RAJIV GRAJIV GANDHI GOVT. COLLEGE FOR WOMEN BHIWANI

HANSI ROAD, BHIWANI-127021 (HARYANA)

AISHE Code:- C-28016 Phone No 01664-255118

Website:- [www.gcwbhiwani.ac.in](http://www.gcwbhiwani.ac.in) Email:-gcwbhiwani@gmail.com

*Ref. No. ........................... Dated ......................................*

# Current Status of the College

### General Profile

t. Name and Address of the College

1. Year of Establishment
2. Institutional Status
3. Award, Recognition, Accreditation

S. Number of Programme offered

6. No. of sanctioned posts (teaching): 99

Rajiv Gandhi Govt. College For Women

 Bhiwani, Pin-127021, Haryana

Mail id:

gcwbhiwani@gmail.com

Website:www.gcwbhiwani.ac.in

2003

Affiliated

Accredited, cycle 1 grade B (CGPA: 2.34) by NAAC (2015)

UGC Recognised U/s 2f & 12 (B).

UG - 05, PG -03

BA, B.Com ,B.Sc. (Non-Medical),

B.Sc. (Computer Sc),BCA

M.Sc. (Computer Sc.). M.COM, PGDCA

**Introduction to IDP**

Institutional development plan of educational institutions is a vision document. The basic purpose to frame institutional development plan is to have an improvement in quality along with infrastructure of any institution. This plan of the college considers the identification of achievements and targets of HEI in the form of pedagogical innovations, curriculum reforms, better institutional governance, research innovations, infrastructural development, administrative reforms, examination and evaluation reforms, skill development, enhancement in human assistance and community service involvement etc. Based on this plan the college will create major initiatives, take initiative for assessment of progress and would achieve the goals as set.

Keeping in view the background of Rajiv Gandhi Govt. College For Women, Bhiwani, providing quality education in Science, Commerce and Arts, the task force identified the objectives and shaped the aims and objectives of IDP.

### Aims of IDP of Rajiv Gandhi Govt. College For Women, Bhiwani

The main alm of institutional development plan is to mould the students via holistic development by having improvement in quality of education and the infrastructure of Rajiv Gandhi Govt. College For Women, Bhiwani. The college will develop the initiatives, the assessment, evaluation and the progress to achieve the goal.

### Objectives of IDP:

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To have an improvement in quality of education

To provide equal opportunities to all the students irrespective of caste and creed. To improve the objectives of working conditions, process of teaching and learning, curricular and co-curricular programmes and the assessment and evaluation process etc.

To bridge the gap between social needs and higher education. To prepare the skilled manpower via use of technological tools. To inculcate human values among all.

To achieve advanced knowledge.

To provide such a supportive environment to students in which they could flourish with discipline, sincerity, dedication, courage, ethics, morals, deep knowledge, bravery, skills,Eco friendly sense and technical advancement.

IBP FRAMEWORK AS PER UGC GUIDELINES

1. Govei nance Enablers

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| Sr. No. | Foc | cus Area | Present Scenario | Future Planning |
| 1. | BOG / Senate | /Syndicate | * Fully functional
* Majorly staff

involved* All the roles and responsibilities and accountabilities are clearly defined
 | * To involve the

alumni as majorstakeholdersTo maintain academic councils and financial committees to ensure decision making , coherence and clarity.To follow transparent accounting mechanism and promoting responsible self management. |
| 2. | Quality Assurance | * IQAC of the

college regularly conduct meetings for betterment of students, recommends teaching learning methods and also transparent evaluation method* Various activities

i.e. PTMs, Alumni meet, inter college competitions, sports events etc. are being conducted* The institution is dedicated for fair, equal, and impartial treatment of all students regarding assessment and evaluation as per university
 | * To Emphasize

more and more skill development workshops like Beautification, digital marketing, entrepreneurial skills to make girls self- dependent* To encourage more research work among faculty and students so that they get to know about new things.
* To introduce new

Skill development courses like digital marketing, AI, Tally, Web Designing, Communication skills.To make changes in the assessment criteria- 25% weightage to attendance, 25% to assignments and 50% to tests for proper evaluation of students’ performance. |
| 3. | Financial Autonomy |  |
| 4. | Leadership |  | * Effective

leadership exists* Entire functioning
 | * RGGCW will

prepare itself as per requirement |

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|  |  | of college is beingdone efficiently by decentralizing the work and the participative management Fulfilling objectives and targets* Academic Calender is being prepared every year for smooth functioning of the college activities.
 | of NEP as per guidelines issued by CBLU, Bhiwani. |
| 5. | Vision, Mission and Roadmap forHEI | * Documents of

Vision and Mission is already prepared* Documents of short, medium and long term plan is already prepared
* Vision is being discussed with IQAC committee and external stakeholders.
 | * Roadmapswill be

prepared and implementedFeedback mechanism is to be implemented in more effective manner.To get consultations from reliable sources like university officials. |
| 6. | Close monitoring by IT/ Web-based Management Information System | * Performance is

being reviewed under the guidance of UGC* Academic system should be implemented on priority
 | * To provide all the

technical facilities to students as per requirement of NEP normsTo install cameras in all the classrooms in order to monitor the performances of students’ and teachers. |
| 7. | Risk Management Analysis |  |  |
| 8. | External Advisory Boards | * IQAC of the

college includes industrialists, Academics and government employees and conducts meetings for | * To establish an

External Advisory Board of Subject experts like Science , Commerce and humanities. |

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|  |  | betterment ofstudents, recommends teaching learning methods and also transparent evaluation methodIQAC members meets at least four times in a year for smooth functioning of college |  |  |
| 9. | Students Feedback | * Faculty members proposed their various techniques which are presented by their respective HODs
* Include students evaluations at the end of each course to assess teaching methods, course content and overall

satisfaction | Transparency inall aspects* *Continuous* improvements on the basis of feedbacks
* To appoint class representatives in every class
* To set meetings of Student Council with Principal regularly
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1. Financial Enablers and Funding Models

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| Sr. No. | Focus Area | Present Scenario | Future Plans |
| 1 | Financial Policies | The college is adopting Financial Policies provided by DGHE. | To make the procedures more |

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|  |  |  | credible and transparent. |
| 2. | Action Plans and Budgets | + Action Plan based on the proposed IDP* Budget Planning and demand
* Sources of income are funds, grants etc.
* Expenses on salaries, day to day expenses and maintenance etc.
* Transparent Mechanism
* Allocation of Funds
* Utilization of funds as per norms
* Financial support to players , needy and meritorious students
 | * Utilization of funds as per budget and norms
* Focus to create more transparent mechanism
* Revised Budget is tto be approved only after discussion in the meeting of the Governing Body
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1. Academic Enablers

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| St‘. No. | Focus Area | Present Scenario | Future Planning |
| 1 | Curriculum for overall development of the students | * Curriculum provided by

the affiliating university.* Curriculum based on CBCS, having open elective subjects to enable multidisciplinary options for the students.
* Curriculum includes project work and also topics related to cross
 | * College is planning to start more courses like MA (English)

Msc. (Mathematics) etc.* To organize more industrial visit and educational trips for professional
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|  |  | cutting issues (including professiona lethics human values, environment sustainability. | growth ofstudents.* For skill enhancement of students’, college is planning to start various

short-term & add- on courses like Fashion Designing,Digital Marketing, AI,Cyber Security, Fine Arts &Music in the upcoming session.College is going to run short term course like Ta11y,PPT, Communication Skills &Python in the college along with the regular classes. |
| 2 | Curriculumembedded with emerging technologies. | ---- | * College is planning to start more add-on courses like AI, cyber security, Data encoding etc. so that students can learn more about emerging technologies along with the curriculum.
 |
| 3 | Faculty/ TeachingStaff | * We have 72 Teaching

Staff Members in our college.* Our staff members are qualified as per DGHE norms and they are very dedicated towards their job.
* Our teaching faculty consistently engaged in their development by attending the seminars, conferences, FDPs etc. and for this college provides academic leaves.
 | * College has plans

to support teachers for their overall development by motivating them for minor & major research projects, patents, publication of books & research papers in reputed journals like UGC care,Scopus, Web of Science etc. |

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|  |  |  | To provide ‘Best Teacher Award’ to motivate the staff. |
| 4 | Non-TeachingStaff | * We have 24 Non- Teaching Staff Members in our college.
* Non-Teaching Staff Members are appointed on the basis of their qualification.
* College focuses on the skill enhancement of non-teaching staff members by conducting various workshops for them.
 | * College is planning to arrange more

workshops for their skill enhancement.College is planning to giver ‘Best Non-Teaching staff Award’ to motivate the staff. |
| 5 | Teaching plan | * Weekly Teaching plan

is being prepared by the teachers and uploaded on the college website. | * Now to enhance

the quality & authenticity teaching plan is being prepared on elaborated basis and checked by the authorized person. |
| 5 | Availability oflearning material | * Books are available in

Central and departmental library. | * It is planned to increase the

number of books in the library for the sake of the students* To plan for Book Bank facility for needy

students. |
| 6 | Students’Evaluation | * Teachers periodically gives the assignment to the students and students submitted their assignment on or before the time given by the teachers.
* Assignments, house tests, presentations, class tests and attendance are the basis of internal assessment.
 | * College is

planning to maintain a digital record of all the assessment related documents. |

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| 7 | TeachingPedagogy | * Along with chalk and duster method teachers are using ICT methods to teach.
 | * In future we are planning to adopt more student centric and ICT methods.
* We are shifting towards student centric methods
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| 8 | Activities as partof learning | * College is continuously organizing various activities, like celebrating days, various competitions, field works participation at various levels so that students can learn more.
 | * College is planning to organize more activities and industrial visit etc. to enhance the skills of the students.
 |
| 9 | Earn while youlearn | * College provide earnings to needy students by engaging them in Earn While You Learn Scheme (Grant ) as provided by DGHE.
 | * College is

planning to expand the level of these kind of activities either by collaborating with some industries or by organizing various exhibition or program where students can earn by selling their products.* College is planning to organize

various exhibitions so that students can earn something while learning.College also has incubation center so that students can earn while learn by working on their ideas |
| 10 | Opportunities todevelop |  | * Planning is to be

done for motivating the students to come up with more new ideas in thecentralized incubation center to get better opportunities for abright future.* To create Incubation centers

 in the college to promote new ideas. Incubation centers havebeen established in the college to promote new ideas. |

# Research, and Intellectual Property Enablers:

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| **Sr.**No. | **Types of Intellectual Property**Infrastructure | **Present Scenario** | Future Planning |
| 1 | Quality Research | .---- | * Will make the

arrangements as per NEP norms. |

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|  | Research Oriented experiencedFaculty Members | * Encourage faculty to do research.
 | * Involve more faculty in research
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| 3 | API based faculty compensation |  |  |
| 4 | Targeted research andcollaborative research |  |  |
| 5 | More Ph.D & Post- Doctoralresearch scholars |  | * As per University

Guidelines. |
| 6 | More Faculty Members withPh.D |  | As per DGHE guidelines |
| 7 | Faculty encouragement for BookPublications, Research Publications and Patents |  | To arrange workshops for encouragement of faulty for book publication |
|  | More Conferences (at least twoconferences per year per college) |  | To make and send proposals regarding conducting conferences, seminars etc. |
| 9 | Student involvement inResearch | * Teaching Project

Dissertation as a Subject | * As per University

Guidelines. |
| 10 | Industry and institutionalcollaboration & consultation | * Industrial visits.
* Educational Tours
 | * To plan for more tours and visits.
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| 11 | University Incubation Centre  |  |  |
| 12 | University Publication throughits own press. |  |  |
| 13 | University Publications &Citation service |  |  |
| 14 | Target patent claim for UG & PGprojects in Professional subject areas |  |  |

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| IS | Faculty Ranking (Annual) *system* |  |  |
| 16 | Chief Technology Officer (CTO)Research Monetisation |  |  |
| 17 | Value added skills enhancementPapers |  | * Plan to have Certificate

courses on Fashion Designing, Music and Fine Arts.* Plan to Conduct various Value Added Programmes e.g. Python, Beauty & Wellness.

certificate courses |
| 18 | Other activities *as* part oflearning | * Activities related to social contribution e.g. Collaboration with Stand with Nature, Apna Ghar Ashram, NSS, NCC.
 | * Integration of these activities as

Core.* Plan to Support students who

are from financially weaker background |

**E- HUMAN RESOURCE & Supportive**

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| Sr. No. | Focus Area | Present Scenario | Future Planning |
| 1 | Student and LearnerEnablers | Admissions are donestrictly as per DHE/CBLUguidelines on the basis of merit. | Strengtheningpublicity of students achievements on social media. |
|  |  | Scheme based Financial aid is beinggiven to needy & | Facilitating studentsfrom rural |

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|  |  | meritorious studentsand sports achievers. | background at thetime of admission by setting up more Help desks. |
|  |  | Mentor-Menteeclasses, Tutorial classes and Remedial classes for week students are being conducted. | To focus on problems of students and finding solutions to them. |
|  |  |  | All efforts to fi11vacant seats in various courses till next session. |
| 3 | Faculty and Researchenablers |  | Upgradation ofLibrary to meet research demands.College is planning for Educational linkagein terms of MOU’s with Premier institution and take collaborating Research Project, Encourage Research on local issue. |
| 4 | Cross-FunctionalEnables |  | The college willprovide fiind to faculty for more research publications |

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|  |  |  | The college plan to organizevarious program like FDP, workshop, seminar, periodically for faculty members |
|  |  | The college alsoencourage its faculty for participating in orientation/seminar and organizes conferences and provides academic leave for faculty to attending seminars & conference. |  |
| 6 | Enables forPedagogical Innovations: | Educational visit ofstaff as well as students. | Motivate staff to usesmart board and adopt latesteducational technologies. |
|  |  | Regular meeting ofin-charges/staff tocheck the functioning |  |
|  |  | Lesson Plan, strictlyfollowed curriculumdesign by university. |  |
|  |  | for this prepared dailylesion plan day wiseL.P. Motivate staff to use new technology. |  |

## Supportive — Facilitative Enablers

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| **Sr.****No.** | **Types of****emotional strength****enablers** | **Present Scenario** | **Future Planning** |
| 2. | Rich**Communication** | The communication of Management, Staff(Teaching & Non-Teaching) and Students is always interactive. Messages ai e conveyed | As per need thecommunication methods could be improved. |

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|  |  | properly and had been implemented.Everybody knows the importance of interactive communication and promotion of collaboration among engaged individuals. |  |
| **3.** | **Role** Model | For the development purpose in the institutionthe college had set the *role* models of many visionary personalities who motivate and set the targets for others. | More and more exampleswould be considered by the institution. |
| **4.** | **Institutional**values (core**Values)** | A strong belief system foundation of theinstitution is there to guide the behavior and decisions of all stakeholders. | As per need if any change isrequired for the betterment than it could be done.  |
| **5.** | **Vision** | We have a well articulate and ambitious visionto encourage forward-thinking & planning for future opportunities rather than reacting to constraints. | If there will be anyrequirement to change it than it could be done. |
| **6.** | **Trust among****stakeholders and outsiders** | Based on the commitment of the stakeholdersand outsiders the institution always takes necessary steps and fosters a sense of unity and responsibility towards institutional development. | Institution is always ready tomaintain a trust and good faith of stakeholders and outsiders for the bettermentof students and society. |
| **7.** | **Institutional****Tradition****Rituals** | Institution has some rituals to maintain acollaborative environment of humanity, prosperity, brotherhoodness and honesty among staff, students and stakeholders to create an emotional bond. | Such kind of rituals could betraditionally maintained in the future. |
| 8. | Altei nativestrategy & support **network** | The institution always tries to provide suchfacilities which ensure uninterrupted academic services. | In future instiftitioii wouldmove towards preparation of back-up plans as per requirement. |
| 9. | Goal setting inevery student | The institution encourages the students to setand work towards their goals by creating awareness about opportunities. | More and more awarenesswould be created by the institution. |
| 10. | Safety &Security | To ensure the safety and security of everyonethe CCTV camera facility and security at the gate had been done. | If any kind of advancesecurity measures are required than it would be initiated by the institution. |
| 11. | Search for **proximity** (Local friends, **Local** food, local culture) | The institution provides the facility of connections by encouraging friendships; provide local cuisine and celebrating local culture. Institution promotes the celebration of food fest and local festivals. | Such kind of activities for proximity would be encouraged moi e. |
| **12.** | **Legacy of the****system** | Institution maintains and contributes theinstitution’s traditions, cultures and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully. | If any kind of variation aresuggested by the stakeholders than it would be respectfully implemented by the institution. |
| 13. | Legacy of the**system** |
| 14. | Openness interms of information | The transparency had been maintained by theinstitution in its operations, including admission, teaching, examinations, research and financial matters. | Institution would do thenecessary changes as per requirement in the future. |
| **15.** | **The ability of****the Institution** | Institution believes in addressing and rectifyingany failures promptly building a good | The effective and needfulsteps would be taken in the |

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|  | to deliver on @romises | reputation. | future. |

F- Enablers for Networking & Collaborations

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| Sr. no. | Focus Arera | Present Scenario | Future | Plan |
| l. | StrategicCollaborations | & Alumni : A society is registered andfunding is started from the account ofAlumni Society. Industry Integration : To enhance the skills, the industrial visit and internship is done. | •°• | As per requirement,Alumni Network, MoU and Industry Integration will be upgraded time to time. |
| 2. | Academic andResearch Excellence | & | The Library is subscribed with N-List | ‘ | In future, the area ofresearch excellence will be enhanced as per scope. |

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| 3. | Practical Exposure andExperience | Combined Learning : The students aretaught theory and practical during their training so that they can make different products to earn whi|e learn. | The incubationcentre will be centralized and will teach them different art forms under one single banner.The students will utilize the skills which they learn during their training to become entrepreneur and can run their own small scale business.Incubation Centre : The college is planning to run incubation centre to train students to become entrepreneurs under the concept of earn while learn. |
| 4. | CommunityEngagement and Service |  Social Integration : The studentsregularly participate in different programs running under banners such as NCC, NSS, Red Ribbon etc. by rural outreach and field work and also participated in government programs time to time. |  Many moreparticipation of students will be ensured by new vlslts and programs which wil] be suggested time to time by authorities. |
| 7. | Innovation andEntrepreneurship | Digital Infrastructure : A strong digital infrastructure is available in college to support access to digital resources and |  In future, the newtechnologies will be introduced time to time. |





## G-PHYSICAL ENABLERS

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| Sr. ’no. | Focus Area | Present **Scenario** | Future Planning |
| 1. | Smart Campus | There is Wi-Fi facility enable campus is already available. | It is proposed to make the complete Wi-Fi campus to enable better services to the students and staff.The speed will be increased in future as per requirement. |
| 2. | Green/Sustainabl e Building | The college campus has implemented sustainable practices by utilizing green energy sources. Rain Water Harvesting system.Composting is done from plant *materials* and other bio- degradable wastes such as grass, dry leaves, or vegetable leftovers that can be decomposed and converted into organic matter. | In future, it is planned to make the complete campus as Solar equipped with off grid power plant and also some open area in backside may also be used to install the solar plates for energy generation.To paln An auction facility for E-Waste is accessible, which additionally aids in the preservation of the environment |

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| 3. | Infrastructure to Commute | The college has path & passages to connect the pavement and study areas,Common room, Girls’s hostel, canteen, scooty & bicycle Stand, rest room, enquiry room and easy-to-use ramps for PWDs.. | The better facility with ramps etc. and battery powered vehicles for PWDs. |
| 4. | Administrative Block (Admission & Counselling Area) | Administrative Block consists of front office, clerk office, admission and conselling area and counselling is also executed in different departments. | To plan for redevelopment of auditorium. |
| 5. | Library/Digital resource Centre | * The college Library is partially automated with Soul Software
 | As per NEP requirement the facility of books will be enhanced.To make The college Library fully automated with Soul Software |
| 6. | Lecture Complex, Classrooms | Students can access the class rooms and other tutorial places to enhance their knowledge by having lectures.The different sizes of class rooms are available as per the intake of students in differerent streams. | The upgraded class rooms are proposed to build up in future to the betterment of the students. |
| 7. | Tutorial Rooms | Video conferencing and lecturerecording and PPT presentations can | As per increasing use of technology, requiredequipments such as projectors, intereactive flat |



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|  |  | be done through various requisite equipments. | panels and smart board etc. can be owned infuture. |
| ’8. | Examination Branch | A separate room & strong room is asigned for the purpose of examninations with CCTV Survillance. | The facility can be enhanced during the extra requirement. |
| 10. | Meeting Rooms & Office Rooms | The meeting rooms having enough space, furniture and electronic communications, presentation equipments etc.The college have round table conference/ meeting room having the capacity of approx 50. | More facility can be provided in future as per the requirement. |
| 12. | Laboratories & Research Centres | Modern laboratories and basic required equipments and appratuses are available in subject wise labs. | According to new technology induction, the labs can be furnished. The latest softwares will be owned according to NEP syllabus. |
| 13. | Computer Centres/Multime dia Studios | Computer labs have appropriate computer systems accroding to students ratio norms.A multimedia studio is equipped with all recording and voice faclity. | As per the increase in strengh of students, labs will be extended with latest systems. |
| 14. ’ | Cafeteria/DiningRoom/Mess | Cafeteria and dining rooms areavailable alongwith mess with proper | Cateen of college may be extended with extrafaclities to students with cheap rates. The ban |

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|  | facility | follow of hygeinic and cleaning conditions. | will be promoted of single use plastic. |
| 15. | Games & Sports Facility | Sports ground is Provided | The better faclities will be make available to students as per the trends. |
| 16. | Auditorium and Conference Rooms | Auditorium and conference rooms are available with college for meetings and other functions such as Seminar, farewell, induction etc. | Seminar rooms will be established according to the requirements. |
| 18. | Parking | The college campus boasts a spacious parking lot for both vehicles.Furthermore, there is a designated parking area set aside for cyclists and Persons with Disabilities (PWDs). | The parking area can be extended in future as per the requirement. |
| 19. | Exhibition Hall | There *is* conference hall which can be used for exhibitions purpose also from time to time. | The hall will be extended in future as per the requirement with new technology. |
| 23. | StudentRecreations | Canteen with hygenic fooding atreasonable rates is available to | The facility will be extended in future. |



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|  | facilities | students. Table Tennis Hall is available. Indoor and Outdoor gaming facility is available. |  |

**H-Physical** Structure

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| **Sr. no.** | **Focus Area** | Present **Scenario** | **Future Planning** |
| I. | Internet Usage | The college provides internetfacility upto 100 mbps. Connecting the external stakeholders to exchange theinformation. | Facility of 500 mbpswill be done. |

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|  | Website/ WebsiteBased Result Announcement | The college has its own website to upload information about college, courses offered, staff admission, Tender Notification, Academic calender, Examination, Merit list & students results etc. | Website will beupgraded according to technology. |
| s3. | Online MessagingStakeholder’s groups | Whatsapp groups are createdamong students, Teaching & Non- Teaching Staffs.Whatsapp group, e-mail, web page of Alumni are created for sharing the information. | Other modes ofsharing information will be added as per requirement. |
| 4. | Onile Blogs & sitesfor evey course | Website of college is available. | Other modes ofsharing information will be added as per requirement. |
| 5. | Wi-Fi Campus | Wi-Fi facility enable campusis already available. | The speed can beincreased in future as per requirement. |





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| 8. | Digital **Publication** |  | To PFO\/ide resource sharing networking and exchange of database under copyright act and fair use.  |
| 9. | Paperless Office |  | Technology will beadopted as per new requirement. |
| 10. | Paperless Exam | Paperless exam wasconducted during covid-19 | As per directions ofhigher authorities Paperless exam system can be adopted. |

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| 11. | Online Evaluation | > Online evaluation was adopted during Covid- 19. | As per directions ofhigher authorities online evaluation system can be adopted. |
| 15. | Plagiarism SoftwareFacility | > | As per requirementPlagiarism software can be owned. |
| 16. | OnlinePlacement(Project, internship & final)  |  |  |
| 17. | Video Documentationof each course & each College/ Video Documentation on online public plaforms | > You tube channel of college isavailable with various recordings of classes. | “The videos will beexplore in future atMOOCS, SWAYAMand also at NPTEL. |
| 18. | Social Media basedPromotions | The College uses Facebook Page, for SocialMedia based Promotions. | As per newtechnology will be adopted. |



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| 20. | Studio for videoonline classess | > Yes, well equipped studio with recording and mic facility is available. | As per new technology adoption of high level studio is in pipeline. |
| 21. | Video conferencefacility | Video conference facility is also available.  | As per newtechnology will be adopted. |
| 22. | Online openpublication system | > | As per requirementOnline Open Publication system can be accessed by Faculty and Students. |

Principal

GCW, Bhiwani.