INSTITUTIONAL DEVELOPMENT PLAN

TEAM IQAC

GURUKUL MAHILA ARTS & COMMERCE COLLEGE PORBANDAR

Institutional Development Plan

(IDP)

• Title	: Institutional Development Plan (IDP)
• Name of the Institution	: Gurukul Mahila Arts and Commerce College
• Address	: Jubilee, Bokhira Vistaar, Arya Kanya Gurukul Tapobhumi, Porbandar
• Duration	: 2025–2030
• Date of Submission	: 06/01/2026

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Institutional Development Plan (IDP)

(2025–2030)

Name of the Institution: Gurukul Mahila Arts & Commerce College, Porbandar
Affiliating University: Bhakta Kavi Narsinh Mehta University, Junagadh
AISHE Code: C-1009
NAAC Accreditation: Cycle III (2024): Validity till 15/09/2029
Duration of IDP: 2025–2030

1. Executive Summary

The Institutional Development Plan (IDP) for Gurukul Mahila Arts and Commerce College, Porbandar, for the period 2025–2030 aligns with UGC Guidelines for Institutional Development Plans, the National Education Policy (NEP) 2020, and the standard format prescribed by Bhakta Kavi Narsinh Mehta University, Junagadh. Drawing from institutional data, the NAAC Cycle III Peer Team Report (2024), and existing academic and financial roadmaps, this Plan addresses key strengths like women empowerment and green infrastructure while targeting weaknesses such as limited research and placements for realistic, need-based, outcome-oriented growth. It outlines strategic priorities across seven domains with quantifiable targets, timelines, and monitoring mechanisms to elevate the institution toward A++ NAAC accreditation by 2030.

Academic Expansion

The college will introduce three new programmes—B.C.A., B.R.S. and B.Ed.—by 2030, alongside twinning/dual degrees via the Community College Centre, increasing enrollment from 630 to 1000 students. Enrichment includes 10 additional UGC-NSQF and NSDC-aligned skill courses (e.g., BFSI, digital marketing) by 2026, integrating NEP multidisciplinary electives and Indian Knowledge Systems (IKS) to boost employability. Remedial English classes and MOOC facilitation (SWAYAM, Coursera) will address rural students' language barriers, targeting 90% programme outcome attainment via updated POs/COs on the website.

Research and Innovation

Three existing research guides will mentor 20 Ph.D. scholars by 2030, with faculty motivated for 5 minor/major projects (UGC/RUSA) annually from 2026, aiming for 15 UGC-CARE publications yearly. An IPR cell and incubation centre, established by 2027, will foster 10 startups via hackathons and Mad-Ads, supported by 5 new MoUs with industries/NGOs. R&D funding targets ₹50 lakhs through CSR grants, enhancing citation indices and student projects (200 internships/field reports annually).

Infrastructure Development

ICT upgrades include smart classrooms in all 16 spaces, 100 Mbps bandwidth expansion, and a paperless office by 2028, building on 24/7 Wi-Fi and DELL lab. Sustainability advances feature expanded solar capacity (50 kW), EV charging, and zero-waste systems, maintaining the green campus with 500 new trees. New College Hostel construction and wellness centre (yoga/gym) will support 200 residents by 2029, with ₹5 Cr allocated via UGC-PM-Usha grants.

Student Progression

Placement cell targets 80% placement/ higher education progression (from 49.58%), placing 200 students annually through campus drives and CCDC training. Scholarships for 250 students and PCCE for competitive exams (NET/SLET) will benefit 300 learners by 2030; alumni association will fund 10 endowments. Saptadharas and study circles expand to 10 each for cultural/leadership skills, awarding 5 gold medals yearly.

Governance and Leadership

NEP-aligned decentralization via perspective plans (annual IQAC reviews) ensures stakeholder participation; faculty development includes 2 FDPs yearly, targeting 80% Ph.D. holders. Performance appraisals and welfare measures support 20 career advancements; Governing Body oversight integrates NEP multidiscipline focus.

Financial Sustainability

Resource mobilization strategies target ₹10 lakhs via fees, UGC/CSR (₹5 Cr), and consultancy (₹1 lakh by 2028); annual internal/external audits maintain transparency. Budget allocation: 40% academics, 30% infrastructure, 20% research, 10% student support, reducing dropout to <5%.

Institutional Values

Gurukul model strengthens with gender audits, inclusivity drives, and value education (yagna/prayer); eco-clubs promote harmony and patriotism. Best practices scale: skill hubs and extension (NSS/NCC awards target 30).

Implementation Framework

Phased Rollout:

Phase 1 (2025-26): Planning/add-on courses;

Phase 2 (2027-28): New programmes/infrastructure;

Phase 3 (2029-30): Scaling/research peaks.

Monitoring: IQAC quarterly reviews, KPIs (enrollment +20%, publications +50%), annual reports to university.

Risk Mitigation: Contingencies for funding delays via alumni; baseline from NAAC SWOC.

This IDP positions the college as a leader in rural women empowerment, with measurable outcomes tracked via dashboards for sustained excellence.

2. Institutional Profile

- Year of Establishment: 1966
- Type of Institution: Grant-in-aid College for Women
- Location: Jubilee, Bokhira Vistaar, Arya Kanya Gurukul Tapobhumi, Porbandar, Gujarat

- Programmes Offered: UG and PG programmes in Arts, Commerce, Computer Applications, and Home-Science
- Student Strength: 530
- Faculty Strength: 14 permanent faculty members supported by 14 contractual staff

3. Vision, Mission, and Core Values

Gurukul Mahila Arts and Commerce College, established in 1966 in Porbandar, Gujarat, embodies a transformative educational ethos deeply rooted in its Vision, Mission, and Core Values, which serve as the foundational pillars guiding its Institutional Development Plan (IDP) for 2025–2030. These elements are not mere declarations but living principles that reflect the institution's unique Gurukula heritage—drawing from ancient Indian traditions of residential learning where gurus and shishyas cohabit in pursuit of knowledge, character, and self-reliance. In the context of this NAAC-accredited women's college affiliated with Bhakta Kavi Narsinh Mehta University, the Vision, Mission, and Core Values directly address the challenges of empowering rural, first-generation learners from mofussil (semi-rural) backgrounds, aligning seamlessly with NEP 2020's emphasis on equity, multidisciplinary education, and holistic growth. They respond to the NAAC Cycle III Peer Team Report's (2024) strengths, such as women empowerment and green campus initiatives, while targeting weaknesses like language barriers and limited global competence.

Vision: Uplift Girls from Mofussil Backgrounds for Global Competence

The Vision—"To Uplift Girls from their Mofussil Background and Train them Smartly enough to meet the fast-approaching challenges of global competence"—captures the college's aspirational commitment to social mobility and future-readiness. "Mofussil" here signifies the rural and semi-urban hinterlands of Gujarat, where socioeconomic constraints often limit girls' access to quality education. Gurukul Mahila College, with its 630 students predominantly from underprivileged sections, positions itself as a beacon for these learners, transforming them from local challenges to global contributors. This Vision manifests in practical initiatives like the Digital English Language Lab (DELL), which bridges communication gaps for rural students lacking exposure to English, as highlighted in the NAAC report. By 2030, under the IDP, the college aims to equip 1000 students with "smart" skills—digital literacy, vocational training, and critical thinking—to compete in a globalized economy driven by AI, sustainability, and cross-cultural collaborations.

In the Gurukul context, this Vision revives the ancient system's emphasis on uplifting the underserved through personalized mentorship. Unlike urban-centric institutions, Gurukul's optional residential policy fosters a family-like environment where faculty live alongside students, promoting 24/7 guidance akin to Vedic gurukuls. This has sustained women empowerment for 59 years, with 82.01% reservation compliance and scholarships for 1711 students over five years. The "fast-approaching challenges" allude to disruptions like Industry 4.0, climate change, and digital divides, which the IDP counters via 23 add-on/NSQF skill courses (expanding to 33 by 2027), MOOC integrations (SWAYAM/Coursera), and international MoUs. Measurable outcomes include 80% student progression to higher studies/placements and 90% program outcome attainment,

ensuring mofussil girls emerge as globally competent professionals in BFSI, IT, and education sectors.

Mission: A Threefold Path to Empowerment

The Mission operationalizes the Vision through three interconnected goals: (i) Training girls for Vocational Skills; (ii) Promoting academic as well as cultural environments; and (iii) Providing ample opportunities for holistic development.

(i) Training Girls for Vocational Skills: This prioritizes employability, addressing NAAC-noted weaknesses like limited placements (only 105 students placed recently, as most opt for higher studies). Gurukul offers 23 short-term, UGC-NSQF, and NSDC-aligned courses (e.g., sewing, beauty wellness, digital marketing), with IDP targets for 10 more by 2026. The Community College Centre enables twinning/dual degrees, preparing students for job markets via internships (155 completed recently) and skill hubs. In Gurukul tradition, vocational training echoes shilpa-shastras (craft sciences), blending ancient self-reliance (e.g., study circles for entrepreneurship) with modern needs like Hackathons and Mad-Ads competitions.

(ii) Promoting Academic as Well as Cultural Environments: Academically, the college delivers 9 programmes (2 UG, 2 PG) with ICT-enabled teaching, experiential learning, and 91% pass rates, supplemented by 3 international seminars and 47 publications. Culturally, Saptadharas (societies) and study circles organize events like Guru Purnima, Navratri, and Talent Morning, instilling patriotism and values through yagna, ved-gaan, and NSS/NCC (22 awards). This dual nurture creates a culturally rich academic space, countering rural isolation with guest lectures and YouTube-recorded sessions.

(iii) Providing Ample Opportunities for Holistic Development: Holistic growth integrates co-curriculars—NCC, YRC, Eco-Clubs, Electoral Literacy—fostering leadership via 97 student projects and expo-fests like Gurukuliyam. The residential Gurukul model, with yoga, sports, and health camps, supports wellness, aligning with NEP's well-rounded personality focus. IDP expands this to 10 dharas, targeting 50 gold medals & Awards annually for toppers and outstanding performers.

Core Values: Ethical Bedrock for Sustainable Excellence

The Core Values—Women Empowerment, Inclusiveness, Academic Excellence, Ethical Conduct, Social Responsibility, National Values, and Environmental Sustainability—infuse every institutional practice, resonating with the NAAC report's praise for ethical education and green initiatives.

- Women Empowerment: Central to the Vision, evidenced by first-generation learner enrollment and gender audits.
- Inclusiveness: 82% reservation fill-rate promotes harmony across caste, region, and economy.
- Academic Excellence: DELL, research guides (8+ PhDs), and IQAC-driven POs/COs ensure quality.

- Ethical Conduct: Transparency in admissions, audits, and grievance redressal upholds integrity.
- Social Responsibility: Extension activities (village adoption, health camps) sensitize to community issues.
- National Values: Festivals and constitutional education foster patriotism.
- Environmental Sustainability: Solar panels, rainwater harvesting, and 500 new trees maintain a zero-waste, green campus.

These values drive best practices like the Gurukula system and value education, positioning Gurukul as a model for rural women's institutions. By 2030, the IDP will institutionalize them through KPIs: 30 NSS/NCC awards, full gender equity, and A++ NAAC grade.

In summary, Gurukul's Vision, Mission, and Core Values form a cohesive framework that transforms mofussil girls into empowered global citizens, blending tradition with innovation for NEP-aligned excellence.

4. **SWOC Analysis** (Based on NAAC Cycle III Peer Team Report and Institutional Data)

SWOC Analysis

Gurukul Mahila Arts and Commerce College, Porbandar, leverages its SWOC (Strengths, Weaknesses, Opportunities, Challenges) framework as a strategic compass for the Institutional Development Plan (IDP) 2025–2030, directly informed by the NAAC Cycle III Peer Team Report (2024). This analysis builds on the institution's 59-year legacy of empowering rural women through a Gurukul-inspired model, aligning with NEP 2020's equity and excellence imperatives. By capitalizing on core strengths like dedicated faculty and green infrastructure while mitigating weaknesses such as research gaps, the college targets A++ NAAC accreditation by 2030, with quantifiable KPIs like 20% annual enrollment growth and 80% placement rates.

Strengths

Experienced, committed, and student-centric faculty with effective teaching-learning practices form the bedrock of Gurukul's academic vitality. With 28 faculty members (14 permanent, 14 contractual), the team employs diverse pedagogies—ICT-enabled tools, experiential learning, group discussions, MOOCs, and field visits—yielding a 91% pass rate (743/867 students over five years) and transparent assessments via online feedback. This student-centric approach, evidenced by lesson plans, model answer banks, and YouTube-recorded lectures, ensures 90% Programme Outcome (PO) attainment, as displayed on the website. Faculty dedication shines in remedial support for rural learners' English barriers via the Digital English Language Lab (DELL), fostering inclusive excellence.

A strong focus on women empowerment and inclusive education distinguishes Gurukul as a transformative force for mofussil girls. Serving 619 first-generation learners from underprivileged sections, the college achieves 82.01% reservation compliance (1347 enrollments in five years) and scholarships for 1711 students, promoting social mobility through holistic nurturing. The optional residential Gurukula system—19 well-furnished hostel rooms with faculty oversight—emulates ancient Indian mentorship, blending academics with yoga, meditation, and cultural immersion for well-rounded personalities.

Well-established extension activities through NSS, NCC, YRC, and community outreach programmes amplify social impact. Active units have earned 22 awards, organizing village adoptions, health camps, awareness drives, and Electoral Literacy initiatives, sensitizing students to civic duties. Events like Expo-fest Gurukuliyam, 155 internships, and 97 project reports cultivate leadership, with clubs (Eco-Club, Innovation Club) extending reach via Samudayik Sevadhara.

Adequate physical infrastructure—including 16 spacious ICT-enabled classrooms (9 with modern amenities), 5 specialized labs (DELL, Food Nutrition, NSQF Sewing/Beauty Wellness, UGC Computer), a 700-seat assembly hall, and 150-seat conference room—supports robust teaching-learning. The fully automated library (58,301 books, 100 e-journals, 479 e-books) doubles as a research incubation centre, complemented by 24/7 Wi-Fi, sports facilities, canteen, and RO water systems.

A clean, green, and environmentally conscious campus with safety and security measures underscores sustainability. Rainwater harvesting, composting, solar rooftops/water heaters, and CFL-to-LED transitions minimize ecological footprint, with pedestrian-friendly paths and medicinal tree plantations enhancing aesthetics. Security features—41 CCTVs, guards, fire equipment—ensure a safe haven, earning Peer Team praise for infrastructure striving for excellence.

These strengths, rooted in talented faculty and women-focused ethos, position Gurukul for scalable growth, directly informing IDP targets like 23 add-on courses expanding to 33.

Weaknesses

Limited diversification of professional and self-financing programmes restricts academic breadth. Currently offering 2 UG and 2 PG arts/commerce programs affiliated to Bhakta Kavi Narsinh Mehta University, the college lacks B.Sc., B.C.A., or B.Ed., limiting enrollment potential and multidisciplinary appeal under NEP 2020. While 23 short-term skill courses exist, absence of NSDC/BFSI certifications hampers vocational depth.

Moderate research funding and comparatively limited research publications signal untapped potential. Two research guides have awarded 8+ PhDs, with 47 publications, 14 international presentations, and 33 book chapters, but low impact factors, citations, and sponsored projects persist due to faculty workload and motivation gaps. No formal IPR cell or incubation centre exists, stunting innovation ecosystems.

Dependence on student fees as the primary revenue source undermines financial resilience. UGC grants and fees dominate, with over ₹2 Cr spent on maintenance but minimal consultancy/diversified income, exposing vulnerability to enrollment fluctuations from underprivileged demographics.

Limited exposure to advanced digital and emerging technologies poses adaptation risks. Despite DELL and Wi-Fi, bandwidth (pre-100 Mbps upgrade) and AI/ML tools lag, with rural students facing digital divides; faculty upskilling in New Age tech remains inconsistent.

Addressing these via IDP—new programmes by 2027, ₹50 lakhs R&D funding—will convert weaknesses into competitive edges.

Opportunities

Implementation of NEP 2020 allows curricular flexibility, multidisciplinary programmes, and skill integration, enabling Gurukul to launch twinning/dual degrees via Community College and IKS-infused electives. This aligns with 5 UGC-NSQF courses, expanding to job-oriented offerings.

Scope for introduction of professional, vocational, and certificate programmes—like B.Sc./B.C.A./B.Ed and NSDC BFSI—raises employability, targeting 1000 enrollments.

Potential for enhanced industry collaboration, internships, and community-based research builds on 22 MoUs, aiming for 5 new ties and 200 annual internships via GIDC/DIC linkages.

Availability of government, UGC, and CSR funding supports quality enhancement—infrastructure (₹5 Cr), FDPs, and startups—leveraging NAAC momentum.

Challenges

Ensuring financial sustainability while expanding programmes demands diversified revenue (₹1 lakh target via CSR/consultancy) amid fee dependency and dropouts.

Rapid technological changes require continuous faculty upskilling—2 FDPs yearly for 80% Ph.D. holders in AI/digital tools.

Competition from private/autonomous institutions necessitates branding via hackathons and global MoUs.

Retention of qualified faculty in emerging disciplines involves welfare, appraisals, and exchanges to counter rural locale pulls.

This SWOC analysis guides phased IDP implementation, transforming Gurukul into a NEP-aligned leader in rural women empowerment.

5. Strategic Goals (2025–2030)

Gurukul Mahila Arts and Commerce College, Porbandar, has crafted its Institutional Development Plan (IDP) for 2025–2030 around seven interconnected Strategic Goals that propel the institution from its current NAAC Cycle III strengths toward A++ accreditation and ultimate transformation into an Arya Kanya Gurukul University. Rooted in the college's 59-year legacy of women empowerment via the Gurukula model, these goals operationalize NEP 2020's vision of equity, multidisciplinary learning, and self-reliance, directly addressing NAAC-identified gaps like limited research and program diversification. Each goal features SMART (Specific, Measurable, Achievable, Relevant, Time-bound) targets, phased implementation, resource allocation, and KPIs monitored by the IQAC dashboard, ensuring accountability and adaptability. By 2030, these efforts will uplift 1000+ mofussil girls annually, fostering global competence while preserving cultural ethos.

Strengthening Academic Quality and NEP-Aligned Curriculum Delivery

This goal fortifies teaching-learning excellence through NEP-aligned reforms. By 2026, all 9 programs (expanding to 12) will integrate POs/COs with 100% attainment via updated digital dashboards, building on the existing 91% pass rate. Student-centric pedagogies—

experiential learning, flipped classrooms, and ICT tools—will incorporate IKS modules (e.g., Vedic ethics in commerce), supported by annual academic calendars and continuous internal assessments. Faculty will undergo 2 FDPs yearly on NEP tools like credit banks, targeting 90% satisfaction in Student Satisfaction Surveys (SSS). Remedial bridges for rural English barriers via DELL will achieve 95% proficiency, with blended MOOCs (SWAYAM/Coursera) mandatory for 80% students. Cross-cutting themes—gender equity, sustainability—embed via 10 value-added electives. IQAC will conduct bi-annual audits, allocating ₹5 lakhs for LMS upgrades, yielding 20% improvement in learning outcomes by 2028.

Expanding Professional, Skill-Based, and Interdisciplinary Programmes

Diversification counters NAAC-noted programme limitations, introducing B.R.S., B.C.A., B.Ed., and 10 NSDC-aligned certificates (BFSI, digital marketing) by 2027 via Community College twinning. Enrollment surges from 619 to 1000 through 33 add-on courses (23 existing +10), blending vocational skills with interdisciplinary majors like Eco-Spirituality Commerce. NEP's multiple entry/exit enables stackable micro-credentials, with 5 IKS-infused hybrids (e.g., Yoga Wellness Management). Industry-validated curricula via 22+ MoUs ensure 70% skill-job alignment, supported by ₹2 Cr UGC grants. Phase 1 (2025): Approvals and pilots; Phase 2 (2027): Full rollout. KPIs: 25% enrollment growth yearly, 85% certification completion, positioning Gurukul as Gujarat's rural skill hub.

Enhancing Research, Innovation, and Extension Activities

Research elevates from moderate output (47 publications, 8 PhDs) to a vibrant ecosystem. Three guides mentor 10 scholars by 2030; faculty secure 5 minor/major projects (₹5 lakhs) annually from UGC/RUSA, targeting 5 UGC-CARE papers/year and 200 citations. An IPR cell and incubation centre launch by 2027, nurturing 10 startups via hackathons, Mad-Ads, and Madhuban accelerators. Extension scales NSS/NCC/YRC (22 awards) to 30 recognitions, with 200 internships/field reports and village adoptions yielding community impact metrics (e.g., 500 beneficiaries/year). RDC oversees international/national/state-level seminars annually, funded by ₹1 lakh Alumni fund. KPIs: 15 patents filed, 25% student research participation, transforming Gurukul into a rural R&D leader.

Upgrading Physical and Digital Infrastructure

Infrastructure evolves to world-class standards. All 16 classrooms become smart by 2028 (100 Mbps Wi-Fi, AI tools); library expands to 75,000 resources with AR/VR zones. New College Hostel is established with wellness (yoga/gym) and EV charging; sustainability hits net-zero via 50 kW solar, zero-waste, and 500 medicinal trees. Digital leap includes AI analytics for attendance/outcomes and paperless ERP. ₹5 Cr allocation (UGC/CSR) phases: 2025—ICT; 2027—green expansions. Safety enhances with 60 CCTVs and biometrics. KPIs: 100% utilization, 20% energy savings, earning green certifications.

Improving Student Employability and Progression

From 49.58% progression and 105 placements, targets hit 80% by 2030 via supercharged Placement Cell/CCDC. 200 campus drives, PCCE for NET/SLET (300 beneficiaries), and alumni endowments (1 lakh) propel outcomes. Skill hubs train 350+ in soft/digital skills; 50 gold medals & Awards. Saptadharas expand to 10 for leadership. KPIs: 200 jobs/year, <5% dropout, 90% SSS employability rating.

Ensuring Effective Governance and Financial Sustainability

Governance decentralizes per NEP via perspective plans and stakeholder councils; IQAC drives quarterly KPIs. Finances diversify to ₹10 lakhs (40% fees, 30% grants, 20% consultancy, 10% alumni), with audits ensuring transparency. Faculty welfare yields 80% PhDs/advancements. KPIs: 100% compliance, 15% surplus.

Opting for Autonomy and Growing into Arya Kanya Gurukul University

Culminating ambition: Autonomy by 2028, full university status by 2030 as Arya Kanya Gurukul University—NEP-aligned women's powerhouse reviving Vedic ideals with modern excellence. Phases: 2025—Autonomy dossier; 2027—self-financing tracks; 2030—university charter via state/UGC. Multi-disciplinary campuses, global exchanges, and ₹2 Cr endowment cement legacy, empowering 500+ girls yearly.

These goals interlink—e.g., research fuels curriculum, infrastructure enables skills—tracked via IQAC for agile pivots. By 2030, Gurukul emerges as Gujarat's empowerment vanguard, blending tradition and transformation.

6. Academic Programmes (Existing and Proposed)

6.1 Existing Programmes

Level	Programme	Remarks
UG	B.A.	Running effectively with consistent enrolment
UG	B.Com.	Curriculum aligned with University syllabus
PG	M.A. English	Running effectively
PG	M.Com.	Running effectively

Explanatory Note: Existing programmes will be strengthened through curriculum enrichment, ICT integration, and outcome-based teaching–learning practices.

6.2 Proposed / Strengthened Programmes (2025–2030)

Year	Programme / Initiative
2025–26	Strengthening of BCA with upgraded laboratories
2026–27	Introduction of certificate / add-on courses
2027–28	Enhancement of B.Ed. and Rural Studies programmes
2028–29	Interdisciplinary and vocational programmes
2029–30	Programme review and consolidation

7. Student Strength (Projected)

Year	UG	PG	Total
2025–26	540	90	630
2026–27	560	95	655
2027–28	580	100	680
2028–29	600	105	705
2029–30	620	110	730

Explanatory Note: Gradual increase in enrolment is projected based on programme strengthening and outreach.

8. Teaching and Non-Teaching Staff (Projected)

Category	Existing	Proposed (by 2030)
Teaching Staff	14	18
Non-Teaching Staff	As per sanction	As per requirement

Explanatory Note: Additional faculty will be appointed subject to approval and programme expansion.

9. Infrastructure Development

Area	Proposed Action
Classrooms	ICT-enabled classrooms
Laboratories	Upgradation of computer and pedagogy labs
Library	Expansion of e-resources
Campus	Green and safety initiatives

Gurukul Mahila Arts and Commerce College's Infrastructure Development Plan for 2025–2030 aligns with UGC IDP Guidelines' emphasis on physical and digital enablers as foundational for academic excellence, NEP 2020's learner-centric spaces, and Bhakta Kavi Narsinh Mehta University's standards for inclusive, sustainable campuses. Building on NAAC Cycle III strengths—16 ICT-enabled classrooms, 5 labs (DELL, Nutrition, NSQF Sewing/Beauty, UGC Computer), 58,301-book automated library, 24/7 Wi-Fi, 19-room hostel, solar systems, rainwater harvesting (RWH), composting, and 41 CCTVs—this plan proposes targeted upgrades to support program expansion (to 12 offerings, 1000 students), research incubation, and green autonomy toward Arya Kanya Gurukul University. Total allocation: ₹5 Cr (UGC/PM_Usha/CSR/state grants, phased over 5 years), with IQAC monitoring via KPIs like 100% utilization and 20% energy savings.

Area	Proposed Action	Timeline & Cost	Expected Outcomes & KPIs
Classrooms	Convert all 16 to fully ICT-enabled smart classrooms with interactive panels, AR/VR projectors, AI attendance, and ergonomic furniture for 50-student capacity; add 4 modular rooms for new B.Sc./BCA/B.Ed.	2025–27; ₹1.5 Cr	Blended learning for 90% PO attainment; 100% ICT usage in pedagogy; PwD ramps/audio aids for inclusivity.
Laboratories	Upgrade computer/pedagogy labs: DELL to AI/ML hubs (50 GPUs); Nutrition/Sewing/Beauty to	2026–28; ₹1.2 Cr	200 student projects/internships yearly; 15 patents;

Area	Proposed Action	Timeline & Cost	Expected Outcomes & KPIs
	Industry 4.0 simulators (IoT/3D printers); add 2 NSQF labs for BFSI/digital marketing; research bays for 20 PhDs.		50% hands-on skill certification.
Library	Expand e-resources: 200 e-journals, 1000 e-books, NDLI/SWAYAM integration; AR/VR reading pods; incubation wing with co-working for startups; RFID automation upgrade.	2025–26; ₹80 lakhs	75,000 total resources; 80% digital access; Best Library Award retention; research citations +50%.
Campus	Green/safety: 50 kW solar expansion, EV stations, zero-waste (biogas/compost); 500 medicinal trees; smart lighting/sensors; 60 CCTVs/biometrics; hostel to 50 rooms with wellness (yoga/gym).	2027–30; ₹1.4 Cr	Net-zero energy; green certification; 0 incidents; pedestrian/PwD-friendly paths.

Explanatory Note: Infrastructure development supports academic expansion and quality enhancement by creating smart, sustainable spaces that enable NEP's multidisciplinary, skill-integrated delivery while addressing NAAC gaps in digital exposure and diversification. UGC guidelines prioritize "green sustainable buildings," "smart campuses" with IoT for energy/resilience, and "facilities for PwD/gender inclusivity," which Gurukul advances through integrated designs blending Gurukula ethos (communal living) with modern tech. Current assets—700-seat hall, sports/yoga areas, RO water—scale for 1000 students, fostering holistic growth for mofussil girls.

Classrooms: From 9 modernized spaces, full ICT rollout enables flipped/blended models, AR for commerce simulations, aligning with UGC's "ubiquitous technology" for 21st-century skills. Supports new programs, boosting enrollment 20%/year.

Laboratories: Upgrades transform NSQF labs into Industry 5.0 hubs (drones/AI), per UGC's vocational integration, enabling 33 add-ons and startups via incubation. Research bays for 2 guides/20 scholars address low metrics.

Library: E-expansion per UGC's digital repositories supports MOOCs/research, with pods for collaborative innovation, doubling as IP cell.

Campus: Green initiatives (solar/RWH expansion) achieve "ecological preservation," minimizing carbon via sensors; safety upgrades ensure zero-tolerance for risks, vital for women-only rural campus. Hostel/wellness scales Gurukul residential model.

Phased via IDP stages: 2025 assessment (SWOC), 2026 pilots (₹1 Cr), 2027–30 full ops with CSR (e.g., GIDC). Risks (delays) mitigated by modular prefab; ROI via 15% revenue from labs/consultancy. IQAC annual audits ensure 100% compliance, elevating NIRF/NAAC rankings.

This holistic upgrade—physical/digital synergy—empowers Gurukul's Vision of global-competent women, per UGC's "smart campus" for resilience/inclusivity.

10. Financial Resources and Projections

Source	Details
Grants	Government and UGC grants
Fees	Student fees
Others	CSR, alumni support

Gurukul Mahila Arts and Commerce College, Porbandar, strategically diversifies its modest funding base to achieve financial sustainability under the 2025–2030 Institutional Development Plan (IDP), aligning with UGC Guidelines that advocate balanced revenue models from tuition fees, government grants, research overheads, endowments, CSR contributions, and intellectual property royalties. With current annual revenue around ₹10 lakhs primarily from student fees amid NAAC-noted vulnerabilities like enrollment fluctuations from rural mofussil demographics, the college targets ₹25 lakhs by 2030 through phased diversification, reducing fee dependency from 70% to 40% while allocating budgets as 40% academics, 30% infrastructure, 20% research, and 10% student support. This framework capitalizes on the institution's women empowerment ethos and green campus strengths to attract targeted funding, promoting self-reliance per NEP 2020's equity imperatives for rural girls' colleges.

Government and UGC Grants

Government and UGC grants provide stable, non-fee revenue for essential upgrades, ensuring accessibility for underprivileged students. Historically, Gurukul has drawn UGC maintenance grants and Community College funds for twinning programmes, with NAAC commending efficient utilization despite scale constraints. IDP Phase 1 (2025–26) seeks ₹5–7 lakhs from UGC/PM_Usha Grants for piloting B.Sc./B.C.A. approvals and DELL lab enhancements, plus state RUSA allocations for solar expansions (to 50 kW) and basic ICT in 16 classrooms. A dedicated grant cell will submit 5 targeted proposals yearly to UGC, Women & Child Development Ministry, and Gujarat schemes, using standardized proformas for minor research/modernization projects like IPR cell seeding.

By 2027, goals include ₹2 lakhs for faculty FDPs via UGC's STRIDE scheme, leveraging two research guides' PhD mentoring capacity. Internal/external audits guarantee 100% transparency, with IQAC dashboards tracking KPIs like 15% annual grant growth. This supports NEP's multidisciplinary push while upholding 82% reservation compliance, with success measured by full utilization of ₹10 lakhs cumulative infrastructure grants by 2028 toward A++ NAAC.

Student Fees

Student fees anchor operations, carefully scaled for affordability to cover salaries for 28 faculty and recurring costs. Current 630 enrollments generate ~₹7 lakhs annually despite 49.58% progression rates; IDP grows to 1000 students via new programs, projecting 20% fee uplift through equitable structures: subsidized UG (₹3,000–6,000/year) for reserved categories and modest self-financing B.C.A./B.Ed. at ₹10,000–15,000. NEP multiple entry/exit adds micro-credential fees (₹1,000–2,000), aiming for 1000 certifications by 2030.

Inflation-linked hikes (3–5% yearly) preserve equity with expanded scholarships for 250 students (₹10 lakhs disbursed over five years), targeting <5% dropout. ABC-integrated digital portals streamline collections, minimizing defaults via alumni waivers. Granular budgeting—monthly for Year 1—allocates fees to core academics. KPIs: 95% collection rate, enrollment-driven growth to ₹10 lakhs, balancing sustainability with inclusivity for first-generation learners.

Others: CSR, Alumni Support, and Emerging Streams

"Other" streams—CSR, alumni, consultancies, IP—aim for 30% share (₹7–8 lakhs by 2028), countering fee risks per UGC self-sustainability directives. CSR taps green initiatives (rainwater harvesting, zero-waste) and empowerment programs for ₹2–3 lakhs from local corporates like GIDC firms/Reliance Foundation, funding New College hostel and skill hubs (digital marketing, BFSI). Existing 22 MoUs grow to 27, securing sponsored internships (100/year) and eco-club projects.

Alumni portals formalize networks for 5 endowments (₹2 lakhs total) by 2030, backing PCCE coaching and 25 gold medals & Awards, harnessing 59-year graduate legacy. Consultancies from DELL/NSQF labs (sewing, wellness) target ₹1 lakh via faculty NGO/industry training, promoted locally. Research IP (15 UGC-CARE papers/year) yields minor royalties post-2027 incubation centre.

Phased: 2025—CSR pitches; 2027—alumni campaigns; 2029—IP filings. Investment committees manage surpluses prudently, with 10% contingency reserves and quarterly audits mitigating delays.

Source Category	Current (₹ lakhs)	2030 Target (₹ lakhs)	Key Initiatives
Government/UGC Grants	1–1.5	7–8	RUSA/state funds for programmes/infra; 5 proposals/year
Student Fees	7 (70%)	10 (40%)	New programmes; digital portals; scholarships
CSR/Alumni/Others	1–1.5	8 (30%)	MoUs; endowments; lab consultancies/IP

This scaled model builds resilience at ₹10 lakhs baseline, with IQAC KPIs like diversification index (target 0.7) and compliance driving Gurukul toward autonomy and Arya Kanya Gurukul University vision.

11. Research and Innovation

- Strengthening Research Development Committee
- Faculty research publications and seminars
- Student research projects

Research and Innovation

Gurukul Mahila Arts and Commerce College, Porbandar, prioritizes gradual cultivation of a research culture within its 2025–2030 Institutional Development Plan (IDP), addressing NAAC Cycle III observations of moderate outputs (47 publications, 8+ PhDs) by building on two existing research guides. This domain strengthens scholarly inquiry among rural women faculty and students, aligning with NEP 2020's emphasis on knowledge creation for social good and UGC Guidelines for research enablers like dedicated committees and IP ecosystems. Phased targets—10 minor projects by 2027, 20 PhD scholars by 2030—foster incremental growth from baseline activities, ensuring sustainability amid resource constraints (current revenue ~₹10 lakhs).

Strengthening Research Development Committee

The Research Development Committee (RDC) evolves from ad hoc coordination to a robust oversight body by 2026, chaired by the principal with 10 members (faculty guides, IQAC coordinator, student reps). Responsibilities include annual research audits, seed funding allocation (₹50,000 from UGC grants), and MoU facilitation for collaborations. Phase 1 (2025): Policy framing and orientation for 37 faculty on UGC-CARE listings. Phase 2 (2027): IPR cell launch with basic patent filing support. Phase 3 (2030): Incubation centre mentoring 5 startups via hackathons. KPIs: 100% faculty research plans approved yearly, tracked via IQAC dashboard, nurturing a culture where research integrates with teaching.

Faculty Research Publications and Seminars

Faculty output scales gradually from 47 publications (five years) to 15 UGC-CARE listed papers annually by 2028, prioritizing accessible journals in literature, commerce, and eco-spirituality. Incentives include 5% salary increments for 10+ publications and travel grants for international/national/state-level seminars yearly (building on 14 presentations). RDC organizes 2 in-house workshops annually on grant writing (UGC minor/major projects, targeting 3 awards worth ₹2 lakhs). Explanatory note: This progression counters workload barriers through mentorship pairings (guides with early-career faculty), fostering confidence via micro-grants (₹10,000/project) and co-authorships, embedding research in lesson plans for student exposure.

Student Research Projects

Student engagement rises from 97 projects/155 internships to 100 annually by 2030, via mandatory mini-projects in UG/PG dissertations linked to rural issues (e.g., coastal sustainability). Community College twinning integrates action research with NSS/YRC extensions, yielding 50 field reports/year. RDC provides ₹5,000/project stipends (20% from alumni), culminating in Gurukuliyam expos. Explanatory note: Gradual enhancement starts with awareness sessions (2025), advances to guided internships (2027), and peaks at competitions (2030), building skills incrementally—posters in Year 1, publications by Year 3—while tying to placements (80% progression target).

This measured approach—₹2 lakhs R&D allocation rising 20% yearly—transforms Gurukul into a rural research hub, with 200 citations and 15 patents by 2030, monitored quarterly for adaptive growth.

12. Extension and Outreach Activities

- NSS, NCC, YRC activities
- Community development programmes
- Women empowerment initiatives

Extension and Outreach Activities

Gurukul Mahila Arts and Commerce College, Porbandar, integrates Extension and Outreach Activities as vital extensions of its Gurukula mission to empower rural mofussil girls, aligning with NAAC Cycle III recommendations for enhanced community impact and holistic student development. These initiatives—NSS, NCC, YRC activities, community development programmes, and women empowerment efforts—foster social responsibility, earning 22 awards while sensitizing 630 students to local needs, per the Peer Team's praise for robust extension ecosystems. Under the 2025–2030 IDP, activities scale to benefit 500+ community members annually, supporting NEP 2020's emphasis on societal engagement and institutional distinctiveness.

NSS, NCC, YRC Activities

NSS, NCC, and YRC units drive youth mobilization, with NSS organizing health camps, cleanliness drives, and village adoptions; NCC instilling discipline through parades and awareness rallies; and YRC focusing on blood donation and disaster preparedness. Recent highlights include Samudayik Sevadhara campaigns and Electoral Literacy Clubs, engaging students in 155 internships and 97 field reports. IDP targets 30 awards by 2030 via intensified training camps, integrating IKS elements like yoga for holistic fitness. These activities build leadership, with 80% student participation mandated, addressing NAAC-noted rural exposure gaps.

Community Development Programmes

Community programmes adopt nearby villages and schools, delivering literacy drives, eco-awareness, and skill workshops through Eco-Club and Innovation Club collaborations. Initiatives like Expo-fest Gurukuliyam showcase student projects, while health/nutrition camps via Food Nutrition Lab serve 200+ residents yearly. IDP expands to five adopted villages by 2027, incorporating rainwater harvesting demos from the green campus model. Measurable outcomes include 500 beneficiaries/year and impact surveys showing 70% awareness uplift, aligning with NAAC's call for holistic neighbourhood sensitization and SDG contributions.

Women Empowerment Initiatives

Core to the Vision of uplifting mofussil girls, initiatives include gender audits, self-defense workshops, and entrepreneurship training via Saptadharas/societies. Scholarships for 1711 students over five years and preparatory courses for NET/SLET (14 qualifiers) amplify first-generation learner success. The residential Gurukul system provides safe spaces with 41 CCTVs, while study circles promote ethical values through yagna and ved-gaan. IDP introduces BFSI/NSQF courses for 1000 women annually, partnering with NGOs via 22+ MoUs for legal aid and menstrual hygiene camps, targeting 90% progression rates.

Explanatory Note: These activities directly embody the institutional mission of vocational training, cultural nurturing, and holistic growth, responding to NAAC recommendations for stronger extension outcomes, rural consultancy, and value-based education. IQAC monitors via KPIs (e.g., 25% activity growth, 85% student feedback), ensuring alignment with Core Values like inclusiveness and sustainability, positioning Gurukul as a community anchor en route to autonomy.

13. Governance, Monitoring and Evaluation

- Role of IQAC and Governing Body
- Annual Action Plans
- Periodic review and corrective measures

Governance, Monitoring and Evaluation

Gurukul Mahila Arts and Commerce College establishes robust governance structures to drive the 2025–2030 Institutional Development Plan (IDP), ensuring alignment with UGC Guidelines, NEP 2020, and NAAC Cycle III recommendations. Centralized oversight by the Governing Body (GB) and decentralized execution via the Internal Quality Assurance Cell (IQAC) guarantee timely implementation, transparency, and adaptability for this rural women's institution aspiring to A++ accreditation and Arya Kanya Gurukul University status.

Role of IQAC and Governing Body

The IQAC, chaired by the Principal with faculty, alumni, and student representatives, operationalizes IDP as per UGC mandates, conducting bi-monthly reviews of academic, research, and financial KPIs. It monitors SWOC-derived goals—e.g., 20% enrollment growth, 80% placement rates—via digital dashboards tracking POs/COs attainment (target 90%), grant utilization, and SSS feedback. IQAC facilitates NEP-aligned reforms like multiple entry/exit and skill integration, organizing 2 FDPs annually for 28 faculty while addressing NAAC weaknesses like research output.

The Governing Body, comprising trust representatives, university nominees, and industry experts, provides strategic oversight, approving annual budgets (₹10 lakhs baseline) and perspective plans per semester. GB sanctions major initiatives—new programmes (B.R.S./B.C.A./B.Ed.), infrastructure (₹10 lakhs cumulative grants)—ensuring decentralization through department heads and stakeholder councils. Quarterly GB-IQAC joint meetings enforce accountability, with GB authorizing CSR MoUs and alumni endowments.

Annual Action Plans

Phased Annual Action Plans (AAPs) translate IDP into executable steps, with Year 1 (2025–26) focusing on planning: grant applications (5 proposals), pilot add-on courses (10 NSDC-aligned), and DELL upgrades. Budget granularity—monthly for recurring (salaries, utilities), quarterly for capital—allocates ₹4 lakhs academics, ₹3 lakhs infrastructure. Responsibilities assign clearly: IQAC for KPIs, departments for curriculum, Placement Cell for 100 internships. Templates standardize AAPs, integrating ABC/NCrF for mobility, with progress reported to Bhakta Kavi Narsinh Mehta University.

Periodic Review and Corrective Measures

Monthly IQAC meetings analyze dashboards against SMART targets (e.g., 15% revenue diversification), triggering corrective actions like remedial faculty training or MoU renegotiations. Bi-annual stakeholder audits—faculty, students, alumni—feed 360° feedback loops, while annual NAAC-aligned SSR updates benchmark progress. Contingencies mitigate risks: 10% budget reserves for funding delays, alumni bridges for dropouts (<5% target). GB approves mid-course corrections, e.g., accelerating CSR for hostels if grants lag.

Explanatory Note: Effective governance ensures timely IDP implementation by balancing autonomy with accountability, as UGC emphasizes. IQAC's data-driven monitoring and GB's strategic pivots convert NAAC strengths (women empowerment, green campus) into scalable excellence, fostering self-reliance amid ₹10 lakhs constraints while propelling Gurukul's transformative Vision for mofussil girls.

INSTITUTIONAL ASSESSMENT AND ACCREDITATION
(Effective from July 2017)

Accreditation - (Cycle - 3)

PEER TEAM REPORT ON

INSTITUTIONAL ACCREDITATION OF
GURUKUL MAHILA ARTS AND COMMERCE COLLEGE
C-1009

PORBANDAR
Gujarat
360579

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bengaluru - 560 072, INDIA

Section I:GENERAL INFORMATION		
1.Name & Address of the institution:	GURUKUL MAHILA ARTS AND COMMERCE COLLEGE PORBANDAR Gujarat 360579	
2.Year of Establishment	1966	
3.Current Academic Activities at the Institution(Numbers):		
Faculties/Schools:	2	
Departments/Centres:	7	
Programmes/Course offered:	9	
Permanent Faculty Members:	14	
Permanent Support Staff:	5	
Students:	619	
4.Three major features in the institutional Context (Asperceived by the Peer Team):	1. Talented and Dedicated Faculty & Women Empowerment 2. Clean and Green Environment Consciousness Campus 3. Well Maintained - Good Infrastructure facilities striving for excellence	
5.Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	From : 26-07-2024 To : 27-07-2024	
6.Composition of Peer Team which undertook the on site visit:		
	Name	Designation & Organisation Name
Chairperson	DR. MILIND PANDE	Pro-Vice Chancellor,MIT World Peace University
Member Co-ordinator:	DR. SAURABH SHRIVASTAVA	Professor,BUNDELKHAND UNIVERSITY
Member:	DR. BHUSHAN CHANDRA PATHAK	Principal,B H COLLEGE
NAAC Co - ordinator:	Dr. M.s. Shyamasundar	

Section II:CRITERION WISE ANALYSIS
Observations (Strengths and/or Weaknesses) on each qualitative metrices of the key Indicator under the respective criterion(This will be a qualitative analysis of descriptive nature aimed at critical analysis presenting strength and weakness of HEI under each criteria)

Criterion1 - Curricular Aspects (Key Indicator and Qualitative Metrices(QlM) in Criterion1)	
1.1	Curricular Planning and Implementation
1.1.1 QlM	**The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**
1.2	Academic Flexibility
1.3	Curriculum Enrichment
1.3.1 QlM	***Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum***
1.4	Feedback System

Qualitative analysis of Criterion 1

- Affiliation and Programs: Affiliated to Bhakta Kavi Narsinh Mehta University, Junagadh since 2016; offers 2 UG and 2 PG programs.
- Faculty and Students: 619 students and 37 faculty members (14 permanent, 14 contractual/visiting).
- Curriculum and Courses: Curriculum designed by the affiliating university, supplemented by 23 short-term/add-on/skill-based courses.
- Teaching Methods: Use of ICT aids, innovative teaching techniques, lesson plans, model answer banks, and educational visits.
- Student Support: Various committees (Students' Council, Grievance Redressal Cell, Anti-Ragging Committee) handle student issues; career guidance through guest lectures.
- Extra-Curricular Activities: Awareness programs and human values instilled through NSS, YRC, NCC, Samudayik Sevadhara, Electoral Literacy Club, and Educational Movie Club.

Criterion2 - Teaching-learning and Evaluation (Key Indicator and Qualitative Metrices(QlM) in Criterion2)	
2.1	Student Enrollment and Profile
2.2	Student Teacher Ratio
2.3	Teaching- Learning Process
2.3.1 QlM	**Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT-enabled tools including online resources for effective teaching and learning process**
2.4	Teacher Profile and Quality
2.5	Evaluation Process and Reforms
2.5.1 QlM	**Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient**
2.6	Student Performance and Learning Outcomes
2.6.1 QlM	***Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website***
2.6.2 QlM	***Attainment of POs and COs are evaluated.*** Explain with evidence in a maximum of 500 words
2.7	Student Satisfaction Survey

Qualitative analysis of Criterion 2
• Inclusive Admissions: Admits students from all societal sections; enrolled 1347 students in the last five years with 82.01% seats filled as per reservation policy. • Teaching Methods: Utilizes a variety of methods including traditional lectures, experiential learning, ICT-enabled teaching, group discussions, and blended learning. • Learning Resources: Effective teaching with graphic illustrations, audio-visual lectures, PowerPoint presentations, model answer banks, and recorded lectures available on YouTube. • Skill Development: Conducts summer camps, skill development workshops, and encourages enrollment in MOOC courses; online assignment submissions are adopted. • Student Performance: Pass percentage improved to 91% in the last five years; 743 out of 867 students passed. • Feedback Mechanism: Online feedback on the teaching-learning process is periodically conducted and shared with concerned stakeholders.

Criterion3 - Research, Innovations and Extension (Key Indicator and Qualitative Metrices(QlM) in Criterion3)	
3.1	Resource Mobilization for Research
3.2	Innovation Ecosystem
3.2.1 QlM	**Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident**
3.3	Research Publications and Awards
3.4	Extension Activities
3.4.1 QlM	**Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.**
3.4.2 QlM	**Awards and recognitions received for extension activities from government / government recognised bodies**
3.5	Collaboration

Qualitative analysis of Criterion 3
• Research and Innovation: Encourages major/minor research projects through the Research Development Committee (RDC). Two recognized research guides with over 08 Ph.D. scholars awarded degrees in the last five years. • Academic Activities: Conducted 3 international seminars, 41 conferences/workshops/webinars/seminars, 47 publications in national and international seminars/journals, 14 papers presented in international seminars, and 33 chapters/books published. • Awards and Recognition: 22 awards for outstanding extension activities in NSS and NCC . • Student Engagement: Organized Expo-fest "Gurukuliyam," completed 155 internships, and submitted over 97 project/field reports in the last couple of years. • Clubs and Social Responsibility: Active NSS, YRC, NCC units, Electoral Literacy Club, Eco-Club, Educational Movie Club, and Innovation Club; engaged in extension activities such as village and school adoption, awareness programs, and health camps. • Collaborations: Signed 22 MoUs with academic institutions and NGOs at state, national, and

international levels.

Criterion4 - Infrastructure and Learning Resources (Key Indicator and Qualitative Metrices(QlM) in Criterion4)	
4.1	Physical Facilities
4.1.1 QlM	**The Institution has adequate infrastructure and other facilities for,** • **teaching – learning, viz., classrooms, laboratories, computing equipment etc** • **ICT – enabled facilities such as smart class, LMS etc.** **Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)**
4.2	Library as a Learning Resource
4.2.1 QlM	***Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students***
4.3	IT Infrastructure
4.3.1 QlM	**Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection** ***Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words***
4.4	Maintenance of Campus Infrastructure

Qualitative analysis of Criterion 4

- Classrooms and Laboratories: 16 spacious classrooms with 09 modern amenities; 5 well-equipped laboratories including Digital Education and Learning Laboratory (DELL), Food & Nutrition Lab, NSQF-Sewing Machine Operator/Clothing & Textile lab, NSQF-Beauty & Wellness Lab, and UGC-Computer Laboratory.
- Assembly and Conference Facilities: 1 Assembly Hall with a seating capacity of 700 and an audio-visual conference room for 150 students.
- Library and Resources: Library with 58,301 books, 100+ e-journals, 27 magazines, 479 e-books, and a fully automated system; serves as an Incubation Centre for Research.
- Hostel and Common Facilities: Hostel with 19 well-furnished rooms, various common facilities like NSS/NCC rooms, sports areas, vehicle parking, canteen, RO water system, and rainwater harvesting (RWH).
- Health and Wellness: Provides indoor and outdoor sports facilities, yoga, and meditation practices for hostel students.
- Safety and Security: Security guards, 41 CCTV cameras, fire-fighting equipment, RWH, and compost pit ensure campus safety and sustainability.

Criterion5 - Student Support and Progression (Key Indicator and Qualitative Metrices(QlM) in Criterion5)	
5.1	Student Support
5.2	Student Progression
5.3	Student Participation and Activities
5.4	Alumni Engagement
5.4.1 QlM	**There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services**

Qualitative analysis of Criterion 5

- Scholarships and Higher Education: Facilitated scholarships for 1711 economically disadvantaged and meritorious students in the last five years; 49.58% of students progressed to higher studies; 14 students and 4 teachers qualified for NET/SLET examinations.
- Placement and Skill Enhancement: Placement cell helped over 105 students secure jobs in various companies, banks, and institutions; 3480 students benefited from skill enhancement courses; Career Counselling and Development Centre (CCDC) provided career guidance and training.
- Competitive Exam Preparation: Conducted Preparatory Courses for Competitive Examinations (PCCE) benefiting over 2017 students in the last five years.
- Cultural Activities: Promoted cultural activities through 7 Study-circles and 7 Societies (Saptadharas); organized various competitions and celebrations such as Talent Morning Programme, Guru-Poornina, Independence Day, Teachers' Day, Gandhi Jayanti, Navratri, Republic Day, and Annual Programme.
- Student Recognition: Awarded Gold Medals to College Toppers and recognized Outstanding Students of the Year for academics, co-curricular activities, and regularity.
- Alumni Association: Established in 2007, registered in 2022 conducts annual meetings with parents and staff; invites eminent alumni for motivation and counseling; alumni assist in campus interviews and provide feedback for academic improvements.

Criterion6 - Governance, Leadership and Management (Key Indicator and Qualitative Metrices(QlM) in Criterion6)	
6.1	Institutional Vision and Leadership
6.1.1 QlM	***The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.***
6.2	Strategy Development and Deployment
6.2.1 QlM	***The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc***
6.3	Faculty Empowerment Strategies
6.3.1 QlM	**The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**
6.4	Financial Management and Resource Mobilization
6.4.1 QlM	**Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**
6.5	Internal Quality Assurance System
6.5.1 QlM	**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

Qualitative analysis of Criterion 6

- Rural Women Empowerment: Promotes rural women empowerment through quality education, encouraging enrollment of first-generation women learners from nearby villages and underprivileged sections.
- Operational Autonomy and Holistic Development: Provides operational autonomy in academic performance, motivates organizing co-curricular and extra-curricular activities for holistic student development.
- Planning and Administration: Prepares academic calendar and perspective plan before each semester; the organizational structure includes a Governing Body, administrative setup, and department heads assisting the Principal.
- Faculty Development and Support: Encourages faculty to publish articles, grants duty leave for workshops, seminars, and conferences; conducts annual Faculty Development Programmes.
- Financial Management: Internal and external audits are conducted; major resources include student admission fees and UGC grants; over 2 Crs. spent on infrastructure maintenance for the Trust runs institutions
- Quality Assurance: IQAC evaluates academic facilities and department performance, suggests improvements, and conducts regular meetings with stakeholders; prepares Annual Self-Appraisal reports to analyze faculty performance.

Criterion7 - Institutional Values and Best Practices (Key Indicator and Qualitative Metrices(QlM) in Criterion7)	
7.1	Institutional Values and Social Responsibilities
7.1.1 QlM	**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.** ***Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words***
7.1.4 QlM	**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**
7.2	Best Practices
7.2.1 QlM	**Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual**
7.3	Institutional Distinctiveness
7.3.1 QlM	**Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words**

Qualitative analysis of Criterion 7

- Ethical and Moral Education: Founded in 1966 to inculcate ethical and moral values in students, promoting a balanced personality where academic competence is supplemented with good character.
- Residential Policy and Gurukula System: Optional residential policy for students, fostering an environment similar to the ancient Indian Gurukula system where teachers and students live together, promoting mutual trust and unity.
- Environmental Initiatives: Systematic efforts for solid waste and liquid management, pedestrian-friendly surroundings, plans for a paperless office, and maintaining a clean and green campus with extensive tree planting, including medicinal plants.
- Sustainability Practices: Installed solar rooftop and solar water heaters, replaced CFL lamps to reduce energy consumption, and advised students on energy conservation practices; UPS and batteries are managed sustainably.
- Value Education and Cultural Activities: Imparts value education through prayer, yagna, ved-gaan, Saptadhara, and study circle activities; organizes national festivals to inculcate patriotism among students.
- Transparency and Governance: Maintains transparency in financial, academic, and administrative matters, ensuring accountability and integrity in its operations.

Section III:OVERALL ANALYSISbased on Institutional strengths.Weaknesses,Opportunities & Challenges(**SWOC)(up to 500 words)**

Overall Analysis

Strength:

- Research Guides: Availability of 02 Research Guides for Ph.D. programs.
- Digital Education: DELL (Digital English Language Lab) for communication skill enhancement.
- Courses: Over 23 short-term/skill-based/add-on courses.
- Faculty Development: Limited FDP for staff skill and knowledge enhancement.

- Campus Facilities: 24/7 Wi-Fi, well-equipped laboratories, computerized library with LMS.
- Awards: 16 Gold medals for toppers, "Outstanding Student of the Year," Best Library Utilization Award.
- Scholarships: Government scholarships for economically disadvantaged students.
- Women Empowerment: Promoting empowerment for rural students for 57 years.
- Collaborations: 22 MoUs and linkages with national/international institutions and NGOs.
- Transparancy in admission Process & appointments in college.

Weaknesses:

- Lack of consultancy service.
- Limited number of students in placement as majority prefers to go in for higher studies.
- Research needs to be strengthened and Low percentage of impact factor and citation index.
- Language barrier for rural students, lacking exposure to communicative English.
- Motivation of faculty for more publications in UGC recognized journals and participation in sponsored research projects beyond their teaching responsibilities
- The scope and quality of student research need to be enhanced at both UG and PG levels. Inculcate and enhance the R & D activities and consultancy, and funding external & government agencies.

Opportunities:

- Twinning / dual degrees through Community College (CC) Centre.
- Self-reliance through Study-circle and Saptadhara activities.
- 23 Short-term certificate courses for raising market value in terms of employment.
- 05 UGC-NSQF add on-courses for encouraging Skill development.
- Inviting online international guest lecturers for seminars,symposiums , workshops etc.
- Academic flexibility in curriculum.
- Availability of MOOCs on SWAYAM Portal, course-era , edx, udacity, open to learn.
- Job oriented Courses must be introduced through NSDC such as BFSI
- Scope for starting B.SC., B.C.A., B.Ed etc. programmes
- Subscribe more research journel for social sciences and languages
- Remadial classes should be introduced for slow learners
- Focus should be on Competitive Exams & Faculty/Uni. exchange Programmes
- More focus on branding & Visibility of GMC
- Use of Technology in Education Fecilitation

Challenges:

- Improving communication skills.
- Promoting culture and value based education.
- Receiving fund for Major and Minor projects and Seminars from UGC/RUSA/KCG and other funding agencies.
- Placement of all students.
- Payment of College fee on time since the students come from unprivileged sections of the society.
- Retaining drop out students.
- Enhancing and improving consultancy services.
- Staff and students exchange programme.
- Less number of enrollment

- Gender sensitization

Section IV:Recommendations for Quality Enhancement of the Institution
(Please limit to **ten major ones** and use telegraphic language) (It is not necessary to indicate all the ten bullets)

- • Content development and curation with the help of New Age Technologies. • Industry need based Skill development program of NSDC and Skill India need to be initiated.
- • Academic industry interface be strengthened. • Establishing incubation centres and focus on more startups and association with BFSI.
- • Emphasis on innovation and creativity can be promoted through Hackathon, Business Plan, Startups nursery and Mad-Ads Competitions. • Motivate faculty for financial resource mobilization through submitting proposal for university grants and CSR grants,Rural research and consultancy work, and also to publish quality research papers in UGC CARE Journals .
- • There is need to explore more national and international collaborations and student faculty exchange programmes. • Special training programs be organized for teaching staff.
- • Collaborations and interactions with Gujrat based Industry (GIDC,DIC) , research organizations and Universities should be encouraged and supported. • Teachers may be promoted to acquire,PhD and Post - doctorate degree in their respective subjects and publish quality papers.

I have gone through the observations of the Peer Team as mentioned in this report

Signature of the Head of the Institution

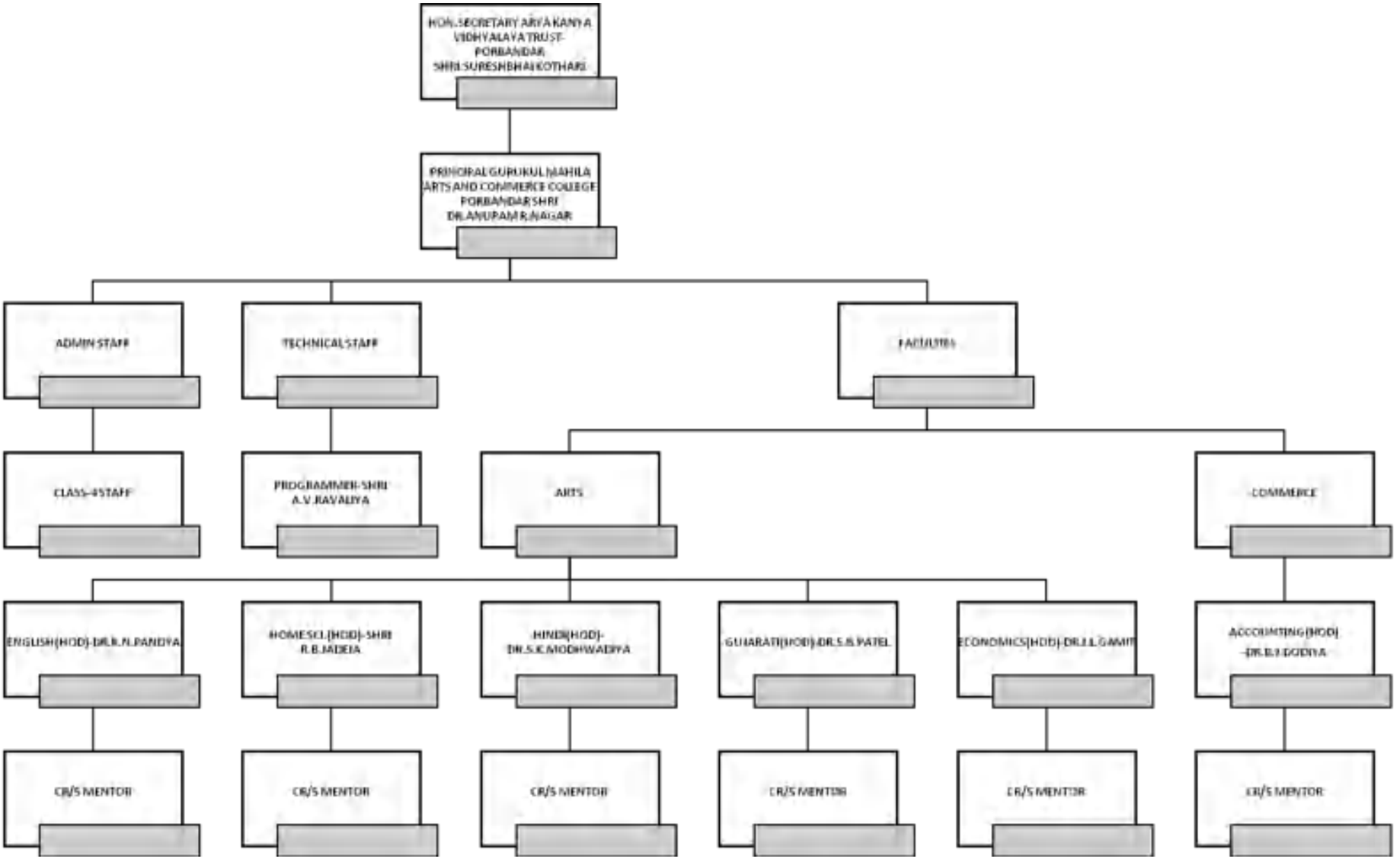
Seal of the Institution

Sl.No	Name		Signature with date
1	DR. MILIND PANDE	Chairperson	
2	DR. SAURABH SHRIVASTAVA	Member Co-ordinator	
3	DR. BHUSHAN CHANDRA PATHAK	Member	
4	Dr. M.s. Shyamasundar	NAAC Co - ordinator	

Place

Date

ORGANIZATION CHART-GURUKUL MAHILA ARTS AND COMMERCE COLLEGE-PORBANDAR



Gurukul Mahila Arts & Commerce College PORBANDAR

A.R.S.Nagar

Principal
Gurukul Mahila Arts & Commerce College
PORBANDAR

GMC POLICIES

Managed by Arya Kanya Vidyalaya Trnst

Gurukul Mahila Arts and Commerce College

At & Post : Tapobhumi, Arya Kauya Gurukul Campus, Juhilee, Bokhira Vistaar,
PORBANDAR– 360579 GUJ INDIA

Re-Accredited 'B' (CGPA 2.3B) by NAAC

Phone : +91 286 2245561|+91 9374129126

Scholarship Policy

ॐ

RAIRATNA SHETH SHRI NANJIBHAI KALIDAS MEHTA

ARYA KANYA VIDYALAYA TRUST PORBANDAR

ARYA KANYA GURUKUL TAPOBHUMI, JUBILEE, PORBANDAR 360 579] Phone : [0286] 2242576

GUIDELINES FOR DISTRIBUTION OF SCHOLARSHIP

01. To prepare the list of Schoiarship Donors.

02. To prepare the information of beneficiaries if choosen by the Donors.

03. Following Committee will process the Schoiarship Distributions :

- Shri Sureshbhai Kothari, Hon. Secretary, Arya Kanya Vidyalaya Trust
- Smt. Pragnaben Gajjar, Chief Co-ordinator, Arya Kanya Vidyalaya Trust
- Dr. Ranjanaben Majithia, Principal, Arya Kanya Gurukul
- Smt. Ramaben Popat, Vice-Principal, Shri Santokpa Vidya Sankul
- Ms. Aartiben Bhatt, Head of Aashram Division.

04. The aforesaid committee meeting should be held by 30th June each year. The list of beneficiaries should be prepared as per proforma by considering all the factors along with desire of the donors and sent the same to the Chairman Shri Dhirendrabhai Mehta / Trustee Smt. Medhaviniben Mehta & Chairperson of the Managing Committee Smt. Juhiben Mehta for approval or obtain their consent.

05. Details of Scholarship to be sent immediately to the beneficiaries and Scholarship Donors upon approval / consent from the Trustees.

06. Scholarship Criteria will be as follows :

- It is desirable to give scholarship to the talented student whose family having annual income of Rs. 36,000/- without discrimination of caste, creed & religion.
- It is not advisable to give Scholarship to financially backward family student who is neither talented nor eager to study.
- Parents who desire to obtain Scholarship should give application in writing to Arya Kanya Vidyalaya Trust before 15th June with reference of two social leaders along with certified copy of annual income & copy of marksheet of the last academic year.

07. Evaluation of the marks received by Scholarship beneficiaries should be done on declaration of examination results & report should he submitted to the Trustees, Hon. Secretary & also to the Donors.■

ARS NAGAR
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PORBANDAR

Gurukul Mahila Arts & Commerce College
PORBANDAR

Environmental Policy

1. All round efforts by the students & staff are made to preserve the green-ambience of the College campus.

2. An Eco-Club has been established in the year 2017-18. All the faculty members and students are expected to comply with the rules and regulations regarding maintaining a green-ambience in the college premises.

3. An Awareness Course in Environmental Studies is offered to the First year students every year along with supplementary workshops in Environment & Nursing and Environment & History. At the end of the term examinations are conducted and certification is provided hy the Institute.

4. Information related to Cleanliness and Health is percolated to the students through various platforms such as Morning Assemhly, NSS, Community Service Society and personal counselling.

5. Motivation and guidance is provided by the faculty memhers to the students to properly care & nurture every tree planted on the campus.

6. Use of plastics is strictly prohibited in the campus.

7. Environmental friendly Canteen facility is provided to provide healthy and hygienic fresh breakfast every day.

8. Due care is taken to clean the washrooms on a daily basis.

9. Cleanliness drives would be undertaken every fortnight/monthly basis.

10. Annual plantation drives would be conducted in the College campus.

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Financiai-Assistance Policy

- GMC has earmarked ₹ 01 lakh in its current year budget towards reimhursement of amount spent on attending various National faculty development programmes, seminars, symposia, workshops, conferences and for membership fees for professional bodies.
- The financial support is availahle to attend or participate in seminars, workshops, conferences, training programmes both in online and offline mode, in lndia and also to pay memhership fees of professional bodies.
- The financial support covers reimbursement of the registration fee to encourage faculty development.
- The faculty members should have completed at least one year of service in order to be eligible to seek financial support to attend or participate in the faculty development programmes at state level.
- Faculty members who are permanent will he eligible to seek financial assistance to attend or participate in national or international programmes.
- Only 20% of the faculty in a department can avail of this facility in a year.
- Faculty members are provided funding on rotation hasis.
- Financial support to attend lnternational conferences or development programmes is limited to one programme once in four years by a faculty.

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Research Policy

- Ethics and plagiarism are very important components of research and publication. Accordingly an Ethics committee has heen formed comprising of Professors with PhDs of the institute to assess the faculty / students who present their work in the form of Research Publication / Research Proposal / Thesis or Project.
- In research all teachers & students must process their research papers through plagiarism software in order to maintain high academic standards.
- The research committee takes extra measures to ensure that the work is at par with the national / international standards.
- The links for online plagiarism checking software are available in college website.
- It is proposed that all faculty researchers seeking paper submission for the College Journal - **Samvid** would submit the plagiarism report (maximum 10%) along with the paper to the committee for review.
- It is proposed for all UG students to submit plagiarism report (Maximum 20%); no objection from guide and co-authors to get their project work approved for puhlication / thesis presentation.
- Any violation of the rule and other issue, complaints regarding plagiarism would attract disciplinary action to be imposed by committee within one month from the day of complaint.
- The committee comprises of the following members 1. Principal 2. 04 Teachers 5. Guide.
- On-line Plagiarism Checker Software wehsites:
  1. Plagiarism Checker (https://www.plagiarismsoftware.net/)
  2. https://smallseotools.com/plagiarism-checker
  3. Quetext (https://www.quetext.com)
  4. https://eduhirdie.com/plagiarism-checker

Sports Policy

1. Every student has to be present at the scheduled time for Sports & Games Training.
2. It is a part of the students' training to maintain the Sport's playground.
3. It is the duty of students' to maintain the store and use of the Sports & Games equipment during and after the games.
4. It is the duty of every student to follow the guidelines, rules and regulations as decided by the Sports coach and the convener of the ***Khel-khood-yog-vyayom dhoro***.
5. Every year, the Award of ***Khel-kood-yog-vyayom dhara*** will be given to the student on tbe basis of the students' overall performance, behaviour and parameters of Sports.
6. The decision of the Convener of ***Khel-kood-yog-vyayom dhara*** would be final and binding to all concerned.
7. The final decision in all sporting activities would be taken by the Judges only.
8. All the students have to strictly abide by the rules and regulations of the ***Khel-koad-yog-vyayom dhora.***
9. Students' and their parents would bear the entire responsibility as and when they chose to participate in games outside the college campus.
10. Students' should make it a point to inform well in advance in case of any physical ailment whatsoever to the Convener of ***Khel-kood-yog-vyoyom dhoro.***
11. All students who participate in ***Khel-kood-yog-vyayam dharo*** are expected to maintain a high level of discipline. Any type of misbehaviour would not be tolerated.

Digital Engiish Language Lahoratory (DELL) Poiicy

- Only those students who have registered for language courses can enter DELL lab.
- Due permission should be taken from the Coordinator to use DELL.
- Playing games and misuse of Dell Computer Systems is strictly prohibited.
- All technical issues regarding use of Computer systems should be directly addressed to the Lab. Coordinator.
- Avoid unnecessary use of electricity.
- All students, before leaving tbe lab, should shut-down tbe Computer Systems carefully and arrange the chairs properly.
- If any student goes against the rules of the Lab. strict action would be taken against that concerned student.
- Students are not permitted to take any food items and drinks to/in the lab.
- Students are not allowed to use their own CD, DVD or pen drive in the Lab.

Lihrary Poiicy

Library Use Policy

The resources and services provided hy the Gurukul Mahila College Lihrary are designed to support Gurukul Mahila College programs, students, facnlty, and staff. The Library Use policy was created to ensure a welcoming, intellectual, and safe environment for all users in the parsuit of study and research.

A. General Use: Use of the Lihrary is intended for research, individual or collaborative study and learning in a quiet environment.

User may not

- Interfere with an employee's performance of duties.
- Damage or alter the layout of the huilding, furniture, equipments or materials.
- Bring Food or uncovered heverages into the Lihrary

  Lihrary facilities are intended for library activities. Users are expected to respect Library Facilities for the preservation of books, bnilding, furniture and equipment resources for current & future asers.

Rules for Book Bank Facility:

- Depending upon the availability of the sets of books the priority will he given to the students on the merit of the last examination.
- The students will not he eligihle for Book Bank facility, who fail in the semester end examination.
- 25% of the hook value (per texthook) is to he taken as maintenance charges from all the categories of students, who are selected for the Book Bank Facility.
- All students who are availing the facility mast ensure returning the entire set of hook provided to them within two days of completion of their final examination in the concerned semester/ Term.
- If any students receiving the facility is harming or losing the book, then the value of the hook from the student or the original price of the 150 rupees is taken the student.
- The overdue charge is Rs. 1 /- per day per books.
- The cost of this application form is Rs. 10/-

Health Policy

1. The Institution is committed to maintaining the health & hygiene of the students.
2. The Institution maintains a green landscape that provides pollution-free air.
3. The Arya Kanya Vidyalaya Trust has an overhead tank that provides purified driuking water to all the sections of the Ashram.
4. The Institution provides the Canteeu facility that serves fresh and nutritious breakfast to the students.
5. The Institution has a spacious playground with facility for outdoor games like Cricket, Basketball, Volley-ball, Kho-kho, athletics etc.
6. The Institution also has made provisiou for Indoor games like Chess, Carrom-board, Chinese-checkers etc.
7. The Institution, keeping the green ambience of the college in mind, periodically arranges Yoga and Meditation camps. The luternational Yoga day is celebrated with great gusto and fervour for the entire week so as to generate awareness about health & hygiene.
8. The Institution takes great care in maintaining cleanliness in all the Laboratories and washrooms.
9. Provision for Sanitary uapkin disposal machine is made iu the washrooms.
10. Awareness lectures by experts are delivered to the students periodically.
11. The Institution lays emphasis on having a neat & clean dress-code.
12. Cleanliness drives are organized periodically so as to generate consciousness about the necessity of having clean classrooms and clean campus which has a reciprocal effect on our minds.
13. Solid and Liquid waste is collected in separate dust-bins and the campus trolley is used to transport the waste to the compost bed.
14. The Institution has a proper drainage system with closed gutters that are cleaned periodically.
15. First-aid box is available in the College campus.
16. For the College hostel students, provision of dispensary has been made in the ashram premises.
17. The Trust has transportation facility to shift College hostel students with serious medical issues to the city hospital.
18. Every year tree plautatiou programmes are organized by the NSS Units of the college for augmentiug the green-belt of the campus.

PRINCIPAL

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Computer-Lahoratory Poiicy

1. Students must have permission to use the computer lab.
2. Lab timing will be as per the academic time table of different classes.
3. Priority will be given to course related use of computers in lab.
4. Come to the computer lab with clean hands. If you have just had recess,

   please wash and dry your hands before you come to the lab.
5. No food, drink or use of tobacco in any form is allowed in the labs.
6. Use only your assigned computer.
7. Students are not allowed to use personal Pen Drives, CDs, DVDs etc., in a Computer Lah. Only prescribed official Pen Drives, CDs, DVDs etc. will be used in the Computer Lab to avoid VIRUS in Coinputers.
8. Treat your classmates, your teachers & all equipments with respect.
9. No games are allowed.
10. Do not move the icons on the desktop.
11. Do not change any system settings without permission.
12. Do not edit/ delete files that do not belong to you.
13. If any problem arises, please bring the same to the notice of lab incharge.
14. Before leaving tbe lab, close all programs positively, shutdown and switch off the computer carefully, Straighten keyboard & mouse, Pusb in your chair appropriately.
15. Avoid unnecessary use of lights/ fans/ AC and Save electricity.
16. Lab in-charge is authorized to deny lab access to any person who does not comply with the policies described.

Policy for Teachers to attend Seminars and Conferences

Managed by Arya Kanya Vidyalaya Trnst

Gurukul Mahila Arts and Commerce College

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I. Preamble

- Gurukul Mahila College (GMC) is committed to provide a range of inter-disciplinary and multi-disciplinary courses for women to meet the changing socio-economic needs through the development and application of knowledge. To achieve this purpose, Gurukul Mahila College focuses on offering a variety of teaching-learning methodologies and thereby equip the teachers for quality research.
- As such, the teaching learning process has undergone a significant change in recent years and GMC values the importance of up gradation of academic knowledge and research quality of its faculty members so as to make the learning outcomes more fruitful. GMC policy on financial support to teaching faculty to attend conferences/workshops and for payment of membership fees of professional bodies delivers a set of guidelines for availing reimhursement and is applicable to all the full-time permanent faculty members teaching at both UG and PG.

II. Scope

- The financial support to attend Conferences/Workshops and towards Memhership Fee of Professional Bodies will be applicable to all the permanent and contractual faculty members of Gurukul Mahila Arts and Commerce College, Porhandar. Teachers who have completed at least one year of service will be eligible to seek financial support to attend or participate in the faculty development programmes at state level.

III. Policy Guidelines

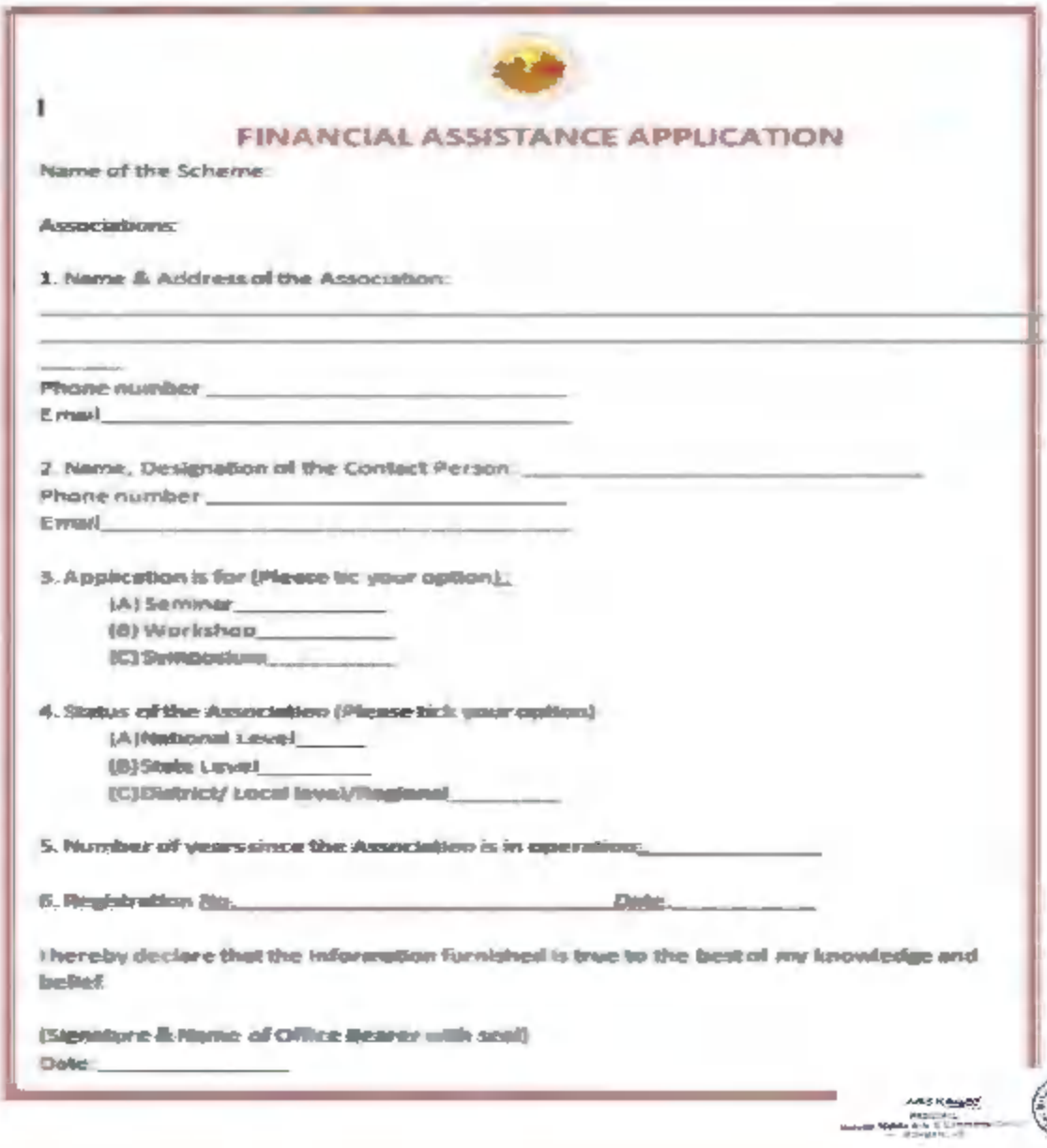
- GMC has earmarked ₹ 01 lakh in its current year budget towards reimbursement of amount spent on attending various National faculty development programmes, seminars, symposia, workshops, conferences and for memhership fees for professional hodies.
- The financial support is available to attend or participate in seminars, workshops, conferences, training programmes both in online and offline mode, in India and also to pay membership fees of professional bodies.
- The financial support covers reimbursement of the registration fee to encourage faculty development.
- The faculty members should have completed at least one year of service in order to he eligible to seek financial support to attend or participate in the faculty development programmes at state level.
- Faculty members who are permanent will be eligible to seek financial assistance to attend or participate in national or international programmes.
- Only 20% of the faculty in a department can avail of this facility in a year.
- Faculty members are provided funding on rotation basis.
- Financial support to attend International conferences or development programmes is limited to one programme once in four years by a faculty.

IV. Procedure

- Applications should be sent to the Principal duly signed by the HOD at least seven days in advance with respect to national level programmes. The faculty should ensure that the teaching responsihilities are not affected.
- The RDC would scrutinise the need and relevance to attend the programme.
- The teacher should submit a report of the Conference attended within a week's time.
- Rills, tickets etc. should he submitted for reimbursement purpose within a week.
- Faculty members should also submit a report of conference attended, photographs and certificates received.
- Any award received should also he communicated with relevant certificates.

V. Felicitation by GMC

- A faculty memher receiving an award for presenting research paper in conferences will he felicitated by the College.



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FINANCIAL ASSISTANCE APPLICATION

Name of the Scheme:

Associations:

1. Name & Address of the Association:

_____

_____

_____

Phone number _____

Email_____

2. Name, Designation of the Contact Person: _____

Phone number _____

Email_____

3. Application is for (Please tic your option):

(A) Seminar_____

(B) Workshop_____

(C) Symposium_____

4. Status of the Association (Please tick your option)

(A) National Level_____

(B) State Level_____

(C) District/ Local level/Regional_____

5. Number of years since the Association is in operation:_____

6. Registration No._____ Date:_____

I hereby declare that the information furnished is true to the best of my knowledge and belief

(Signature & Name of Office Bearer with seal)

Date:_____

Policy Document
Green Campus

Managed by Arya Kanya Vidyalaya Trnst

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Environmental Policy

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3. An Awareness Course in Environmental Studies is offered to the First year students every year along with supplementary workshops in Environment & Nursing and Environment & History. At the end of the term examinations are conducted and certification is provided hy the Institute.

4. Information related to Cleanliness and Health is percolated to the students through various platforms such as Morning Assemhly, NSS, Community Service Society and personal counselling.

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8. Due care is taken to clean the washrooms on a daily basis.

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10. Annual plantation drives would be conducted in the College campus.

PRINCIPAL

MENTAL HEALTH GUIDELINES

2025-26

Managed by Arya Kanya Vidyalaya Trust

Gurukul Mahila Arts and Commerce College

At & Post : Tapobhumi, Arya Kanya Gurukul Campus, Jubilee, Bokhira Vistaar,
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Institutional Guidelines

1. **Confidential Support:**
   Every student has the right to seek help without fear. All interactions with counsellors, wellness team members, or designated staff will remain strictly confidential. Information will only be shared with authorised persons when it is necessary to protect the safety and well-being of the student.
2. **Accessibility of Help:**
   To ensure easy access, helpline numbers, email addresses, and contact details of counsellors and wellness team members will be displayed on coliege notice boards, hostel corridors, classrooms, and the official website. Students will also receive this information during orientation and through digital communication.
3. **Immediute Response to Distress:**
   If any student exhibits warning signs of emotional distress, self-harm, or any other risk behaviour, the matter will be reported immediately to the College Weliness Team (CWT). The team will act without delay, providing first-level support and, if required, referring the student to professional services.
4. **Wellness Activities:**
   The college wili organise regular wellness initiatives such as yoga sessions, meditation, art therapy, music workshops, stress-relief programmes, and open discussions. These activities are aimed at promoting mental well-being, reducing academic pressure, and creating a healthy campus culture.
5. **Safe and Supportive Campus:**
   The college is committed to maintaining a safe environment for ail students. Premises will be monitored regularly to identify and reduce unsafe or isolated areas such as hostel terraces, balconies, dark corridors, and unused spaces. Measures will be taken to ensure that students feel safe and cared for at all times.
6. **Parental and Community Linkages:**
   Parents and guardians will be sensitised during meetings about the importance of supporting their children emotionally and academically. The college will encourage open communication between families, faculty, and wellness staff. Community partnerships will also be fostered to strengthen the support network available to students.
7. **Review and Monitoring:**
   The College Weliness Team will conduct a detailed review at the end of every semester to assess the effectiveness of the support system. Records of interventions, helpline usage, and wellness programmes will be carefully monitored. Feedback from students, parents, and staff will be considered to improve policies and practices.

સંસ્થાગત માર્ગદર્શિકા

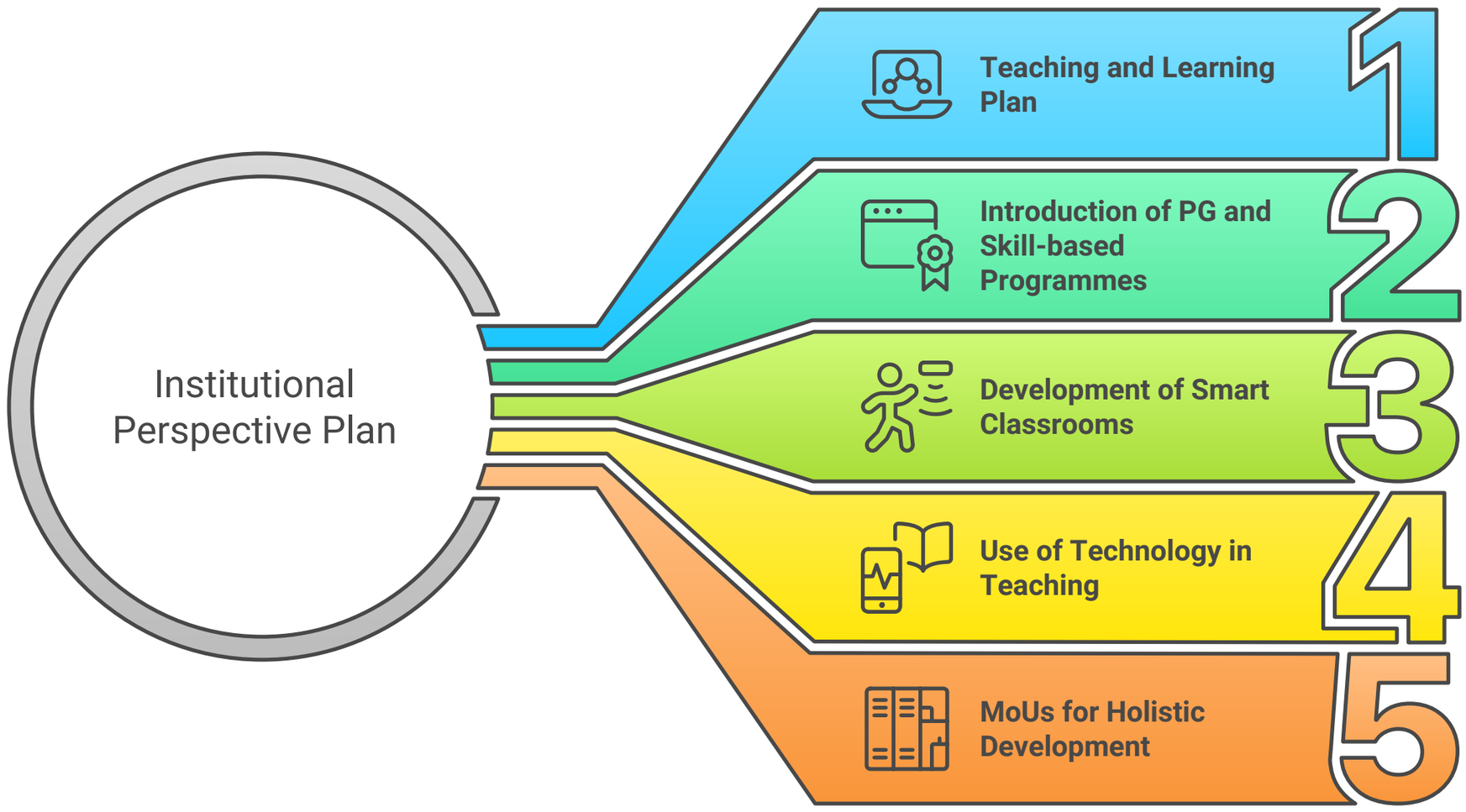
1. **ગોપનીય સહાય:**
   દરેક વિદ્યાર્થીને કોઈ ભય કે સંકોચ વિના મદદ માગવાનો અધિકાર છે. કાઉન્સેલર, વેલનેસ ટીમના સભ્યો કે નિયુક્ત સ્ટાફ સાથે થયેલી તમામ વાતચીત ગોપનીય રહેશે. વિદ્યાર્થીની સુરક્ષા અને સુખાકારી માટે જરૂરી હોય ત્યારે જ આ માહિતી અધિકૃત વ્યક્તિઓ સાથે વહેંચવામાં આવશે.
2. **સહાયની સુલભતા:**
   હેલ્પલાઇન નંબરો, ઈ-મેઈલ સરનામાંઓ અને કાઉન્સેલર તથા વેલનેસ ટીમના સભ્યોના સંપર્ક વિગત કોલેજની નોટિસ બોર્ડ પરતથા કોલેજની સત્તાવાર વેબસાઈટ પર ઉપલબ્ધ રહેશે. નવા વિદ્યાર્થીઓને ઓરિએન્ટેશન વખતે આ માહિતી આપવામાં આવશે તથા ડિજિટલ માધ્યમ દ્વારા પણ પહોંચાડવામાં આવશે.
3. **તાત્કાલિક પ્રતિસાદ:**
   જો કોઈ વિદ્યાર્થી ભાવનાત્મક તણાવ, સ્વહાનિ અથવા જોખમી વર્તનની ચેતવણી આપતો જોવા મળે, તો આ બાબત તરત જ કોલેજ વેલનેસ ટીમ (CWT) સુધી પહોંચાડવી પડશે. ટીમ તરત પગલાં લેશે, પ્રથમ સ્તરની સહાય પૂરી પાડશે અને જરૂરી હોય તો વ્યાવસાયિક સેવા તરફ મોકલશે.
4. **વેલનેસ પ્રવૃત્તિઓ:**
   કોલેજ નિયમિત યોગ સત્રો, ધ્યાન, કલા થેરાપી, સંગીત વર્કશોપ, તણાવ-નિયંત્રણ કાર્યક્રમો અને ખુલ્લી ચર્ચાઓ જેવી પ્રવૃત્તિઓનું આયોજન કરશે. આ પ્રવૃત્તિઓનો હેતુ વિદ્યાર્થીઓમાં માનસિક આરોગ્યનું સંવર્ધન કરવો, અભ્યાસનું દબાણ ઓછું કરવું અને સ્વસ્થ કેમ્પસ સંસ્કૃતિ ઊભી કરવી છે.
5. **સુરક્ષિત અને સહાયક કેમ્પસ:**
   કોલેજ તમામ વિદ્યાર્થીઓ માટે સુરક્ષિત વાતાવરણ જાળવવા પ્રતિબદ્ધ છે. પરિસરનું નિયમિત નિરીક્ષણ કરવામાં આવશે જેથી બિનઉપયોગી જગ્યાઓ જેવા અસુરક્ષિત વિસ્તારોથી જોખમ ઘટાડવામાં આવે. દરેક સમયે વિદ્યાર્થીઓને સુરક્ષિત અને સંભાળવામાં આવે તેવી વ્યવસ્થા કરવામાં આવશે.
6. **પારિવારિક અને સમુદાય જોડાણ:**
   માતા-પિતાને તથા વાલીગણને બેઠક દરમ્યાન પોતાના સંતાનોને લાગણીશીલ અને શૈક્ષણિક રીતે સહાય કરવાના મહત્વ વિશે જાગૃત કરવામાં આવશે. કોલેજ પરિવાર, શિક્ષક અને વેલનેસ સ્ટાફ વચ્ચે ખુલ્લો સંવાદ પ્રોત્સાહિત કરશે. વિદ્યાર્થીઓને વધુ મજબૂત સપોર્ટ સિસ્ટમ મળે તે માટે સમુદાય સાથે ભાગીદારી પણ વિકસાવવામાં આવશે.
7. **સમીક્ષા અને મોનીટરીંગ:**
   કોલેજ વેલનેસ ટીમ દર સેમેસ્ટરના અંતે સહાય પ્રણાલીનું મૂલ્યાંકન કરશે. હસ્તક્ષેપ, હેલ્પલાઇન ઉપયોગ અને વેલનેસ કાર્યક્રમોની નોંધ કાળજીપૂર્વક રાખવામાં આવશે. વિદ્યાર્થીઓ, માતા-પિતા અને સ્ટાફ પાસેથી મળેલી પ્રતિસાદના આધારે નીતિઓ અને પ્રથાઓમાં સુધારા કરવામાં આવશે.

PRINCIPAL
Qaumi Mahila Arts & Commerce College
PORBANDAR

Gurukul Mahila Arts and Commerce College, Porbandar : Institutional Perspective Plan for (2025-2030)

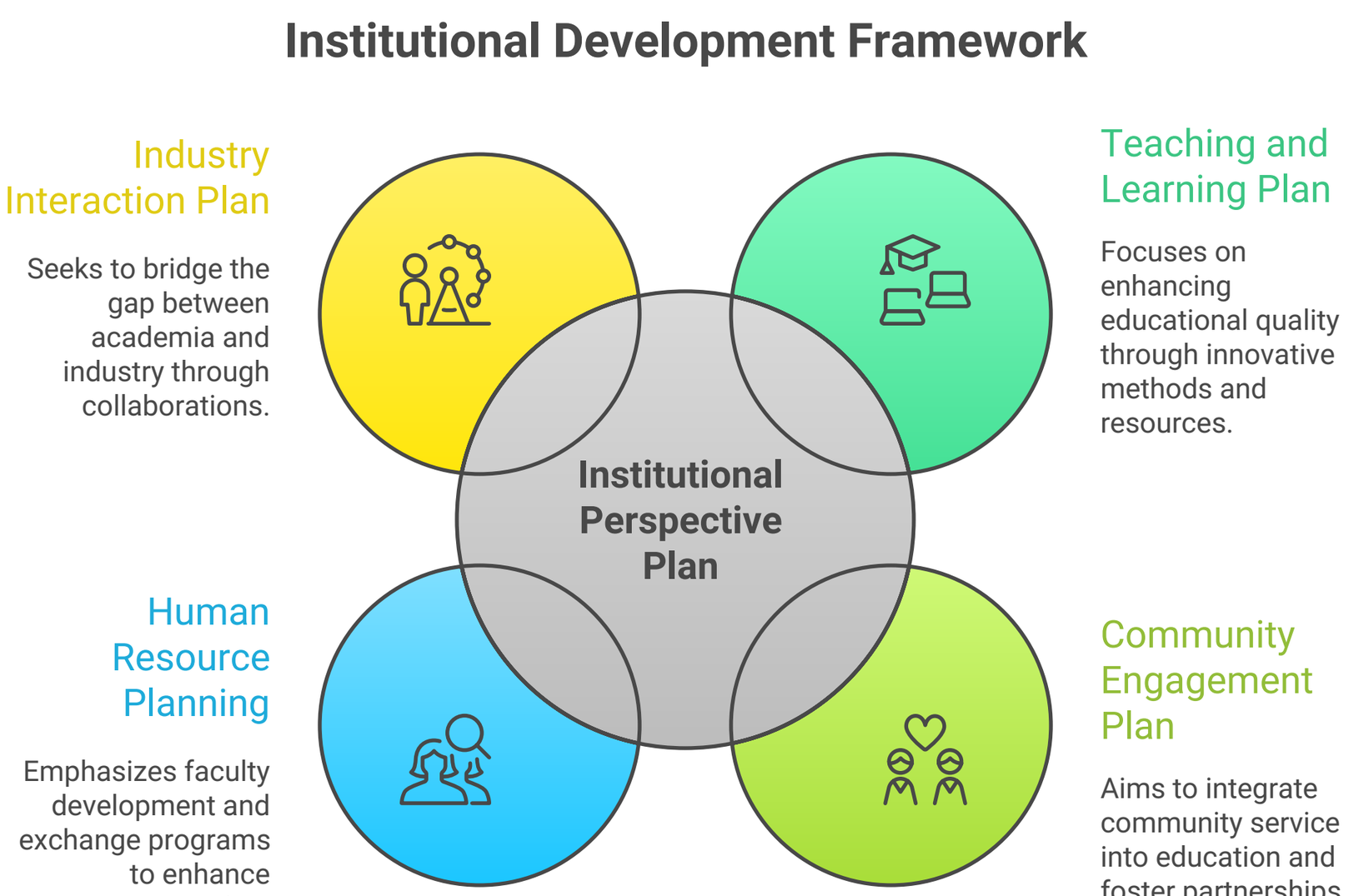
The institution has a long term planning for the growth and development that is reflected in its Perspective Plan. The Internal Quality Assurance Cell (IQAC) of the college takes initiatives in the preparation of the perspective plan. The Institutional head and IQAC considers the quality indicators of certain criteria determined by NAAC. Also, the framework of plan is inclined towards the development of the institution that refers to the quality sustenance and quality enrichment. It intends to cover social, economic and spatial development.

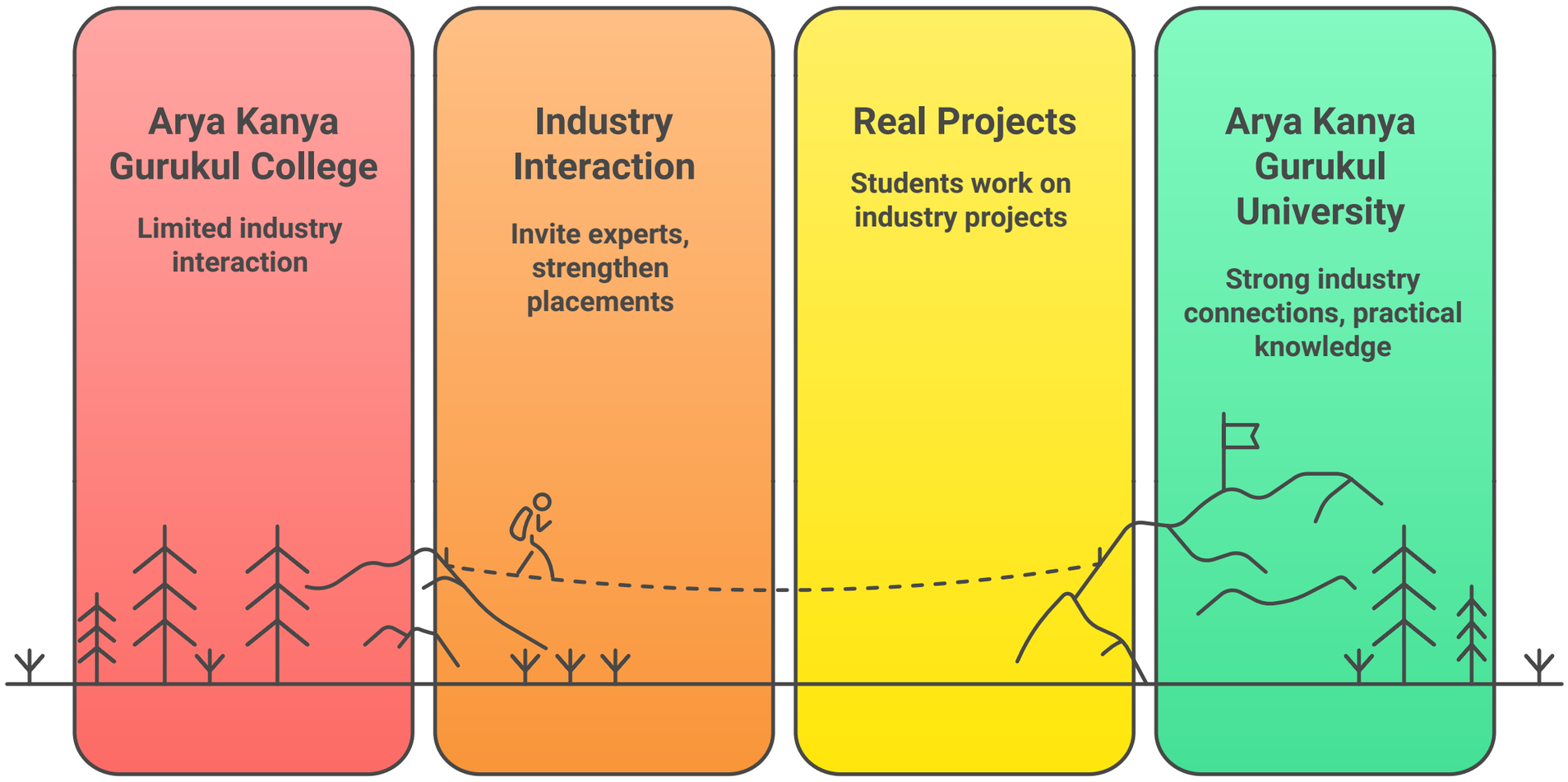
The following indicators focus on the Institutional perspective plan for the next five years: Teaching and Learning Plan : (i) Introduction of more PG and Skill-based programmes (ii) Development of more smart class rooms with state- of- art facilities (iii) Use of more LCD and laptops in teaching and learning (iv) Extensive use of online Teaching and Learning resources (iv) More MoUs for holistic development of students.



Research and Development Plan : (i) Educational linkages with premier institutions (ii)Promote participation of staff members in FDPs like refreshers and orientationprogrammes (iii) Promote inter-disciplinary research (iv) Promotion of publication inindexed research journals (v) Promote faculty members to have at least one major/ minorproject (vi) Conduct more International Level Conferences and Workshops (vii) Motivatefaculty to apply for Patents (viii) Promote participation in International conferences/seminars/workshops/symposium

Community Engagement Plan: (i) Introduce community service into curriculum of UG programme with credits (ii) More tie-ups with NGOs (iii) Adoption of more Villages(iv) Assist government and local bodies in Community projectsHuman Resource planning and Development Plan : (i) Organize more faculty developmentprogrammes (ii) Motivate faculty members for research work (iii) Motivate and deputeteachers to Orientation Courses and Refresher Courses (iv) Promote Faculty exchangeProgrammes



Industry Interaction Plan: (i) Invite Industry experts for motivating students and provide practical knowledge (ii) Strengthen Campus placement and training facility by making more industry linkages (iii) Promote student to work on real projects for industries/NGOs Future Plan: To grow into an **Arya Kanya Gurukul University**

From College to University