



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	
	GOVERNMENT COLLEGE FOR WOMEN, KOLAR
• Name of the Head of the institution	DR. D.E. GANGADHAR RAO
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9448984956
• Mobile no	08152222652
• Registered e-mail	gcwk2009@gmail.com
• Alternate e-mail	grao24@yahoo.com
• Address	GOVERNEMENT COLLEGE FOR WOMEN, KOLAR-563101
• City/Town	KOLAR, KARNATAKA
• State/UT	KARNATAKA
• Pin Code	563101
<b>2.Institutional status</b>	
• Affiliated /Constituent	AFFILIATED
• Type of Institution	Women
• Location	Semi-Urban

• Financial Status	UGC 2f and 12(B)				
• Name of the Affiliating University	BANGALORE NORTH UNIVERSITY				
• Name of the IQAC Coordinator	JANARDHAN R.D				
• Phone No.	9611164788				
• Alternate phone No.	7975139804				
• Mobile	9449072164				
• IQAC e-mail address	iqacgcw2019@gmail.com				
• Alternate Email address	iqacgcw2019@gmail.com				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-a8dfc4f8-5ff3-43f6-8fdd-d4ee4e5f24c9">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-a8dfc4f8-5ff3-43f6-8fdd-d4ee4e5f24c9</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-40e041ff-3a04-444d-8b99-550bd5708959.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-40e041ff-3a04-444d-8b99-550bd5708959.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 2	B	2.08	2013	05/01/2013	05/01/2018
Cycle 3	D	1.44	2019	21/05/2019	21/05/2022
<b>6.Date of Establishment of IQAC</b>			10/08/2004		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
INSTITUTION	LIBRARY	STATE GOVERNMENT (DCE)	2019-20	100000
INSTITUTION	IQAC	STATE GOVERNMENT (DCE)	2019-20	50000
INSTITUTION	INFRASTRUCTURE	RUSA	2019-20	7000000
<b>8. Whether composition of IQAC as per latest NAAC guidelines</b>			<b>Yes</b>	
<ul style="list-style-type: none"> <li>Upload latest notification of formation of IQAC</li> </ul>			<a href="#">View File</a>	
<b>9.No. of IQAC meetings held during the year</b>			<b>4</b>	
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>			<b>Yes</b>	
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>			No File Uploaded	
<b>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>			<b>No</b>	
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>				
<b>11. Significant contributions made by IQAC during the current year (maximum five bullets)</b>				
1. Guiding faculty members to develop e-content to upload on LMS-Karnataka				
2. Organized workshops to equip the faculty members with necessary pedagogical skills				
3. Target oriented sessions by experts to cope with NAAC requirements.				

4 Liaison with the administrative staff and student grievance cell to rectify exam related grievances.

5. Organizing training sessions to foster employ ability skills in the students.

**12. Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year**

Plan of Action	Achievements/Outcomes
To Develop E-content	Developed and uploaded on LMS
To organise soft skill training program for students	Certificate Course in soft skill by Unatti Foundation, Bangalore
Target oriented sessions by experts to cope with NAAC requirements.	Online sessions by the SQAC special officers
To rectify exam related grievances.	Exam related grievances have been resolved in coordination with the liaison officer
Organizing training sessions to foster employ ability skills in the students.	Weekend in-house training programs to prepare for Civil Service Exams with the MoU partner, Vivek Infotech

**13. Whether the AQAR was placed before statutory body?**

Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC COMMITTEE	12/02/2022

**14. Whether institutional data submitted to AISHE**

Year	Date of Submission
2021	17/03/2020

**Extended Profile**

**1. Programme**

1.1	176
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>2.Student</b>	
2.1	3190
Number of students during the year	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
2.2	1176
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
2.3	1087
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1	54
Number of full time teachers during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
3.2	63
Number of sanctioned posts during the year	

File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1 Total number of Classrooms and Seminar halls	46
4.2 Total expenditure excluding salary during the year (INR in lakhs)	7.30933
4.3 Total number of computers on campus for academic purposes	157

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

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

1. At the beginning of each academic session, college prepares its proposed academic calendar, which is uploaded in the college website. The proposed academic calendar is prepared according to the notices and circulars received from the affiliating university. Students are informed about the academic calendar of the college notifying the probable teaching days, dates of internal examinations, curricular, extension related and co-curricular activities.

2. Orientation program is organized every year for newly admitted students to make them aware of the mechanism for curriculum delivery and implementation.

3. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare their "teaching plans" according to the number of lectures allotted in the university syllabus for each topic

4. Along with the traditional chalk and talk method, teachers often use power-point projections during the lectures to demonstrate topics. The faculty has adopted innovative methods like ICT, PPT to

teach.

5. Class tests/surprise test and student seminars are held after completion of a section of the syllabus and periodic review of performance of students is undertaken.

6. Field tours are organized by Departments of Botany, Zoology and History to ensure effective implementation of the prescribed curriculum.

7. Post-graduate students are specially trained to handle assignments, open-house seminars and

dissertation to prepare themselves for academic research in future.

8. Interactive sessions with students and, sometimes with guardians are held to identify problem areas. Special care is taken to address the problems of slow learners, advanced learners and first-generation learners. Social net-working sites are also used by some departments for interaction between faculty and students beyond the class hours.

9. The college has adopted a CBCS pattern of syllabus to get across the disciplines exposures essential for multi-tasking and enhanced employability. Systematic distribution of syllabus and time table is mooted for curriculum implementation.

10. We conduct bridge course for all the fresh students as an Induction Program which is very useful to identify the fast and slow learners. The college provides career guidance training programs and remedial classes respectively.

11. The students are evaluated through continuous internal evaluation by conducting two-unit tests, slip tests, oral tests and surprise tests before facing semester exams. All these curriculum mechanisms makes students empower, to inculcate social and moral values and make them responsible citizens

and make them competent enough to face future challenges.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b38251c7-3b25-485a-b909-4fa0dcfaf8fa">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b38251c7-3b25-485a-b909-4fa0dcfaf8fa</a>

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

#### CONTINUOUS INTERNAL EVALUATION

It is a part and parcel of teaching learning process. It is a form of educational examination that evaluates a student's progress throughout a prescribed course. It is often used as an alternative to the final examination system. Our college has adopted this method from the academic year 2018-19. CIE provides immediate and repeated feedback to the student about his academic progress.

The prime objective of the cell is to achieve Confidence, Self-esteem, Goal-oriented approach and self-contentment.

#### OBJECTIVES

- To integrate teaching and evaluation
- To test the skills and abilities of the students
- To know day-to-day feedback about the teaching learning process
- To reinforce teaching learning process
- To encourage students to understand formative process
- To improve the performance of the student
- To improve the faculty's teaching skills
- To improving the education and institutional assessment system

#### FUNCTIONS OF CIE :

- The information generated by CIE has formative, diagnostic as well as summative functions. This assumes that the items used in evaluation tasks possess the necessary qualities that render the tasks valid and reliable.

CIE enhancing the student's learning.

#### ACTIVITIES CONDUCTED BY CIE CELL



In our college skill development programs shall be awarded by the faculty based on skill development exercises such as :

Assignments, Group discussions, viva, Role plays, Quiz, PPT presentations, case studies,

Seminars, field projects, field surveys, Easy writing and Debates. And also conducts unit tests , internal tests, Exhibitions ,etc....

Faculty Incharge of CIE

Name

Department

Position

Contact Details

K SEENA NAIK

PHYSICS

Coordinator

9845324534

Dr. DYAVAPPA

BM

PHYSICS

Member

9483113600

VASUNDARA AS

ECONAMICS

Member

9141276454

S MANJULA

COMMERCE

Member

9449252544

HN SURESH

COMMERCE

Member

9964366993

NARASIMHA

MURTHY T

COMMERCE

Member

9538589616

INDIRAMMA

HISTORY

Member

9449922474

BHAGYALAKSH

MI V

ECONOMICS

Member

9844728120

- SUBRAMANI SV

COMMERCE

Member

9902476214

SANATHKUMAR

GN

ZOOLOGY

Member

9449881437

VEDASHREE N

PHYSICS

Member

9632156196



File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7bbcb4c3-4c23-42f2-838d-ba0c1e466c73">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7bbcb4c3-4c23-42f2-838d-ba0c1e466c73</a>

**1.1.3 - Teachers of the Institution participate in B. Any 3 of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.**  
**Academic council/BoS of Affiliating University**  
**Setting of question papers for UG/PG programs**  
**Design and Development of Curriculum for Add on/ certificate/ Diploma Courses**  
**Assessment /evaluation process of the affiliating University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

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

7

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year**

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

01

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

75

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

**1.3 - Curriculum Enrichment**

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

Cross cutting issues like Business ethics, Soft skills for business, Gender issues, Sociology of women, Sociology of Health and Medicine, culture diversity and society, Environmental Science, Environment and sustainability, Human values, Indian Constitution and Human rights, Professional ethics etc., are very important in the lives of students. The university itself designed curriculum to teach these issues. The College has been making several efforts to address the Cross cutting issues such as gender, Environment and Sustainability, Human Values and Professional Ethics etc.

**Gender Issues:** The College has been regularly organizing debates, quiz contest and essay writing competition on gender sensitization.

Every year Women's Cell celebrates International Women's day. Anti-ragging and Sexual harassment cells identify and analyze the issues of sexual harassment reported in and around the campus and the cell

urges students to beware of such incidents in the campus. The women cell helps the girl students know how to be self-protected.

**Environment and Sustainability:** Environmental and Public Health, Cultural diversity system is compulsory paper for BA, B.Sc., B.Com. Therefore, students aware of the current issues related to the environment.

The NSS units undertake sapling of plants in the college campus and areas of nearby schools.

**Human Values :** Indian Constitution is compulsory paper for all courses recommended by Bangalore University. All the students study its content. Special lecture on Human Rights and Women conducted by Political Science department cautioned students about anti-social activities on women and girls.

**Professional Ethics :** The College has been playing a significant role in the holistic development of the students. It has taken the following initiatives to inculcate Professional ethics in the students. This aspect is not included in the curriculum of affiliating university. However, Seminars and Guest lectures are organized by inviting Eminent philosophers, professors and counselors to inculcate these values in the students.

## LIST OF COURSES

### PROGRAM LEVEL

### DEGREE

### SUBJECT

### UG

BSc [PCM] [PMCS] [CBZ] [CZMI] [CBBT]

Science

BCom

Commerce

BBA, BCA

Management

BA[HEP][HEK][HES]

Arts

PG

MA[ECONOMICS]

Arts

MCOM

Commerce

PROGRAM NAME

COURSE NAME

CROSS CUTTING ISSUES

DESCRIPTION OF COURSES

B.Com.

Business ethics

Values

To inculcate values & ethics in Business

BBA

Business ethics

Values

To inculcate values & ethics in Business

Soft skills for Business

Personality Development

To imbibe the principles of human values in Business

BA

Sociology of Women

Feminine issues

To address various issues related to Women

Sociology of Health & Medicine

Health Issues

To customize community specific medicine

Indian Constitution & Human Rights

Constitutional Values

To inculcate constitutional awareness & principles in common man

Culture Diversity & Society

Diversity

To comprehend the importance of unity & diversity of Indian society

B.Sc.

Environmental Science

Nature Conservation

To create sensibility towards nature sustainability

M.Com.

Business ethics

Values

To inculcate values & ethics in Business



File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

2

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

47

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 1.4 - Feedback System

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

A. All of the above

**Teachers Employers Alumni**

File Description	Documents
URL for stakeholder feedback report	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.4.2 - Feedback process of the Institution may be classified as follows****C. Feedback collected and analyzed**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf</a>

**TEACHING-LEARNING AND EVALUATION****2.1 - Student Enrollment and Profile****2.1.1 - Enrolment Number Number of students admitted during the year****2.1.1.1 - Number of students admitted during the year**

1155

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

**2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)****2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

774

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

### Parameters to identify the Advanced and Slow Learners

The institution has adopted following criteria/Parameters to identify the advanced and slow learners of various programmes

### Parameters to identify Slow and Advanced Learners

Based on University Examination marks. (Fast learners 60% and above, Slow learners below 45%)

The institution has adopted following Activities and Programmes for advanced and slow learners of various programmes for the betterment of the students

### List of activities/Programmes for Advanced Learners

### List of activities/Programs for Slow Learners

1. High performing students are identified on the basis of internal assessment, university examination, involvement in classroom.
2. Advising to participate in group discussions, technical quizzes to develop analytical and problem-solving abilities in them and thereby to improve their presentation skills.
3. Various club activities, Social surveys and field studies are conducted by all the departments in the respective areas to mould the students in corresponding field.
4. Students are encouraged to take up micro projects to inculcate research orientation and practical awareness.
5. Students are also provided opportunities to develop their creativity by participating and organizing intercollegiate as well as national level technical symposiums.
6. Bright and diligent students are motivated and inspired to get

university ranks.

7. Students are encouraged to take up competitive exams like KAS, IAS, IBPS, NET/SLET, GRE, TOEFL and KPSC exams.
8. Semester toppers and university rank holders are encouraged with certificates and cash prizes by the College.
9. Guidance on MOOC, SWAYAM, Webinars etc,.
10. Career guidance/career counseling.
11. Computer literacy classes.
12. Discipline specific problem solving and experiential learning ex: Field visit (After visit guiding them in preparation of report)

1. The college practices a robust student academic counselling process. During the course of study group of students are assigned to a faculty for counselling. The counsellors monitor academic performance and interact frequently to understand and assist any student with issues that affect their ability to learn or impede their academic success.
2. Learning material prepared by subject handling faculty members is provided to slow learners.
3. Departments conduct remedial classes, provide course notes for students especially the slow learners and those students who are at the verge of dropping out due to arrear subjects. Such students are given regular class tests in order to improve their performance in the university exam. Further faculty members revise the tough topics as per the students requisition and provide university question bank and discuss the way of presenting the answers in the exam to score marks.
4. Conduct Personality development classes.
5. Conduct activity based learning opportunities/peer learning opportunities ex. Study circle, group discussions etc
6. Conduct Life skill classes
7. Conduct participative learning activities ex. Role play, demonstration, creative writing activities etc,.
8. Bridge courses are conducted
9. Use of Psychological tools or psychometric test if required
10. Career guidance/career counseling is also done to slow learners.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-0c23819e-3863-49b8-bc74-0f59c8b8c416">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-0c23819e-3863-49b8-bc74-0f59c8b8c416</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
3190	53

File Description	Documents
Any additional information	<a href="#">View File</a>

### 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Various student centric methods like experiential and participatory learning are adopted by the college to ensure active participation of students in the teaching learning process.

#### Participative Learning

Departments adopt the following methods for effective participative learning

- Group Discussion
- Field study
- Project work
- Seminar and quiz
- Interactive sessions with experts in various fields

Participation of the students in various activities is ensured:

- The College organizes different activities like blood donation camp, fund raising for flood relief, visiting old-age home, cleanliness programmes to inculcate values and social responsibilities among students.
- The college gives importance for the holistic development of students beyond classroom through co-curricular and extra-curricular.

- Students are encouraged to participate in sports and cultural activities where they can exhibit their talent. It also fosters the spirit of togetherness and leadership. Students are also encouraged to participate in different Inter-College competitions.

#### Experiential Learning:

1. Visits outside the institution: The teachers encourage as well as provide students with opportunities to pursue experiential learning in their respective domains. Visit to higher educational institutes and other activities are organized.
1. Co-operative Learning: Students are encouraged to engage in a cooperative non competitive environment by constituting groups of small numbers. On several occasions senior students of the departments are involved in this process with their juniors which would result in mutual learning.
1. Practical experience: There are well established labs for science and commerce departments, where the students receive hands-on experience to actualize the theoretical knowledge.

#### Problem Solving Methodologies:

To enhance the learning experience through problem solving methods, projects and assignments are used as tools to problematize the issues.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ff50d5e2-f0a6-4b72-bc59-5f80b2215c58">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ff50d5e2-f0a6-4b72-bc59-5f80b2215c58</a>

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

Information and Communication Technology (ICT) in education is the mode of education that uses information and communication technology to support, enhance, and optimise the delivery of information. It has been ascertained that ICT can lead to an improved student learning and better teaching methods. College is well aware of

making use of ICT technology in education that creates an easy-to-manage learning environment, where the transaction of information is user friendly. The College has a well-equipped computer lab, Smart classes along with Multimedia Projectors with Wi-Fi Connectivity. Teachers use ICT enabled tools, YouTube videos and e-resources to deliver lectures, along with PowerPoint presentations. Students are encouraged to build their attitude towards innovation and creativity. Students are trained to think critically and be innovative and creative in dealing with their assignments, projects and other tasks assigned to them using ICT. Teaching pedagogies have been modified and improved over time to facilitate new innovations in the young minds. Advisors/teachers make their mentees/students well-versed with new ICT/online delivery.

#### ICT TOOLS

##### E-resources and techniques

1. Desktops and Laptops
1. E-data archives
1. LED Projectors
1. Inflightnet
1. PPT and Prezi
1. MOOC
1. Mainstream Games
1. OPAC
1. Microphones
1. E-journals
1. Audio Books
1. E-Gyankosh
1. E-books
1. Social-networking sites

## 1. DVDs and CDs

### 1. Swayam Prabha

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

50

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

53

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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



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

14

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

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

#### 2.4.3.1 - Total experience of full-time teachers

475

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

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

Assessment of performance is an integral part of teaching and learning process. With regular interactions of IQAC, principal and Heads of the department, Continuous internal evaluation committee and examination committee plan and work out for reforms in internal assessment system.

The GCW conducts Internal Assessment examination at college level and semester examination at university level.

Internal Assessment examinations of Undergraduate programmes and post graduate programmes are handled by Continuous Internal Evaluation committee.

Students and their parents are informed about the criteria for internal assessment during the departmental orientation program conducted at the beginning of the First Year.

#### Committees

The Continuous Internal Evaluation committee and Examination committee consists of Coordinator and members from all the departments. Non-teaching staff also lend its support in administrative work. The examination committee performs following functions to maintain transparency and robustness of examination procedure:

1. Preparation of calendar of Events at the beginning of the semester for conducting Internal Assessments.
2. Examination timetable was done well in advance and displayed on the notice board.
3. CIE is asked to set up question papers by respective subject faculties.
4. Attendance of students is maintained properly during examination.
5. Internal assessment records are maintained at the department level and can be easily accessed by the students.
6. Answer papers are evaluated by respective subject faculty within the prescribed time given by CIE and results were displayed on the notice board.
7. The semester examinations are conducted in the institution on behalf of the university. The examination question papers are designed and provided by the university and the answer papers are evaluated at the central level by the examiners appointed by the university.

Frequency of the examinations Internal assessment examinations are conducted twice in each semester by respective departments.

Final Exams/Semester end examinations are conducted once in each semester at the end of the Semester. Mechanism of Assessment Process

1. The college is affiliated to Bangalore University (Undivided) and Bangalore North University. The University follows Choice Based Credit System (CBCS) 2014-15.
2. There shall be a University examination at the end of each semester. The maximum marks for the University examination in each paper shall be 70.
3. 30 marks for internal assessment. Out of 30, 20 marks shall be based on two tests. Each test shall be of at least one hour

duration to be held during the semester. The average of two tests shall be taken as the internal assessment marks.

4. The remaining 10 marks of the IA shall be based on attendance and skill development record of five marks each.
5. Marks for skill development shall be awarded by the respective faculty based on skill development exercises such as;

Assignments, Group discussions, Viva-voce, Role plays, Quiz, PPT presentations, Seminars, Field projects, Field survey, Easy writing & Debate.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900</a>

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

- MECHANISM TO DEAL WITH EXAMINATION RELATED GRIEVANCES
- STUDENTS' COMPLAINT (Students discuss with the principal and the liaison officer)
- STUDENTS WRITE APPLICATION TO THE REGISTRAR (EVALUATION), BANGALOR NORTH UNIVERSITY
- THE LIAISON OFFICER FORWARDS THE APPLICATION TO THE REGISTRAR (EVALUATION), BANGALORE NORTH UNIVERSITY
- UNIVERSITY RESLOVES THE COMPLAINTS OF THE STUDENTS
- AFTER THE RESOLUTION OF THE EXAMINATION RELATED GRIEVEANCES, THE EXAMINATION SECTION WILL DISBURSE THE REQUIRED DOCUMENTS (results, answer booklets, marks sheets & other documents) TO THE STUDENTS
- Students are made aware of the Continuous lab work, project work, seminars and assignments as per the evaluation criteria. Semester-end internal marks are displayed on the notice board. Any discrepancy in the continuous assessment is resolved at the department level.
- The discrepancies during the conduction of the University Examinations and discrepancies in the mark sheets are addressed and discussed in consultation with the principal and

the liaison officer and if necessary the student writes an application addressing to the Registrar Evaluation, Bangalore North University, which in turn would be followed-up by the liaison officer.

- The liaison officer forwards the application to the university and initiates the follow-up action.
- University announces the schedule for revaluation and demand of photocopy of valued answer booklets after the declaration of the results. Assistance is provided by the examination section of the college to apply the same to The Registrar, Evaluation, and Bangalore North University.
- The outcome of the process is conveyed to the students by the examination section.

The above mechanism is transparent and time-bound as per the schedule of the university.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900</a>

## 2.6 - Student Performance and Learning Outcomes

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

The programs and courses aim to provide students with the knowledge, tools of analysis and skills with which to understand and participate in the modern corporate and and scientific arena to prepare them for professional careers.

### PROGRAM OUTCOMES:

The institution offers programs and courses at UG and PG levels which is affiliated to Bangalore North University. Each program has specific objectives and the over-all design of the program ensures

to realise specific and measurable outcomes in the form of skills and competence that the students graduating from the institution should gain at the end of the program. Some of the key attainments that are expected from students are knowledge, skill development, good communication skills, creative thinking, discipline, inculcation of moral and ethical values, ability to work in teams, and critical thinking. The Programs are designed to cater to the students' holistic development.

#### COURSE OUTCOMES:

Course Outcomes are prefaced to each syllabus and shared with students and faculty. All the courses/programs offered by the institution emphasize on academic quality. In general, the course outcomes of the institution focus on empowering the students for higher studies, research, employment/entrepreneurship and preparedness for competitive examinations. The course structure supports the process of competency building of the students in attaining success in the competitive examinations take care of both practical and theoretical dimensions.

ON THE SUCCESSFUL ACCOMPLISHMENT OF THE DEGREE PROGRAM, THE FOLLOWING OUTCOMES ARE EXPECTED FROM STUDENTS:

- Demonstrate knowledge of major theories and models in key areas of organizational behavior.
- Demonstrate a knowledge of macroeconomic theory as it relates to current macroeconomics policy and issues.
- Demonstrate knowledge of communication skills and negotiate appropriately with the customers for the optimum benefit of the organization.
- Demonstrate a knowledge of key concepts underlying the scientific theories and inculcate application skills..
- Students will be able to handle computer based software and enable themselves to be Software Developers and Analysts.
- Apply basic mathematical and statistical skills necessary for analysis of a range of problems in economics, studies, accounting, marketing, management and finance.
- The students will be ready for employment in functional areas like Micro Biology, Biotechnology, Communication Skills, Accounting, Taxation, Banking, Insurance and Corporate Law.

#### Mechanism of Communication:

The following mechanism is followed by the institution to communicate the learning outcomes to the teachers and students.

- The programme outcomes (POs), course outcomes (COs) and programme specific outcome (PSOs) of all programs are made available explicitly on the college website. Moreover, the College Prospectus provides the basic structure of all programs offered by the college.
- Learning Outcomes are available in the library and departments for ready reference to the teachers and students.
- Learning Outcomes of the Programs and Courses are displayed on the notice board.
- The importance of the learning outcomes has been communicated to the teachers in every IQAC Meeting.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-db6380f4-d3b8-4cef-bb20-4ac4c646c92e">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-db6380f4-d3b8-4cef-bb20-4ac4c646c92e</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

#### ATTAINMENT OF PROGRAMME OUTCOMES AND COURSE OUTCOMES ARE EVALUATED BY THE INSTITUTION

The process of attainment of COs, POs and PSOs started from writing appropriate COs for each course of the program for all the semesters in UG and PG program. The course outcomes were written by the respective faculty member using assessment rubrics for each assessment in each CO to assist students to identify clearly the expected standards of review (suggested by Bloom's taxonomy) Then, a correlation is established between COs and POs in the scale of 0 to 3, 0 being no correlation, 1 being the slight (low), 2 being moderate (medium) and 3 being substantial (high). A mapping matrix is prepared in this regard for every course in the program including

the language and soft skill subjects. The course outcomes are written and their mapping with POs is reviewed by a committee of senior faculty members. Any lacuna found would be rectified the next academic year.

It is difficult to know the coverage of COs question-wise as the question paper is set by the University and valued by different faculty members. Therefore an indirect method was used for calculating the attainment of COs and POs by giving a questionnaire to the students to find out from them if they have learnt what they were supposed to learnt in the last 3 years.

LEVELS OF OUTCOMES All the courses together must cover all the POs. For a course we map the COs to POs through the CO-PO matrix . The various correlation levels are:

"0" indicates there is no correlation

"1" indicates slight (low) correlation

"2" indicates moderate (medium) correlation

"3" indicates substantial (high) correlation

The question papers for Internal Assessment Tests are framed as per Bloom's Taxonomy Parameters with POs and COs marked against the questions.

The Blue Print showcase the weightage given to different parameters of Bloom's Taxonomy and POs and COs

The examiners can trace the POs and COs mapping in the process of valuation and the students are informed about the differences in their preparedness.

The students go through the scheme of valuation after the tests and can self-evaluate the level of differences in their CO achievements.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Criteria-2">https://gfgc.kar.nic.in/kolar-women/Criteria-2</a>

### 2.6.3 - Pass percentage of Students during the year

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

890

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

### 2.7 - Student Satisfaction Survey

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

<https://gfgc.kar.nic.in/kolar-women/FileHandler/65-9da3f178-18fc-418d-9892-5128eb6cac93.pdf>

### RESEARCH, INNOVATIONS AND EXTENSION

#### 3.1 - Resource Mobilization for Research

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

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

NIL



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

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

#### 3.1.2.1 - Number of teachers recognized as research guides

02

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

## 3.2 - Innovation Ecosystem

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

The annual performance appraisal system encourages faculty to enhance their teaching, research and administrative skills, as well

as social services to the desired level of promotion. The college provides conducive academic environment to pursue quality research: -- Teaching and non-teaching staff are encouraged to enhance their qualifications and pursue part time PhD programs. The college encourages undertaking research activities by providing infrastructural facilities and learning resources. The College provides necessary facilities such as leave under Faculty Improvement Programme (FIP) for completion of Ph. D. research work, attending workshops, conferences, seminars and visits to research institutes to participate in various research training programs. The college supports the departments for the organization of State level, National and International level conferences. The college encourages the staff to participate in research activities by applying for minor research projects to various agencies like BCUD, UGC etc. and major research projects to UGC and DST. The college encourages the staff to attend and present their research work at State / National / International levels conferences, seminars and workshops.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

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

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

1

File Description	Documents
URL to the research page on HEI website	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b2c829b0-2892-4966-afcd-d8ba8c83a45f">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b2c829b0-2892-4966-afcd-d8ba8c83a45f</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

11

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

17

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

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

**DUE TO COVID-19 NO ACTIVITIES WERE CONDUCTED DURING THE ASSESSMENT YEAR**

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	No File Uploaded

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year****3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year**

0

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year****3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

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

1

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

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

2

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

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

The institution has good infrastructure for teaching - learning. The campus spread over 3.5 Acre of land in the heart of the city. With the growth of the institution, it is imperative to develop the infrastructure. To keep pace with growing demands of higher education, the college has significantly enhanced the infrastructure. Creation and enhancement of infra-structure is based on basic requirements and depends on the availability of funds: State, UGC and local sources.

Under ICT infrastructure facility, majority of classrooms are mounted with LCD projectors for effective teaching. A full-fledged Computer science lab with computers and internet facility has been established. CCTV surveillance for safety and security is being installed in the campus.

The new Physics and Chemistry labs were established in 2015. The Botany and Zoology lab was moved to new labs in 2016. The new Mathematics and Computer Science Lab were established in 2020

Reading Room: To spend valuable time at college campus, students are provided with a reading room which has dailies, magazines and reference books.

107 computers for the student use, 24 computers for the departments and 32 Laptops are distributed among permanent faculty members and desktop computers to each department.

Details of facilities available

**Classrooms:** The institution has 46 class rooms with green boards, podium and adequate seating for the students. Among them nearly 25 class rooms can accommodate about 100 students each.

**Technology Enabled Learning** The institution is successful to a very large extent in creating technology enabled learning, 22 class rooms, having seating capacity of more than 100 students are provided with high quality projectors with screen.

**Botanical garden 01**

It was established in 2015 at the cost of Rs 80,000

**Library** Spacious library which accommodate more than 50,000 books and with provision for reading and reference section.

**Seminar hall:** One room is equipped with audio - visual facility, high quality projector and latest version computer. And audio system.

**Laboratories:** All science departments have well-equipped laboratories, with computers.

Sl.no.

Laboratories

No.

1.

Physics

1+2

2.

Chemistry

1+2

3.

Mathematics

1

4.

Computer Science

1

5.

Zoology

1

6.

Botany

1

7.

Micro Biology

1

8.

PG Economics Computer

1

9.

Bio-Technology

1

10.

Business

1

In all there are total 157computers and 32 laptops in use. The computers available for students lead to student, However the lab timetable is so prepared as to ensure optimum usage of the computer



lab

All the departments are provided with internet, Laptops, and individual staff rooms. The institution is upgraded with 10 class rooms and new labs for economics PG courses infrastructural facilities for Co- Curricular Activities Separate rooms for NSS, NCC and Counseling center have been Provided. NSS wing of the college has good number of utensils for agricultural and cooking purpose. Spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement Unit, recreational spaces for staff and students, safe drinking water facility which is centrally located with capacity of 5000 liters, Cycle stand and canteen facility available.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Criteria-4">https://gfgc.kar.nic.in/kolar-women/Criteria-4</a>

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

The college has playground with area more than 1.5 acre, where students are trained to play games. Provision is made to play in outdoor games with required area. We have physical education department headed by physical education director. Students were actively participating in sports events such as The outdoor games- kho-kho, volleyball, throw ball, kabaddi, Athletics, cricket, football, wrestling, judo. Indoor games -Chess, carom, the college is equipped to train excel students for sports competitions. Physical education department conducts yoga training for students and others through well trained officials. Seminar hall with area 35 x 110ft utilized for yoga training and cultural activities 25 to 30 of the students utilized yoga training and more than 95% students using sports as well as cultural facilities. As it is part of curriculum 100% students are utilizing facilities for sports, games and cultural activities.

Sports: -The college since long has been participating in various inter collegiate level tournaments Bangalore university and bengaluru north university. Outdoor Games: A spacious 2.0 acre play ground is available for outdoor games i.e. cricket, athletics, Kabaddi, Kho Kho, Volley Ball, etc. Indoor Games: Facilities for the

indoor sports like Badminton, Table Tennis, Chess, Carom and Yoga, are provided to students in the college multipurpose hall.

Gymnasium: The College has a gymnasium facility with equipment's like the Treadmill, Upright Bike, High Pulley, Bench Press, Leg press, Arm Curl, Butterfly and Wrist-conditioner:

Cultural Activities: Student cultural activities are supported by the institution with various facilities like seminar hall, open-stage, mike system, audio-visual arrangements, decorative material and financial support. All these activities are conducted and managed by the college Cultural Committee in association with other committees

All the indoor games are arranged in the multipurpose hall, and, also the cultural activities. NSS: The College has a NSS unit of 50 volunteers. Various socially relevant events are conducted by the NSS unit e.g. blood donation camp, tree plantation, and, other social awareness programme like rallies. NCC: College has NCC unit. Cultural Activities: Various cultural events such as dance, drama, musical programme, debate, elocution, quiz, extempore speech, etc. are organized at the college and intercollegiate level. Public speaking communication skills development: Personality development programs are run by the college which involves various activities like public speaking, communication and soft skills development etc. Yoga: The College organizes Yoga classes for the students in the college multipurpose hall. Many students got benefit with out of it. Health and Hygiene: In addition to above mentioned activities, our College has taken care of the health and hygiene of the college students and staff. Proper arrangement for drinking water is available in the institution. .

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4d7ca818-173d-478d-bf53-6adb4236c1ba">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4d7ca818-173d-478d-bf53-6adb4236c1ba</a>

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

22

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-67a4284c-c6b3-43da-a76b-280e4515188d">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-67a4284c-c6b3-43da-a76b-280e4515188d</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

0.63425

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

- Name of the ILMS software

E -grantalaya

- Nature of automation (fully or partially)

fully

- Version

4.0

Year of automation

2020

e-Granthalaya is a Digital Platform developed by National Informatics Centre, Ministry of Electronics and Information Technology, Government of India for Government Libraries for Automation of In-house activities as well as member services and Networking for resource sharing. On this platform, NIC provides a complete ICT solution with integrated Library Management Software, Digital Library Module, Cloud hosting environment and a Library Portal (OPAC).

e-Granthalaya is useful to transform traditional libraries to e-Library with Digital Library Services and to provide various online member services using Single Window Access System. Since 2017 it was 3.0 and it was upgraded to the latest version of e-Granthalaya Ver.4.0 from Feb, 2020 which is a 'Cloud Ready Application' and provides a Web-based solution in enterprise mode with a centralized database for cluster of libraries.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-c0c4fd92-8066-4e89-bc7f-06c69343007b">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-c0c4fd92-8066-4e89-bc7f-06c69343007b</a>

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** B. Any 3 of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

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

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

## 0.34

File Description	Documents
Any additional information	<a href="#">View File</a>
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

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

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

46

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

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

The College provides a range of IT facilities to help students and faculty with their studies. This includes extensive computer provision and Internet. The Desktop computers of College office, Library, Computer Labs are connected through Local Area Network (LAN) with Internet facility. BSNL Communication Limited provided FTTH Internet Leased Line at a band width of 100 MBPS for providing high speed internet facility. The Education Management Information System (EMIS) is used for Administration, Finance and accounts, Faculty profile, Student admission and Examinations.

All the departments of the college have sufficient number computers, laptops and printers, for its faculty to use them in class rooms as needed for their content delivery with LCD and associated facilities in the class rooms. Every department maintain sufficient digital content for repetitive use of student and faculty such as Lesson Plan, Teaching Modules, Question Banks and Question Papers, case studies, Project Reports, Paper publications etc. The above said digital content is also uploaded in college website to facilitate e-learning for the students.

The seminar halls have inbuilt computer and projector for presentation of computer enabled lectures. The IQAC has three desktop computers and two laptops with advanced computing facilities, scanner and printers for data entry and verification. The department of computer science uses updated version of software (Ubuntu, Visual Studio) for conducting theory and practical classes.

The College provides necessary training to the users through the Technical Committee. Antivirus Internet connected computers for the students and teachers and computer terminals where the pen drives are required to be connected have been installed with the Anti-virus software. These facilities of the college are regularly maintained and the college ensures that the benefit of the facility is available to all the students and the staff members of the college.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-93088cd4-243e-4a14-a7df-8073bd573f99">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-93088cd4-243e-4a14-a7df-8073bd573f99</a>

#### 4.3.2 - Number of Computers

157

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

facilities) excluding salary component during the year (INR in Lakhs)

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

1.89372

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

Local fund is allocated every year in the college for upgrading and maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, and classrooms. Computers purchased during the last three years have higher configuration. Being government college physical facilities were maintained by executive engineer Public works department Kolar, however college utilizing the available financial resources from college development fund for the maintenance and obtain various facilities. The allocation and utilization of the fund is done through comprehensive discussions. The utilization of the financial resources for the maintenance and maximizing of existing facilities are entrusted on the respective committee & Funding agency.

At times various accessories & spares are purchased with reference to purchase committee of the college.

Computers and accessories are well maintained and serviced as required. Antivirus software is installed in all systems to prevent uncalled for system troubles. All PCs have UPS backup and the 5 major departments have 1 KV online UPS. Smart classrooms to UPS survive voltage fluctuations and sudden power failures, UPS were supported by solar panel which enables the use of solar energy. Upload policy details of systems and procedures for maintaining and utilizing physical, academic and support facilities on the webs.

Physical facilities The physical facilities including Laboratories, Classrooms and Computers and so forth are made available for the

students those who are admitted in the college. The college yearly allocates budget for the maintenance of the laboratories and the classrooms which a part of the teaching and the learning processes. The maintenance and the cleaning of the classrooms and the laboratories are taken care by third party contract experts and non-teaching staff. The college has adequate number of the computers with internet connections and the utility software's distributed in different locales like office, laboratories, library, and departments. The college website is developed and regularly maintained by in-house team of software professionals. The maintenance of UPS and the Generator is regularly done by third party contract and the expenditure is done from college. A provision of the budget for the library maintenance is made by the college. The activities like fumigation and keeping library clean is done frequently by library staff. The sport department of the college is meritorious and some credit defiantly goes to the adequate infrastructure consisting of the Indoor hall which can be used by student and staff. A budget is allocated for the maintenance of that facility.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-d281dd67-0646-4241-b52e-f5fb0f0f8441">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-d281dd67-0646-4241-b52e-f5fb0f0f8441</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

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

0



File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

#### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

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

**D. 1 of the above**

File Description	Documents
Link to Institutional website	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-698d3675-2c46-4ca5-af64-b04847908603.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-698d3675-2c46-4ca5-af64-b04847908603.pdf</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

467

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

467

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

**B. Any 3 of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

0

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

114

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

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

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

0

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

**5.3 - Student Participation and Activities**

**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year**

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

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

The college has created a democratic way of functioning by making students actively involve in the committees and cells. The college does not have conduct any Student Union Elections for electing

student representatives 1 and hence the college does not have a formal student council elected by the students through election direct or indirect. Nevertheless the college does have class representative system in which each class nominates class representatives, who represents the class. These representatives take the initiative to represent the grievances of the class and also take leadership in organising functions, class trips, study tours, academic coordination with the faculty, notes distribution, exchange of vital information and taking responsibilities for the class.

These representatives also represent the college in various committees and associations, be it cultural team, women cell or in coordinating other important college programs and schemes. They play important role in organizing national festivals and events in college. These class representatives are a part of college magazine, students' grievance cell and disciplinary committee and for assisting in the administrative functions. The sports and cultural cells interact with the students in planning and organizing the programs on lines with the student expectations.

The college has student council and they are playing crucial role in the academic and administrative bodies.

The list of academic and administrative bodies with students' representation:-

Academic Body:

Governing council UGC committee Academic Committee Career Advancement Placement Cell Magazine Committee Science Forum Commerce Forum Arts Forum

Administrative Bodies

College Development Council, College Council (All HODs), IQAC and Women Empowerment Cell

1. Students Grievance Cell / Redressal Cell
2. Anti-Ragging Cell
3. Anti Sexual Harassment Cell

Red Cross Committee, Bharath Scouts and Guides, Students welfare Committee, Library Advisory Committee, Reading Room Committee

Admission Committee, Sports Committee, NCC, NSS, Time Table Committee, Examination Committee, Students Cultural Association - Invitation Committee, Reception Committee, Stage Decoration, Price distribution and Hospitality Committee.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-3958ab79-f765-4abe-a848-6a4689c5b842">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-3958ab79-f765-4abe-a848-6a4689c5b842</a>
Upload any additional information	<a href="#">View File</a>

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

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

01

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	<a href="#">View File</a>

## 5.4 - Alumni Engagement

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

The college has alumni Association. It has data base of old students, the office bearers and members of alumni association meet 2 times in a year at the time of the need they are to discuss important matters concerning institution. The old students contribute in their own way to the students, academically, professionally and financially (membership fees). The alumni network

interact with the students and build the institution academically. The alumni are well placed in government, corporate and other organizations. Some of them are successful entrepreneurs. 20 old students working as Assistant and associate professors in govt. colleges and they are also contributing to the institutions financially and professionally. One of the alumni by name, Ms. Madhushree, Physical Education Teacher regularly visit our our institution and coach our students for better performance. The alumni who hold NCC "C" certificates share their experience with our NCC Cadets for further performance.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8cace4f1-449b-451c-b154-d068e2401403">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8cace4f1-449b-451c-b154-d068e2401403</a>
Upload any additional information	<a href="#">View File</a>

#### 5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

#### VISION, MISSION AND OBJECTIVES

##### VISION

The institution aspires to churn out intelligent beings to align with the ever-changing evolutionary global phenomena and empower the individuals with knowledge, skills, attitudes and values of the modern world powered by ancient wisdom.

##### MISSION

The institution yearns to be accountable to the stake holders of education system: parents, students, society and the world at large by investing the aspirants with the following concepts. Motivate the

students to expand the knowledge base by inculcating critical, logical, divergent, convergent, deductive and inductive thinking skills.

- @. Adoption of an innovative and transformative approach in the teaching-learning process.
- @. Share the national responsibility of providing global talent as one in four graduates in the world being a product of the Indian higher education system.
- @. Multi-disciplinary, career-oriented, entrepreneurship, skill-based courses, and adoption of transformative and innovative techniques such as blended learning, flipped classroom and experiential learning will be expanded over the years.

## OBJECTIVES

The institution inclines to refine the landscape of teaching-learning process within a particular time-frame by adopting the following instructional objectives.

- Adoption of various models that will help improve research capabilities of the students.
- Promoting collaborations amongst institutions, industry, and research centres for generating high-quality basic and applied research.
- Strengthen education industry academic links and build relation with skill-based training providers to enhance employable talent for the education industry.
- To promote corporate and alumni funding and linking public funding to institutional performance.
- Endow the students with thinking skills rather than marks scoring skills.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Mission-Vision-and-Goals">https://gfgc.kar.nic.in/kolar-women/Mission-Vision-and-Goals</a>
Upload any additional information	<a href="#">View File</a>

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

The success of an institution depends on the combined efforts of all stakeholders towards attaining the vision of the institution. Right



from the Principal, Staff, Students & all the stakeholders are an integral part in realizing the vision and mission of the institution. The college supports decentralized and participative management governance system with proper and well defined inter-relationships. Principal is the academic, administrative head and member of IQAC. Regular meetings of these committees are held for effective and smooth functioning of the institute.

## TWO PRACTICES OF DECENTRALIZED AND PARTICIPATIVE MANAGEMENT

### 1. ACADEMIC PLAN FOR DECENTRALISED AND PARTICIPATIVE ENVIRONMENT

Academic plan is prepared before the commencement of each academic year. Faculty members suggest the curriculum planning and execution to achieve the planned goals and objectives. Department workload and allocation of topics is carried out among the faculty members under the supervision of the Head of the departments and the Time-Table Committee Convener. Mentors initiate and implement the institutional programs for the smooth functioning of academic and administrative tasks. The class representatives closely monitor the proceedings of the class for time-table implementation and other grievances. The Academic Council in coordination with IQAC plan and schedule the academic activities for all the departments.

### 2. TRAININGS TO IMBIBE PARTICIPATIVE SPIRIT IN FACULTY AND STUDENTS

Trainings, Workshops and Task Based Activities in collaboration with the external agencies are organized by various departments and IQAC to enhance the teaching-learning process and the participation of the stakeholders in the progress of the institutional functioning. Professional Training Programs on "Trends in Higher Education", "Classroom Management Skills", "Communication Skills" & "Curriculum Enrichment Programs" for the teachers to contribute towards the advancement of the institutional goals and enhance skills and credentials. "Train the Trainers" and various Value-added Courses have been unique programs for the students to empower them with Managerial, Employable Skills and Leadership Qualities in collaboration with SAMVADA YOUTH RESOURCE CENTRE, KOLAR, CAN Network & HRDC, Kolar. Faculty members are deputed for the particular academic year as conveners of various responsible committees, Mentors of class for personal and career counselling, academic, administrative, co-curricular, cultural activities and field visits/Excursion/Industrial visit. The Class Representatives participate in the academic related meetings for planning and executing academic, sports and cultural programs in the institution. Students are selected and trained as volunteers for department

activities and programs organized by their departments. Career Guidance lectures from the experts from industry are arranged to share ongoing trends in the respective domain area. As per instructions received from the authorities from time to time HODs of the department prepare, plan and execute the prospective programs to achieve the general and specific objective.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4bfc9320-3d2e-4721-81cf-b8148d6f08f0">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4bfc9320-3d2e-4721-81cf-b8148d6f08f0</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Strategic plan for the year 2020-21

1. To create online google forms for Student Satisfactory Survey (SSS) and overall feedback for different stakeholders to accustom the students with academic, library, sports and physical infrastructure of the college as a part of Know Your College (KYC).
2. To facilitate the registration of Alumni Association and membership drive to rope-in the involvement of alumni as a strategic partner in the overall development of the institution.
3. To initiate Green Campus Drive and conduct Green Audit to sensitize and habituate students about the crucial environmental issues.
4. To sign new MoUs and explore new business partners for On Job-trainings (OJTs) to create diverse learning platforms and discover new avenues of employability.
5. To establish Language Lab and Accent Training Workshops to foster communication skills, presentation skills and interview skills.
6. To inaugurate Gandhi Study Center accustom the students with Gandhian values and principles for leading a value-based life.
7. To develop e-Content development facility in the campus for recording the videos of the lectures for e-Resources.
8. To launch e-Content resources developed under Gnana-Nidi, e-PGPathshala, SWAYAM, MOOCs platform and other Government initiatives.
9. To approach business organisations and philanthropists to

sanction non-government scholarships thereby supporting students financially to pursue their education.

10. To inform, support and guide the students about off-campus placement drives to expand the scope of employ-ability.
11. To Introduce new programs and courses to meet the requirement of stakeholders.

Among the above stated strategic plans, we have successfully implemented Gandhi Study Centeraccustom the students with Gandhian values and principles for leading a value-based life.

- Objectives of Perspective Plan:The objective of Gandhi Studies Centre is to spread Gandhian values, principles, spirit of freedom and Non-violence among the young students. To bring social change through Gandhian Philosophy.To advocate Non-Violence for world peace. To hold Lectures, Symposia, and Training programs on Gandhian doctrines and its contemporary relevance.
- Perspective Plan:The Gandhi Studies Centre has been infused with the philosophy of Mahathma Gandhi, to live each day and act by the essence of Gandhian philosophy. Creating awareness among youth with Gandhian ideologies by various activities and programs like lectures, exams, competition etc.

Strategic Plan: To uphold the ideals of the father of nation, Mahathma Gandhi, various activities such as seminars, workshops, lectures and webinars are planned to conduct in co-ordination of Scouts and Guides

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6bbefc31-2280-49ea-a58c-035039939224">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6bbefc31-2280-49ea-a58c-035039939224</a>
Upload any additional information	No File Uploaded

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

- The Principalis the head of the Institution. Principal is responsible for the College functioning and growth including administrative, academic, co-curricular, extra-curricular and extension programme.

- IQAC of the college is involved in developing a quality system for conscious, programmed action to improve the academic and administrative performance of the College.
- At department level, the Heads of the departments are directly responsible for coordinating all departmental academic programmes of the college.
- Faculty are directly responsible for the academic and curricular development of the students. Staff members have been designated as Criteria in charge, Chairperson or members of various committees. Students are involved as active members of the committee.

#### Functions of Various bodies:

For the complete functioning of college activities, 33 committees are formed. Every committee consists of committee chairperson, staff and student representatives. They together form the future academic/non-academic plan. The functions of every committee in the Institution is well defined. All the members report to the principal. The principal in turn monitors the effective functioning of these bodies.

#### Service rules:

The staff is oriented about Karnataka Public Service Commission rules. Faculties are educated about the conditions of service, roles and responsibilities, discharge of duties, increments, kinds of Leave, code of conduct, incentive for attending FDP, incentive for achieving academic excellence and others.

#### Recruitment:

Permanent faculty members are appointed by the Karnataka Public Service Commission. Vacant position is informed to the Department of Collegiate Education, Government of Karnataka, which in turn is fulfilled by transferring or deputing faculty from other government colleges in the state.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7389b0b8-2377-440f-b5f8-761eb6a06d64">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7389b0b8-2377-440f-b5f8-761eb6a06d64</a>
Link to Organogram of the institution webpage	<a href="https://gfgc.kar.nic.in/kolar-women/Organization-Structure">https://gfgc.kar.nic.in/kolar-women/Organization-Structure</a>
Upload any additional information	<a href="#">View File</a>

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

## 6.3 - Faculty Empowerment Strategies

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

THE COLLEGE MAKES SINCERE EFFORTS TO ENHANCE AND ENRICH THE PROFESSIONAL ADVANCEMENT OF ITS TEACHING AND NON-TEACHING STAFF

- Need based deputation of the staff for Orientation, Short-term Course and Refresher course.
- HRDC, Bangalore University, Bangalore holds various seminars, workshops, symposiums to prepare the staff facing the challenges of the higher Education effectively.
- Members of the faculty utilize the academic atmosphere and opportunities for Excellency in their respective fields.
- Experts from the industry and academia are invited to address

the staff.

- Laptops for individual faculty, Desktops for the departments with internet and printers are provided for the effective curriculum delivery and program documentation.
- Staff are allowed to use college ICT facilities for their research work
- Professional Training Programs for teachers and Administrative Training Programs for non-teaching staff are organized as a part of orientation process.
- OOD is provided for attending examination evaluation, BOS/BOE meetings, and election assignments, Workshop, Orientation Course, Refreshers Course and Conferences as per KCSR rules.
- Research facilities are available for faculties pursuing their Ph.D.
- The Cultural Committee and the Sports Department organize cultural and sports events for the faculty members and encourage the faculty members to participate in the District and State Level sports organized for the teachers by the District Administration.
- Teacher's Day Celebration - A unique practice of the college is to acknowledge the services of each and every teaching and non-teaching staff on teacher's day.

#### DEPARTMENTAL WELFARE SCHEMES PROVIDED FOR TEACHING AND NON TEACHING STAFF

- Faculties can avail various financial benefits in the way of loans from the Department of Collegiate Education, Government of Karnataka, processed through the Principal and Administrative Staff and repay the loan in easy installments. The records are maintained by the concerned staff on HRMS portal.
- The loans processed and managed by the administrative staff are:
  1. Festival Advance
  2. KGID Loan
  3. GPF Loan

## 4. EL Encashment

## 5. Medical Reimbursement ( the documents have been uploaded on the portal)

- Monetary incentives to staff members who complete their Ph.D and M.Phil as per KCSR is processed as and when the conditions are fulfilled by the faculty members.
- Maternity Leave benefits are processed much before the delivery dates and the files sent to the department in time.
- Medical Reimbursement applications are processed on high priority as per KCSR.
- Staff can avail vacation leave, 15 days of casual leave, 10 Earned Leave, Medical Leave as per KCSR.
- New Pension Scheme (NPS) is availed to the faculty with their PRAN numbers and well managed by the administrative staff.
- Annual increments and Dearness Allowances are extended on time as directed by the orders of the Department of Collegiate Education.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-84c0fa92-lead-40e0-be8b-1af91c40c06f.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-84c0fa92-lead-40e0-be8b-1af91c40c06f.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

0

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

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

6



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

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

Performance appraisals are comprised of preset standards which are used to measure employees' work behavior and the results are provided as feedback for the employee. An appraisal system helps employers with the decision-making process involved in employee promotion and compensation, or perhaps in an unfortunate situation, termination. A performance appraisal system falls under the umbrella of performance management software and these platforms are typically used in conjunction with each other.

The institution has performance appraisal system for the teaching staff every year in the form of Academic Audit as per the guidelines laid down by the Department of Collegiate Education. The staff has to appraise their academic achievements in that academic year which reflects their overall achievement in the areas of journals, books, workshops, seminars and teaching methodologies which would be preserved at IQAC. The student feedback assess the teaching pedagogy of the faculty members. Hence this helps very much in the appraisal of the staff convenient and effective. Every year the staff will have to submit the academic audit to the IQAC and this record will be maintained for all the future promotions and other considerations.

The second appraisal is the Academic Performance Indicator (API) i.e., the annual assessment from the collegiate education regarding both academic and other aspects. The newly recruited staff since 2006 is assessed regularly for their promotions and at every stage they have to score certain API points. The API has 3 criteria: Teaching, learning & evaluation related activities (min score 75); Co curricular, Extension & Professional Development (min score 15); Research & Academic Contribution (min score 10). Unless the faculty

score the required API points, they will not be eligible for promotion to the next Academic Grade Pay.

Bangalore University Bangalore and University Grants Commission performance Appraisal Schemes are well mechanized through Academic Performance Appraisal (API) and student feedback on each individual performance of the faculty under the leadership of the Head of the Departments.

As such there is no appraisal system for Non-Teaching Staff. However Principal provide confidential and appraisal Report (CR) at the end of financial year. Which in turn is forwarded to the Commissioner of Collegiate Education, Bangalore.

The Confidential Report (CR) is another mechanism of self appraisal which is evaluated by the principal and sent to the Department of Collegiate Education for further consideration in the month of March every year. This system has been replaced by a new one called e-Par which is filled online by the faculty members on the Website SPARROW designed by the Government of Karnataka which has three parts:

1. Basic Information
2. Information on Duties
3. Verified by the concerned officer

The duty in-charge of CR verification sends the verified confidential reports to the principal for next consideration. These systems hone the skills of the faculty members in the pedagogical approach and improvise their academic performance.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6cc4790a-0afa-45c2-a143-2efb092b9cbc.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6cc4790a-0afa-45c2-a143-2efb092b9cbc.pdf</a>
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

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

Transparency is maintained in the institution regarding the financial management and utilization of resources. The principal

ensures that the expenses are incurred for the purpose for which grant is sanctioned. The accounts of the Institution are audited regularly as per the Government rules. The internal audit committee checks and verifies receipts and vouchers which ensures all payments are duly authorized and reasonable. There is an internal audit organized by the state audit team of the Department of Collegiate Education, Government of Karnataka and which is done regularly.

The Local Investigation Committee (LIC) of the university and Regional Joint Director for Collegiate Education visit the College for spot verification regarding the Student strength, Library, Staff room, Class room and laboratories, office registers, etc.,

The audit by the Principal Accountant General, Karnataka, a part of Indian Audit & Accounts Department (AG) is done every alternative year or whenever deemed necessary. These audits are carried out independently and if there are any discrepancies then objections are raised to which the head of the institution has to respond. Both the state and central audit team can raise objections and the institution has to give apt response with compliance report. The AG audit team inspects the UGC/RUSA funds sanctioned for infrastructural developments and major and minor projects. The UGC/RUSA committee of the college makes sure that the implementation of the funds sanctioned, maintain the files regarding the estimate and completion of the work sanctioned to the concerned agencies.

1. College account records are maintained by a committed account section. Account records are regularly audited by internal and external auditors.
2. The auditors nominated by the Department of Collegiate Education comprehensively go through the accounts.
3. Reports of the audit are submitted to the Department of Collegiate Education (DCE) account section and clarifications and legal actions are initiated as per findings in the audited reports.

1. The external audit is conducted by the Accountant General (AG),

Government of Karnataka and audit reports is sent to the government for further actions.

The compliance report which gives explanations to the objections raised by the audit team is carried out in due time after the audit.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8eb82276-f249-4661-b945-8c87595aba59.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8eb82276-f249-4661-b945-8c87595aba59.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

0

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

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

##### GOVERNMENT FUNDS:

Our institution is fully funded by the Government of Karnataka and hence majority of the funding for infrastructural development comes from the government agencies. It is a fully government owned and administered by the Department of Higher Education. The Department of Collegiate Education approves the Central Government Sponsored Scheme, Rashtriya Uchchatar Shiksha Abhiyan (RUSA) funds to the HEIs under its umbrella in the state, calls tender and allot the works to Land Army, KRIDL, Karnataka Housing Board and other government authorized agencies for infrastructural developments of the HEIs. Institutional Development Plan is formed by the HEI and sent to the department for approval which is divided as follows: 70 lakh for new construction; 70 lakh for equipments and 60 lakh for renovation. The Commissioner invites the requirements from the HEIs and monitors the progress of work in the regular meetings held with the Principals of the HEIs. The RUSA committee at the college level meets at regular

intervals to discuss about the estimate sent and the implementation of funds released from Rashtriya Uchchatar Shiksha Abhiyan (RUSA) and finally the Form of Utilization Certificate is issued by the principal to the concerned agency after the satisfactory completion of the construction work.

#### COLLEGE GENERATED FUNDS:

The funds mobilized by the college in the form of government funds and the fees collected by the students under different working heads considered as Non-government account. The Purchase Committee meet at regular intervals to call e-Tender if the work allotment is more than ten thousand rupees or the committee members make resolution to allot work if it is less than ten thousand rupees duly signed by the committee chairman and members. The mobilization and utilization of funds through fees by the students is maintained by the administrative staff.

#### COMMUNITY FUNDS:

Never the less the development of the institution also depends on the mobilization of funds by the Multinational Companies under CSR, NGOs and Philanthropists. During the last five years the principal and the senior faculty members of the institution have strategically planned to approach them to receive donations more than hundred lakhs in kind as their policies won't permit them to transfer cash to HEI account for infrastructural developments. The M.L.A., M.L.C & M.P also contribute from their funds in kind in the development of the college infrastructure. The agencies and philanthropists involved in this generous service consult the principal and staff for the requirement and carry over the development work.

The institutions make use of its resources for maximum benefit of the stakeholders by utilizing the available resources and continuously improving the infrastructure either through the funding from the government, semi-government or private company sponsors and individuals.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8735d866-0136-4388-8a69-e44274d1223f">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8735d866-0136-4388-8a69-e44274d1223f</a>
Upload any additional information	<a href="#">View File</a>

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

**Objective:** The prime Objective of the Internal Quality Assurance Cell (IQAC) is to develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the Institution. **Strategies:** IQAC shall evolve mechanisms and procedures for:

- Ensuring Timely, Efficient and progressive performance of Academic and Administrative.
- The relevance and quality of Academic and research programs.
- Equitable access to and affordability of Academic Programs for various section of society.
- Optimization and integration of modern methods of teaching and learning.
- The credibility of evaluation procedures.
- Ensuring the adequacy, maintenance and functioning of the support structure and services
- Research sharing and networking with other institutions.

Online Google forms:

For the past few years, IQAC had been receiving students, parents, teachers, stakeholders and Alumni feedback manually. However, online feedback system has been introduced and it has been implemented as a quality initiative. Since, it is more effective and efficient, and involves all the students in assessing and improving the quality of teaching and learning. Teacher appraisal is collected confidentially from the students and the same has been reviewed from the head of the institution. Student feedback on curriculum design is discussed in the meeting and referred to the University for revision. Feedback is also collected on various infrastructure facilities, curriculum deployment, Co-curricular activities such as sports, cultural, NCC, NSS, Scouts and Guides and Red cross. The IQAC committee evaluates the Google forms collected from students, parents, teachers, stakeholders and Alumni. The analysis of the results is reported to head of the institution and College Development Committee (CDC) for further action. Individual faculty members are directed to improve their method of teaching by analysing student feedback on teacher. Majority of infrastructure related issues would be brought to the notice of CDC to improve facilities such as renovation and other necessities. Parents, stakeholders and Alumni Google forms are also evaluated for the overall development of college.

**E-content:**

As a quality initiative, the faculty of our college, have created Study Material, PPTs, Videos and MCQs on par with educational quality aspirations as an integral part of Learning Management System(LMS), Karnataka. The faculty have incorporated structure, content and quality as key components. In addition, Government of Karnataka, has allocated funds for development of e-content for all colleges through the Department of Collegiate Education. Our faculty members have significantly contributed to e-content in all areas such as Science, Arts, Commerce, Management and languages. The e-content developed is accessible by the students using their individual User ID and Password on the Learning Management System(LMS) portal.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/IQAC-initiatives-and-Report">https://gfgc.kar.nic.in/kolar-women/IQAC-initiatives-and-Report</a>
Upload any additional information	<a href="#">View File</a>

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

1. Language Laboratory may be developed to improve communication skills.

The incremental improvement made by IQAC as a quality initiative was to establish Language Lab and Accent Training Workshops to foster communication skills, presentation skills and interview skills. In addition to this Department of Collegiate Education has recently provided the HEI with the Language Lab facility by the initiation of the college administration. The basic purpose of the lab is to provide students a platform to enhance English language skills, communication skills and to practice soft skills.

The main of the

- To equip the students with good communication skills.
- To train the students in the art of conversation and

discussion.

- Basic vocabulary and structures required for participating in day to day communication.
- Crafting balance between how to speak and what to say by developing better communication skills and grammatical accuracy
- Enhancing verbal communication skills through free speech, role plays, activities and interaction, thus helping the learners become perfect professionals

#### Perspective Plan of the Language Laboratory

Words Worth English Language Lab is the Service Provider for software installation, training faculty and maintenance of the processes. The Words Worth program is tailored to the needs of learners of higher learning institutions, is designed to run parallel to the academic syllabus for graduation. Structured through three levels, each level is packed with 70 to 80 hours of intense interactive training, through rich audio-visual content alternating between ILT and CBT sessions.

#### Strategic Plan

Prepare learners for

- Campus Interviews
- Interview Skills
- Resume Writing
- Writing Skills
- Communication Skills
- Telephone Etiquette
- Email Etiquette
- Personal Appearance and Hygiene
- Group Discussions

1. Knowledge and skill development programs may be organized for faculty, students and office staff.

As a quality initiative, IQAC has organized administrative training programs for teaching and non-teaching staff. The cell has provided learning opportunities in the field of E-Par, curriculum enrichment program, Massive Open Online Course (MOOC) Training, English Communication Skills for teaching staff and the participation has

Office automation skills, Organizational skill training program and Office automation skill training program have been organized for the



non teaching staff which has improvised their working methodologies in file-keeping, scholarship management and correspondence methods.

Skill development programs such as Skill development program in chemistry were also organized for the students. The main object of the program is to enable students to secure better livelihood.

The Special Lectures arranged have been a part of the student empowerment program which concentrates on providing and improving pedagogical skills and functional aspects of English Language. The workshops and training programs organized in collaboration with other institutions in Detergent Making, Tailoring, Basic Job-oriented Computer Skills and Beautician Courses have equipped the students with applications skills and prepared them for life and livelihood.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-e8f156cd-779a-4527-8219-1878b91ca0ba">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-e8f156cd-779a-4527-8219-1878b91ca0ba</a>
Upload any additional information	<a href="#">View File</a>

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

**C. Any 2 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://gfgc.kar.nic.in/kolar-women/AQARs">https://gfgc.kar.nic.in/kolar-women/AQARs</a>
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

The institution takes pride in stating that the college is exclusively meant of women and it is second biggest women's college in the state in numbers. The transferable skill training programs, health and hygiene programs, self defense programs and cross-cutting issues addressed in the curriculum show that gender equity and sensitivity is highly reflective in the campus life. There is a women empowerment cell which organizes gender equity programs in the form of international/national girl child day and women's day where the achievers are honored thereby sensitizing the students of gender-discrimination-free living.

#### SAFETY AND SECURITY:

The students carry on their academic activities in a non-threatening environment as the safety and security of the students are taken care by the college administration. The disciplinary committee and the mentors monitor the movements of men who enter the campus to avoid untoward incidents. Men other than staff and parents are allowed to enter the campus. With the due permission of the principal. The Department of Collegiate Education has set up a Helpline called 'Maithri' for the students of Government Degree Colleges. The Toll free number of this Helpline is 1800-425-6178. Any student in need of support can call this helpline at zero cost. On working days during working hours, the staff trained in counseling receive and record the incoming calls. The matter is also followed up with the concerned officials. The women police officer, who is on the VISHAKA COMMITTEE address the student issues also. The phone number of this officer is given to the students to seek help in emergency within or

outside the campus. The CCTV surveillance cameras are installed at strategic places to ensure safety and security of the female students. In addition to this, suggestion boxes are mounted at prominent places of the college. Students can drop their grievances in the boxes for further follow up actions. Medical kits with necessary medicines are made available at the First Aid Facility available at the entrance of the campus.

#### COUNSELLING:

The counseling and grievance redressal cell of the college address the issues of the students in accordance with mentor referrals and counsel them for their psychological betterment and performance. We have a sophisticated room exclusively for counselling. It is facilitated by two chairs, a desk/table with proper lighting. The Grievance redressal cell headed by the well trained members address the problems related to adolescence and family issues of the married students and suggest appropriate remedies within their purview. Some of the mentors who are trained in NIMANS to scientifically deal with women-sensitive issues. The members vouch confidentiality of the issues raised and help the students to help themselves.

#### COMMON ROOM:

The institution has a common room for the students to take of their personal hygiene, relaxation resting and health related matters. The women assistants often monitor the activities so that no untoward activities occur. The necessary furniture is provided to relax and have their lunch.

File Description	Documents
Annual gender sensitization action plan	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ba77dfef-b99a-4531-8a56-97674dbfa609">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ba77dfef-b99a-4531-8a56-97674dbfa609</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy**

**D. Any 1 of the above**

**conservation measures Solar energy  
Biogas plant Wheeling to the Grid Sensor-  
based energy conservation Use of LED bulbs/  
power efficient equipment**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

#### **SOLID WASTE MANAGEMENT:**

- Our housekeeping staffs nominated for cleaning are educated about the various types of solid waste to organize, sort and collect in separate bin for final disposal. They are taken by the municipality trucks on daily basis.
- Students are asked to dispose waste only in the designated bins. In every class room, office, Library, rest rooms are provided with dustbins for solid waste disposal.
- The old newspapers, books, used water bottles and other waste are sold to vendors dealing in recycling. The college is declared a plastic free zone and zero tolerance towards plastic littering.

#### **E-WASTE MANAGEMENT:**

- Majority of e-waste is produced by department of computer science. The E-waste are cpu, monitors, projector, motherboard, keyboard, mouse and other accessories. Similarly the e waste generated by all the departments in UG and PG centers are collected at one site and disposed to the vendors.
- All the miscellaneous e-waste such as CDs, batteries, fluorescent bulbs, PCBs and electronic items are collected from every department and office and delivered for safe disposal to the e-waste unit at Narasapur.
- Scrapped CDs and outdated computers, printers are disposed to the E-waste recycling unit at Narasapur.

- Constant reminders are sent to students to strictly practice restraint in wasting resources. E- waste is very minimal as the students are not encouraged to use CDs and other temporary e-resources. Most of the information is shared through online or through web and hence the e-waste is also very minimal.

#### HAZARDOUS CHEMICALS AND RADIOACTIVE WASTE MANAGEMENT:

Liquid waste in the chemistry lab: Acids, bases and organic liquids are collected separately in three different containers during practical classes. On a regular basis these are sent to environmental laboratory where it is neutralized, diluted and disposed in the wash basin. Solid wastes are dissolved and disposed in the lab. The cultures grown in the biotech lab are autoclaved and disposed to the environmental laboratory for neutralization.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus** D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:** C. Any 2 of the above

**1. Restricted entry of automobiles**

2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

#### 7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	No File Uploaded
Any other relevant information	<a href="#">View File</a>

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment Provision for enquiry and information :**

B. Any 3 of the above

5.

**Human assistance, reader, scribe, soft copies of reading material, screen reading**

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

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

Government College for Women, sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen.

The Curriculum Diversity is reflected in the policies that reflect core values. The affiliating University curriculum is framed with mandatory courses like Business Ethics, Soft Skills for Business, Sociology of Women, Indian Constitution and Human Rights, Culture Diversity and Society, Sociology of Health and Medicine to inculcate cultural, social, economic, linguistic, and ethnic diversities.

The Gender diversity programs like Beti Bachao, Beti Padhao Jan Aandolan Rally at has been conducted by the married women students of our college which has been shown in best practice 1. Special Lectures and other programs have been arranged by the IQAC to sensitize the students regarding women issues. The students have been trained in Judo and karate for self defense purposes organized the Sports Department.

The cultural diversity issues have been addressed by the Heritage Club which organizes study tours and field visits to explore the new inscriptions and interpret them to understand the past cultural heritage of the region. This exploration has been acknowledged recognized by the Karnataka State Museum Authorities.

The Communal Diversity programs addresses the religious harmony

among students. The college organizes Holy Books Reading every year. As a part of the cultural programs, Bible, Holy Quran, and Bhagavat Gita the three Holy books from Christianity, Muslim, and Hinduism are respectively read by students creating communal harmony.

The linguistic diversity has been taken care by the department of Kannada, Urdu and Hindi by conducting seminars, debate and essay competitions. The Certificate Course, "Kannada for Non-Kannada Speaker" is an example of linguistic diversity towards inclusive growth

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

Government College for Women, Kolar sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen. To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The college has organized programs by inviting retired judges and lawyers to address the constitutional duties and responsibilities to equip the students with constitutional values.

The college establishes policies that reflect core values. Code of conduct is prepared for students and staff to adhere to the rules and regulations thereby self-regulating on par the rights and duties of the Higher Educational Institution.



File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf</a>
Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf</a>

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

**D. Any 1 of the above**

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

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

**To commemorate great National Festivals, Indians Personalities and the Honour of Women. The college organizes birth and death anniversaries of national leaders and all the motivational great personalities of India. Ambedkar Jayanti, Swami Vivekananda Jayanthi, and Gandhi Jayanthi.**

**National Science Day, International Environment Day, International Women and Girls Child Day are celebrated to sensitize the students**

about the right values to be valuable citizens and inspire and motivate students about the love and affection towards nation.

During these occasion, college arranges different types of competitions like essay writing, debate and poster making competition for students to inculcate patriotic values. Further, college also conducts rallies and processions at strategic places to convey the ideals and principles of greatest personalities. To commemorate Gandhi Jayanti, Swachhata Abhiyan is organized and on the occasion of Independence Day NCC students participate in Taluk Parade.

On the celebration of death and birth Anniversary, College arranges some functions in which they perform pooja of the idols or photo frame of the respective personalities. On the occasion of Birth Anniversary of Rajiv Gandhi, former Prime Minister, Sadbhavana Diwas is celebrated to encourage national integration, peace, love and communal harmony among students of all religions and oath taken for integrity.

The college Principal and guest deliver valuable and informative lecture regarding life values. This celebration builds nationalism between students which is very helpful and important to make a student good and responsible citizen. College promotes these types of program or activities which help to develop religious tolerance.

The students and staff are given the freedom and the responsibility to observe, celebrate any other days of importance, religious festivals, or other ideologies that inspired present or past without any fear or favor. The college is a nurturing ground for future leaders and entrepreneurs to make difference to the future generations. Youth icons or national leaders of the past and present are today are cherished and celebrated in our campus in the right spirit and atmosphere.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

**BEST PRACTICE - 1**

1. Title of the Practice: "To Motivate and Counsel the Married Students To Continue Their Education Through Manswi Cell"

1. Objectives:

- More education for married women enhances self-esteem and self-confidence, helping to build a positive image.
- More educated and empowered married women seek gender equality in the society.
- More education enables them to earn, which would raise their economic condition and stabilize their status in the society.
- More learning lead to awareness of the advantages of small and planned family which would be a big step towards achieving stabilized population goals.
- More skilled education to inculcate the spirit of women entrepreneurship by inducing them to acquire higher education.
- More educated women aspire to become leaders and thus expand a country's leadership and entrepreneurial talent that leads to empowerment.
- More education means greater economic autonomy through more equal work opportunities for women.
- More educated mothers are healthier and they have healthier children.
- More educated women are better able to protect themselves and their families from the effects of economic and socio-environmental conflicts.
- Building on civil society and political momentum.

3.The Context:

India's higher education system is the third largest in the world, after China and the United States. Despite the numbers and acknowledged quality of many institutions, it is surprising that women in general and married women in particular record a lower presence across most institutions of higher education. Many schemes have been introduced to increase the access, expand coverage and improve the quality of education. Amongst them the universalization of elementary education, incentive schemes for retention and non-formal education for adults are noteworthy for their

scope and intent. Special attention has been given to the education

of women in all of the schemes. However, despite the varied attempts of the government and various NGOs operating in the field of education, the statistics for women's education leaves a lot to be desired. The dropout rates and enrolment in higher education imply that getting girls to enroll in schools is the first hurdle, once surmounted girls are more likely than boys to stay on for primary education, but pose a challenge again at the secondary and higher level of education. Although it is well acknowledged that when you educate a woman you educate a nation, this often-quoted maxim has somehow been lost in translation as the reality of women's education in India seems to suggest.

The married women have the same hopes and dreams as their unmarried counterparts. They want to learn, fulfill their potential, work and help their families and communities. Too often marriage is seen as a higher priority than education. Boys can be affected but most victims of marriage are girls. It is estimated that every year 15 million girls are married before they turn 18. After their wedding they leave the education system as a result of this they have fewer educational skills. They and their families are more likely to be pushed to lower strata of society. In this context being a Women's college, it becomes a bound duty of the college administration to facilitate their learning aspirations. The institution has been concerned about the responsibilities of being both married and a college student is difficult to balance. The Counselling Cell in coordination with IQAC has been planning various programs and activities to maximize the academic success, emotional well-being, and, last-but-not-least, marital satisfaction.

#### 4.The Practice:

- The IQAC with the help of all faculties of our college have counselled the parents, spouse and the married students and convinced them to postpone marriage at least till the completion of graduation and persuading them to continue higher education/research even after marriages. Our college itself is a good example to see more number of students who are continuing graduation even after marriages.
- The institution has been organizing special lectures, seminars and workshops for creating awareness of education and women empowerment to find an end to discrimination and eliminate marginalization of women.
- Beti Bachao, Beti Padhao (translation: Save the daughter, educate the daughter) to create awareness campaign through signboards/display boards made for masses.

- Conducting activities like showing films, documentaries featuring the story of successful women in society and co-curricular competitions to create comfortable space at campus.
- On behalf of the International Girl Child Day which was celebrated on 11th October, various cultural activities and competitions were organized.
- The Vishaka Committee has been formed according to the Supreme Court guidelines to address their grievances.

#### 5.Evidence of Success:

- The dropout rate of the college has decreased considerably over the period of five years.
- The results of the married students have increased considerably.
- These students have been pursuing higher education and placed in various Public Sectors, MNCs and Government Sector.

#### 6.Problems encountered:

1. The students complained about connectivity as the college is situated far away from their village.
2. The wards have raised concern on the security arrangements in and around the campus.
3. The students have been apprehensive about their academic performance due to increasing vulnerability to stress & mental health issues.
4. The students are anxious about their financial situation to pursue higher education.
5. The students have been worried about managing time to meet the academic demands viz., assignments, class reports, projects and tests.

#### 1. Strategies to overcome:

1. The college administration has been corresponding with the Karnataka State Road Transport Department to ease the process of Bus Pass and increase the number of buses during the college hours.
1. The NIMHANS trained faculty of the college have been suggesting practical ways to balance between demonstrating commitment to a spouse and achieving academic excellence.

2. The counselling cell has been instrumental in suggesting the class mentors to provide more time for these students to cope with the demands of married life and college.
3. The members of the counselling cell have been helping them to have a daily planner to assist in scheduling time for each of these areas can be very beneficial.
4. The spouse also have been counselled to encourage the married students in their endeavors.
5. The co-curricular activities are customized to the specific needs of the married students for optimum performance.
6. The married students have been regularly informed about various scholarships available and counselled to avail the benefits.

7. Contact details: The Principal Government College for Women  
KOLAR-563101 KARNATAKA

Ph: 08152-222652

Email id: gcwk2009@gmail.com Website:

gfgc.kar.nic.in/kolarwomen

Name & Signature of IQAC Coordinator Name & Signature of Principal

R.D. JANARDHAN DR. D.E. GANGADHAR RAO

BEST PRACTICE - 2

1. Title of the Practice: "Oath Towards untouchability free India"

2.Objectives of the practice:

- o To inculcate a mind-set of equality among the suppressed and marginalized.
- o To train students to be very conscious of social evils and untouchability.
- o To impart human values; love, kindness and equality.
- o To organize activities in villages to eradicate this practice and gather the attention to this terrible practice.
- o To make youth aware of the laws relating to unfair treatment towards marginalized sections of the society.
- o To sensitize students the ways of contributing to the society by eliminating such practices.

- To conduct awareness programs on untouchability and making people change their traditional perceptions.
  - Passing the right knowledge of Social Engineering to villagers through students.
  - Enhancing the dynamics of social change.
  - Focusing on core values – to cater the local disadvantages.
  - To acquaint the students and oppressed community with the spirit of Human Rights
  - To make use of educational institutions to educate the marginalized.
  - To involve teachers too in the social change
1. **The Context:** The evil of untouchability which is a standing shame and a blot on this society and on India as a nation, has existed for ages and will certainly continue to exist during the coming ages unless determined, persistent, meaningful and effective efforts are made to eradicate it and absorb the marginalized into the main stream of our society on equal terms with all others in the foreseeable future. But even after over 65 years, one

cannot say that the practice has been completely eliminated. There are many people who still face this discrimination. In rural areas, untouchability is pervasive in many forms and there exists no regulation for prevention of this practice or punishment of the people who practice such acts. Untouchables are also not allowed inside temples and other public places in India. Rural India is still practicing untouchability. Upper class communities in many villages have kept dalit community outside the temples and their homes. In some villages there are separate wells. Though the Government Agencies, NGOs and many other organisations have tried to implement stringent laws and awareness programs to protect and preserve their interests, the practice persists. However, it can be said that things are slowly changing; the mind set of modern generation is also changing. Today's youth with modern education and globalized outlook are viewing the social order from different perspective of equality and impartiality and not from the religious or traditional point of view. Against this background, the faculty and the student community at GCWK thought of awareness drives and working on behalf of this community in and around the institution to bring a considerable transformation in the thought process of the stakeholders.

1. **The Practice:** Students and teachers chalk out unique programs to create awareness among the suppressed community in the villages.

- To Assemble students in schools and Colleges to motivate them to end inhuman and untouchable practices in their homes and public places like temples.
- To Administer Oath to the people at strategic locations in the villages to disown the practice of untouchability.
- To counsel the suppressed in health, hygiene and food habits for better affiliation.
- To advocate right living conditions and suggest change in some of their habits and practices to help the process of integration.
- To encourage and cultivate free intermingling and interaction between dalits and non-dalits by deliberating meetings, cultural activities and talks on key societal issues.
- To enact street plays and skits highlighting the unwarrantable practice of untouchability.
- To create awareness about Government Facilities: The faculty and students have distributed pamphlets showcasing the government schemes to empower the underprivileged.
  - Free Housing Schemes for the backward classes
  - Incentives for inter-caste marriages
  - Free Vocational Training Programs and Placements under Deen Dayal Upadhyaya Grameen Kaushalya Yojana
  - MUDRA loan scheme for entrepreneurial development
  - 233 schemes available for the oppressed to empower themselves

#### 5.Evidence of Success:

- Many temples in various villages hitherto prohibited for entry have been made accessible to the oppressed class. The struggles for dalits' entry into temples have become successful in the following places:
  1. Someshwara Temple & Chowdeshwari Temple, Kadenahalli, Mulabagal Taluk, District Deputy Commissioner, Dr. Trilok Chandra, Justice Nagmohan Das, Election Commissioner, Srinivasachari, Mr. Gangappa, Tahsildar & other government officials were present at the venue.
  2. Nagamma Temple, Naganala Village, Kolar Taluk, Mr. Ramesh Kumar, Speaker, Karnataka Legislative Assembly, Mr.



Srinivasagowda, M.L.A., Kolar were present.

3. Someshwara Temple, Arabi Kothnur Village, Kolar Taluk. Village Heads, Local Leaders, Mr. Ramakrishna Murthy, Madderi Munireddy & others were present.
4. Administering Oaths & Awareness Programs to the villagers in Chittor District, Andhra Pradesh & Krishnagiri District, Tamilnadu were conducted.

High Court judges, Ministers, MLAs, District officers and NGOs participated in these programs.

- Our staff, students and the Vice-Chancellor of Bangalore North University have been a part of this unique mind-set transformation programs in the district.
- We have conducted More than 200 such programs in our state and outside including Tamilnadu and Andhra Pradesh.
- The students accompanied by the faculty have represented these innocent uneducated people to get the government schemes sanctioned at the District Commissioner's Office, Kolar.
- The hotel owners who were educated have been avoiding discriminatory seating arrangements and separate utensils in restaurants in villages.
- The upper caste heads in the villages have reduced the practice of segregation in seating and food arrangements in village functions and festivals

#### 6.Problems encountered and Resources required:

- Few Upper caste Hindus are resisting the change.
- There have been threats and intimidation by some interest groups.
- The question of permissibility of organizing the programs for the suppressed groups.
- Financial constraints in organization and transportation, since it is a self- financed program.

#### 7.Contact details:

The Principal

Government College for Women KOLAR-563101 KARNATAKA

Ph: 08152-222652

Email id: gcwk2009@gmail.com Website: gfgc.kar.nic.in/kolar-women

Name &amp; Signature of IQAC Coordinator Name &amp; Signature of Principal

R.D. JANARDHAN DR. D.E. GANGADHAR RAO

File Description	Documents
Best practices in the Institutional website	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>
Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>

### 7.3 - Institutional Distinctiveness

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

GOVERNMENT COLLEGE FOR WOMEN

KOLAR

INSTITUTIONAL DISTINCTIVENESS

TRAINING STUDENTS FOR LIFE AND LIVELILHOOD

CONCEPT:

The mission of the institution is to equip the student community with life skills as well as core skills to attain the broad instructional objectives visualized by the institution and the goals set by the students. The academic infrastructure at Government College for Women, Kolar (GCWK) endeavors to fulfill the aspirations of youth from various strata of society and economically weaker sections. The well thought of programs aim at realizing the life skills and employable skills in the students and cater to diverse psychological and emotional needs of the stake holders.

The Components of this Life and Livelihood Training are:

#### 1. Value Based Programs:

- Co-curricular activities : skits, role plays, collages, debates, speech & essay writing competitions and ethnic day celebrations to promote right attitude in the students.
  - Celebration of Dr. B.R. Ambedkar Jayanthi, Valmiki Jayanthi, Kanadasa Jayanthi and Mahatma Gandhi Jayanthi.
  - Eminent speakers from the respective fields are invited to address the relevance of ethics and morality in the ever-changing societal norms.
  - Gandhi Study Center run by the Department of Sociology organizes workshops, seminars and exams on Gandhian Thought and its Relevance.
1. Development of Efficiency for Entrepreneurial Mindset:
- Value-added courses in Tailoring, Embroidery, Photography, Retailing, Beautician Courses equip the students with employable skills as a part of "Earn while you Learn" concept.
  - Students are trained in growing Herbal Medicinal Plants, Honey Bee-Keeping, varieties of Gooseberry Pickles with medicinal value and Yoga for Better Life for leading a healthy life.
1. Social Values and National Consciousness:
- Students are groomed to be better citizens with civic consciousness & social responsibility through NSS, NCC, SCOUTS & GUIDES, HERITAGE CLUB, GANDHI STUDY CENTER, ECO CLUB & OTHER CELLS. These units organize value-based programs on weekly basis, wherein students actively participate to inculcate social values.
  - Students celebrate National Festivals like Independence Day, Republic Day, National Youth Day & other national festivals to imbibe Universal Values which would expand their vistas of thinking.
1. Personality Development Program:
- Students at GCWK Campus are groomed to better individuals, responsible citizens and creative professionals by providing them suitable platforms of personality development programs by experts in the field to actualize and channelize their raw energy.
  - Workshops and Seminars on Attitudinal Change, Stress Management, Time Management, Communication Skills, Interview Skills, Kinesics, Public Speaking, Presentation Skills and Mind Mapping are organized to initialize confidence and instill hope in the students.

1. Character Building Program:

- GCWK believes in the responsibility of not only bringing academic knowledge to our students, but also shaping them into the best versions of themselves. The institution has developed some character education techniques.
- The Character Building Activities are:
  1. The Character Value Jar activity.
  2. Art Reflections.
  3. Character Clippings.
  4. Giraffe Hero Game.
  5. Role Play.
  6. The Fair Square.
  7. Caring for All.
  8. Our Country is Our Home.
  9. The 6 Pillar Bash.
  10. Community Involvement.

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

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

1. At the beginning of each academic session, college prepares its proposed academic calendar, which is uploaded in the college website. The proposed academic calendar is prepared according to the notices and circulars received from the affiliating university. Students are informed about the academic calendar of the college notifying the probable teaching days, dates of internal examinations, curricular, extension related and co-curricular activities.

2. Orientation program is organized every year for newly admitted students to make them aware of the mechanism for curriculum delivery and implementation.

3. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare their "teaching plans" according to the number of lectures allotted in the university syllabus for each topic

4. Along with the traditional chalk and talk method, teachers often use power-point projections during the lectures to demonstrate topics. The faculty has adopted innovative methods like ICT, PPT to teach.

5. Class tests/surprise test and student seminars are held after completion of a section of the syllabus and periodic review of performance of students is undertaken.

6. Field tours are organized by Departments of Botany, Zoology and History to ensure effective implementation of the prescribed curriculum.

7. Post-graduate students are specially trained to handle assignments, open-house seminars and

dissertation to prepare themselves for academic research in future.

8. Interactive sessions with students and, sometimes with

guardians are held to identify problem areas. Special care is taken to address the problems of slow learners, advanced learners and first-generation learners. Social net-working sites are also used by some departments for interaction between faculty and students beyond the class hours.

9. The college has adopted a CBCS pattern of syllabus to get across the disciplines exposures essential for multi-tasking and enhanced employability. Systematic distribution of syllabus and time table is mooted for curriculum implementation.

10. We conduct bridge course for all the fresh students as an Induction Program which is very useful to identify the fast and slow learners. The college provides career guidance training programs and remedial classes respectively.

11. The students are evaluated through continuous internal evaluation by conducting two-unit tests, slip tests, oral tests and surprise tests before facing semester exams. All these curriculum mechanisms makes students empower, to inculcate social and moral values and make them responsible citizens

and make them competent enough to face future challenges.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b38251c7-3b25-485a-b909-4fa0dcfaf8fa">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b38251c7-3b25-485a-b909-4fa0dcfaf8fa</a>

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

#### CONTINUOUS INTERNAL EVALUATION

It is a part and parcel of teaching learning process. It is a form of educational examination that evaluates a student's progress throughout a prescribed course. It is often used as an alternative to the final examination system. Our college has adopted this method from the academic year 2018-19. CIE provides immediate and repeated feedback to the student about his academic progress.

The prime objective of the cell is to achieve Confidence, Self-esteem, Goal-oriented approach and self-contentment.

#### OBJECTIVES

- To integrate teaching and evaluation
- To test the skills and abilities of the students
- To know day-to-day feedback about the teaching learning process
- To reinforce teaching learning process
- To encourage students to understand formative process
- To improve the performance of the student
- To improve the faculty's teaching skills
- To improving the education and institutional assessment system

#### FUNCTIONS OF CIE :

- The information generated by CIE has formative, diagnostic as well as summative functions. This assumes that the items used in evaluation tasks possess the necessary qualities that render the tasks valid and reliable.

CIE enhancing the student's learning.

#### ACTIVITIES CONDUCTED BY CIE CELL

In our college skill development programs shall be awarded by the faculty based on skill development exercises such as :

Assignments, Group discussions, viva, Role plays, Quiz, PPT presentations, case studies,

Seminars, field projects, field surveys, Easy writing and Debates. And also conducts unit tests , internal tests, Exhibitions ,etc....

Faculty Incharge of CIE

Name

Department

Position

Contact Details

K SEENA NAIK

PHYSICS

Coordinator

9845324534

Dr. DYAVAPPA

BM

PHYSICS

Member

9483113600

VASUNDARA AS

ECONAMICS

Member

9141276454

S MANJULA

COMMERCE

Member

9449252544

HN SURESH



COMMERCE

Member

9964366993

NARASIMHA

MURTHY T

COMMERCE

Member

9538589616

INDIRAMMA

HISTORY

Member

9449922474

BHAGYALAKSH

MI V

ECONOMICS

Member

9844728120

- SUBRAMANI SV

COMMERCE

Member

9902476214

SANATHKUMAR

GN

ZOOLOGY

Member

9449881437

VEDASHREE N

PHYSICS

Member

9632156196

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7bbcb4c3-4c23-42f2-838d-ba0c1e466c73">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7bbcb4c3-4c23-42f2-838d-ba0c1e466c73</a>

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

**B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

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

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

7

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 1.2.2 - Number of Add on /Certificate programs offered during the year

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

01

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

75

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

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

Cross cutting issues like Business ethics, Soft skills for business, Gender issues, Sociology of women, Sociology of Health and Medicine, culture diversity and society, Environmental Science, Environment and sustainability, Human values, Indian Constitution and Human rights, Professional ethics etc., are very important in the lives of students. The university itself designed curriculum to teach these issues. The College has been making several efforts to address the Cross cutting issues such as gender, Environment and Sustainability, Human Values and Professional Ethics etc.

**Gender Issues:** The College has been regularly organizing debates, quiz contest and essay writing competition on gender sensitization.

Every year Women's Cell celebrates International Women's day. Anti-ragging and Sexual harassment cells identify and analyze the issues of sexual harassment reported in and around the campus and the cell urges students to beware of such incidents in the campus. The women cell helps the girl students know how to be self-protected.

**Environment and Sustainability:** Environmental and Public Health, Cultural diversity system is compulsory paper for BA, B.Sc., B.Com. Therefore, students aware of the current issues related to the environment.

The NSS units undertake sapling of plants in the college campus and areas of nearby schools.

**Human Values :** Indian Constitution is compulsory paper for all courses recommended by Bangalore University. All the students study its content. Special lecture on Human Rights and Women conducted by Political Science department cautioned students

about anti-social activities on women and girls.

Professional Ethics : The College has been playing a significant role in the holistic development of the students. It has taken the following initiatives to inculcate Professional ethics in the students. This aspect is not included in the curriculum of affiliating university. However, Seminars and Guest lectures are organized by inviting Eminent philosophers, professors and counselors to inculcate these values in the students.

LIST OF COURSES

PROGRAM LEVEL

DEGREE

SUBJECT

UG

BSc [PCM] [PMCS] [CBZ] [CZMI] [CBBT]

Science

BCom

Commerce

BBA, BCA

Management

BA [HEP] [HEK] [HES]

Arts

PG

MA [ECONOMICS]

Arts

MCOM

Commerce

PROGRAM NAME

COURSE NAME

CROSS CUTTING ISSUES

DESCRIPTION OF COURSES

B.Com.

Business ethics

Values

To inculcate values & ethics in Business

BBA

Business ethics

Values

To inculcate values & ethics in Business

Soft skills for Business

Personality Development

To imbibe the principles of human values in Business

BA

Sociology of Women

Feminine issues

To address various issues related to Women

Sociology of Health & Medicine

Health Issues

To customize community specific medicine

**Indian Constitution & Human Rights****Constitutional Values**

To inculcate constitutional awareness & principles in common man

**Culture Diversity & Society****Diversity**

To comprehend the importance of unity & diversity of Indian society

**B.Sc.****Environmental Science****Nature Conservation**

To create sensibility towards nature sustainability

**M.Com.****Business ethics****Values**

To inculcate values & ethics in Business

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

2

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

47

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
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File Description	Documents
URL for stakeholder feedback report	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

**C. Feedback collected and analyzed**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-f91a9c97-eec2-4a13-93d6-5f95c682017a.pdf</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

1155

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

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

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

774

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

### Parameters to identify the Advanced and Slow Learners

The institution has adopted following criteria/Parameters to identify the advanced and slow learners of various programmes

### Parameters to identify Slow and Advanced Learners

Based on University Examination marks. (Fast learners 60% and above, Slow learners below 45%)

The institution has adopted following Activities and Programmes for advanced and slow learners of various programmes for the betterment of the students

### List of activities/Programmes for Advanced Learners

### List of activities/Programs for Slow Learners

1. High performing students are identified on the basis of internal assessment, university examination, involvement in classroom.
2. Advising to participate in group discussions, technical quizzes to develop analytical and problem-solving abilities in them and thereby to improve their presentation skills.
3. Various club activities, Social surveys and field studies are conducted by all the departments in the respective areas to mould the students in corresponding field.
4. Students are encouraged to take up micro projects to inculcate research orientation and practical awareness.
5. Students are also provided opportunities to develop their creativity by participating and organizing intercollegiate as well as national level technical symposiums.
6. Bright and diligent students are motivated and inspired to get university ranks.
7. Students are encouraged to take up competitive exams like

KAS, IAS, IBPS, NET/SLET, GRE, TOEFL and KPSC exams.

8. Semester toppers and university rank holders are encouraged with certificates and cash prizes by the College.
9. Guidance on MOOC, SWAYAM, Webinars etc,.
10. Career guidance/career counseling.
11. Computer literacy classes.
12. Discipline specific problem solving and experiential learning ex: Field visit (After visit guiding them in preparation of report)

1. The college practices a robust student academic counselling process. During the course of study group of students are assigned to a faculty for counselling. The counsellors monitor academic performance and interact frequently to understand and assist any student with issues that affect their ability to learn or impede their academic success.
2. Learning material prepared by subject handling faculty members is provided to slow learners.
3. Departments conduct remedial classes, provide course notes for students especially the slow learners and those students who are at the verge of dropping out due to arrear subjects. Such students are given regular class tests in order to improve their performance in the university exam. Further faculty members revise the tough topics as per the students requisition and provide university question bank and discuss the way of presenting the answers in the exam to score marks.
4. Conduct Personality development classes.
5. Conduct activity based learning opportunities/peer learning opportunities ex. Study circle, group discussions etc
6. Conduct Life skill classes
7. Conduct participative learning activities ex. Role play, demonstration, creative writing activities etc,.
8. Bridge courses are conducted
9. Use of Psychological tools or psychometric test if required
10. Career guidance/career counseling is also done to slow learners.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-0c23819e-3863-49b8-bc74-0f59c8b8c416">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-0c23819e-3863-49b8-bc74-0f59c8b8c416</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
3190	53

File Description	Documents
Any additional information	<a href="#">View File</a>

### 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Various student centric methods like experiential and participatory learning are adopted by the college to ensure active participation of students in the teaching learning process.

#### Participative Learning

Departments adopt the following methods for effective participative learning

- o Group Discussion
- o Field study
- o Project work
- o Seminar and quiz
- o Interactive sessions with experts in various fields

Participation of the students in various activities is ensured:

- The College organizes different activities like blood donation camp, fund raising for flood relief, visiting old-age home, cleanliness programmes to inculcate values and social responsibilities among students.
- The college gives importance for the holistic development

of students beyond classroom through co-curricular and extra-curricular.

- Students are encouraged to participate in sports and cultural activities where they can exhibit their talent. It also fosters the spirit of togetherness and leadership. Students are also encouraged to participate in different Inter-College competitions.

#### Experiential Learning:

1. Visits outside the institution: The teachers encourage as well as provide students with opportunities to pursue experiential learning in their respective domains. Visit to higher educational institutes and other activities are organized.
1. Co-operative Learning: Students are encouraged to engage in a cooperative non competitive environment by constituting groups of small numbers. On several occasions senior students of the departments are involved in this process with their juniors which would result in mutual learning.
1. Practical experience: There are well established labs for science and commerce departments, where the students receive hands-on experience to actualize the theoretical knowledge.

#### Problem Solving Methodologies:

To enhance the learning experience through problem solving methods, projects and assignments are used as tools to problematize the issues.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ff50d5e2-f0a6-4b72-bc59-5f80b2215c58">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ff50d5e2-f0a6-4b72-bc59-5f80b2215c58</a>

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

Information and Communication Technology (ICT) in education is the mode of education that uses information and communication technology to support, enhance, and optimise the delivery of information. It has been ascertained that ICT can lead to an improved student learning and better teaching methods. College is well aware of making use of ICT technology in education that creates an easy-to-manage learning environment, where the transaction of information is user friendly. The College has a well-equipped computer lab, Smart classes along with Multimedia Projectors with Wi-Fi Connectivity. Teachers use ICT enabled tools, YouTube videos and e-resources to deliver lectures, along with PowerPoint presentations. Students are encouraged to build their attitude towards innovation and creativity. Students are trained to think critically and be innovative and creative in dealing with their assignments, projects and other tasks assigned to them using ICT. Teaching pedagogies have been modified and improved over time to facilitate new innovations in the young minds. Advisors/teachers make their mentees/students well-versed with new ICT/online delivery.

#### ICT TOOLS

##### E-resources and techniques

1. Desktops and Laptops
1. E-data archives
1. LED Projectors
1. Inflibnet
1. PPT and Prezi
1. MOOC
1. Mainstream Games
1. OPAC
1. Microphones
1. E-journals
1. Audio Books

- 1. E-Gyankosh
- 1. E-books
- 1. Social-networking sites
- 1. DVDs and CDs
- 1. Swayam Prabha

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

50

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

### 2.4 - Teacher Profile and Quality

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

53

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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

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

14

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

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

##### 2.4.3.1 - Total experience of full-time teachers

475

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

#### 2.5 - Evaluation Process and Reforms

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



Assessment of performance is an integral part of teaching and learning process. With regular interactions of IQAC, principal and Heads of the department, Continuous internal evaluation committee and examination committee plan and work out for reforms in internal assessment system.

The GCW conducts Internal Assessment examination at college level and semester examination at university level.

Internal Assessment examinations of Undergraduate programmes and post graduate programmes are handled by Continuous Internal Evaluation committee.

Students and their parents are informed about the criteria for internal assessment during the departmental orientation program conducted at the beginning of the First Year.

#### Committees

The Continuous Internal Evaluation committee and Examination committee consists of Coordinator and members from all the departments. Non-teaching staff also lend its support in administrative work. The examination committee performs following functions to maintain transparency and robustness of examination procedure:

1. Preparation of calendar of Events at the beginning of the semester for conducting Internal Assessments.
2. Examination timetable was done well in advance and displayed on the notice board.
3. CIE is asked to set up question papers by respective subject faculties.
4. Attendance of students is maintained properly during examination.
5. Internal assessment records are maintained at the department level and can be easily accessed by the students.
6. Answer papers are evaluated by respective subject faculty within the prescribed time given by CIE and results were displayed on the notice board.
7. The semester examinations are conducted in the institution on behalf of the university. The examination question papers are designed and provided by the university and the answer papers are evaluated at the central level by the examiners appointed by the university.

Frequency of the examinations Internal assessment examinations are conducted twice in each semester by respective departments.

Final Exams/Semester end examinations are conducted once in each semester at the end of the Semester. Mechanism of Assessment Process

1. The college is affiliated to Bangalore University (Undivided) and Bangalore North University. The University follows Choice Based Credit System (CBCS) 2014-15.
2. There shall be a University examination at the end of each semester. The maximum marks for the University examination in each paper shall be 70.
3. 30 marks for internal assessment. Out of 30, 20 marks shall be based on two tests. Each test shall be of at least one hour duration to be held during the semester. The average of two tests shall be taken as the internal assessment marks.
4. The remaining 10 marks of the IA shall be based on attendance and skill development record of five marks each.
5. Marks for skill development shall be awarded by the respective faculty based on skill development exercises such as;

Assignments, Group discussions, Viva-voce, Role plays, Quiz, PPT presentations, Seminars, Field projects, Field survey, Easy writing & Debate.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900</a>

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

- MECHANISM TO DEAL WITH EXAMINATION RELATED GRIEVANCES
- STUDENTS' COMPLAINT (Students discuss with the principal and the liaison officer)

- STUDENTS WRITE APPLICATION TO THE REGISTRAR (EVALUATION), BANGALOR NORTH UNIVERSITY
- THE LIAISON OFFICER FORWARDS THE APPLICATION TO THE REGISTRAR (EVALUATION), BANGALORE NORTH UNIVERSITY
- UNIVERSITY RESOLVES THE COMPLAINTS OF THE STUDENTS
- AFTER THE RESOLUTION OF THE EXAMINATION RELATED GRIEVEANCES, THE EXAMINATION SECTION WILL DISBURSE THE REQUIRED DOCUMENTS (results, answer booklets, marks sheets & other documents) TO THE STUDENTS
- Students are made aware of the Continuous lab work, project work, seminars and assignments as per the evaluation criteria. Semester-end internal marks are displayed on the notice board. Any discrepancy in the continuous assessment is resolved at the department level.
- The discrepancies during the conduction of the University Examinations and discrepancies in the mark sheets are addressed and discussed in consultation with the principal and the liaison officer and if necessary the student writes an application addressing to the Registrar Evaluation, Bangalore North University, which in turn would be followed-up by the liaison officer.
- The liaison officer forwards the application to the university and initiates the follow-up action.
- University announces the schedule for revaluation and demand of photocopy of valued answer booklets after the declaration of the results. Assistance is provided by the examination section of the college to apply the same to The Registrar, Evaluation, and Bangalore North University.
- The outcome of the process is conveyed to the students by the examination section.

The above mechanism is transparent and time-bound as per the schedule of the university.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-eb07f483-07ab-4067-b7cf-d71a3580e900</a>

## 2.6 - Student Performance and Learning Outcomes

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

The programs and courses aim to provide students with the knowledge, tools of analysis and skills with which to understand and participate in the modern corporate and and scientific arena to prepare them for professional careers.

### PROGRAM OUTCOMES:

The institution offers programs and courses at UG and PG levels which is affiliated to Bangalore North University. Each program has specific objectives and the over-all design of the program ensures to realise specific and measurable outcomes in the form of skills and competence that the students graduating from the institution should gain at the end of the program. Some of the key attainments that are expected from students are knowledge, skill development, good communication skills, creative thinking, discipline, inculcation of moral and ethical values, ability to work in teams, and critical thinking. The Programs are designed to cater to the students' holistic development.

### COURSE OUTCOMES:

Course Outcomes are prefaced to each syllabus and shared with students and faculty. All the courses/programs offered by the institution emphasize on academic quality. In general, the course outcomes of the institution focus on empowering the students for higher studies, research, employment/entrepreneurship and preparedness for competitive examinations. The course structure supports the process of competency building of the students in attaining success in the competitive examinations take care of both practical and theoretical dimensions.

ON THE SUCCESSFUL ACCOMPLISHMENT OF THE DEGREE PROGRAM, THE FOLLOWING OUTCOMES ARE EXPECTED FROM STUDENTS:

- Demonstrate knowledge of major theories and models in key areas of organizational behavior.
- Demonstrate a knowledge of macroeconomic theory as it relates to current macroeconomics policy and issues.
- Demonstrate knowledge of communication skills and negotiate appropriately with the customers for the optimum benefit of the organization.
- Demonstrate a knowledge of key concepts underlying the scientific theories and inculcate application skills..
- Students will be able to handle computer based software and enable themselves to be Software Developers and Analysts.
- Apply basic mathematical and statistical skills necessary for analysis of a range of problems in economics, studies, accounting, marketing, management and finance.
- The students will be ready for employment in functional areas like Micro Biology, Biotechnology, Communication Skills, Accounting, Taxation, Banking, Insurance and Corporate Law.

#### Mechanism of Communication:

The following mechanism is followed by the institution to communicate the learning outcomes to the teachers and students.

- The programme outcomes (POs), course outcomes (COs) and programme specific outcome (PSOs) of all programs are made available explicitly on the college website. Moreover, the College Prospectus provides the basic structure of all programs offered by the college.
- Learning Outcomes are available in the library and departments for ready reference to the teachers and students.
- Learning Outcomes of the Programs and Courses are displayed on the notice board.
- The importance of the learning outcomes has been communicated to the teachers in every IQAC Meeting.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-db6380f4-d3b8-4cef-bb20-4ac4c646c92e">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-db6380f4-d3b8-4cef-bb20-4ac4c646c92e</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

#### ATTAINMENT OF PROGRAMME OUTCOMES AND COURSE OUTCOMES ARE EVALUATED BY THE INSTITUTION

The process of attainment of COs, POs and PSOs started from writing appropriate COs for each course of the program for all the semesters in UG and PG program. The course outcomes were written by the respective faculty member using assessment rubrics for each assessment in each CO to assist students to identify clearly the expected standards of review (suggested by Bloom's taxonomy) Then, a correlation is established between COs and POs in the scale of 0 to 3, 0 being no correlation, 1 being the slight (low), 2 being moderate (medium) and 3 being substantial (high). A mapping matrix is prepared in this regard for every course in the program including the language and soft skill subjects. The course outcomes are written and their mapping with POs is reviewed by a committee of senior faculty members. Any lacuna found would be rectified the next academic year.

It is difficult to know the coverage of COs question-wise as the question paper is set by the University and valued by different faculty members. Therefore an indirect method was used for calculating the attainment of COs and POs by giving a questionnaire to the students to find out from them if they have learnt what they were supposed to learnt in the last 3 years.

**LEVELS OF OUTCOMES** All the courses together must cover all the POs. For a course we map the COs to POs through the CO-PO matrix . The various correlation levels are:

"0" indicates there is no correlation

"1" indicates slight (low) correlation

"2" indicates moderate (medium) correlation

"3" indicates substantial (high) correlation

The question papers for Internal Assessment Tests are framed as per Bloom's Taxonomy Parameters with POs and COs marked against the questions.

The Blue Print showcase the weightage given to different parameters of Bloom's Taxonomy and POs and COs

The examiners can trace the POs and COs mapping in the process of valuation and the students are informed about the differences in their preparedness.

The students go through the scheme of valuation after the tests and can self-evaluate the level of differences in their CO achievements.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Criteria-2">https://gfgc.kar.nic.in/kolar-women/Criteria-2</a>

### 2.6.3 - Pass percentage of Students during the year

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

890

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

## 2.7 - Student Satisfaction Survey

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

<https://gfqc.kar.nic.in/kolar-women/FileHandler/65-9da3f178-18fc-418d-9892-5128eb6cac93.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

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

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

**NIL**

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

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

**3.1.2.1 - Number of teachers recognized as research guides**

**02**



File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

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

The annual performance appraisal system encourages faculty to enhance their teaching, research and administrative skills, as well as social services to the desired level of promotion. The college provides conducive academic environment to pursue quality research: -- Teaching and non-teaching staff are encouraged to enhance their qualifications and pursue part time PhD programs. The college encourages undertaking research activities by providing infrastructural facilities and learning resources. The College provides necessary facilities such as leave under Faculty Improvement Programme (FIP) for completion of Ph. D. research work, attending workshops, conferences, seminars and visits to research institutes to participate in various research training programs. The college supports the departments for the organization of State level, National and International level conferences. The college encourages the staff to participate in research activities by applying for minor research projects to various agencies like BCUD, UGC etc. and major research projects

to UGC and DST. The college encourages the staff to attend and present their research work at State / National / International levels conferences, seminars and workshops.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

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

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

1

File Description	Documents
URL to the research page on HEI website	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b2c829b0-2892-4966-afcd-d8ba8c83a45f">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-b2c829b0-2892-4966-afcd-d8ba8c83a45f</a>
List of PhD scholars and their details like name of the guide, title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year****3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year****11**

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year****3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year****17**

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

**DUE TO COVID-19 NO ACTIVITIES WERE CONDUCTED DURING THE ASSESSMENT YEAR**

File Description	Documents
Paste link for additional information	<b>Nil</b>
Upload any additional information	<b>No File Uploaded</b>

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	No File Uploaded

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year****3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year**

0

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year****3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

0

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 3.5 - Collaboration

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

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

1

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

2

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

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

The institution has good infrastructure for teaching – learning. The campus spread over 3.5 Acre of land in the heart of the city. With the growth of the institution, it is imperative to develop the infrastructure. To keep pace with growing demands of higher education, the college has significantly enhanced the infrastructure. Creation and enhancement of infra-structure is based on basic requirements and depends on the availability of funds: State, UGC and local sources.

Under ICT infrastructure facility, majority of classrooms are mounted with LCD projectors for effective teaching. A full-fledged Computer science lab with computers and internet facility has been established. CCTV surveillance for safety and security is being installed in the campus.

The new Physics and Chemistry labs were established in 2015. The Botany and Zoology lab was moved to new labs in 2016. The new Mathematics and Computer Science Lab were established in 2020

Reading Room: To spend valuable time at college campus, students are provided with a reading room which has dailies, magazines and reference books.

107 computers for the student use, 24 computers for the departments and 32 Laptops are distributed among permanent faculty members and desktop computers to each department.

#### Details of facilities available

Classrooms: The institution has 46class rooms with green boards, podium and adequate seating for the students. Among them nearly 25 class rooms can accommodate about 100 students each.

Technology Enabled Learning The institution is successful to a very large extent in creating technology enabled learning, 22 class rooms, having seating capacity of more than 100 students are provided with high quality projectors with screen.

Botanical garden 01

It was established in 2015 at the cost of Rs 80,000

Library Spacious library which accommodate more than 50,000 books and with provision for reading and reference section.

Seminar hall: One room is equipped with audio - visual facility, high quality projector and latest version computer. And audio system.

Laboratories: All science departments have well-equipped laboratories, with computers.

Sl.no.

Laboratories

No.

1.

Physics

1+2

2.

Chemistry

1+2

3.

Mathematics

1

4.

Computer Science

1

5.

Zoology

1

6.

Botany

1

7.

Micro Biology

1

8.

PG Economics Computer

1

9.

Bio-Technology

1

10.

Business

1

In all there are total 157 computers and 32 laptops in use. The computers available for students lead to student, However the lab timetable is so prepared as to ensure optimum usage of the computer lab

All the departments are provided with internet, Laptops, and individual staff rooms. The institution is upgraded with 10 class rooms and new labs for economics PG courses infrastructural facilities for Co- Curricular Activities Separate rooms for NSS, NCC and Counseling center have been Provided. NSS wing of the college has good number of utensils for agricultural and cooking purpose. Spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement



Unit, recreational spaces for staff and students, safe drinking water facility which is centrally located with capacity of 5000 liters, Cycle stand and canteen facility available.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Criteria-4">https://gfgc.kar.nic.in/kolar-women/Criteria-4</a>

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

The college has playground with area more than 1.5 acre, where students are trained to play games. Provision is made to play in outdoor games with required area. We have physical education department headed by physical education director. Students were actively participating in sports events such as The outdoor games- kho-kho, volleyball, throw ball, kabaddi, Athletics, cricket, football, wrestling, judo. Indoor games -Chess, carom, the college is equipped to train excel students for sports competitions. Physical education department conducts yoga training for students and others through well trained officials. Seminar hall with area 35 x 110ft utilized for yoga training and cultural activities 25 to 30 of the students utilized yoga training and more than 95% students using sports as well as cultural facilities. As it is part of curriculum 100% students are utilizing facilities for sports, games and cultural activities.

**Sports:** -The college since long has been participating in various inter collegiate level tournaments Bangalore university and bengaluru north university. **Outdoor Games:** A spacious 2.0 acre play ground is available for outdoor games i.e. cricket, athletics, Kabaddi, Kho Kho, Volley Ball, etc. **Indoor Games:** Facilities for the indoor sports like Badminton, Table Tennis, Chess, Carom and Yoga, are provided to students in the college multipurpose hall. **Gymnasium:** The College has a gymnasium facility with equipment's like the Treadmill, Upright Bike, High Pulley, Bench Press, Leg press, Arm Curl, Butterfly and Wrist-conditioner:

**Cultural Activities:** Student cultural activities are supported by the institution with various facilities like seminar hall, open-

stage, mike system, audio-visual arrangements, decorative material and financial support. All these activities are conducted and managed by the college Cultural Committee in association with other committees

All the indoor games are arranged in the multipurpose hall, and, also the cultural activities. NSS: The College has a NSS unit of 50 volunteers. Various socially relevant events are conducted by the NSS unit e.g. blood donation camp, tree plantation, and, other social awareness programme like rallies. NCC: College has NCC unit. Cultural Activities: Various cultural events such as dance, drama, musical programme, debate, elocution, quiz, extempore speech, etc. are organized at the college and intercollegiate level. Public speaking communication skills development: Personality development programs are run by the college which involves various activities like public speaking, communication and soft skills development etc. Yoga: The College organizes Yoga classes for the students in the college multipurpose hall. Many students got benefit with out of it. Health and Hygiene: In addition to above mentioned activities, our College has taken care of the health and hygiene of the college students and staff. Proper arrangement for drinking water is available in the institution. .

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4d7ca818-173d-478d-bf53-6adb4236c1ba">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4d7ca818-173d-478d-bf53-6adb4236c1ba</a>

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

22

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-67a4284c-c6b3-43da-a76b-280e4515188d">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-67a4284c-c6b3-43da-a76b-280e4515188d</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

0.63425

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

- Name of the ILMS software

E -grantalaya

- Nature of automation (fully or partially)

fully

- Version

4.0

## Year of automation

2020

e-Granthalaya is a Digital Platform developed by National Informatics Centre, Ministry of Electronics and Information Technology, Government of India for Government Libraries for Automation of In-house activities as well as member services and Networking for resource sharing. On this platform, NIC provides a complete ICT solution with integrated Library Management Software, Digital Library Module, Cloud hosting environment and a Library Portal (OPAC).

e-Granthalaya is useful to transform traditional libraries to e-Library with Digital Library Services and to provide various online member services using Single Window Access System. Since 2017 it was 3.0 and it was upgraded to the latest version of e-Granthalaya Ver.4.0 from Feb, 2020 which is a 'Cloud Ready Application' and provides a Web-based solution in enterprise mode with a centralized database for cluster of libraries.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-c0c4fd92-8066-4e89-bc7f-06c69343007b">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-c0c4fd92-8066-4e89-bc7f-06c69343007b</a>

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

**B. Any 3 of the above**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals**

during the year (INR in Lakhs)

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

0.34

File Description	Documents
Any additional information	<a href="#">View File</a>
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

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

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

46

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

**4.3 - IT Infrastructure**

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

The College provides a range of IT facilities to help students and faculty with their studies. This includes extensive computer provision and Internet. The Desktop computers of College office, Library, Computer Labs are connected through Local Area Network (LAN) with Internet facility. BSNL Communication Limited provided FTTH Internet Leased Line at a band width of 100 MBPS for providing high speed internet facility. The Education Management Information System (EMIS) is used for Administration, Finance and accounts, Faculty profile, Student admission and Examinations.

All the departments of the college have sufficient number computers, laptops and printers, for its faculty to use them in class rooms as needed for their content delivery with LCD and associated facilities in the class rooms. Every department maintain sufficient digital content for repetitive use of student

and faculty such as Lesson Plan, Teaching Modules, Question Banks and Question Papers, case studies, Project Reports, Paper publications etc. The above said digital content is also uploaded in college website to facilitate e-learning for the students.

The seminar halls have inbuilt computer and projector for presentation of computer enabled lectures. The IQAC has three desktop computers and two laptops with advanced computing facilities, scanner and printers for data entry and verification. The department of computer science uses updated version of software (Ubuntu, Visual Studio) for conducting theory and practical classes.

The College provides necessary training to the users through the Technical Committee. Antivirus Internet connected computers for the students and teachers and computer terminals where the pen drives are required to be connected have been installed with the Anti-virus software. These facilities of the college are regularly maintained and the college ensures that the benefit of the facility is available to all the students and the staff members of the college.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-93088cd4-243e-4a14-a7df-8073bd573f99">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-93088cd4-243e-4a14-a7df-8073bd573f99</a>

#### 4.3.2 - Number of Computers

157

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

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

1.89372

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

Local fund is allocated every year in the college for upgrading and maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, and classrooms. Computers purchased during the last three years have higher configuration. Being government college physical facilities were maintained by executive engineer Public works department Kolar, however college utilizing the available financial resources from college development fund for the maintenance and obtain various facilities. The allocation and utilization of the fund is done through comprehensive discussions. The utilization of the financial resources for the maintenance and maximizing of existing facilities are entrusted on the respective committee & Funding agency.

At times various accessories & spares are purchased with reference to purchase committee of the college.

Computers and accessories are well maintained and serviced as required. Antivirus software is installed in all systems to prevent uncalled for system troubles. All PCs have UPS backup and the 5 major departments have 1 KV online UPS. Smart classrooms to UPS survive voltage fluctuations and sudden power failures, UPS were supported by solar panel which enables the use of solar energy. Upload policy details of systems and procedures for maintaining and utilizing physical, academic and support facilities on the webs.

**Physical facilities** The physical facilities including Laboratories, Classrooms and Computers and so forth are made available for the students those who are admitted in the college. The college yearly allocates budget for the maintenance of the laboratories and the classrooms which a part of the teaching and the learning processes. The maintenance and the cleaning of the classrooms and the laboratories are taken care by third party contract experts and non-teaching staff. The college has adequate number of the computers with internet connections and the utility software's distributed in different locales like office, laboratories, library, and departments. The college website is developed and regularly maintained by in-house team of software professionals. The maintenance of UPS and the Generator is regularly done by third party contract and the expenditure is done from college. A provision of the budget for the library maintenance is made by the college. The activities like fumigation and keeping library clean is done frequently by library staff. The sport department of the college is meritorious and some credit defiantly goes to the adequate infrastructure consisting of the Indoor hall which can be used by student and staff. A budget is allocated for the maintenance of that facility.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-d281dd67-0646-4241-b52e-f5fb0f0f8441">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-d281dd67-0646-4241-b52e-f5fb0f0f8441</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support



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

0

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>

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

D. 1 of the above

File Description	Documents
Link to Institutional website	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-698d3675-2c46-4ca5-af64-b04847908603.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-698d3675-2c46-4ca5-af64-b04847908603.pdf</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

467

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

467

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

**B. Any 3 of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

0

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

114

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

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

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

0

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

**5.3 - Student Participation and Activities**

**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year**

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

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

The college has created a democratic way of functioning by making students actively involve in the committees and cells. The college does not have conduct any Student Union Elections for

electing student representatives 1 and hence the college does not have a formal student council elected by the students through election direct or indirect. Nevertheless the college does have class representative system in which each class nominates class representatives, who represents the class. These representatives take the initiative to represent the grievances of the class and also take leadership in organising functions, class trips, study tours, academic coordination with the faculty, notes distribution, exchange of vital information and taking responsibilities for the class.

These representatives also represent the college in various committees and associations, be it cultural team, women cell or in coordinating other important college programs and schemes. They play important role in organizing national festivals and events in college. These class representatives are a part of college magazine, students' grievance cell and disciplinary committee and for assisting in the administrative functions. The sports and cultural cells interact with the students in planning and organizing the programs on lines with the student expectations.

The college has student council and they are playing crucial role in the academic and administrative bodies.

The list of academic and administrative bodies with students' representation:-

#### Academic Body:

Governing council UGC committee Academic Committee Career Advancement Placement Cell Magazine Committee Science Forum Commerce Forum Arts Forum

#### Administrative Bodies

College Development Council, College Council (All HODs), IQAC and Women Empowerment Cell

1. Students Grievance Cell / Redressal Cell
2. Anti-Ragging Cell
3. Anti Sexual Harassment Cell

Red Cross Committee, Bharath Scouts and Guides, Students welfare Committee, Library Advisory Committee, Reading Room Committee

Admission Committee, Sports Committee, NCC, NSS, Time Table Committee, Examination Committee, Students Cultural Association - Invitation Committee, Reception Committee, Stage Decoration, Price distribution and Hospitality Committee.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-3958ab79-f765-4abe-a848-6a4689c5b842">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-3958ab79-f765-4abe-a848-6a4689c5b842</a>
Upload any additional information	<a href="#">View File</a>

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

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

01

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	<a href="#">View File</a>

### 5.4 - Alumni Engagement

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

The college has alumni Association. It has data base of old students, the office bearers and members of alumni association meet 2 times in a year at the time of the need they are to discuss important matters concerning institution. The old students contribute in their own way to the students,

academically, professionally and financially (membership fees). The alumni network interact with the students and build the institution academically. The alumni are well placed in government, corporate and other organizations. Some of them are successful entrepreneurs. 20 old students working as Assistant and associate professors in govt. colleges and they are also contributing to the institutions financially and professionally. One of the alumni by name, Ms. Madhushree, Physical Education Teacher regularly visit our our institution and coach our students for better performance. The alumni who hold NCC "C" certificates share their experience with our NCC Cadets for further performance.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8cace4f1-449b-451c-b154-d068e2401403">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8cace4f1-449b-451c-b154-d068e2401403</a>
Upload any additional information	<a href="#">View File</a>

<b>5.4.2 - Alumni contribution during the year (INR in Lakhs)</b>	<b>E. &lt;1Lakhs</b>
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File Description	Documents
Upload any additional information	<a href="#">View File</a>

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

#### VISION, MISSION AND OBJECTIVES

##### VISION

The institution aspires to churn out intelligent beings to align with the ever-changing evolutionary global phenomena and empower the individuals with knowledge, skills, attitudes and values of the modern world powered by ancient wisdom.

##### MISSION

The institution yearns to be accountable to the stake holders of education system: parents, students, society and the world at large by investing the aspirants with the following concepts. Motivate the students to expand the knowledge base by inculcating critical, logical, divergent, convergent, deductive and inductive thinking skills.

- @. Adoption of an innovative and transformative approach in the teaching-learning process.
- @. Share the national responsibility of providing global talent as one in four graduates in the world being a product of the Indian higher education system.
- @. Multi-disciplinary, career-oriented, entrepreneurship, skill-based courses, and adoption of transformative and innovative techniques such as blended learning, flipped classroom and experiential learning will be expanded over the years.

#### OBJECTIVES

The institution inclines to refine the landscape of teaching-learning process within a particular time-frame by adopting the following instructional objectives.

- Adoption of various models that will help improve research capabilities of the students.
- Promoting collaborations amongst institutions, industry, and research centres for generating high-quality basic and applied research.
- Strengthen education industry academic links and build relation with skill-based training providers to enhance employable talent for the education industry.
- To promote corporate and alumni funding and linking public funding to institutional performance.
- Endow the students with thinking skills rather than marks scoring skills.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/Mission-Vision-and-Goals">https://gfgc.kar.nic.in/kolar-women/Mission-Vision-and-Goals</a>
Upload any additional information	<a href="#">View File</a>

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization



and participative management.

The success of an institution depends on the combined efforts of all stakeholders towards attaining the vision of the institution. Right from the Principal, Staff, Students & all the stakeholders are an integral part in realizing the vision and mission of the institution. The college supports decentralized and participative management governance system with proper and well defined inter-relationships. Principal is the academic, administrative head and member of IQAC. Regular meetings of these committees are held for effective and smooth functioning of the institute.

## TWO PRACTICES OF DECENTRALIZED AND PARTICIPATIVE MANAGEMENT

### 1. ACADEMIC PLAN FOR DECENTRALISED AND PARTICIPATIVE ENVIRONMENT

Academic plan is prepared before the commencement of each academic year. Faculty members suggest the curriculum planning and execution to achieve the planned goals and objectives. Department workload and allocation of topics is carried out among the faculty members under the supervision of the Head of the departments and the Time-Table Committee Convener. Mentors initiate and implement the institutional programs for the smooth functioning of academic and administrative tasks. The class representatives closely monitor the proceedings of the class for time-table implementation and other grievances. The Academic Council in coordination with IQAC plan and schedule the academic activities for all the departments.

### 2. TRAININGS TO IMBIBE PARTICIPATIVE SPIRIT IN FACULTY AND STUDENTS

Trainings, Workshops and Task Based Activities in collaboration with the external agencies are organized by various departments and IQAC to enhance the teaching-learning process and the participation of the stakeholders in the progress of the institutional functioning. Professional Training Programs on "Trends in Higher Education", "Classroom Management Skills", "Communication Skills" & "Curriculum Enrichment Programs" for the teachers to contribute towards the advancement of the institutional goals and enhance skills and credentials. "Train the Trainers" and various Value-added Courses have been unique programs for the students to empower them with Managerial, Employable Skills and Leadership Qualities in collaboration with SAMVADA YOUTH RESOURCE CENTRE, KOLAR, CAN Network & HRDC, Kolar. Faculty members are deputed for the particular academic year as

conveners of various responsible committees, Mentors of class for personal and career counselling, academic, administrative, co-curricular, cultural activities and field visits/Excursion/Industrial visit. The Class Representatives participate in the academic related meetings for planning and executing academic, sports and cultural programs in the institution. Students are selected and trained as volunteers for department activities and programs organized by their departments. Career Guidance lectures from the experts from industry are arranged to share ongoing trends in the respective domain area. As per instructions received from the authorities from time to time HODs of the department prepare, plan and execute the prospective programs to achieve the general and specific objective.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4bfc9320-3d2e-4721-81cf-b8148d6f08f0">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-4bfc9320-3d2e-4721-81cf-b8148d6f08f0</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Strategic plan for the year 2020-21

1. To create online google forms for Student Satisfactory Survey (SSS) and overall feedback for different stakeholders to accustom the students with academic, library, sports and physical infrastructure of the college as a part of Know Your College (KYC).
2. To facilitate the registration of Alumni Association and membership drive to rope-in the involvement of alumni as a strategic partner in the overall development of the institution.
3. To initiate Green Campus Drive and conduct Green Audit to sensitize and habituate students about the crucial environmental issues.
4. To sign new MoUs and explore new business partners for On Job-trainings (OJTs) to create diverse learning platforms and discover new avenues of employability.
5. To establish Language Lab and Accent Training Workshops to foster communication skills, presentation skills and

interview skills.

6. To inaugurate Gandhi Study Center accustom the students with Gandhian values and principles for leading a value-based life.
7. To develop e-Content development facility in the campus for recording the videos of the lectures for e-Resources.
8. To launch e-Content resources developed under Gnana-Nidi, e-PGPathshala, SWAYAM, MOOCs platform and other Government initiatives.
9. To approach business organisations and philanthropists to sanction non-government scholarships thereby supporting students financially to pursue their education.
10. To inform, support and guide the students about off-campus placement drives to expand the scope of employ-ability.
11. To Introduce new programs and courses to meet the requirement of stakeholders.

Among the above stated strategic plans, we have successfully implemented Gandhi Study Center accustom the students with Gandhian values and principles for leading a value-based life.

- Objectives of Perspective Plan: The objective of Gandhi Studies Centre is to spread Gandhian values, principles, spirit of freedom and Non-violence among the young students. To bring social change through Gandhian Philosophy. To advocate Non-Violence for world peace. To hold Lectures, Symposia, and Training programs on Gandhian doctrines and its contemporary relevance.
- Perspective Plan: The Gandhi Studies Centre has been infused with the philosophy of Mahathma Gandhi, to live each day and act by the essence of Gandhian philosophy. Creating awareness among youth with Gandhian ideologies by various activities and programs like lectures, exams, competition etc.

Strategic Plan: To uphold the ideals of the father of nation, Mahathma Gandhi, various activities such as seminars, workshops, lectures and webinars are planned to conduct in co-ordination of Scouts and Guides

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6bbefc31-2280-49ea-a58c-035039939224">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6bbefc31-2280-49ea-a58c-035039939224</a>
Upload any additional information	No File Uploaded

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

- The Principal is the head of the Institution. Principal is responsible for the College functioning and growth including administrative, academic, co-curricular, extra-curricular and extension programme.
- IQAC of the college is involved in developing a quality system for conscious, programmed action to improve the academic and administrative performance of the College.
- At department level, the Heads of the departments are directly responsible for coordinating all departmental academic programmes of the college.
- Faculty are directly responsible for the academic and curricular development of the students. Staff members have been designated as Criteria in charge, Chairperson or members of various committees. Students are involved as active members of the committee.

**Functions of Various bodies:**

For the complete functioning of college activities, 33 committees are formed. Every committee consists of committee chairperson, staff and student representatives. They together form the future academic/non-academic plan. The functions of every committee in the Institution is well defined. All the members report to the principal. The principal in turn monitors the effective functioning of these bodies.

**Service rules:**

The staff is oriented about Karnataka Public Service Commission rules. Faculties are educated about the conditions of service, roles and responsibilities, discharge of duties, increments,

kinds of Leave, code of conduct, incentive for attending FDP, incentive for achieving academic excellence and others.

#### Recruitment:

Permanent faculty members are appointed by the Karnataka Public Service Commission. Vacant position is informed to the Department of Collegiate Education, Government of Karnataka, which in turn is fulfilled by transferring or deputing faculty from other government colleges in the state.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7389b0b8-2377-440f-b5f8-761eb6a06d64">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-7389b0b8-2377-440f-b5f8-761eb6a06d64</a>
Link to Organogram of the institution webpage	<a href="https://gfgc.kar.nic.in/kolar-women/Organization-Structure">https://gfgc.kar.nic.in/kolar-women/Organization-Structure</a>
Upload any additional information	<a href="#">View File</a>

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

#### 6.3 - Faculty Empowerment Strategies

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

**THE COLLEGE MAKES SINCERE EFFORTS TO ENHANCE AND ENRICH THE PROFESSIONAL ADVANCEMENT OF ITS TEACHING AND NON-TEACHING STAFF**

- Need based deputation of the staff for Orientation, Short-term Course and Refresher course.
- HRDC, Bangalore University, Bangalore holds various seminars, workshops, symposiums to prepare the staff facing the challenges of the higher Education effectively.
- Members of the faculty utilize the academic atmosphere and opportunities for Excellency in their respective fields.
- Experts from the industry and academia are invited to address the staff.
- Laptops for individual faculty, Desktops for the departments with internet and printers are provided for the effective curriculum delivery and program documentation.
- Staff are allowed to use college ICT facilities for their research work
- Professional Training Programs for teachers and Administrative Training Programs for non-teaching staff are organized as a part of orientation process.
- OOD is provided for attending examination evaluation, BOS/BOE meetings, and election assignments, Workshop, Orientation Course, Refreshers Course and Conferences as per KCSR rules.
- Research facilities are available for faculties pursuing their Ph.D.
- The Cultural Committee and the Sports Department organize cultural and sports events for the faculty members and encourage the faculty members to participate in the District and State Level sports organized for the teachers by the District Administration.
- Teacher's Day Celebration - A unique practice of the college is to acknowledge the services of each and every teaching and non-teaching staff on teacher's day.

**DEPARTMENTAL WELFARE SCHEMES PROVIDED FOR TEACHING AND NON TEACHING STAFF**

- Faculties can avail various financial benefits in the way

of loans from the Department of Collegiate Education, Government of Karnataka, processed through the Principal and Administrative Staff and repay the loan in easy installments. The records are maintained by the concerned staff on HRMS portal.

- The loans processed and managed by the administrative staff are:

1. Festival Advance
2. KGID Loan
3. GPF Loan
4. EL Encashment
5. Medical Reimbursement ( the documents have been uploaded on the portal)

- Monetary incentives to staff members who complete their Ph.D and M.Phil as per KCSR is processed as and when the conditions are fulfilled by the faculty members.

- Maternity Leave benefits are processed much before the delivery dates and the files sent to the department in time.

- Medical Reimbursement applications are processed on high priority as per KCSR.

- Staff can avail vacation leave, 15 days of casual leave, 10 Earned Leave, Medical Leave as per KCSR.

- New Pension Scheme (NPS) is availed to the faculty with their PRAN numbers and well managed by the administrative staff.

- Annual increments and Dearness Allowances are extended on time as directed by the orders of the Department of Collegiate Education.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-84c0fa92-1ead-40e0-be8b-1af91c40c06f.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-84c0fa92-1ead-40e0-be8b-1af91c40c06f.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

0

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

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



6

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

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

Performance appraisals are comprised of preset standards which are used to measure employees' work behavior and the results are provided as feedback for the employee. An appraisal system helps employers with the decision-making process involved in employee promotion and compensation, or perhaps in an unfortunate situation, termination. A performance appraisal system falls under the umbrella of performance management software and these platforms are typically used in conjunction with each other.

The institution has performance appraisal system for the teaching staff every year in the form of Academic Audit as per the guidelines laid down by the Department of Collegiate Education. The staff has to appraise their academic achievements in that academic year which reflects their overall achievement in the areas of journals, books, workshops, seminars and teaching methodologies which would be preserved at IQAC. The student feedback assess the teaching pedagogy of the faculty members. Hence this helps very much in the appraisal of the staff convenient and effective. Every year the staff will have to submit the academic audit to the IQAC and this record will be maintained for all the future promotions and other considerations.

The second appraisal is the Academic Performance Indicator (API) i.e., the annual assessment from the collegiate education regarding both academic and other aspects. The newly recruited staff since 2006 is assessed regularly for their promotions and

at every stage they have to score certain API points. The API has 3 criteria: Teaching, learning & evaluation related activities (min score 75); Co curricular, Extension & Professional Development (min score 15); Research & Academic Contribution (min score 10). Unless the faculty score the required API points, they will not be eligible for promotion to the next Academic Grade Pay.

Bangalore University Bangalore and University Grants Commission performance Appraisal Schemes are well mechanized through Academic Performance Appraisal (API) and student feedback on each individual performance of the faculty under the leadership of the Head of the Departments.

As such there is no appraisal system for Non-Teaching Staff. However Principal provide confidential and appraisal Report (CR) at the end of financial year. Which in turn is forwarded to the Commissioner of Collegiate Education, Bangalore.

The Confidential Report (CR) is another mechanism of self appraisal which is evaluated by the principal and sent to the Department of Collegiate Education for further consideration in the month of March every year. This system has been replaced by a new one called e-Par which is filled online by the faculty members on the Website SPARROW designed by the Government of Karnataka which has three parts:

1. Basic Information
2. Information on Duties
3. Verified by the concerned officer

The duty in-charge of CR verification sends the verified confidential reports to the principal for next consideration. These systems hone the skills of the faculty members in the pedagogical approach and improvise their academic performance.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6cc4790a-0afa-45c2-a143-2efb092b9cbc.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-6cc4790a-0afa-45c2-a143-2efb092b9cbc.pdf</a>
Upload any additional information	<a href="#">View File</a>

#### 6.4 - Financial Management and Resource Mobilization

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

Transparency is maintained in the institution regarding the financial management and utilization of resources. The principal ensures that the expenses are incurred for the purpose for which grant is sanctioned. The accounts of the Institution are audited regularly as per the Government rules. The internal audit committee checks and verifies receipts and vouchers which ensures all payments are duly authorized and reasonable. There is an internal audit organized by the state audit team of the Department of Collegiate Education, Government of Karnataka and which is done regularly.

The Local Investigation Committee (LIC) of the university and Regional Joint Director for Collegiate Education visit the College for spot verification regarding the Student strength, Library, Staff room, Class room and laboratories, office registers, etc.,

The audit by the Principal Accountant General, Karnataka, a part of Indian Audit & Accounts Department (AG) is done every alternative year or whenever deemed necessary. These audits are carried out independently and if there are any discrepancies then objections are raised to which the head of the institution has to respond. Both the state and central audit team can raise objections and the institution has to give apt response with compliance report. The AG audit team inspects the UGC/RUSA funds sanctioned for infrastructural developments and major and minor projects. The UGC/RUSA committee of the college makes sure that the implementation of the funds sanctioned, maintain the files regarding the estimate and completion of the work sanctioned to the concerned agencies.

1. College account records are maintained by a committed account section. Account records are regularly audited by internal and external auditors.
2. The auditors nominated by the Department of Collegiate Education comprehensively go through the accounts.
3. Reports of the audit are submitted to the Department of Collegiate Education (DCE) account section and clarifications and legal actions are initiated as per findings in the audited reports.

1. The external audit is conducted by the Accountant General

(AG),

Government of Karnataka and audit reports is sent to the government for further actions.

The compliance report which gives explanations to the objections raised by the audit team is carried out in due time after the audit.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8eb82276-f249-4661-b945-8c87595aba59.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8eb82276-f249-4661-b945-8c87595aba59.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

0

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

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

##### GOVERNMENT FUNDS:

Our institution is fully funded by the Government of Karnataka and hence majority of the funding for infrastructural development comes from the government agencies. It is a fully government owned and administered by the Department of Higher Education. The Department of Collegiate Education approves the Central

Government Sponsored Scheme, Rashtriya Uchchatar Shiksha Abhiyan (RUSA) funds to the HEIs under its umbrella in the state, calls tender and allot the works to Land Army, KRIDL, Karnataka Housing Board and other government authorized agencies for infrastructural developments of the HEIs. Institutional Development Plan is formed by the HEI and sent to the department for approval which is divided as follows: 70 lakh for new construction; 70 lakh for equipments and 60 lakh for renovation. The Commissioner invites the requirements from the HEIs and monitors the progress of work in the regular meetings held with the Principals of the HEIs. The RUSA committee at the college level meets at regular intervals to discuss about the estimate sent and the implementation of funds released from Rashtriya Uchchatar Shiksha Abhiyan (RUSA) and finally the Form of Utilization Certificate is issued by the principal to the concerned agency after the satisfactory completion of the construction work.

#### COLLEGE GENERATED FUNDS:

The funds mobilized by the college in the form of government funds and the fees collected by the students under different working heads considered as Non-government account. The Purchase Committee meet at regular intervals to call e-Tender if the work allotment is more than ten thousand rupees or the committee members make resolution to allot work if it is less than ten thousand rupees duly signed by the committee chairman and members. The mobilization and utilization of funds through fees by the students is maintained by the administrative staff.

#### COMMUNITY FUNDS:

Never the less the development of the institution also depends on the mobilization of funds by the Multinational Companies under CSR, NGOs and Philanthropists. During the last five years the principal and the senior faculty members of the institution have strategically planned to approach them to receive donations more than hundred lakhs in kind as their policies won't permit them to transfer cash to HEI account for infrastructural developments. The M.L.A., M.L.C & M.P also contribute from their funds in kind in the development of the college infrastructure. The agencies and philanthropists involved in this generous service consult the principal and staff for the requirement and carry over the development work.

The institutions make use of its resources for maximum benefit of

the stakeholders by utilizing the available resources and continuously improving the infrastructure either through the funding from the government, semi-government or private company sponsors and individuals.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8735d866-0136-4388-8a69-e44274d1223f">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-8735d866-0136-4388-8a69-e44274d1223f</a>
Upload any additional information	<a href="#">View File</a>

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

**Objective:** The prime Objective of the Internal Quality Assurance Cell (IQAC) is to develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the Institution. **Strategies:** IQAC shall evolve mechanisms and procedures for:

- Ensuring Timely, Efficient and progressive performance of Academic and Administrative.
- The relevance and quality of Academic and research programs.
- Equitable access to and affordability of Academic Programs for various section of society.
- Optimization and integration of modern methods of teaching and learning.
- The credibility of evaluation procedures.
- Ensuring the adequacy, maintenance and functioning of the support structure and services
- Research sharing and networking with other institutions.

Online Google forms:

For the past few years, IQAC had been receiving students, parents, teachers, stakeholders and Alumni feedback manually. However, online feedback system has been introduced and it has been implemented as a quality initiative. Since, it is more effective and efficient, and involves all the students in assessing and improving the quality of teaching and learning. Teacher appraisal is collected confidentially from the students

and the same has been reviewed from the head of the institution. Student feedback on curriculum design is discussed in the meeting and referred to the University for revision. Feedback is also collected on various infrastructure facilities, curriculum deployment, Co-curricular activities such as sports, cultural, NCC, NSS, Scouts and Guides and Red cross. The IQAC committee evaluates the Google forms collected from students, parents, teachers, stakeholders and Alumni. The analysis of the results is reported to head of the institution and College Development Committee (CDC) for further action. Individual faculty members are directed to improve their method of teaching by analysing student feedback on teacher. Majority of infrastructure related issues would be brought to the notice of CDC to improve facilities such as renovation and other necessities. Parents, stakeholders and Alumni Google forms are also evaluated for the overall development of college.

#### E-content:

As a quality initiative, the faculty of our college, have created Study Material, PPTs, Videos and MCQs on par with educational quality aspirations as an integral part of Learning Management System(LMS), Karnataka. The faculty have incorporated structure, content and quality as key components. In addition, Government of Karnataka, has allocated funds for development of e-content for all colleges through the Department of Collegiate Education. Our faculty members have significantly contributed to e-content in all areas such as Science, Arts, Commerce, Management and languages. The e-content developed is accessible by the students using their individual User ID and Password on the Learning Management System(LMS) portal.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/IOAC-initiatives-and-Report">https://gfgc.kar.nic.in/kolar-women/IOAC-initiatives-and-Report</a>
Upload any additional information	<a href="#">View File</a>

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

1. Language Laboratory may be developed to improve communication skills.

The incremental improvement made by IQAC as a quality initiative was to establish Language Lab and Accent Training Workshops to foster communication skills, presentation skills and interview skills. In addition to this Department of Collegiate Education has recently provided the HEI with the Language Lab facility by the initiation of the college administration. The basic purpose of the lab is to provide students a platform to enhance English language skills, communication skills and to practice soft skills.

The main of the

- To equip the students with good communication skills.
- To train the students in the art of conversation and discussion.
- Basic vocabulary and structures required for participating in day to day communication.
- Crafting balance between how to speak and what to say by developing better communication skills and grammatical accuracy
- Enhancing verbal communication skills through free speech, role plays, activities and interaction, thus helping the learners become perfect professionals

Perspective Plan of the Language Laboratory

Words Worth English Language Lab is the Service Provider for software installation, training faculty and maintenance of the processes. The Words Worth program is tailored to the needs of learners of higher learning institutions, is designed to run parallel to the academic syllabus for graduation. Structured through three levels, each level is packed with 70 to 80 hours of intense interactive training, through rich audio-visual content alternating between ILT and CBT sessions.

Strategic Plan

Prepare learners for

- Campus Interviews
- Interview Skills
- Resume Writing



- Writing Skills
- Communication Skills
- Telephone Etiquette
- Email Etiquette
- Personal Appearance and Hygiene
- Group Discussions

1. Knowledge and skill development programs may be organized for faculty, students and office staff.

As a quality initiative, IQAC has organized administrative training programs for teaching and non-teaching staff. The cell has provided learning opportunities in the field of E-Par, curriculum enrichment program, Massive Open Online Course (MOOC) Training, English Communication Skills for teaching staff and the participation has

Office automation skills, Organizational skill training program and Office automation skill training program have been organized for the non teaching staff which has improvised their working methodologies in file-keeping, scholarship management and correspondence methods.

Skill development programs such as Skill development program in chemistry were also organized for the students. The main object of the program is to enable students to secure better livelihood.

The Special Lectures arranged have been a part of the student empowerment program which concentrates on providing and improving pedagogical skills and functional aspects of English Language. The workshops and training programs organized in collaboration with other institutions in Detergent Making, Tailoring, Basic Job-oriented Computer Skills and Beautician Courses have equipped the students with applications skills and prepared them for life and livelihood.

File Description	Documents
Paste link for additional information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-e8f156cd-779a-4527-8219-1878b91ca0ba">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-e8f156cd-779a-4527-8219-1878b91ca0ba</a>
Upload any additional information	<a href="#">View File</a>

<p><b>6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)</b></p>	<p><b>C. Any 2 of the above</b></p>
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File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://gfgc.kar.nic.in/kolar-women/AQARs">https://gfgc.kar.nic.in/kolar-women/AQARs</a>
Upload e-copies of the accreditations and certifications	<b>No File Uploaded</b>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

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

The institution takes pride in stating that the college is exclusively meant of women and it is second biggest women's college in the state in numbers. The transferable skill training programs, health and hygiene programs, self defense programs and cross-cutting issues addressed in the curriculum show that gender equity and sensitivity is highly reflective in the campus life. There is a women empowerment cell which organizes gender equity programs in the form of international/national girl child day and women's day where the achievers are honored thereby sensitizing the students of gender-discrimination-free living.

#### **SAFETY AND SECURITY:**

The students carry on their academic activities in a non-threatening environment as the safety and security of the students are taken care by the college administration. The disciplinary committee and the mentors monitor the movements of

men who enter the campus to avoid untoward incidents. Men other than staff and parents are allowed to enter the campus. With the due permission of the principal. The Department of Collegiate Education has set up a Helpline called 'Maithri' for the students of Government Degree Colleges. The Toll free number of this Helpline is 1800-425-6178. Any student in need of support can call this helpline at zero cost. On working days during working hours, the staff trained in counseling receive and record the incoming calls. The matter is also followed up with the concerned officials. The women police officer, who is on the VISHAKA COMMITTEE address the student issues also. The phone number of this officer is given to the students to seek help in emergency within or outside the campus. The CCTV surveillance cameras are installed at strategic places to ensure safety and security of the female students. In addition to this, suggestion boxes are mounted at prominent places of the college. Students can drop their grievances in the boxes for further follow up actions. Medical kits with necessary medicines are made available at the First Aid Facility available at the entrance of the campus.

#### COUNSELLING:

The counseling and grievance redressal cell of the college address the issues of the students in accordance with mentor referrals and counsel them for their psychological betterment and performance. We have a sophisticated room exclusively for counselling. It is facilitated by two chairs, a desk/table with proper lighting. The Grievance redressal cell headed by the well trained members address the problems related to adolescence and family issues of the married students and suggest appropriate remedies within their purview. Some of the mentors who are trained in NIMANS to scientifically deal with women-sensitive issues. The members vouch confidentiality of the issues raised and help the students to help themselves.

#### COMMON ROOM:

The institution has a common room for the students to take of their personal hygiene, relaxation resting and health related matters. The women assistants often monitor the activities so that no untoward activities occur. The necessary furniture is provided to relax and have their lunch.

File Description	Documents
Annual gender sensitization action plan	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ba77dfef-b99a-4531-8a56-97674dbfa609">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-ba77dfef-b99a-4531-8a56-97674dbfa609</a>

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

**D. Any 1 of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**SOLID WASTE MANAGEMENT:**

- Our housekeeping staffs nominated for cleaning are educated about the various types of solid waste to organize, sort and collect in separate bin for final disposal. They are taken by the municipality trucks on daily basis.
- Students are asked to dispose waste only in the designated bins. In every class room, office, Library, rest rooms are provided with dustbins for solid waste disposal.
- The old newspapers, books, used water bottles and other waste are sold to vendors dealing in recycling. The college is declared a plastic free zone and zero tolerance towards plastic littering.

**E-WASTE MANAGEMENT:**

- Majority of e-waste is produced by department of computer science. The E-waste are cpu, monitors, projector, motherboard, keyboard, mouse and other accessories. Similarly the e waste generated by all the departments in UG and PG centers are collected at one site and disposed to the vendors.
- All the miscellaneous e-waste such as CDs, batteries, fluorescent bulbs, PCBs and electronic items are collected from every department and office and delivered for safe disposal to the e-waste unit at Narasapur.
- Scrapped CDs and outdated computers, printers are disposed to the E-waste recycling unit at Narasapur.
- Constant reminders are sent to students to strictly practice restraint in wasting resources. E- waste is very minimal as the students are not encouraged to use CDs and other temporary e-resources. Most of the information is shared through online or through web and hence the e-waste is also very minimal.

#### HAZARDOUS CHEMICALS AND RADIOACTIVE WASTE MANAGEMENT:

Liquid waste in the chemistry lab: Acids, bases and organic liquids are collected separately in three different containers during practical classes. On a regular basis these are sent to environmental laboratory where it is neutralized, diluted and disposed in the wash basin. Solid wastes are dissolved and disposed in the lab. The cultures grown in the biotech lab are autoclaved and disposed to the environmental laboratory for neutralization.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting**

**D. Any 1 of the above**

<b>Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus</b>	
File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>
<b>7.1.5 - Green campus initiatives include</b>	
<b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b>  <ol style="list-style-type: none"> <li>1. Restricted entry of automobiles</li> <li>2. Use of bicycles/ Battery-powered vehicles</li> <li>3. Pedestrian-friendly pathways</li> <li>4. Ban on use of plastic</li> <li>5. Landscaping</li> </ol>	<b>C. Any 2 of the above</b>
File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>
<b>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</b>	
<b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities</b>	<b>C. Any 2 of the above</b>

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	No File Uploaded
Any other relevant information	<a href="#">View File</a>

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment**

**5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**B. Any 3 of the above**

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

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

Government College for Women, sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen.

The Curriculum Diversity is reflected in the policies that reflect core values. The affiliating University curriculum is framed with mandatory courses like Business Ethics, Soft Skills for Business, Sociology of Women, Indian Constitution and Human Rights, Culture Diversity and Society, Sociology of Health and Medicine to inculcate cultural, social, economic, linguistic, and ethnic diversities.

The Gender diversity programs like Beti Bachao, Beti Padhao Jan Aandolan Rally at has been conducted by the married women students of our college which has been shown in best practice 1. Special Lectures and other programs have been arranged by the IQAC to sensitize the students regarding women issues. The students have been trained in Judo and karate for self defense purposes organized the Sports Department.

The cultural diversity issues have been addressed by the Heritage Club which organizes study tours and field visits to explore the new inscriptions and interpret them to understand the past cultural heritage of the region. This exploration has been acknowledged recognized by the Karnataka State Museum Authorities.

The Communal Diversity programs addresses the religious harmony among students. The college organizes Holy Books Reading every year. As a part of the cultural programs, Bible, Holy Quran, and Bhagavat Gita the three Holy books from Christianity, Muslim, and Hinduism are respectively read by students creating communal harmony.

The linguistic diversity has been taken care by the department of Kannada, Urdu and Hindi by conducting seminars, debate and essay competitions. The Certificate Course, "Kannada for Non-Kannada Speaker" is an example of linguistic diversity towards inclusive growth

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations:



values, rights, duties and responsibilities of citizens

Government College for Women, Kolar sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen. To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The college has organized programs by inviting retired judges and lawyers to address the constitutional duties and responsibilities to equip the students with constitutional values.

The college establishes policies that reflect core values. Code of conduct is prepared for students and staff to adhere to the rules and regulations thereby self-regulating on par the rights and duties of the Higher Educational Institution.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf</a>
Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf">https://gfgc.kar.nic.in/kolar-women/FileHandler/65-da202e4b-7fe7-4631-ace2-58ee51c54b9e.pdf</a>

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

**D. Any 1 of the above**

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

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

To commemorate great National Festivals, Indians Personalities and the Honour of Women. The college organizes birth and death anniversaries of national leaders and all the motivational great personalities of India. Ambedkar Jayanti, Swami Vivekananda Jayanthi, and Gandhi Jayanthi.

National Science Day, International Environment Day, International Women and Girls Child Day are celebrated to sensitize the students about the right values to be valuable citizens and inspire and motivate students about the love and affection towards nation.

During these occasion, college arranges different types of competitions like essay writing, debate and poster making competition for students to inculcate patriotic values. Further, college also conducts rallies and processions at strategic places to convey the ideals and principles of greatest personalities. To commemorate Gandhi Jayanti, Swachchata Abhiyan is organized and on the occasion of Independence Day NCC students participate in Taluk Parade.

On the celebration of death and birth Anniversary, College arranges some functions in which they perform pooja of the idols or photo frame of the respective personalities. On the occasion of Birth Anniversary of Rajiv Gandhi, former Prime Minister, Sadbhavana Diwas is celebrated to encourage national integration, peace, love and communal harmony among students of all religions and oath taken for integrity.

The college Principal and guest deliver valuable and informative

lecture regarding life values. This celebration builds nationalism between students which is very helpful and important to make a student good and responsible citizen. College promotes these types of program or activities which help to develop religious tolerance.

The students and staff are given the freedom and the responsibility to observe, celebrate any other days of importance, religious festivals, or other ideologies that inspired present or past without any fear or favor. The college is a nurturing ground for future leaders and entrepreneurs to make difference to the future generations. Youth icons or national leaders of the past and present are today are cherished and celebrated in our campus in the right spirit and atmosphere.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### BEST PRACTICE - 1

1. Title of the Practice: "To Motivate and Counsel the Married Students To Continue Their Education Through Manswi Cell"

#### 1. Objectives:

- o More education for married women enhances self-esteem and self-confidence, helping to build a positive image.
- o More educated and empowered married women seek gender equality in the society.
- o More education enables them to earn, which would raise their economic condition and stabilize their status in the society.
- o More learning lead to awareness of the advantages of small and planned family which would be a big step towards

achieving stabilized population goals.

- More skilled education to inculcate the spirit of women entrepreneurship by inducing them to acquire higher education.
- More educated women aspire to become leaders and thus expand a country's leadership and entrepreneurial talent that leads to empowerment.
- More education means greater economic autonomy through more equal work opportunities for women.
- More educated mothers are healthier and they have healthier children.
- More educated women are better able to protect themselves and their families from the effects of economic and socio-environmental conflicts.
- Building on civil society and political momentum.

### 3.The Context:

India's higher education system is the third largest in the world, after China and the United States. Despite the numbers and acknowledged quality of many institutions, it is surprising that women in general and married women in particular record a lower presence across most institutions of higher education. Many schemes have been introduced to increase the access, expand coverage and improve the quality of education. Amongst them the universalization of elementary education, incentive schemes for retention and non-formal education for adults are noteworthy for their

scope and intent. Special attention has been given to the education of women in all of the schemes. However, despite the varied attempts of the government and various NGOs operating in the field of education, the statistics for women's education leaves a lot to be desired. The dropout rates and enrolment in higher education imply that getting girls to enroll in schools is the first hurdle, once surmounted girls are more likely than boys to stay on for primary education, but pose a challenge again at the secondary and higher level of education. Although it is well acknowledged that when you educate a woman you educate a nation, this often-quoted maxim has somehow been lost in translation as the reality of women's education in India seems to suggest.

The married women have the same hopes and dreams as their unmarried counterparts. They want to learn, fulfill their potential, work and help their families and communities. Too often marriage is seen as a higher priority than education. Boys

can be affected but most victims of marriage are girls. It is estimated that every year 15 million girls are married before they turn 18. After their wedding they leave the education system as a result of this they have fewer educational skills. They and their families are more likely to be pushed to lower strata of society. In this context being a Women's college, it becomes a bound duty of the college administration to facilitate their learning aspirations. The institution has been concerned about the responsibilities of being both married and a college student is difficult to balance. The Counselling Cell in coordination with IQAC has been planning various programs and activities to maximize the academic success, emotional well-being, and, last-but-not-least, marital satisfaction.

#### 4.The Practice:

- The IQAC with the help of all faculties of our college have counselled the parents, spouse and the married students and convinced them to postpone marriage at least till the completion of graduation and persuading them to continue higher education/research even after marriages. Our college itself is a good example to see more number of students who are continuing graduation even after marriages.
- The institution has been organizing special lectures, seminars and workshops for creating awareness of education and women empowerment to find an end to discrimination and eliminate marginalization of women.
- Beti Bachao, Beti Padhao (translation: Save the daughter, educate the daughter) to create awareness campaign through signboards/display boards made for masses.
- Conducting activities like showing films, documentaries featuring the story of successful women in society and co-curricular competitions to create comfortable space at campus.
- On behalf of the International Girl Child Day which was celebrated on 11th October, various cultural activities and competitions were organized.
- The Vishaka Committee has been formed according to the Supreme Court guidelines to address their grievances.

#### 5.Evidence of Success:

- The dropout rate of the college has decreased considerably over the period of five years.

- The results of the married students have increased considerably.
- These students have been pursuing higher education and placed in various Public Sectors, MNCs and Government Sector.

#### 6.Problems encountered:

1. The students complained about connectivity as the college is situated far away from their village.
2. The wards have raised concern on the security arrangements in and around the campus.
3. The students have been apprehensive about their academic performance due to increasing vulnerability to stress & mental health issues.
4. The students are anxious about their financial situation to pursue higher education.
5. The students have been worried about managing time to meet the academic demands viz., assignments, class reports, projects and tests.

#### 1. Strategies to overcome:

1. The college administration has been corresponding with the Karnataka State Road Transport Department to ease the process of Bus Pass and increase the number of buses during the college hours.

1. The NIMHANS trained faculty of the college have been suggesting practical ways to balance between demonstrating commitment to a spouse and achieving academic excellence.
2. The counselling cell has been instrumental in suggesting the class mentors to provide more time for these students to cope with the demands of married life and college.
3. The members of the counselling cell have been helping them to have a daily planner to assist in scheduling time for each of these areas can be very beneficial.
4. The spouse also have been counselled to encourage the married students in their endeavors.
5. The co-curricular activities are customized to the specific needs of the married students for optimum performance.
6. The married students have been regularly informed about various scholarships available and counselled to avail the benefits.

7. Contact details: The Principal Government College for Women  
KOLAR-563101 KARNATAKA

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Email id: gcwk2009@gmail.com Website:

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Name & Signature of IQAC Coordinator Name & Signature of  
Principal

R.D. JANARDHAN DR. D.E. GANGADHAR RAO

BEST PRACTICE - 2

1. Title of the Practice: "Oath Towards untouchability free  
India"

2.Objectives of the practice:

- To inculcate a mind-set of equality among the suppressed and marginalized.
- To train students to be very conscious of social evils and untouchability.
- To impart human values; love, kindness and equality.
- To organize activities in villages to eradicate this practice and gather the attention to this terrible practice.
- To make youth aware of the laws relating to unfair treatment towards marginalized sections of the society.
- To sensitize students the ways of contributing to the society by eliminating such practices.
- To conduct awareness programs on untouchability and making people change their traditional perceptions.
- Passing the right knowledge of Social Engineering to villagers through students.
- Enhancing the dynamics of social change.
- Focusing on core values - to cater the local disadvantages.
- To acquaint the students and oppressed community with the spirit of Human Rights
- To make use of educational institutions to educate the marginalized.
- To involve teachers too in the social change

1. **The Context:** The evil of untouchability which is a standing shame and a blot on this society and on India as a nation, has existed for ages and will certainly continue to exist during the coming ages unless determined, persistent, meaningful and effective efforts are made to eradicate it and absorb the marginalized into the main stream of our society on equal terms with all others in the foreseeable future. But even after over 65 years, one

cannot say that the practice has been completely eliminated. There are many people who still face this discrimination. In rural areas, untouchability is pervasive in many forms and there exists no regulation for prevention of this practice or punishment of the people who practice such acts. Untouchables are also not allowed inside temples and other public places in India. Rural India is still practicing untouchability. Upper class communities in many villages have kept dalit community outside the temples and their homes. In some villages there are separate wells. Though the Government Agencies, NGOs and many other organisations have tried to implement stringent laws and awareness programs to protect and preserve their interests, the practice persists. However, it can be said that things are slowly changing; the mind set of modern generation is also changing. Today's youth with modern education and globalized outlook are viewing the social order from different perspective of equality and impartiality and not from the religious or traditional point of view. Against this background, the faculty and the student community at GCWK thought of awareness drives and working on behalf of this community in and around the institution to bring a considerable transformation in the thought process of the stakeholders.

1. **The Practice:** Students and teachers chalk out unique programs to create awareness among the suppressed community in the villages.
  - To Assemble students in schools and Colleges to motivate them to end inhuman and untouchable practices in their homes and public places like temples.
  - To Administer Oath to the people at strategic locations in the villages to disown the practice of untouchability.
  - To counsel the suppressed in health, hygiene and food habits for better affiliation.



- To advocate right living conditions and suggest change in some of their habits and practices to help the process of integration.
- To encourage and cultivate free intermingling and interaction between dalits and non-dalits by deliberating meetings, cultural activities and talks on key societal issues.
- To enact street plays and skits highlighting the unwarrantable practice of untouchability.
- To create awareness about Government Facilities: The faculty and students have distributed pamphlets showcasing the government schemes to empower the underprivileged.
  - Free Housing Schemes for the backward classes
  - Incentives for inter-caste marriages
  - Free Vocational Training Programs and Placements under Deen Dayal Upadhyaya Grameen Kaushalya Yojana
  - MUDRA loan scheme for entrepreneurial development
  - 233 schemes available for the oppressed to empower themselves

#### 5.Evidence of Success:

- Many temples in various villages hitherto prohibited for entry have been made accessible to the oppressed class. The struggles for dalits' entry into temples have become successful in the following places:
  1. Someshwara Temple & Chowdeshwari Temple, Kadenahalli, Mulabagal Taluk, District Deputy Commissioner, Dr. Trilok Chandra, Justice Nagmohan Das, Election Commissioner, Srinivasachari, Mr. Gangappa, Tahsildar & other government officials were present at the venue.
  2. Nagamma Temple, Naganala Village, Kolar Taluk, Mr. Ramesh Kumar, Speaker, Karnataka Legislative Assembly, Mr. Srinivasagowda, M.L.A., Kolar were present.
  3. Someshwara Temple, Arabi Kothnur Village, Kolar Taluk. Village Heads, Local Leaders, Mr. Ramakrishna Murthy, Madderi Munireddy & others were present.
  4. Administering Oaths & Awareness Programs to the villagers in Chittor District, Andhra Pradesh & Krishnagiri District, Tamilnadu were conducted.

High Court judges, Ministers, MLAs, District officers and NGOs

participated in these programs.

- Our staff, students and the Vice-Chancellor of Bangalore North University have been a part of this unique mind-set transformation programs in the district.
- We have conducted More than 200 such programs in our state and outside including Tamilnadu and Andhra Pradesh.
- The students accompanied by the faculty have represented these innocent uneducated people to get the government schemes sanctioned at the District Commissioner's Office, Kolar.
- The hotel owners who were educated have been avoiding discriminatory seating arrangements and separate utensils in restaurants in villages.
- The upper caste heads in the villages have reduced the practice of segregation in seating and food arrangements in village functions and festivals

#### 6.Problems encountered and Resources required:

- Few Upper caste Hindus are resisting the change.
- There have been threats and intimidation by some interest groups.
- The question of permissibility of organizing the programs for the suppressed groups.
- Financial constraints in organization and transportation, since it is a self- financed program.

#### 7.Contact details:

The Principal

Government College for Women KOLAR-563101 KARNATAKA

Ph: 08152-222652

Email id: gcwk2009@gmail.com Website: gfgc.kar.nic.in/kolar-women

Name & Signature of IQAC Coordinator Name & Signature of  
Principal

R.D. JANARDHAN DR. D.E. GANGADHAR RAO

File Description	Documents
Best practices in the Institutional website	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>
Any other relevant information	<a href="https://gfgc.kar.nic.in/kolar-women/Best-Practices">https://gfgc.kar.nic.in/kolar-women/Best-Practices</a>

### 7.3 - Institutional Distinctiveness

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

GOVERNMENT COLLEGE FOR WOMEN

KOLAR

INSTITUTIONAL DISTINCTIVENESS

TRAINING STUDENTS FOR LIFE AND LIVELILHOOD

CONCEPT:

The mission of the institution is to equip the student community with life skills as well as core skills to attain the broad instructional objectives visualized by the institution and the goals set by the students. The academic infrastructure at Government College for Women, Kolar (GCWK) endeavors to fulfill the aspirations of youth from various strata of society and economically weaker sections. The well thought of programs aim at realizing the life skills and employable skills in the students and cater to diverse psychological and emotional needs of the stake holders.

The Components of this Life and Livelihood Training are:

1. Value Based Programs:

- Co-curricular activities : skits, role plays, collages, debates, speech & essay writing competitions and ethnic day celebrations to promote right attitude in the students.
- Celebration of Dr. B.R. Ambedkar Jayanthi, Valmiki Jayanthi, Kanadasa Jayanthi and Mahatma Gandhi Jayanthi.
- Eminent speakers from the respective fields are invited to

address the relevance of ethics and morality in the ever-changing societal norms.

- Gandhi Study Center run by the Department of Sociology organizes workshops, seminars and exams on Gandhian Thought and its Relevance.

#### 1. Development of Efficiency for Entrepreneurial Mindset:

- Value-added courses in Tailoring, Embroidery, Photography, Retailing, Beautician Courses equip the students with employable skills as a part of "Earn while you Learn" concept.
- Students are trained in growing Herbal Medicinal Plants, Honey Bee-Keeping, varieties of Gooseberry Pickles with medicinal value and Yoga for Better Life for leading a healthy life.

#### 1. Social Values and National Consciousness:

- Students are groomed to be better citizens with civic consciousness & social responsibility through NSS, NCC, SCOUTS & GUIDES, HERITAGE CLUB, GANDHI STUDY CENTER, ECO CLUB & OTHER CELLS. These units organize value-based programs on weekly basis, wherein students actively participate to inculcate social values.
- Students celebrate National Festivals like Independence Day, Republic Day, National Youth Day & other national festivals to imbibe Universal Values which would expand their vistas of thinking.

#### 1. Personality Development Program:

- Students at GCWK Campus are groomed to better individuals, responsible citizens and creative professionals by providing them suitable platforms of personality development programs by experts in the field to actualize and channelize their raw energy.
- Workshops and Seminars on Attitudinal Change, Stress Management, Time Management, Communication Skills, Interview Skills, Kinesics, Public Speaking, Presentation Skills and Mind Mapping are organized to initialize confidence and instill hope in the students.

#### 1. Character Building Program:

- GCWK believes in the responsibility of not only bringing

academic knowledge to our students, but also shaping them into the best versions of themselves. The institution has developed some character education techniques.

o The Character Building Activities are:

1. The Character Value Jar activity.
2. Art Reflections.
3. Character Clippings.
4. Giraffe Hero Game.
5. Role Play.
6. The Fair Square.
7. Caring for All.
8. Our Country is Our Home.
9. The 6 Pillar Bash.
10. Community Involvement.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

### 7.3.2 - Plan of action for the next academic year

#### Strategic plan for the year 2021-22

1. To create online google forms for Student Satisfactory Survey (SSS) and overall feedback for different stakeholders to accustom the students with academic, library, sports and physical infrastructure of the college as a part of Know Your College (KYC).
2. To facilitate the registration of Alumni Association and membership drive to rope-in the involvement of alumni as a strategic partner in the overall development of the institution.
3. To initiate Green Campus Drive and conduct Green Audit to sensitize and habituate students about the crucial environmental issues.
4. To sign new MoUs and explore new business partners for On Job-trainings (OJTs) to create diverse learning platforms and discover new avenues of employability.
5. To establish Language Lab and Accent Training Workshops to foster communication skills, presentation skills and

interview skills.

6. To inaugurate Gandhi Study Center accustom the students with Gandhian values and principles for leading a value-based life.
7. To develop e-Content development facility in the campus for recording the videos of the lectures for e-Resources.
8. To launch e-Content resources developed under Gnana-Nidi, e-PGPathshala, SWAYAM, MOOCs platform and other Government initiatives.
9. To approach business organisations and philanthropists to sanction non-government scholarships thereby supporting students financially to pursue their education.
10. To inform, support and guide the students about off-campus placement drives to expand the scope of employ-ability.
11. To Introduce new programs and courses to meet the requirement of stakeholders.