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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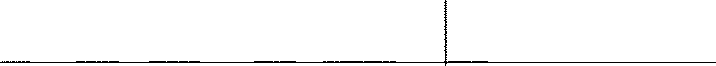
To have an improvement in quality of education

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 major  stakeholders  To 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 being  done 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 for  HEI | * 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 implemented  Feedback 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 norms  To 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 of  students, recommends teaching learning methods and also transparent evaluation method  IQAC 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 in  all aspects   * *Continuous* improvements on the basis of feedbacks * To appoint class representatives in every class * To set meetings of Student Council with Principal regularly | |

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 |

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 of  students.   * 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 | Curriculum  embedded 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/ Teaching  Staff | * 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-Teaching  Staff | * 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 of  learning 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 | Teaching  Pedagogy | * 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 |
| 8 | Activities as part  of 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 you  learn | * 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 to  develop |  | * 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 a  bright future.   * To create Incubation centers   in the college to promote new ideas. Incubation centers have  been 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 experienced  Faculty Members | * Encourage faculty to do research. | * Involve more faculty in research |
| 3 | API based faculty compensation |  |  |
| 4 | Targeted research and  collaborative research |  |  |
| 5 | More Ph.D & Post- Doctoral  research scholars |  | * As per University   Guidelines. |
| 6 | More Faculty Members with  Ph.D |  | As per DGHE guidelines |
| 7 | Faculty encouragement for Book  Publications, Research Publications and Patents |  | To arrange workshops for encouragement of faulty for book publication |
|  | More Conferences (at least two  conferences per year per college) |  | To make and send proposals regarding conducting conferences, seminars etc. |
| 9 | Student involvement in  Research | * Teaching Project   Dissertation as a Subject | * As per University   Guidelines. |
| 10 | Industry and institutional  collaboration & consultation | * Industrial visits. * Educational Tours | * To plan for more tours and visits. |
| 11 | University Incubation Centre |  |  |
| 12 | University Publication through  its own press. |  |  |
| 13 | University Publications &  Citation service |  |  |
| 14 | Target patent claim for UG & PG  projects in Professional subject areas |  |  |

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| IS | Faculty Ranking (Annual) *system* |  |  |
| 16 | Chief Technology Officer (CTO)  Research Monetisation |  |  |
| 17 | Value added skills enhancement  Papers |  | * 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 of  learning | * 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 Learner  Enablers | Admissions are done  strictly as per DHE/CBLU  guidelines on the basis of merit. | Strengthening  publicity of students achievements on social media. |
|  |  | Scheme based Financial aid is being  given to needy & | Facilitating students  from rural |

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|  |  | meritorious students  and sports achievers. | background at the  time of admission by setting up more Help desks. |
|  |  | Mentor-Mentee  classes, 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 fi11  vacant seats in various courses till next session. |
| 3 | Faculty and Research  enablers |  | Upgradation of  Library to meet research demands.  College is planning for Educational linkage  in terms of MOU’s with Premier institution and take collaborating Research Project, Encourage Research on local issue. |
| 4 | Cross-Functional  Enables |  | The college will  provide fiind to faculty for more research publications |

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|  |  |  | The college plan to organize  various program like FDP, workshop, seminar, periodically for faculty members |
|  |  | The college also  encourage its faculty for participating in orientation/seminar and organizes conferences and provides academic leave for faculty to attending seminars & conference. |  |
| 6 | Enables for  Pedagogical Innovations: | Educational visit of  staff as well as students. | Motivate staff to use  smart board and adopt latest  educational technologies. |
|  |  | Regular meeting of  in-charges/staff to  check the functioning |  |
|  |  | Lesson Plan, strictly  followed curriculum  design by university. |  |
|  |  | for this prepared daily  lesion plan day wise  L.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 the  communication 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 institution  the college had set the *role* models of many visionary personalities who motivate and set the targets for others. | More and more examples  would be considered by the institution. |
| **4.** | **Institutional**  values (core  **Values)** | A strong belief system foundation of the  institution is there to guide the behavior and  decisions of all stakeholders. | As per need if any change is  required for the betterment than it could be done. |
| **5.** | **Vision** | We have a well articulate and ambitious vision  to encourage forward-thinking & planning for future opportunities rather than reacting to constraints. | If there will be any  requirement to change it than it could be done. |
| **6.** | **Trust among**  **stakeholders and outsiders** | Based on the commitment of the stakeholders  and outsiders the institution always takes necessary steps and fosters a sense of unity and responsibility towards institutional development. | Institution is always ready to  maintain a trust and good faith of stakeholders and outsiders for the betterment  of students and society. |
| **7.** | **Institutional**  **Tradition**  **Rituals** | Institution has some rituals to maintain a  collaborative environment of humanity, prosperity, brotherhoodness and honesty among staff, students and stakeholders to  create an emotional bond. | Such kind of rituals could be  traditionally maintained in the future. |
| 8. | Altei native  strategy & support **network** | The institution always tries to provide such  facilities which ensure uninterrupted academic services. | In future instiftitioii would  move towards preparation of back-up plans as per requirement. |
| 9. | Goal setting in  every student | The institution encourages the students to set  and work towards their goals by creating awareness about opportunities. | More and more awareness  would be created by the institution. |
| 10. | Safety &  Security | To ensure the safety and security of everyone  the CCTV camera facility and security at the gate had been done. | If any kind of advance  security 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 the  institution’s traditions, cultures and legacy through programs and festivals. It also involves maintaining organizational hierarchy respectfully. | If any kind of variation are  suggested by the stakeholders than it would be respectfully implemented by the institution. |
| 13. | Legacy of the  **system** |
| 14. | Openness in  terms of information | The transparency had been maintained by the  institution in its operations, including admission, teaching, examinations, research and financial matters. | Institution would do the  necessary changes as per requirement in the future. |
| **15.** | **The ability of**  **the Institution** | Institution believes in addressing and rectifying  any failures promptly building a good | The effective and needful  steps would be taken in the |

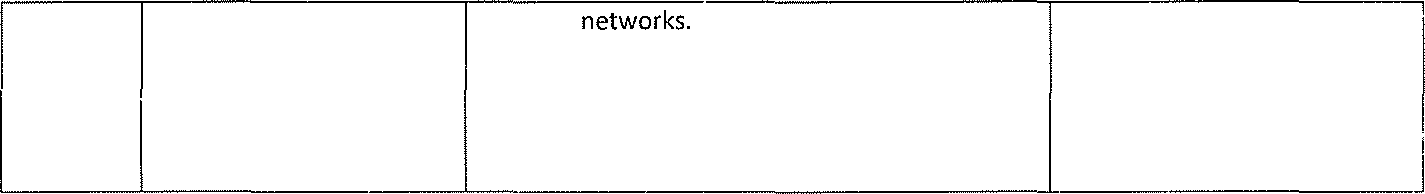
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|  | to deliver on @romises | reputation. | future. |

F- Enablers for Networking & Collaborations

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| Sr. no. | Focus Arera | Present Scenario | | Future | Plan |
| l. | Strategic  Collaborations | & Alumni : A society is registered and  funding is started from the account of  Alumni 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 and  Research Excellence | & | The Library is subscribed with N-  List | ‘ | In future, the area of  research excellence will be enhanced as per scope. |

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| 3. | Practical Exposure and  Experience | Combined Learning : The students are  taught theory and practical during their training so that they can make different products to earn whi|e learn. | The incubation  centre 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. | Community  Engagement and Service | Social Integration : The students  regularly 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 more  participation of students will be ensured by new vlslts and programs which wil] be suggested time to time by authorities. |
| 7. | Innovation and  Entrepreneurship | Digital Infrastructure : A strong digital infrastructure is available in college to support access to digital resources and | In future, the new  technologies 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 lecture  recording and PPT presentations can | As per increasing use of technology, required  equipments such as projectors, intereactive flat |



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|  |  | be done through various requisite equipments. | panels and smart board etc. can be owned in  future. |
| ’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/Dining  Room/Mess | Cafeteria and dining rooms are  available alongwith mess with proper | Cateen of college may be extended with extra  faclities 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. | Student  Recreations | Canteen with hygenic fooding at  reasonable 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 internet  facility upto 100 mbps. Connecting the external stakeholders to exchange the  information. | Facility of 500 mbps  will be done. |

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|  | Website/ Website  Based 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 be  upgraded according to technology. |
| s3. | Online Messaging  Stakeholder’s groups | Whatsapp groups are created  among students, Teaching & Non- Teaching Staffs.  Whatsapp group, e-mail, web page of Alumni are created for sharing the information. | Other modes of  sharing information will be added as per requirement. |
| 4. | Onile Blogs & sites  for evey course | Website of college is available. | Other modes of  sharing information will be added as per requirement. |
| 5. | Wi-Fi Campus | Wi-Fi facility enable campus  is already available. | The speed can be  increased 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 be  adopted as per new requirement. |
| 10. | Paperless Exam | Paperless exam was  conducted during covid-19 | As per directions of  higher authorities Paperless exam system can be adopted. |

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| 11. | Online Evaluation | > Online evaluation was adopted during Covid- 19. | As per directions of  higher authorities online evaluation system can be adopted. |
| 15. | Plagiarism Software  Facility | > | As per requirement  Plagiarism software can be owned. |
| 16. | Online  Placement(Project, internship & final) |  |  |
| 17. | Video Documentation  of each course & each College/ Video Documentation on online public plaforms | > You tube channel of college is  available with various recordings of classes. | “The videos will be  explore in future at  MOOCS, SWAYAM  and also at NPTEL. |
| 18. | Social Media based  Promotions | The College uses  Facebook Page,  for Social  Media based Promotions. | As per new  technology will be adopted. |



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| 20. | Studio for video  online 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 conference  facility | Video conference facility is also available. | As per new  technology will be adopted. |
| 22. | Online open  publication system | > | As per requirement  Online Open Publication system can be accessed by Faculty and Students. |

Principal

GCW, Bhiwani.