YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	Goel Institute of Higher Studies Mahavidyalaya
• Name of the Head of the institution	Dr. Santosh Pandey
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	05226568698
• Mobile No:	9452228804
• Registered e-mail	gihsmv@gmail.com
• Alternate e-mail	pandeysantosh34@gmail.com
• Address	Goel Campus, Faizabad Road, Near Indira Canal, Lucknow
• City/Town	Lucknow
• State/UT	Uttar Pradesh
• Pin Code	226028
2.Institutional status	
• Affiliated / Constitution Colleges	Affiliated College
• Type of Institution	Co-education
• Location	Rural

• Financial Status	**Self-financing**	
• Name of the Affiliating University	**University of Lucknow**	
• Name of the IQAC Coordinator	**Abhishek Tripathi**	
• Phone No.	**05226568698**	
• Alternate phone No.	**7570826090**	
• Mobile	**9453136282**	
• IQAC e-mail address	**iqacgihsm@gmail.com**	
• Alternate e-mail address	**abhishek.tripathi@goel.edu.in**	

3.Website address (Web link of the AQAR (Previous Academic Year)	https://gihsm.goel.edu.in/wp-content/uploads/2022/08/SSR2021.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Academic%20Calendar%202021-22.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.32**	**2021**	**20/10/2021**	**19/10/2026**

6.Date of Establishment of IQAC	**14/05/2016**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	**NA**	**NA**	**NA**	**NIL**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	View File

9.No. of IQAC meetings held during the year	`12`
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	`Yes`
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	`No`
• If yes, mention the amount	

11.Significant contributions made by IQAC during the current year (maximum five bullets)

`1. Introducing Daily Lecture Record system for proper monitoring of syllabus completion. 2. Ensuring that question papers be prepared as per CO/PO mentioned in syllabus. 3. Implementation of ERP.`

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
`1. Implementation of ERP.`	`1. ERP implemented.`
`2. Regular feedback of syllabus and CO/PO.`	`2. System of Daily Lecture Record implemented.`

13.Whether the AQAR was placed before statutory body?	`No`
• Name of the statutory body	

Name	Date of meeting(s)
`Nil`	`Nil`

14.Whether institutional data submitted to AISHE

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

15.Multidisciplinary / interdisciplinary

GIHSM has a holistic multidisciplinary curriculum with an objective to equip the students with an overall knowledge of allied areas apart from their core subjects.

Accountancy, Management, Computers, Painting and Applied Art are an integral part of the Commerce, Management, Fine Arts and Computer courses in the College. Besides, Environmental Studies is taught compulsorily to all programmes.

The College organizes many interdisciplinary seminars, workshops and awareness programmes every year to promote a blending of different disciplines and knowledge on topics of overlapping domains. The College gives special focus on environmental issues, women empowerment etc.

16.Academic bank of credits (ABC):

As we are an affiliated college, we follow the instructions and guidelines given by the Affiliating University regarding curriculum. We are adopting NEP from 2021-22 in few programmes as per the guidelines of University.

However, the college keeps on improvising pedagogy by creating study notes, conducting on-line classes, special lectures. Google classroom to give lecture notes and assignments has further enhanced teaching and learning. Apart from this, the regular white board method or PowerPoint presentations are also being used.

The College is offering a basket of elective papers for each B.Com.(H), BBA and BCA courses and the students have the flexibility to choose the subjects as per requirement. Also few Co-curricular and Value added courses are also being offered to students under NEP. This is a preliminary initiative taken by the College to fulfill the bigger goal of implementing the Academic bank of credits.

17.Skill development:

The College's skill development efforts are clearly evident through its enrichment of curriculum, electives, add-on courses etc.

The College organizes various competitions, workshops, awareness

programmes with industry collaboration for the students on a regular basis to encourage vocational education. External experts from various domains guide the students in the same.

The soft skill development program is an integral part of every student's curriculum. Debates, Extempore, Role-play etc are regularly organized to hone the skills of the students.

Professional Communication and the Environmental Studies are mandatory courses, which are compulsory for all students to get professional and environmental values. Values and Ethics course is made mandatory for all to have ethical values inculcated. Different social programs are organized in collaboration with Sarthak Foundation and various NSS activities are organized by students for the overall character development of an individual.

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

For appropriate integration of the Indian Knowledge system, the college organizes various programmes in hindi language. Regular classes are also conducted in dual language mode. Several programmes for celebrating the 75 years of Azadi ka Amrit Mahotsav, were organized to promote how Indian culture is the fundamental of today's teaching and learning system.

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

Surprise tests and quizzes are organized from time-to-time to assess and evaluate the learning level of the students.

20.Distance education/online education:

Foreign language course is offered by the College in physical mode. The possibility of Online/ Distance vocational courses may be initiated on the approval of University.

Students are directed to do courses in NPTEL, SWAYAM platform and are advised to regularly visit NList for using online learning materials. The College has a MOU with Proskool which facilitates the students to do several online sessions from reputed academicians/professionals from all around the world free of cost.

Extended Profile

1.Programme

1.1	**297**

Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	**796**
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	**150**
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	**191**
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	**25**
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	**24**
Number of Sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**24**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**16538529**
4.3 Total number of computers on campus for academic purposes	**90**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The GIHSM establishes strong and effective curriculum delivery system in its all courses of education. The college starts its planning well in advance before commencement of classes for academics. We implement our curriculum planning in following ways:

- We call meeting between Principal and coordinators of different classes and decision of subject distribution is taken there for all faculty members
- Faculties are instructed to prepare their lecture plan and notes.
- Academic calendar is prepared according to University norms and it is also distributed to faculty members to plan their lectures accordingly
- Time-table is prepared and it is also displayed to all classes and notice boards.
- Class load of faculty is also distributed according to university norms
- Copy of syllabus is also provided to students.
- Students are given assignment time to time before unit test so that they can be more familiar to subjects.
- Our examination cell plans it well before starting of unit test or examination.

- **Unit wise tests and evaluation helps us to perform better in externals exams and also improve the quality of students. With this they are performing better in personal and professional life**

Through all these steps we bring continuous change and improvements in our Institution.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Academic%20Calendar%202021-22.pdf

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

The subject of examination and evaluation occupies an important place in the field of education. It is necessary for parents and teachers to know from time to time how the pupils are progressing and what their attainments are at any particular stage.

The main purpose of introducing internal assessment is to integrate teaching and evaluation and to test the skills and abilities, which cannot be tested through one written examination at the end of a course.

The college regularly regulate the educational level of the students by conducting regular class tests and after completion of two units internal sessional / midterm is conducted which carriers 20% weightage and after completion of each and every unit assignments are being given which carry 10% weightage and pre semester is being conducted which carries 50% weightage.

Moreover doubt solving session is also taken before university exams and students are timely updated with paper pattern, syllabus and college provide updated study material for betterment of the students. With the help of group activities and small quiz sessions the evaluation system is made more fun and easy.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://gihsm.goel.edu.in/wp-content/uploads/2020/10/EXAM-CELL.pdf, https://gihsm.goel.edu.in/ee/

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	D. Any 1 of the above

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

1.2 - Academic Flexibility

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

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

4

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

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

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

1

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

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

319

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

319

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

1.3 - Curriculum Enrichment

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

GIHSM endeavors to make them educate for cross cutting issues like Environmental education, Gender Equality, climate change and human values and ethics whether it is part of their curriculum or not.

- The college organize functions on themes of gender equality and empowerment of women.
- Our students portray paintings and craft work on issues related to women like domestic violence, eve teasing, abusing that helps other students to understand the importance and equality of women in our society

- **The College conducts various activities on every world environment day where we discuss on issues related to earth, pollution, quality of air and ozone layer.**
- **GIHSM is a green campus because we also plant various types of tree on world environment day.**
- **As per requirement of curriculum in different courses classes of ethics run properly on regular basis for development of ethical values in students. Some guest lectures are also called for special lectures on ethics.**
- **GIHSM also organize blood donation camp every year.**
- **In extra- curricular activities under NSS our students visit many villages where we camp for days and run cleaning activity, collection of garbage, sanitization of drainage and our students also educate villagers about hygienic factors.**

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

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

4

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	[View File](#)
MoU's with relevant organizations for these courses, if any	[View File](#)
Number of courses that include experiential learning through project work/field work/internship (Data Template)	[View File](#)

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

142

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://gihsm.goel.edu.in/naac-iqac/#1661162141184-0df9400d-460f, https://gihsm.goel.edu.in/naac-iqac/#1661163858753-8b370dc6-b92b, https://gihsm.goel.edu.in/naac-iqac/#1661164829302-10ff7dbd-b3ee, https://gihsm.goel.edu.in/naac-iqac/#1658723692657-e36d1c57-097b

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 sanctioned seats during the year

320

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

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

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

156

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

2.2 - Catering to Student Diversity

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

Special program for advanced and slow learners is the process of enhancement of knowledge of advanced learners and help slow learners to improve their grades and motivate them.

Advanced learners are frequently considered as making high grades and excelling easily in their class. In our college we try our best to enhance knowledge of advanced learners and motivate them by performing special activity class on latest topic/topic of advanced learner's interest in faculty cabin/library.

Remedial instruction is the process of providing help to students who are experiencing difficulties so that they can understand and master the concept with which they are struggling.

The objectives of remedial teaching for slow learners is to give additional helps to the students who for one reason or another, have fallen behind the rest of the class in the subjects of study like English and Mathematics etc.

The teachers must allow the gifted learners to continue working on same activity/topic until other students who are slow learners catch up.

We provide remedial class facility to them in zero periods after the regular classes are over.

File Description	Documents
Link for additional Information	https://gihsm.goel.edu.in/Special_Program_Committee.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
796	22

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The GIHSM focuses more and more on learning of its students so that they can be successful in professional and personal life.

Experimental Learning-

Lab facility is provided to BCA students for their project work. They get here full access and support from faculty and Lab Assistant. Some necessary software are also installed like PHP, Java Netbeans, Mysql, Xamp, Wamp, Apache, C, C++ (Open Source) and Windows7, Windows10, MS-Office 2007, Dream Weaver, 8.0 Flash Player, these software helps them to understand and learn better their subjects and can impart good knowledge about Program.

Participative Learning-

All the students are encouraged to participate in different management activities like brain storming, role play, group discussion, extempore etc, where they would learn to face real and professional life issues.

Problem Solving Methodologies-

Through case studies students develop problem solving skills.

Learning Through Co-Curricular Activities

The activities like Essay competition, Rangoli competition, Quiz Competition help to grow skills and sharp it more for better personality development.

Learning Through Extra Curricular Activities

The GIHSM always extends its hands towards extracurricular activities like Sports, Games, and Cultural Functions. These activities help them in their physical and mental health.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://gihsm.goel.edu.in/picture-gallery/, https://gihsm.goel.edu.in/eco-club/, https://gihsm.goel.edu.in/workshops/, https://gihsm.goel.edu.in/seminar/, https://gihsm.goel.edu.in/awareness-programme/, https://gihsm.goel.edu.in/faculty-development-program/

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

In G.I.H.S.M following I.C.T tools are used for effective education given below as:

Smart class, Projector, Google-Classroom, Test Moz, Google-Form, Google-Meet, E-Learner etc.

ICT tends to expand access to education. Through ICT, learning through G.I.H.S.M can occur anytime and anywhere. Online course materials, for example, can be accessible 24 hours a day, seven days a week.

ICT therefore provides both learners and instructors with more educational affordances and possibilities. More specific benefits of using ICT in education

BENEFITS OF USING ICT IN EDUCATION

The merits of ICT in education have been extolled in the literature. The use of ICT has been found to:

Assist students in accessing digital information efficiently and effectively.

- Support student-centered and self-directed learning.
- Produce a creative learning environment.
- Promote collaborative learning in a distance-learning environment.
- Offer more opportunities to develop critical (higher-order) thinking skills.
- Improve teaching and learning quality.

- **Support teaching by facilitating access to course content.**

Goel Institute of Higher Studies Mahavidyalayacultivatesall these merits and providing support as a backbone for effective and quality based education to the students for their better future and their growth as well as growth of the organization and society.

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://gihsm.goel.edu.in/computer-lab/, https://gihsm.goel.edu.in/central-library/

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

2.3.3.1 - Number of mentors

22

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	[View File](#)
Circulars pertaining to assigning mentors to mentees	[View File](#)
mentor/mentee ratio	[View File](#)

2.4 - Teacher Profile and Quality

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

25

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

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. /

D.Litt. during the year (consider only highest degree for count)

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

1

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

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

2.4.3.1 - Total experience of full-time teachers

83

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

2.5 - Evaluation Process and Reforms

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

The main purpose of introducing internal assessment is to integrate teaching and evaluation and to test the skills and abilities. A continuous internal assessment system and many examinations are to be introduced to make the evaluation procedure more scientific and foolproof. Any continuous assessment system should give weightage to all the academic (viz., marks scored in test-papers, unit-wise examinations, class attendance, assignments, seminars, debates) and co-academic (viz., participation in social services, science club, arts club, stage performances) aspects of the educational programmes.

GIHSM regularly evaluates the educational level of the students by

conducting weekly class test which carries 20 % weightage and after completion of two units internal sessional / mid term is conducted which carriers 20% weightage and after completion of each and every unit assignments are being given which carry 10% weightage for all over evaluation and efficiency of the students pre-semester is being conducted which carries 50% weightage.

Moreover doubt solving session is also taken before university exams and students are timely updated with paper pattern, syllabus and college provide updated study material for betterment of the students. With the help of group activities and small quiz sessions the evaluation system is made more fun and easy.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://gihsm.goel.edu.in/ie/

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

University examination

For grievance related to University examination, the Grievance committee forwards the same to the Examination Cell. Examination Cell gets application duly signed by Principal and forwards it to university. If required, students are advised to fill prescribed forms available with university.

The grievances related to problem in submission of online examination forms and queries related to mistakes in hall tickets and mark sheets regarding name, course name, and programme name are resolved promptly by the Examination Controller by communicating with university.

College examination

In our institution, the various activities related to examinations such as checking the exam schedule, display of the same, noting students' grievances and dealing with them effectively, guiding students in various exam related tasks etc. are performed systematically, in time and efficiently.

Examination Cell is determined for complete transparency in the internal assessment. Academic calendar for internal examination is

prepared by Examination Cell. Examination Controller monitors internal evaluation process.

The students are given opportunity to redress their grievances concerning internal marks if any. Examination Controller can intervene and seek opinion of another course teacher. Any corrections in the total of marks or assessment of answer books are immediately done by the faculty members.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://gihsm.goel.edu.in/grievanceform/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The college (GIHSM) is affiliated to the University of Lucknow. The syllabus for all courses have been uploaded and made available to the students.

The students and the faculty access the syllabus from the university website as well as college website. Whenever there is any change either in syllabus or in pattern of exam by the concerned university, then it is made available to all the students..

In order to achieve effective communication of the course at classroom level:

- Academic calendar is prepared
- General college time table is prepared with distribution of theory and practical classes with allotment of classrooms.
- Departmental timetable is prepared.
- Teaching plan is prepared by individual teachers.
- Programme and course outcomes of the Programmes offered by the institution are pasted on the walls of the classrooms.

Evaluation determines the learning outcomes of the students and the extent to which learning objectives are achieved. The college adopts different evaluation schedule to determine effective communication of course to the students like:

- Class test

- Mock viva
- Class room activities
- Internal assessment
- Student and parental feedback

Year end and semester end examination.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://gihsm.goel.edu.in/syllabus/
Upload COs for all courses (exemplars from Glossary)	View File

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

POs contain creating and developing among students' aptitude/ skill/ ability/ capacity for

1. Entrepreneurship
2. Employment
3. Research
4. Critical thinking
5. Social Awareness and Interaction,
6. Political Consciousness,
7. Ethics and Responsible Citizenship,
8. Environment and Sustainability, and
9. Women Empowerment

PSOs and COs include producing among students:

1. Knowledge and skill of the subject
2. Awareness of and sensitivity to local, national and global problems related to deprivation, sociopolitical issues, gender, environment, and discriminatory and exclusionary practices.
3. Interest and capacity for research and
4. Employment capacity

Regarding attainment and evaluation of (PSO& CO) following details can be mentioned:

- **Syllabus revision was undertaken**
- **Remedial classes were conducted**
- **Organizing departmental seminars, surveys, presentations, debates, internship etc. on topics dealing with vital social, political, economic, ethical and environmental issues of the time.**
- **Active participation of students in NSS and activities of departments attests to their sense of Ethical and Responsible Citizenship.**
- **The number of alumni who qualify in various competitive examinations, or are employed in various organizations attests to accomplishment of the outcome of employability.**
- **Achievement level of Women Empowerment and Inclusive Education is excellent considering the percentage of women students in the college.**

-

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	[https://gihsm.goel.edu.in/placements/#165604 8443816-c90a4f8f-a5f7](https://gihsm.goel.edu.in/placements/#1656048443816-c90a4f8f-a5f7)

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

191

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	[View File](#)
Upload any additional information	[View File](#)
Paste link for the annual report	https://gihsm.goel.edu.in/result-report/

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://gihsm.goel.edu.in/student-satisfaction-survey/

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - 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)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	NA

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

6

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

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

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

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

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

3.3 - Extension Activities

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

The programme aims to develop student's personality through social

service. It also aims to inculcate social welfare in students, and to understand their responsibility towards the society and to provide service to society without any discrimination.

NSS unit was established in Goel Institute of Higher Studies Mahavidyalaya in 2011, with a rudimentary objective of providing a platform to the interested students to participate in social work, to help community and national development. With it we have objectives as to enable the students to understand the community in which they work, to identify the needs and problems of the community and the solution to them.

We have organized various social awareness programmes like health awareness, legal awareness, Swatch Bharat Mission, environmental awareness, awareness about social evils etc. We are also trying to create awareness on several serious social issues in nearby areas using board, banners, slogan, messages and images on 'save water, save energy, use solar energy, waste management, sanitation, water & air pollution management, gender equity, save girl child, educate India, clean India and so on. NSS Volunteers with many faculty members conduct various programmes on the occasion of NSS Day, Youth Day; Women's Day, Voter's Day, and Yoga Day.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/latest-events/
Upload any additional information	View File

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

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

0

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

3.3.3 - 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

3.3.3.1 - 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

12

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

903

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

3

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

2

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

GIHS has well-developed High tech campus. It is equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives.

The infrastructure facilities and learning resources are categorized as under:

1. Learning resources and infrastructure required for library, laboratories, computer centre, class room teaching events and meeting and conferences.
2. Support facilities include hostels, canteens, convocation hall, seminar hall complex, committee rooms and sports ground

etc.

3. Utilities include safe drinking water, restrooms and power generators.

The institute has a policy for the creation and enhancement of infrastructure in order to promote a good teaching - learning environment. Some of the recent initiatives taken are as follows:

1. Up gradation of IT infrastructure regularly in view of recent developments and advancement in technology to meet the teaching-learning requirements.
2. Up gradation of learning management system(LMS).

Lecture Theaters: There are large no, of lecture theatres available on the main campus to accommodate large student strength in any course.

Reliable power supply: To ensure reliable power supply, GIPS has invested in solar plant with a total capacity of 100 KWp.

Safety and surveillance: GIHS undertakes security surveillance protocols and monitors inputs from around 20 cameras.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://gihsm.goel.edu.in/#

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

Institute has provided a number of facilities for supporting extracurricular activities related to culture, creativity, arts, and recreation. One Auditorium with a seating capacity of 600 max and one open air theatre with 300 seating capacity was established for conducting literary and cultural events. Institute encourages students for participating in various college level, state level and national level competitions by providing financial support.

Institute has established various literary and cultural committees headed by Faculty members that comprises of staff and student members.

Sports and Games

I) The College have earmarked 3 acres of land for outdoor games namely: cricket, volley ball, basket ball, football and hockey.

II) The college is provided with indoor games also in an area of 300 sqmtrs accommodating the indoor games like table tennis, carom, chess etc., to hone the skills in respective games as well to enhance the physical fitness of students and faculty.

III) A Yoga Centre is being operated in the hostel.

IV) One Gymnasium is also there for the students.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://gihsm.goel.edu.in/common-room-green-room/, https://gihsm.goel.edu.in/sports-gymnasium/, https://gihsm.goel.edu.in/seminar-hall-conference-rooms/,

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

2

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

2

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://gihsm.goel.edu.in/timetab-regular/, https://gihsm.goel.edu.in/wp-content/uploads/2021/06/Smart%20Class%201.jpg
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

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

15249889

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

4.2 - Library as a Learning Resource

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

Goel Institute of Higher Studies of Mahavidyalaya using e-Granthalaya Ver. 3.0 (2007) – A Digital

Agenda of Library Automation and Networking, is an integrated Library management software developed by NIC, New Delhi.

Library Automation

e- Granthalaya Perform - A Brief description

1. Admin: a) System Data b) Master Data c) Database Utilities

- Create User and Library Account
- Create Letter Text for letters, reminder, orders etc.
- Create Subjects, Publisher, Vendor Directory
- Database Backup & recovery

1. Book Acquisition: This module is automate the purchasing process of the books

2.Cataloguing:

a) Enter book record direct in "Retro Conversion" with Catalogue, purchasing and copy detail in single form

b) Update detail of catalogue and holding records.

```
c) Generate Barcode labels.

d) Stock Verification.

e) Change copy status

1. Circulation: This module facilitates with-

a) Register Members/User.

b) Issue/Return/Renew documents. Fetch transaction details.

c) Send reminder for overdue books.

d) Serials: This module is used for serial subscription and control,
check duplicate add new serials.

e) Micro Documents: This module is used for Articles, Chapter and
new indexing.

f) Budgets: Used for budgets controls and bill processing.

g) Search: This module is used for search process, basic/advance
search.
```

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://gihsm.goel.edu.in/central-library/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	`C. Any 2 of the above`

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

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

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

114991

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

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

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

69

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

4.3 - IT Infrastructure

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

The internet facility is important for education because it provides huge amount of educational material for students. Flexible learning and mobility is the future of information technology. The internet can bringstudents and learners together using video conferencing technology, emails and online resources and also provide ample knowledge related to lectures preparation for class.

Wi-Fi is available in College. The Library has access to the internet. Internet these days is an important source of learning in an educational Institution. Technology is completely transforming the whole paradigm of learning. Wireless network is a key component to unleash new learning experiences by connecting studentsto smart technology, enabling learning applications on any device like laptop, iPads, Tablet and mobile, they can learn anytime and

anywhere in college.

The College is equipped with Computer Lab having 38 PC in Computer Lab and 03PC in office and 01 PC in Library. The Administrative Office is equipped with Wi-Fi facilities for office staff as well as for faculties. The proposed Wi-Fi for Lab and other places are in pipeline.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://gihsm.goel.edu.in/computer-lab/

4.3.2 - Number of Computers

90

File Description	Documents
Upload any additional information	[View File](#)
Student – computer ratio	[View File](#)

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

File Description	Documents
Upload any additional Information	[View File](#)
Details of available bandwidth of internet connection in the Institution	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

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

643644

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

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

The college has maintenance committee for the maintenance of buildings, classrooms and laboratories. The maintenance committee is headed by the Administrative Officer along-with the lab technicians, electricians, plumbers and other maintenance staff oversees the maintenance work of the college. The maintenance officer conducts periodic checks to ensure the efficiency / working condition of the infrastructure.

Adequate in - house staff is employed to ensure hygiene, cleanliness and infrastructure on the campus so as to provide a better learning environment. Classrooms, Staffrooms, Seminar halls and Laboratories, etc are cleaned and maintained regularly by Maintenance staff. Wash rooms and rest rooms are well maintained. Dustbins are placed on every floor. The Green Cover of the campus is well maintained by a full time gardener.

• Lab assistants under the supervision of the BCA Department maintain the efficiency of the college computers and accessories.

• Parking facility is well organized. It is efficiently maintained by the contract employees.

• The campus maintenance is monitored through surveillance Cameras.

• Proper inspection is done and verification of stock takes place at the end of every year.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gihsm.goel.edu.in/computer-lab/

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

202

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

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

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

58

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

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

File Description	Documents
Link to institutional website	https://gihsm.goel.edu.in/faculty-development-program/, https://gihsm.goel.edu.in/awareness-programme/, https://gihsm.goel.edu.in/seminar/, https://gihsm.goel.edu.in/eco-club/, https://gihsm.goel.edu.in/workshops/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

9

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

9

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

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

9

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

55

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

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

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

examinations) during the year

0

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

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

0

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

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

GIHSM works on the theory of student involvement. Student involvement refers to the amount of physical and psychological energy that the student devotes to the academic experience.

We at GIHSM have encouraged students to be a part of various committees like,

1) Sports Committee

2) Anti-Sexual Harassment Committee

3) Alumni Committee

4) Students Grievances Committee

The purpose of forming such committees is to let the student be part of the college administration and getan understanding and methods of assessment under the guidance of faculties

1) Sports Committee

Students have strong representations in all cultural and sports and games committees and help inorganization and management of events.

2) Anti-Sexual Harassment committee

As per the guidelines laid down by the University Grants Commission (UGC), GIHSM has an Anti-Sexual Harassment committee (PRATIGYA) with the representation of students in it.

3) Alumni Committee

GIHSM has an effective registered Alumni Association which helps students to get aware of various placementand career opportunities and to strengthen the bond between students and college.

4) Students grievances Committee

GIHSM has a Studentsgrievances Committee with the objective of investigating and reviewing complaints or grievances ofstudents and to ensure effectual solution.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/wp-content/uploads/2022/06/IQAC_21-22.pdf
Upload any additional information	View File

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

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

0

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

5.4 - Alumni Engagement

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

The Institute has a registered Alumni Association for building a strong bond between alumni and present students.

Objectives of the Alumni association:

- **To organize and coordinate reunion activities of the Alumni and let the Alumni acknowledge their gratitude.**
- **To serve as a forum through which alumni may support and advance the pursuit of academic excellence at the Institution.**
- **To guide and assist alumni who have recently completed their courses to obtain employment and engage in productive pursuits useful to society.**
- **To collect, publish and distribute such information as may be useful to the alumni.**
- **To encourage and promote close relations between the Institution and its alumni and among the alumni themselves.**
- **To promote and encourage friendly relations between all members of the alumni body, and an interest in the affairs and well-being of the Institution.**
- **To provide and disseminate information regarding their Alma Matter, its graduates, faculties, and students, to the alumni.**
- **To initiate and develop programs for the benefit of the alumni.**
- **To assist and support the efforts of the Institution in obtaining funds for development.**

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/wp-content/uploads/2022/10/Alumini_council.pdf
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The College:

- Addressing problems faced by the society, industry, nation and the world through the thinking and research our students do.
- Providing education that transforms students into leaders and visionaries through exposing them tothe needs of society and industry.
- Inculcating the finer values of life.
- Developing the winner's attitude necessary for achieving success.
- Collaborating with leading academic and research institutes.
- Offering a vibrant, transformative and interactive learning environment.

-

PERSPECTIVE PLANS

- Development and application of quality benchmarks / parameters for the various academic and administrative activities of GIHSM, Lucknow.
- Organization of workshops, seminars on quality related themes and promotion of quality circles
- Development and maintenance of Institutional database through

ERP
- Documentation of the various programmes / activities at Goel Institute of Higher Studies Mahavidyalaya (GIHSM), Lucknow leading to quality improvement
- Preparation of the Annual Quality Assurance Report (AQAR) Of GIHSM, Lucknow based on the quality parameters developed by NAAC andother assurance agencies
- Collection and analysis of feedback responses from students, staff and other stakeholders on institutional processes of GIHSM, Lucknow
- Provide a sound basis for decision-making to improve institutional functioning.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/about-us/
Upload any additional information	View File

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

Administrative level

The college believes in a system of decentralized power so it follows a committee system at every levelthrough the participation of teachers in the committees for the purpose of relinquishing it'sadministrativeand management obligations towards thee academic events held in the institution.

Faculty level

Teachers committee is involved in planning and decision-making regarding curricular work, teaching method, and use of resources.

The leadership of the college is decentralized in nature with teachers committees representing and participating in board of management meetings. Another inspiring tradition of institution is execution through Committees for specific activities and programs. It is a truly democratic process in which at the end of every session faculty members select three members for college core committee by secret ballotwhich in turn forms various committees for next session by mutual agreement.

Student level

Another example of decentralized and participatory approach of the college is its students committee. This is an exclusive feature of the college in which all the students are members of the committees by virtue of being bonafide students of the college. These office bearers take active participation and responsibilities in the smooth functioning of the college on day to day basis.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/naac-iqac/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Our institute GIHS Mahavidyalaya has initiated a number of MoU with agencies like Proschool Skill Development, Life Infotech, Maharishi University of Information Technology, Sarthak Foundation, and WEALTH ARCHITECT, LUCKNOW". We are an institute affiliated to University of Lucknow.For overall development of students we organize internship programs for various course students like BBA, BCA and B.COM (hons).This internship program is concerned to 2nd and 3rd year students only. The purpose of the educational internship is to learn about the company, its working nature and to learn various management and technical features of the company assigned to students.

On the part of faculty, the college is continuously improving its knowledge base by arranging workshops and Faculty Development Programmes. Such activities help the faculty in overall improvement in efficiency and effectiveness. This also increases their exposure to the changing environment in academics as well as in society.

We focus on both academic and spiritual training so that the atmosphere in college stays congenial for all and we achieve our goal with flying colours.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Wealth.pdf, https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Life%20Infotech.pdf, https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Maharishi.pdf, https://gihsm.goel.edu.in/wp-content/uploads/2022/07/Proschool.pdf
Upload any additional information	View File

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

The College has a structured organization where the roles of every member is well-defined and ensures smooth working of the various departments.

Managing Director: The top-level management constitutes of the Managing Director along with various directors and advisory works for the welfare of the college and students and provides the college with all the infrastructural support required for the functioning of the college.

Governing Body:

The Governing body is divided into academic and non-academic wings where managerial team minutely governs the working of all the faculty and staff.

Management Committee:

This committee is the decision-making body which follows a centralized decision making. Plans are also formed and executed by this committee only.

Principal:

Academic Head of the college called as Principal closely monitors the day to day functioning of academic and non-academic staff and

maintains strong relations with students, parents, teachers and the governing university.

Faculty:

Faculty is responsible for the personality and soft skills development along with providingacademic excellence to students.

Student Body:

They not only contribute the academic excellence of the college but also perform in various inter/ intra college events and win laurels of the college making it renowned amongst the stakeholders.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/principal-message/, https://gihsm.goel.edu.in/chairmans-message/
Link to Organogram of the Institution webpage	https://gihsm.goel.edu.in/organogram/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

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

6.3 - Faculty Empowerment Strategies

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

Welfare Measures for teaching staff:

I) Availability of leave: Teachers are being provided with leaves such as:

1. Casual Leave and Earned Leave: as and when required

2. Child Care Leave: Faculty is provided with child care leave as per norms

3. Sabbatical Leave: Faculty is provided with sabbatical leave as and when required

4. Duty Leave: It is provided for attending conferences and other academic work.

II) Recreational facility: Teachers are being provided with certain recreational activities on special dayssuch as Sports day, Teachers' day etc.

III) Seats are reserved for the daughters of faculty and staff

Welfare Measures for non-teaching staff:

I) Availability of leave: Staff members are being provided leaves as per norms

II) Financial support: The staff is provided with financial support to meet their emergent needs in theform of facilitating their loan applications.

III) Amenities: Staff is provided with uniform on the occasion of Gandhi Jayanti every year and gifts onthe occasion of Deepawali and other such type of need based measures.

IV) Welfare School: College students and faculty are regularly involved in teaching and impartingawareness to underprivileged section of society.

File Description	Documents
Paste link for additional information	[Picture Gallery - Goel Institute of Higher Studies Mahavidyala](#)
Upload any additional information	[View File](#)

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

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

0

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

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

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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

5

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The faculty members are systematically self-appraised by the college every year. College demands filled up their appraisal form based on annual performance by the faculty members each year towards the end ofacademic session. The self-appraisal form consists information regarding number of lectures delivered byfaculty members during the academic session, rewards and recognitions, academic qualification

enhancements, professional courses undertaken and any other relevant information.

On the basis of technical skills, skills acquired,knowledge of computers and their expectations collegedemands appraisal forms for class III and class IV employee from the institution. From this appraisal weare able to identify the requirement related to technical skill and update skills of the employee according toneed of hour.

College invites renowned entrepreneurs, professionals, educationalist to interact with the faculty membersof the college with a view to enhance their professional skills to enrichment of faculty members of theinstitutions. Institution takes initiative to depute the staff members for the various training anddevelopment programmes, conferences, workshops and seminars. The skills of the staff members are usedby their deployment in various college committees and other joint activities.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/wp-content/uploads/2021/06/Appraisal%20Form.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

The college has adequate financial provisions for academic and administrative activities. Optimalutilization of funds is strictly adhered to by the college. The college and management takes initiatives for mobilization of resources.

Internal Audit is done by certified chartered accountant approved by Management Committee.

Compliances are made as suggested. External audit is made by a certified chartered accountant firm.

For efficient use of available financial resources, college executes by formulation of budget, and funds areutilized as per budget allocation. Budgets are prepared on the basis of requirements of

various departmentsand proposed activities for the next financial year. All these requirements are considered byManagement Committee and then provisions are made in the budget.

All financial transactions are subject to internal check/control i.e. all transactions are passed throughsecretary/Principal. Financial transactions are subject to supervision and control of finance committee.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/latest-events/
Upload any additional information	View File

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

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

0

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Mobilization of funds

The College has a democratic strategy for mobilization of funds and the optimal utilization of resources asall funds are being sanctioned through a committee headed by Managing Director and Principal andallocated as per the requirements of the departments.

Mobilization of resources-Goel Institute of Higher Studies Mahavidyalaya puts in every effort foroptimal utilization of all its

Physical, Academic and other related resources in the following way-

1. Identification of need of resources—The Principal himself and the members of governing bodyidentifies need of resources for various departments as per the future plans.

2. Identification of the medium to arrange resources-Various government and non-governmentmediums are identified with relevant policies and programs.

3. Sending the requisitions/proposal- Proposals are sent to the concerned parties for acquisition ofresources.

4. Optimal utilization of the allocatedresources is efficiently monitored.

5. Mobilization of available resources is executed through utilization of college wood for furniture, rainwater harvesting are some of the best examples of optimal utilization of resources.

6. Efficient utilization of ICT facility for academic sessions and seminars/conferences has been integratedfor teaching learning strategy.

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/central-library/, https://gihsm.goel.edu.in/computer-lab/
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

The IQAC has contributed significantly in the field of quality assurance. Some of the efforts are:

1. Implementation of ERP system.
2. Academic committee started making schedule for the entire college, to have uniformity of dates and to provide equal opportunity to all students to appear in the internal examination.

3. Proper Assignment topics are given to students as the first unit is being completed and after completion of 30% of syllabus first internal is conducted by the department.
4. Surprise tests are included in the evaluation system as per the Bloom's Taxonomy to identify the learning level of students.
5. Result Analysis is done by the class tutors after every CIA Test. Display of all CIA testmarks at the notice board within week after and of CIA test. The performance of the students is monitored by the Co-ordinator and the necessary feedback is given to the Principal.
6. Remedial classes to clarify doubts and re-explaining the critical topics. Remedial classes are conducted for the slow learners, absentees and the students who participate in Sports, NSS activities.
7. The Principal conducts staff Meetings periodically to review the evaluation process and to give necessary feedback for the improvement of students' performance

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/iqac/
Upload any additional information	View File

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

The college started with 2 courses namely BCA and BBA but now has 6 programmes - BBA/ BCA/ B.Com/B.com H/ BFA/ BVA running under its banner.

The college through its IQAC collects periodic data regarding admission, syllabus, result andplacements from students, teachers, parents and management. This data is then analysed and a report of thefeedback is then discussed for necessary improvements and betterment of the functioning of the college.

The IQAC with the help of various committees work for the over-all development of the students and faculty. A number of workshops and FDPs have been conducted by the college. Faculty are motivated to attend such events outside the college.

The college has about 796 students enrolled in various courses.

Apart from providing education the collegeaims at providing overall development to all its students and making them ready for job.

To achieve the same aim college is running 3 Add-on certificate courses and 1 Bridge course. Geared more towards giving an edge to students in the competitive job market, these courses are:

Add on Courses

- Professional Communication and computer skills
- Fundamentals in Marketing

From 2021-22 Onwards-

- Goods and Services Tax

Bridge Courses

- English in effective communication

File Description	Documents
Paste link for additional information	https://gihsm.goel.edu.in/iqac/
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://erp.goeledu.in/Start.aspx?institute=970f14bd-b98d-4c22-8b5c-8f43e14fa9db
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

We need gender equity now. Those are the words often uttered in social justice circles, and recently, acrossa number of headlines. What does that mean?

Gender equity means fairness of treatment for women and men, according to their respective needs. Thismay include equal treatment or treatment that is different,but which is considered equivalent in terms ofrights, benefits, obligations and opportunities. When we talk about opportunities we are talking aboutensuring opportunity is not limited simply on the basis of gender. We are talking about correcting forgender biases so that economic outcome improves for all.

Action Plan-

*Equality to female employees in terms of remuneration, working hours and equal opportunity inpromotion.

*Every female employee enjoys safety and security in the campus or while using office transport. Womengrievance redressal cell is shared in admission cell.

*Anti-sexual harassment committee is formed in the college which looks after complaints of female employees.

*The grievance redressal cell is also responsible for counselling of female employee grievances.

*Separate common room with bathroom facility is available for female employees.

*Day care centre for young children is available in campus.

*Equal opportunities are provided to female employees in sports and cultural activities.

File Description	Documents
Annual gender sensitization action plan	https://gihsm.goel.edu.in/latest-events/
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	https://gihsm.goel.edu.in/common-room-green-room/, https://gihsm.goel.edu.in/24x7-cctv-monitoring/, https://gihsm.goel.edu.in/safe-secure-campus/, https://gihsm.goel.edu.in/hostel-boys-girls-separate/

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	B. Any 3 of the above

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

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

The institution has taken up various initiatives to maintain an environment friendly campus. The campus is full of greenery and is kept clean and tidy.

   1. SOLID WASTE MANAGEMENT

The institution implements the solid waste management by enforcing the waste segregation rules. Dustbinsare placed in every classroom, laboratory, rest room, and canteen and at different locations in the campus.

Sweepers are allotted to each floor who manages all the waste generated in the campus. All the waste/garbage from college and hostel is segregated at source and disposed of in proper manner.

2. LIQUID WASTE MANAGEMENT

The wet- waste from college, hostel and canteen is given away to vendor for making eco- friendly fertilizers. A sewage treatment plant for college is being conceived. The treated water is then used for gardening andother purpose.

3. E-WASTE MANAGEMENT

The institution has undertaken a number of E-waste management initiatives with the objective ofcreating an eco- friendly environment in the campus. E-waste such as computers and its peripherals are upgraded regularly to continue usage and to avoid its wastage. E-waste such as electronic components is handed over to agencies which help recycle these materials to make new products.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	[View File](#)
Geo tagged photographs of the facilities	https://gihsm.goel.edu.in/clean-green-campus/
Any other relevant information	[View File](#)

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

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	[View File](#)

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of Bicycles/ Battery powered vehicles** 3. **Pedestrian Friendly pathways** 4. **Ban on use of Plastic** 5. **landscaping with trees and plants**	**B. Any 3 of the above**

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Any other relevant documents	[View File](#)

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	**E. None of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	[View File](#)
Certification by the auditing agency	[View File](#)
Certificates of the awards received	[View File](#)
Any other relevant information	[View File](#)

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage 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.	**C. Any 2 of the above**

Provision for enquiry and information :
Human assistance, reader, scribe, soft copies of
reading material, screen   reading

File Description	Documents
Geo tagged photographs / videos of the facilities	<u>View File</u>
Policy documents and information brochures on the support to be provided	<u>View File</u>
Details of the Software procured for providing the assistance	<u>View File</u>
Any other relevant information	<u>View File</u>

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).

The management makes sure that the faculty and staff understand that inclusion is about ensuring that everyone's voice is heard, opinions are considered and value to the team is evident.

*Meetings are being conducted for ground level functionaries –and hold them accountable-to show that inclusivity is a core competency.

*We value differences and create an environment where people can feel comfortable bringing their full selves to work.

*We have identified under-represented group's needs', and give them necessary support and resources.

*Regular meetings are being conducted with the staff/workers and safe space is afforded to them to voice their concerns.

To promote inclusive culture, daily interactions are being conducted with staff members.

*We create a positive climate with powerful and constructive effect on students' engagement and learning.

*We value and embrace diversity-not just diverse talents, but diversity in ethnicity, religion, gender, sexual orientation, language, socioeconomic background, and even academic readiness for college. The topics of diversity and inclusion are part of all

college classes.

*The type of classroom climate we seek to create and the teaching techniques we use produces an environment that either supports or impedes our diverse students.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

On 24th September each year the GIHSM celebrate "NSS Day". Like always students sang the NSS theme song. After that the students made the posters on the theme of "Education".

On 2nd of October each year "Gandhi Jayanti" has been celebrated in college campus to inculcate values to the students as shown by Mahatma Gandhiji.

On 1st December each year college celebrates "World AIDS Day" to create "AIDS Awareness" among students. On this day the students of GIHSM went to village to make people aware about Aids disease and its effects on health.

On the 12th January the college regularly celebrates "National Youth Day". Government of India had declared to observe the National Youth Day every year on the birthday of Swami Vivekananda on this day.

25th January celebrated as "Voter's Day". The students made posters with various slogans as "Proud to be a voter - Ready to vote", 'Make the future bright, Vote for what's right', 'If you don't vote, don't complain', they expressed their views on posters about importance of voting in India.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	View File

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	**C. Any 2 of the above**

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

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

On the 15th August, the college regularly celebrates "Republic Day".

On the 12th January the college regularly celebrates "National Youth Day". Government of India had declared to observe the National Youth Day every year on the birthday of Swami Vivekananda on this day.

On the 26th January the college regularly celebrates "Republic Day".

On 2nd of October each year "Gandhi Jayanti" has been celebrated in college campus to inculcate values to the students as shown by Mahatma Gandhiji.

On 1st December each year college celebrates "World AIDS Day" to create "AIDS Awareness" among students.

On the 21st June, the college regularly celebrates "World Yoga Day".

On the 4th June, the college regularly celebrates "World Environment Day".

On the 22nd April, the college regularly celebrates "World No Tobacco Day".

On the 8th March, the college regularly celebrates "International Women's Day".

S.No.

Day/Date

Event/Activity

1

12th January

National Youth Day

2

26th January

Republic Day

3

8th March

International Woman's Day

4

22nd April

World No Tobacco Day

5

4th June

World Environment Day

6

21st June

World Yoga Day

7

2nd October

Gandhi Jayanti

8

1st December

World AIDS Day

9

15th August

Independence Day

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

7.2 - Best Practices

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

Direct Link:https://gihsm.goel.edu.in/wp-content/uploads/2023/06/7.2.pdf

Best Practices- I

Generating Environmental Awareness

The institution has taken up the issue of environment seriously and devised certain practices for environmental protection and awareness.

Following practices are duly performed for the purpose -

1. Switch off the lights and fans when the class-room and other amenities are not used.

2. Only CFLs and LEDs are used.

3. Solar Panels are mounted and used as source of energy.

4. Garden waste like twigs, leaves and flowers etc are composted.

5. Use of polythene has been minimized.

6. Tree plantation drives are conducted each year.

7. Programmes and activities are regularly organized by the ECO Club.

Best Practices – II

Generating Social Awareness.

The College is fully aware of its responsibility towards the society and has undertaken various efforts to help it.

The Practice:

The following practices have been adopted to fulfill the social responsibility-

1. Various activities on issues pertaining to society like women empowerment, gender sensitization, social inclusion, ethics, communal harmony, corruption etc.

2. Cleaning of roads, gardens, organizing awareness drives about voter registration, polio vaccination, blood donation, female infanticide.

3. Poster competitions, Wall-painting, slogan writing, debates and skits about social issues.

4. Prohibition on the use of tobacco.

File Description	Documents
Best practices in the Institutional web site	[View File](#)
Any other relevant information	[View File](#)

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

Women Empowerment

The College organizes various programmes under the "Mission Shakti", a programme initiated by government of Uttar Pradesh, with a senior female teacher as its Coordinator and three other teachers as its members. The Coordinator and the members decide to conduct different awareness programmes on different themes. Seminars /workshops and interactive sessions on Social Welfare, Adult Education, Women and Child Welfare, Judiciary and Medical, job to sensitize the girls to know their potential, rights and opportunities available to them.

Also, the college has entered into a MoU with SARTHAK FOUNDATION (an NGO) and runs programmes on Women Empowerment.

Objectives

1. To enable the female students to realize their full potential for learning and solving their problems independently.

2. Creating an environment through positive economic and social policies for full development of women.

3. To enjoy all human rights and fundamental freedom by women on equal basis.

4. Equal access to participation and decision making of women in social, political and economic life of the nation.

5. Equal access to health care, quality education, career and vocational guidance, employment, equal remuneration, etc.

6. Strengthening legal systems aimed at elimination of all forms of discrimination against women.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

GOALS AND OBJECTIVES 1. Academics GOAL 1: Provide a tailored educational experience that challenges students to achieve: • Evaluate the current classroom assessment techniques to ensure that all disciplines are focusing on the application of the Mastery Learning Model in preparing students forhigher education and life beyond GIHSM. • Develop course offerings that help them entering the professional world. • Plan and design experiential trips based on class assignments. GOAL 2: Plan and design program offerings to enhance the overall experience for the students: • Increase student involvement that helps them in overall development. • Explore options for providing summer internships & making them industry ready. GOAL 3: Recruit, hire, and retain qualified and effective teachers and staff. • Hire appropriate teaching staff with required qualifications & experience that will further implement the mission of the school. • Assist new teachers with special orientations and ongoing mentoring. • Encourage faculty participation in FDP's. • Ensure competitive and growth enriched environment for the retention of faculties. GOAL 4: Plan and design a rigorous academic culture that engages the full community and encourages all students to embrace life-long learning. • Identify ways to inspire students to challenge themselves and think outside of the box.

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