separate Internet line and not connected to LAN- Standalone PC. The entire LAN and all the computers are connected via a central domain structure with a Server to Client mechanism. Library has different server with only Library software on it. There is a separate IT department for the maintenance of the IT Facilities. The college also purchases various software's from time to time to remain updated with all the necessary technology, such as Admission software - ADme connected with Result software "RESO", "Liberty" for library, Online Lecture Software (Google Meet), Online Exam Software - MasterSoft.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/4.3.1-photos-pdf.pdf

4.3.2 - Number of Computers

198

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support

facilities) excluding salary component during the year (INR in Lakhs)**4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)**

2.07

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The college prepares the budget for maintenance and utilisation of physical, academic and support facilities before the beginning of the academic year which is approved in the Trust Board meeting and College Development Committee Meeting. The following maintenance procedure is being followed from time to time. • Inhouse electrician, I.T. technician and plumbing services are available • Security services are outsourced and are available 24/7 • Regular maintenance of furniture is undertaken from time to time. • The computers are upgraded every three years and regular maintenance of machines is undertaken. • AMC for the following has been made available: • Housekeeping • Library software • Admission and Result Software • Copier and Xerox Machines • Air Conditioners • Pest Control Services • Water purifier • Gymkhana Equipment's • Website

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/4.4.2-photos-pdf.pdf

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**24**

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year****109**

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills
Language and communication skills Life skills
(Yoga, physical fitness, health and hygiene)
ICT/computing skills**

A. All of the above

File Description	Documents
Link to Institutional website	http://gurukulcollegeofcommerce.com/value-added-courses/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

2707

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

2707

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

86

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

79

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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 year****5.3.1.1 - 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 year.**

4

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The student council organizes an array of academic and extracurricular activities. These activities not only foster development among students but also cultivate a sense of leadership

and discipline. The student council at Gurukul College of Commerce is an army of likeminded individuals who strive to uphold the expectations of their fellow students and professors by facilitating several activities and events held for the welfare of students.

The Office bearers of the Student council are selected on the basis of their performance and merit.

The student council includes Class Representatives, WDC Leaders, NSS Leaders and Cultural Coordinators. These students are selected on the basis of their merit, involvement and interest in respective jonours. The team of the student council is very active and enthusiastic as it volunteer and participate in a number of activities a few of which are listed as follows:

1. Maintaining discipline in the classroom and college premises.
2. Active involvement in the college fest FLAME -the spirit within
3. Active involvement in Placement related activities.
4. Represent our college in various inter collegiate meetings.
5. Volunteer in various intra college activities.

Coordinate various seminars conducted in our college premises.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/5.3.2-Updated-02.01.2023.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

58

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

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

The College Alumni Association registration is in process. However, the Alumni Association contributes in various activities of the college. Meetings of the alumni are held on regular basis and Alumni are invited to deliver lectures to motivate the students. Alumni are also invited as Judges to judge various events. They also participate in various events like Blood Donation, Inter Collegiate Fest, and Career Counselling etc. Thus the alumni makes a strong connect with the college through its active involvement.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/about-us/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the

institution

Vision: The vision of our college is to firmly evolve the careers of our learners along with the nurturing of cultural and humanistic values, so that our learners retain their regional roots in a well-balanced manner. The college aims at the holistic growth of the learner in an attempt to visualize the a holistically developed society.

Mission: Our goal being to emerge as one of the leading colleges in the area, the mission of the college focuses on value based education which will impact nation building positively. It seeks to achieve a synergy between academic practices, social outreach, cultural proclivities and co-curricular responsibilities to benefit and learners develop to their potential.

All college activities, plans and programs are based on the vision and mission statement. Thus

- College provides a holistic and amiable environment of learning to young learners hailing from diverse backgrounds.
- College has expanded the range of educative programs under Add On/ Certificate/ Value added/Skill Development programs at the graduate level within the last 5 years.
- College consistently upgrades its teaching-learning methodologies and apparatus so as to be able to deliver its core services in a relevant and up-to-date manner.
- College continues to enhance its extension activities and outreach programs.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/about-us/
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The practice of effective leadership through decentralization and participative management is visible in the delegation of authority to the Heads of Departments and Committee Heads.

- The Head of the Department oversees the Teaching Plans of his/her departmental members.
- He/she is empowered to make adjustments in the routine, and to allot teaching assignments and evaluation duties.
- He/she enjoys the privilege of convening departmental meetings where entire term schedules are decided.
- He/she takes the lead in planning seminars, workshops, career counselling sessions, remedial measures, interdepartmental or/and inter-college exercises, departmental excursions and study tours.
- He/she is at liberty to introduce creative and innovative measures for the benefit of his/her students.
- He/she, in consultation with his/her department oversees the paper-setting, moderation, evaluation, and marks submission of all internal examinations.
- He/she decides on the nature, pattern and duration of special and remedial classes for the students.
 - The Head, in consultation with his/her departmental teachers enjoys total flexibility in planning and organizing seminars.
 - The Committee Heads take care of extra curricular and co curricular activities.
 - The IQAC supervises and looks after the quality control of almost all activities of the college.
 - Senior clerks supervise the administrative office.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/11/Organogram-21-22-1.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

CRITERIA I

- Update in-house program syllabus
- Involve faculty in University BOS

DEPLOYMENT

- Updated syllabi
- Faculty in University BOS

CRITERIA II

- Upgrade Learning Management System
- Remedial teaching

DEPLOYMENT

- Improved planning, implementation, monitoring, evaluation.
- Gap analysis done.
- Initiated Bridge Course, Remedial Teaching
- Initiated FDP

CRITERIA III

- Policy encouraging research.
- Linkages with other college

DEPLOYMENT

- Student research published in-house
- Student/ faculty exchange programs

CRITERIA IV

- Technology based teaching learning systems
- Maintain Upgraded College Premises

DEPLOYMENT

- LAN, ICT enabled classrooms, upgraded computer lab.
- Medical room

CRITERIA V

- Scholarships
- Counselling
- Monitoring student progression

DEPLOYMENT

- Ensured book bank, scholarship facilities to needy learners
- Implemented Remedial teaching

CRITERIA VI

- Fully automated MIS
- Quality maintenance policy in staff recruitment

DEPLOYMENT

- Upgraded MIS to full automation.
- Ensured systematic, fair recruitment
- Transparent Financial audits ensured

CRITERIA VII

- Sustainable development
- Linkages with external agencies.
- Gender equity
- Instalment fees for financially weak learners

DEPLOYMENT

- Implemented waste management, water harvesting
- Promoted LED bulbs
- Used minimum paper in academics in the form of online mode of teaching, learning and evaluation
- Promoted collaborations with hospitals, local authorities, NGOs, etc.
- Organized gender sensitization programs
- Organized gender audit
- Organized awareness programs sensitizing learners towards Transgender Communities

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/4.1.1-3.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Administrative Set Up

ORGANOGRAM

COMMITTEES

EFFECTIVENESS OF VARIOUS BODIES

Online exam IQAC minutes

Minutes of exam committee

Minutes of Departmental meetings

Minutes of Grievance Committee

Appointment and Service Rules

Procedures

Procedures followed by the college are in accordance with University and Management norms.

The overall planning and development of the college is done by the CDC, headed by the President of the Trust Board. Deployment is done by the Principal and IQAC.

The daily administration is carried out by the Principal, Departmental Heads, Committee Heads and Administrative staff.

The Principal is the academic and administrative Head of the college.

Statutory bodies are constituted and meetings conducted as per University's guidelines.

Various committees focus on specific areas and activities of the college.

Examinations are strictly carried out as per University rules.

Grievance redressal committees have been formed.

The power delegation and decentralization of authority ensures effective and efficient functioning of the institution.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/igac/
Link to Organogram of the institution webpage	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/11/Organogram-21-22.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Ø Maternity leave for eligible staff members

- Ø Non teaching members are eligible for Earned Leave
- Ø Gym is also accessible for the staff.
- Ø Medical centre.
- Ø Employee gets prior information and fee concession during admission of their wards within the campus institutions.
- Ø Institution pays partially for presentation of papers and publishing.
- Ø Internet and free Wi-Fi facilities are also available in campus for staff
- Ø Staff Room has ample seating space and good ambience.
- Ø Holidays as per University/Management rules.
- Ø Faculty development programs(FDP) for faculty members on regular basis
- Ø Automatic face login for staff attendance
- Ø Gratuity for the employees of the institution.
- Ø All the staff members are treated on par with each other in obtaining benefits from the institution.
- Ø Motivation through peer counselling is also available for staff members to create a healthy working environment. This not only increases the work life balance of the employee, it also helps us in increasing the productivity and allows our staff to work effectively with complete satisfaction.

File Description	Documents
Paste link for additional information	The College follows the qualifications, pay scales and other guidelines issued by the University and Government Resolutions from time to time
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops

and towards membership fee of professional bodies during the year**6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

9

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

1

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

0

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

- The performance of each employee is assessed annually.
- The performance of each faculty member is assessed according to the Annual Self Assessment for the PBAS.
- The PBAS proforma filled by the Faculty Member is checked and verified by the Heads of the Departments, followed by the Principal.
- Faculty members whose promotions are due are recommended based on their API score and are required to appear before the screening-cum-selection committee.
- Non-teaching staff are also assessed through annual confidential reports and annual performance appraisal.
- The various parameters for staff members are assessed under different categories i.e. Character and Habits, Departmental Abilities, Capacity to do hard work, Discipline, Reliability, Relations/Co-operation with superiors, subordinates, colleagues, students and public, Power of Drafting , efficient organization of documents and technical abilities
- The comprehensive Annual Confidential Report comprises of parameters, each one of which is graded on a 10-point scale. The overall assessment is based on the cumulative grade by the Principal.
- The Annual Confidential Report and the Performance Appraisal System has significantly helped in the evaluation of the performance of employees, in motivating them, analyzing their strengths and weaknesses and ensuring better performance

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/6.3..4.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution adheres to well-defined auditing procedures. For both internal and external audit, appropriate procedures have been developed and are being used. The college has an internal and external auditing system. The institute has hired qualified chartered accountants who visit the college on occasion to review the balance sheet, income and expense statement, cash records, and vouchers. The college audits all receipts, expenditures, and usage. An auditor chosen by the Management conducts the external audit. If audit objections are discovered, the college investigates them and takes the appropriate action to resolve them.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/6.4.3.pdf
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

49000

File Description	Documents
Annual statements of accounts	View File
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

College is a self-financed institution, where the funds are generated through the fees paid by the students.

Deficit is managed by taking advance from the parent trust. Additional funding is obtained only for the annual Students' Festival

- Institutional budget is prepared by Management, Principal and Accountant every year taking into consideration of recurring and non-recurring expenditures.
- All the major financial decisions are taken by the Principal and Accounts department with Management of college.
- As and when urgent requirements arise it is sanctioned after being reviewed by the authorities.
- Institute adheres to Utilization of budget approved for academic and administrative expenses by management.
- After approval of budget three quotations are called for and the best option is selected.
- Payment is released after delivery or as per the terms and conditions in Purchase order.
- All transactions are transparent through bills and vouchers.
- The entire process of the procurement is monitored by the Accounts section and Principal and later by the Trust's Accounts Department.
- Financial audit is conducted by chartered accountant every financial year to verify the compliance.

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/6.4.3.pdf
Upload any additional information	View File

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

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process.

The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed.

Admission to various programs, vacations, examination schedule and declaration of results are notified in the Academic Calendar.

All new students attend the Orientation Program, where they are introduced to the philosophy, the teaching learning process, the system of continuous evaluation, various co-curricular activities, discipline and culture of the college.

Students are apprised of the Time-Table, Program structure and syllabi before the semester commences.

Attendance and conduct of classes are monitored by the HODs and the Discipline Committee members who make random visits to ensure smooth functioning of classes. Feedback is taken regularly and appropriate steps are taken to enhance the teaching-learning process. Feedback from students is taken individually by teachers and also directly through IQAC. Feedback is properly analyzed and shared with the Principal, HODs and individual faculty members. The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations.

- Automation of Admission Processes - Provision for online fee payment
- Automation of Examination Processes
- MoUs with prestigious Institutes
 - Student exchange programs
 - Faculty exchange programs

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/igac/
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC has

1. Promoted industrial involvement in academic practices by organizing industrial training, workshops, seminars, conferences and guest lecturers from industry experts, MOUs, etc.
2. Implemented Outcome-based learning education in each program.
3. Introduced the soft skill classes for students to enhance personality and employability.
4. Initiated audits recognized by the University and NAAC.
5. Established processes to take feedback/surveys from stakeholders.
6. Implemented and enhanced the use of ICT tools to strengthen the teaching-learning process.
7. Established Mentor-mentee process.
8. Submitted AQAR annually to NAAC.
9. Made campus ragging-free and strengthened discipline and grievance redressal cell.
10. Prepared Academic Calendar
11. Prepared Timetable.
12. Monitored lecture delivery and syllabus completion (Online / Offline)
13. Monitoring Attendance
14. Ensured smooth conduct of examinations.

15. Enhanced special teaching for Slow and advanced learners

File Description	Documents
Paste link for additional information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/10/Advance-Slow-learner-21-22-Notice.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/Annual-Report-21-22-6.3.4 1.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES**7.1 - Institutional Values and Social Responsibilities**

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

WDC has arranged checking of Hemoglobin Level of 31 female students on August 6th 2021. The WDC has also conducted an online session for female students to educate them on Health, Hygiene & usage of Tampons during their Menstrual Days. The Women Development Cell Celebrated the Ganesh Mahotsav on 15th September, 2021. The Unit has

organized many Online Competitions to develop Entrepreneurial Skills among the female students. The WDC has conducted Online Session on Self Grooming on 4th October 2021 by Ms. Maitri Satra to instill confidence while attending the interview or communicating with public.

The WDC Unit has organized Cyber Sakhi on 5th October 2021 by Ms. Manisha Naik. She has addressed students about Cyber-crimes against women, Legal implications of crime.

The WDC celebrated Diwali Festival with Online Competition on Lantern Making, Diya Decoration, Shayari & CD Painting to get traditional touch of our festivals. Cake baking session was also organized during Christmas and New Year. The International Women's Day was celebrated at National Level Inter-Collegiate Competitions on 8th March 2022 on Google Meet and provided winners with E-Certificates. Also a session on LGBTQ was organized for gender sensitization.

File Description	Documents
Annual gender sensitization action plan	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/10/7.1.1-2-1.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/7.1.1-Specific-Facilities_pagenumber-1.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system

Hazardous chemicals and radioactive waste management

Solid waste management - As per the directions of Local Bodies (BMC) Institution have Installed Separate Dustbins for biodegradable waste, plastic waste and paper and glass waste. Every day all the academic buildings and other surrounding area in the campus are cleaned by in-house staff and they separate out waste and dispose accordingly in the dustbins. Cleaning or emptying of the dustbins is being done on a regular basis at ----8--- am everyday

? Liquid waste management- To prevent discharge of pollutants to the watercourses liquid waste is let out as sewage water into a proper drainage from the points of generation like the canteen and toilet etc.

? Biomedical waste management - Nil

? E-waste management -

a) The major e-waste such as written off instruments/equipment, CRTs, Printers, Computers Electronic gadgets, circuits, kits have been written off on regular basis and then it is sold out to buyers by auctioning.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping	B. Any 3 of the above
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	D. Any 1 of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	View File
Any other relevant information	View File
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage	B. Any 3 of the above

including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

As mentioned in its vision and mission the college organizes various activities where all learners are given same treatment and same opportunities .

No religious, regional, linguistic and caste related groups are encouraged and tolerated within the campus

Cultural, DLLE, NSS and WDC committees organizes various activities which promotes harmony and Unity amongst the learners . regards to that various theme based college fests are organized to inspire the learners to be proud of country and get the feeling of unity and integrity.

College through its different committees arrange donation to fill the bridge of socio economic gap , Flood relief materials with regards to food during Chiplun and Mahad Flood in Maharashtra state were arranged to sensitize social responsibility towards nation.

College also organizes various awareness programme like

Organ donation, Aids awareness, Prime Minister Yojnas awareness.

One NSS Volunteer - Yash Malusare, participated in National integration camp in Coimbatore. Social Messages are passed through dance performances, mono acting, Drama, rangoli, posters etc . NSS volunteers undertakes food donation drives as yearlong activity. Also NSS volunteers distributes sweets among underprivileged on the occasions of Diwali and Ganapati.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Describe the various activities in the Institution for inculcating values for being responsible citizens as reflected in the Constitution of India within 200 words.

- 1) Every year Gurukul College celebrates constitution day by reading preamble, fundamental rights and duties, celebrates Independence day and Republic day by Flag hosting to imbibe the respect for ideals of constitution, national flag and national anthem
- 2) Institution celebrates Marathi divas, Hindi divas, and Gujarati divas to uphold and protect Sovereignty, unity and integrity of India and to promote spirit of common brotherhood.
- 3) Every year WDC Committee of Gurukul College celebrates women's day to promote harmony and gender equality.
- 4) To value and preserve the rich heritage of our composite culture the institution celebrates traditional day and also organizes Rangoli, cooking, mehendi and other competitions
- 5) To protect and improve the natural environment including forest, lake, rivers and wild life and to have compassion for living creatures institution organizes tree plantation, SBA, plastic collection, river/ lake/ beach cleaning and animal and bird feeding activities/ projects

6) To provide opportunities of education NSS Volunteers undertakes computer/ mobile/ financial/adult literacy campaigns

7) Street plays on Reduce, Reuse and recycle, street play on mera shahar and street play on swaccha bharat abhiyan.

9) Voters Id Card awareness and registration drive by NSS volunteers in association with NSS university of Mumbai and MYP (Mark Your Presence).

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/7.1.9-Constitutional-obligation-1.pdf
Any other relevant information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/7.1.9-geo-tagged-photos.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and

festivals

Describe the efforts of the Institution in celebrating /organizing national and international commemorative days, events and festivals DURING THE YEAR within 200 words

Celebration of International Days - Every Year Institution celebrates International Yoga Day on 21st June , International Women's Day, on 8th March World Environment Day on 5th June, International Day Against Drug Abuse and Illicit Trafficking on 26th June, International Youth Day on 12th August , World AIDS Day on 1st December, World Blood Donor Day on 14th June

Celebration of National Day -- Every year Institute Celebrates Republic Day, Independence day. Constitution Day is celebrated on 26th November every year. Teachers Day is celebrated on the 6th of September. Gandhi Jayanti is celebrated by NSS Volunteers on 2nd October every year.

Events and Festivals - NSS Volunteers Celebrates Ganapati and Diwali Festivals in a innovative way by preparing eco-friendly Ganesh Idols by food grains like rice, pulses, dryfruits, sugar etc and on visarjan prepared prasad out of that items and distributes amongst underprivileged people. On Diwali NSS volunteers conducts diya decoration and lantern making activity for children and also distribute sweets amongst underprivileged section of the society. Cultural and WDC committee organizes various competitions during Diwali .

NSS Foundation Day - On 24th September Awareness was created on PM Yojanas, Adult Literacy campaigns (Mobile and Financial Literacy), Also arranged donation activities.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

The first Best Practice is Development of the Intelligence, Emotional and Social Quotients amongst the students with the objective that students are the future of the nation and hence it is essential that they team up and provide voluntary support in addressing social issues. It is practically applied through the extra-curricular activities organized by various committees like NSS, DLLE, Cultural, WDC and Sports enhance, amongst the students, the ability of problem identification, solutioning, team spirit and resolving problems by implementing solutions.

The second best practice is encouraging and facilitating faculty members for continual professional development with the objective of enhancing the capacity building of the faculty members through institutional support because for the holistic development of the faculty members through healthy work environment, motivation and encouragement is very much required. For this practice the institution organizes FTP and encourages participation, supports the faculty members for participating in outside FDPs, short term, orientation and refreshers courses. Institution reimburses the registration charges to faculty members for participating in workshops and seminar. Institute also provides financial incentives on completing PHD and grants leaves for research activities.

File Description	Documents
Best practices in the Institutional website	http://gurukulcollegeofcommerce.com/wp-content/uploads/2023/01/Best-Practices-2021-2022.pdf
Any other relevant information	http://gurukulcollegeofcommerce.com/wp-content/uploads/2022/12/Best-Practices-12-1.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The institution stands tall with a glorious history of more than 100 years in all with a vision of education to all. It believes in an all-round development of an individual. 8451 number of students have passed since 2001 without paying capitation fees. Institution strictly follows the "NO CAPITATION FEE POLICY". Institution has cooperative approach towards faculty members because of which FACULTY ATTRITION RATE IS VERY LOW AND RETENTION CAPACITY IS VERY HIGH.

GENDER EQUITY AND PARITY is maintained across the institution among the staff and students. There are good number of female staff members. All committees are have representations from both male and female members.

In spite of being Gujarati minority institute the management and staff does not give any preference to any particular community in any area. We have staff from diverse communities and the representation does not witness any partiality. Staff and students from all communities have made their mark here and appreciated for their efforts.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

- ISO Certifications for Green Audit / Environmental Audit / Educational Audit / Energy Audit
- Gender Audit
- Installation of Solar panels and use of Solar energy for energy conservation
- Install Sensor-based energy conservation devices