



SELF STUDY REPORT

FOR

4th CYCLE OF ACCREDITATION

G. S. COLLEGE OF COMMERCE AND ECONOMICS

**G. S. COLLEGE OF COMMERCE AND ECONOMICS, AMRAVATI ROAD, CIVIL
LINES, NAGPUR**

440001

www.gscen.shikshamandal.org

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

G. S. College of Commerce & Economics, Nagpur, a Rusa-beneficiary Co-Ed Linguistic (Hindi) Minority Autonomous Institution was established before independence in 1945 by Shiksha Mandal, Wardha, exclusively for Commerce education. Being the first Commerce College in the city, and only second in the Nagpur University, it became a pioneer in Commerce education in the then C.P. & Berar Province since its very inception.

It became the first Autonomous Commerce College in RTM Nagpur University in 2018. Today, the college caters to the need of over 2000 students who are getting the best of the facilities and quality instruction from over 45 well-qualified teachers, who through judicious blend of traditional and innovative teaching methods are ensuring that our students emerge as not only academically competent, but also professionally sound and ready to serve the society in various positions.

In the session 2020-21, it celebrated Platinum Jubilee Year by launching two new programmes of B. Com Hons and B. Com (Finance & Accountancy) for the first time in RTM Nagpur University to meet the needs of students and to develop the students professionally. Adding another feather to the cap, we got approval of B. Com Fintech) programme from the university.

Students from 13 states of the country are studying in our college showing PAN India presence and making it an institute of National repute. Our 28 students of non-autonomous batches held Merit positions in Nagpur University.

Every year our students are clearing NET/SET Examinations. Two of our students secured first prize at Avishkar: 15th Maharashtra State Inter-University Research Convention (University Level) and 3rd rank at state level. Five students received Award of Excellence in the final rounds at 10th National B-Plan Championship at IIM Indore.

With deeply rooted Gandhian ideology, we believe that educational excellence is not an achievement but responsibility. The combined efforts of Shiksha Mandal and college have resulted in producing a rich crop of illustrious alumni who are occupying key positions in society and serving the nation. We have given as many five Vice-Chancellors to the Nagpur University, a large number of CA's, Company Secretaries, Judges/Lawyers, Directors and Professors.

Vision

G. S. College of Commerce, named after a noted philanthropist Seth Govindram Seksariya, was set up at Wardha in 1940, followed by G. S. College of Commerce & Economics, Nagpur in 1945 with a vision to produce high-quality professionals and entrepreneurs who would contribute to the nation's wealth as

encapsulated in our college logo.

VISION: “*Udyoginam Purushsinham Urpeti Laxmi*” which means “Industrious and lion-hearted men generate wealth”.

G.S. College of Commerce & Economics, Nagpur, upholds the motto of “Industrious and lion-hearted men generate wealth” in realization of its vision of creating high-quality professionals, entrepreneurs and leaders of tomorrow who shall contribute to society by generation of wealth through their enterprises.

The college is truly committed to this vision and well on course of achieving its mission objectives. The vision and mission of our college also reflect NAAC’s core values and act as guiding principles for enhancing the quality of teaching-learning, promotion of research, developing infrastructure and student support services.

On the occasion of its centenary in the year 2014, our parent body, Shiksha Mandal which is also a recipient of "Ideal Education Institute" Award has set for itself a new agenda and given a clarion call to all its colleges to achieve the following:

- 100% quality intake
- 100% results with 100% first divisions
- 100% placements
- Generations of students with strong character base and ethical values

We believe in the famous saying of Mahatma Gandhi- "**Be the change you wish to see in the world.**" With our combined efforts we are trying to make a difference. We all are strongly committed to our vision statement and all set to achieve new benchmarks for quality teaching to become the change agent for shaping a bright and sustainable future of our youth thus contributing to the development of nation.

Since its establishment in 1945, the college has never looked back and while delivering one stellar performance after another, has now carved a niche for itself as a premier commerce college in Central India living true to its logo.

Mission

- To impart theoretical as well as profession instruction in different fields of Commerce education.
- To provide all possible facilities to build up personality and character of students.
- To inculcate among students love for our country, national unity, and habit of social service.
- To make students conversant with current knowledge in the field of Commerce and Industry, and to create awareness about global scenario in the field of Trade, Commerce and Industry.
- To develop among students the capacity to be efficient managers, responsible businessmen and administrators.

We constantly strive to achieve the college’s stated mission and therefore ensure that all the stakeholders i.e., students, parents, alumni, employers and society are totally aware of the same in the following manner-

STUDENTS:

- The vision and mission of the college and management are well documented in the college prospectus, also hosted in our website.
- We conduct Students Induction Programme (Deeksharambh) at the beginning of the session, where the Management and Principal address all the newcomer students to inform them about the ethos, aims and objectives of the college, Shiksha Mandal's legacy and our expectations from students. The HOD's and coordinators also communicate at their level.

TEACHERS/STAFF:

- The vision and objectives of the College and Management are put across before teachers/staff at the time of recruitment itself. College also circulates among staff members the UGC's 'Code of Professional Ethics' among teachers as well as their General Service Conditions.
- At the beginning of the session, Principal addresses all the teachers/staff and sets before them the benchmarks and targets for the session vis-à-vis the college objectives and academic performance.
- Our Management conducts interaction session where new teachers are oriented into Shiksha Mandal ethos.
- Aims and objectives of the institution and action being taken for fulfillment of the same are also statutorily on the agenda of Staff Council and College Development Committee meetings.

Suffice to say that commitment to the aims and objectives of the institution is at the very root of our teachers' existence in the college and therefore all the teachers/staff are constantly made aware of the same in every possible manner.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Oldest single-faculty commerce college in Nagpur imparting education in English, Hindi and Marathi mediums.
- The first Autonomous Commerce College in Central India, spread over 6 acres, located at the heart of the city attracting students from 13 states.
- The first college to introduce B. Com Hons and B. Com (Finance & Accountancy) in the University.
- Nationally competitive students bagged more than 160 prizes and awards at various levels.
- Organized 4 National Level Conferences/seminars sponsored by the ICSSR and NAAC. 36 webinars conducted by our faculty.
- The college offers 21 Value-addition courses.
- RTMNU recognized Ph. D Centre with 7 Research Supervisors.
- Well-equipped Research Centre, Library and reference section with computers, internet, SPSS software, subscription to N-LIST, J-Gate, NDLI and rich collection of 60,000 books and Journals.
- Availability of Smart Classrooms, more than 400 computers with strong WiFi (300 mbps), 3 computer labs, Commerce and Language Labs .
- Availability of both Girls and Boys Hostel.
- Good placement records with more than 700 placements during the last five years
- Greater active involvement of students in all curricular, co-curricular and extra-curricular activities and clubs resulted in winning of various competitions at different levels.

- Rich alumni profile serving in various capacities in the society.
- GS COMNEXT and GS-SUN both best practices are organised with alumni support.
- Conduct of Industrial and educational visits and students internships.
- Appointment of teachers and admissions of students are done strictly on merit basis.

Institutional Weakness

- In view of the increasing thrust on education in English, there is comparatively low response of students seeking admissions in vernacular medium.
- Our alumni contribute copiously in academic activities, but there is lesser involvement through financial contribution.
- In view of increased number of new Programmes, there is a need for a bigger Auditorium.

Institutional Opportunity

- Collaboration with national level educational and research organisations for the promotion of quality research.
- Setting up incubation centres for starting new business/start-ups etc.
- Modernization and strengthening of the present infrastructure and learning resources with the help of proposed PM-USHA grants.
- Scope for installation of Solar panels for usage of renewable energy.

Institutional Challenge

- Students from poor financial background may not prefer self-financing courses.
- Providing equal opportunity to students of vernacular mediums in internships, placements etc.
- Direct formal collaboration with industries, academic institutions and employers is difficult.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

As an autonomous institution, the college revamped all UG/PG programmes and introduced several reforms in terms of assessment strategies. Autonomy was hugely welcomed and now 4 PG and 3 UG batches have rolled out.

The newly designed curriculum under autonomy has attracted students of 13 States and UT for pursuing their education in different programmes offered in our college. Students from the states of Madhya Pradesh, Chhattisgarh, Jammu & Kashmir, Gujarat, Orissa, West Bengal, Uttar Pradesh, Andhra Pradesh, Bihar, Goa, Kerala, Haryana and Tamil Nadu are studying in our college showing PAN India presence and making it an institute of National repute. Every year students are taking admission through PMSSS scheme.

- We are the only college to offer B. Com and M. Com Programmes in three mediums i.e.; English, Hindi and Marathi.
- We are offering 5 UG, 2 PG programmes and is offering Ph. D guidance through recognised Place of Higher Learning through its five departments.
- Two new UG programmes of B.Com. (Hons) and B.Com. (Finance & Accountancy) have been introduced in 2020-21.
- We got approval of B. Com (Fintech) new UG programme in 2022-23.
- We offer 21 Value-Addition Courses to equip the students with the communication and IT related skills by providing most topical knowledge of Commerce and Management. More than 90 students have qualified BEC Examination.
- We are the first college which took initiative to introduce the programmes under NEP from 2023-24.
- 100% of the programmes are CBCS. New 18 courses have been introduced across all programmes.
- The curriculum and academic regulations of the programmes have been developed by the faculty. Curriculum for VACs are developed by the faculty.
- Even during COVID pandemic full syllabi has been transacted and online lectures of one hour duration have been conducted to do full justice to the course content.
- 67% of the total courses offered by the college focus on employability, entrepreneurship, and skill development which adds upto 214 courses.
- 3 Programmes have Field Project Component and 2 programmes-MBA and B. Com Hons offer internship while GS-SUN covers other students.
- Structured feedback from all the stakeholders are given due consideration.

Teaching-learning and Evaluation

The vital aspect in teaching-learning process of any institute is the ability of its teachers to generate passion for learning, curiosity in imbibing new things & enthusiasm amongst its students.

Online Registration for admission through Master soft portal helps in getting entries from all over the nation. Prospectus for the purpose is available on our website.

50% seats are reserved for Hindi Linguistic Minority and all the admissions including reservations are done in conformity with the Government rules. We offer facility of Notary for preparing affidavits in the college. Proper counselling is provided by the teachers to help students decide for the best Programme in UG level. Students under PMSSS are also taking admission.

Bridge classes are conducted for non-commerce students and remedial for the slow learners. An array of professional activities are organized for advanced learners.

The faculty adopts participative and experiential learning strategies along with the innovative teaching methods.

Students are trained and motivated to showcase their talent not only in academics but also in co-curricular & extra-curricular activities through their participation in elocution, Retail Mela, Galleria, Quiz, etc.

A student induction program is conducted for fresh students assisting them in starting their academic journey. Mentorship program is adopted wherein every teacher is a mentor for an allotted group of mentee students. The academic calendar is prepared well in advance & uploaded on institutional website. Teachers also maintain academic diaries. We have developed our own web-based portal & collaborated with outside agency for processing results.

PO's & CO's for all programs are displayed on the college website & attainment of learning outcomes are mapped accordingly.

1. Average student enrollment is 72.16%
2. Average 77% seats are filled against earmarked seats of reserved categories.
3. Sound mentoring system with average 25 mentees in first year are allotted.
4. Nearly 50% teachers possess the highest qualification of Ph.D.
5. The teaching experience of full-time faculties is 11 years.
6. Students passing percentage is 90%

Our teachers have been nominated for BOS of Gondwana University and Kavikulguru Sanskrit University etc, for paper setting for competitive examinations, resource persons for workshops, editorial boards in reputed journals.

Research, Innovations and Extension

We have Research and Development Cell to further research culture amongst staff and students. We have to our credit Minor research projects sponsored by UGC and ICSSR. We have a corpus fund of 15 lakhs which is utilised for financing research projects of our faculties.

We have conducted 4 ICSSR and NAAC conferences.

During COVID induced lockdown we kept the learning process on through conduct of more than 35 webinars on varied topics with an audience of 1000 plus people.

Our college is a RTMNU recognized Place of Higher Learning and Research.

7 teachers are recognized as guides in the latest completed academic year and total 10 candidates are enrolled under them.

Business Research Methods and Applications, UGC norms for Plagiarism are included in our PG programs.

Our Anti-Plagiarism Cell ensures that ethics in research are strictly adhered to by checking all research articles through URKUND software for plagiarism. Norms for plagiarism are strictly followed for publication and CAS-promotion.

We have to our credit 35 books and chapters in books authored by our teachers.

21 research papers are in UGC listed journal.

Innovation Ecosystem

Our Entrepreneurship and Incubation Cell guides the students to hone their entrepreneurial skills, learn new skill sets and take up small ventures. 3 students have undergone entrepreneurial training conducted by Maharashtra State Entrepreneurship Development Cell.

We regularly conduct lectures on Intellectual Property Rights. IPR is taught to all UG students as a part of curriculum.

Extension Activities

Our NCC and NSS units have a strong societal connection. In association with Narcotics Control Bureau our NCC cadets have propagated the evils of drug abuse. Blood donation camp, NCC training camp, Voters Awareness program, tree plantation drive, cleanliness drive etc are organized regularly to inculcate in students a sense of duty, discipline, social awareness and empathy for others.

The NSS Residential- camp in Yerala and adopted Nagajhari village connect students to Indian roots and traditions.

Our students and Extension Officer are recipient of award for best performance.

Our 16 MoU/collaboration partners have contributed richly in terms of knowledge enhancement and learning opportunities through internships, lectures, training programs etc.

Infrastructure and Learning Resources

G. S. College of Commerce & Economics, Nagpur has got two complexes: the main Campus (6.89 acres) and the Hostel Complex (32679 sq.ft.).

Over a period of 76 years, the College Management Shiksha Mandal has constructed various buildings and created adequate infrastructure and physical facilities for catering to the curricular and co-/extra-curricular needs of over 2000 students across 5 UG and 2 PG programmes.

At present, the College has a total of 8 separate buildings housing 52 classrooms, seminar halls/auditorium, library, 3 computer labs, 1 English Language lab, 2 conference/meeting halls, washrooms for staff and students, various Cell offices etc.

In addition, there are 2 hostels for boys and girls, Canteen, Gymnasium and 3 playgrounds/courts, and parking.

The college has created a very robust IT infrastructure which includes, over 352 computers/laptops, 300 MBPS connectivity, 25 smart classrooms, 39 DLPs, 53 Printers, 16 Scanners, 18 Photocopiers, 3 computer labs, 1 English language lab, 1 Commerce Lab, wi-fi hot spots, computer zones, SPSS software, URKUND software etc.

The library is computerized with Master soft Libman software, and it offers N-LIST, J-GATE and DELNET Consortia with remote log-in access to various E-resources and databases. It has got a collection of over 60000 books. The library also has special Audio Book Reader & Recorder unit (ABRAR) for the Divyangjan.

The college offers sporting facilities for both outdoor and indoor games in the form play grounds/courts and gymnasium.

The college has upgraded from 40 MBPS to 300 MBPS connectivity recently and having virtual Linux Server for internet and wi-fi management system. All the faculty/students are having access to the wi-fi facility. Nearly 50% of total classrooms are ICT and Wi-fi enabled.

We have Annual Maintenance Contract for better maintenance of all infrastructure.

Student Support and Progression

We provide for scholarships Schemes under Government of India Post metric Scholarship and PMSSS and Shiksha-mandal merit-cum-means scholarship to the needy.

Our Career Guidance and Placement Cell conducts various workshops and activities for grooming students for employability and placements. The Cell enjoys a good track record in terms of placements. Over 730 students got placed. Our network of illustrious Alumni collaborates with the college for internships and placements of students.

The College has a Grievance Redressal Cell, Antiragging Cell, Equal opportunity cell and Women's Cell which conduct workshop, counselling to handle student's grievances. No instances of Ragging and grievances reported so far. The Women's Cell takes care of the Gender Sensitization and Sexual Harassment issues besides conducting counselling for girls by empanelled counsellors. We also have a separate Student Welfare Committee which guides the students about various welfare schemes and scholarships available to them.

Our Academic Block, grounds, canteen, administrative office, parking, hostels are under constant camera surveillance. We have also displayed various posters in our college premises to aware about anti-ragging etc.

We have Competitive Examinations Guidance Cell and NET/SET Guidance Cell. The all-round/holistic development/welfare of all our students is foremost. We provide for a wide range of support services which include coaching for CAT Course, CS-F, NET/SET, BEC, competitive examinations, Skill development Courses. We conduct MH-CET/CAT counselling at the college level to encourage students for M.B.A.. In the recent years more than 150 students have cleared various examinations from our college.

The active Students Council conducts the annual event UMANG, a sports and cultural week.

Each year increasing number of students are winning prizes at all levels thus justifying our endeavors towards holistic development of our students. This year we have bagged 72 prizes at all levels and more than 160 prizes collectively over the last 5 years.

Our illustrious alumni are serving the society in various capacities of CA, CS, industrialists, VCs, Advocates, academicians, sportspersons etc.

We have conducted "Commencement Ceremony" at the hands of Shri Raamdeoji Agrawal, Chairman, Motilal Oswal Group.

Our counselling starts at the time of admission and continues till student gets placed.

Governance, Leadership and Management

The college was established in 1945 by Shiksha Mandal, Wardha to fulfill the requirement of Commerce education in the region during the pre-Independence period. Our founders had envisaged the college to be an exclusive centre for Commerce Education and found a reflection of their vision in a very befitting Sanskrit verse: "Udyoginam Purushsinham Urpeti Laxmi" (Industrious and Lion-hearted Men Generate Wealth).

The college's governance is built upon the efficient functioning of various institutional bodies. In addition to the policies of Management, the college's governance is regulated by various Authorities viz. RTM Nagpur University, Government of Maharashtra, UGC/AICTE, MHRD, RUSA, NAAC etc. Owing to the progressive outlook of institutional bodies/functionaries, the college has taken several decisions/policies to further the college's development and to provide Value-based education to its students.

The college adopts the e-governance system to function smoothly and effectively. It has purchased and is using various softwares like Master soft, Tally ERP etc. for smooth conduct of administrative activities and examination activities.

The college has always enjoyed a good HR track-record. Known for its high academic standards, the college is also well known for its transparent and quality-oriented recruitment process and attracts applications from across the country for faculty positions.

There is decentralized management by allotting various responsibilities to teachers, Course/Program Coordinators, Committee Convenors who manage the day to day activities of the department/Committee.

The college is providing all infrastructural support to teachers in the form of spacious staff rooms, separate cells, library facilities for effectively carrying out their academic & research work, etc. The college optimally utilizes Government-grants, Fees, RUSA/UGC/ICSSR assistance, Advances/contribution from the Management. At present the college is in receipt of RUSA grants of 2 Cr, and 80 lakh from UGC for Girls Hostel. The Management has also spent over 10 Cr for construction of Bajaj Bhawan.

The college has integrated its quality policy with NAAC's quality assurance policy and has entrusted the IQAC to implement various quality measures recommended by NAAC and Management. The IQAC has not only succeeded in streamlining various academic and administrative activities but also inculcated a definite quality culture.

Institutional Values and Best Practices

Gender Equity:

We are a **zero-tolerance institution** to all sorts of harassment and discrimination. We have Girls Guidance and Counselling and prevention of sexual harassment at workplace committee and Internal Complaints Committee which take care of the systems for addressing harassment issues. We conduct counseling sessions, self-defense workshops, guest lectures by Advocates and Psychologists who are in our panel on regular basis, appointment of 'Gender Champions' conduct of Gender-Audit and Gender-Neutral Uniforms in the college to foster a safe and inclusive environment.

Environmental Sustainability:

- State-of-the-art infrastructure to enable natural ventilation, light and rotatable window louvers.
- Availability of Solar lamps, solar panels, rain-water harvesting system, Plastic free lush-green premises with more than 300 trees, 3 open/bore wells and tank for water conservation, compost-pit, Srishti Mitra Eco-Club, Campus Beautification Committee, plantation drives, Vriksha Dindi, beyond campus environmental promotion activities in collaboration with NGOs such as Jan-Akrosh, I-Clean.
- Conduct of Green, Energy and Environmental Audit promote green and clean practices.
- Celebration of World Environment Day.
- Promotion of usage of public transports and bicycles.

Waste Management:

MOUs with Titan-Croma for e-waste disposal and Greenvio Solutions for waste management, usage of Incinerators, conduct of "Best Out of Waste" competitions, highlight the college's commitment to responsible waste reduction and community engagement.

Students Sensitization:

Through initiatives like the Ek Bharat Shreshtha Bharat Club, inclusion of "Constitution of India and Human Rights" as a part of curriculum, publication of Rashtradhan- College magazine, Vichardhan, celebration of Commemorative Days of National Importance, daily rendition of National Anthem, we sensitize our students to become ethically responsible citizens.

College is open for admission and appointment of Divyangjan. We have ABRAR, Divyangjan-friendly washrooms, lifts, ramps, wheel-chair and Equal Opportunity Cell for ensuring all inclusive environment.

Institutional Values:

- Based on Gandhian Philosophy and Bajaj's commitment, our values are Merit/quality, Honesty, simplicity, Dignity of labour, equal opportunity and societal responsibility.

Best Practices:

- First commerce college in Nagpur to provide for Internship to students with an established network of its CA Alumni by offering GS-SUN (Skill-Upgradation Network) and Annual Academic Mega-Event GS-COMNEXT.
- Free Vaccination Drive for students and staff during COVID-19 pandemic amidst shortage of vaccines.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	G. S. COLLEGE OF COMMERCE AND ECONOMICS
Address	G. S. College of Commerce And Economics, Amravati Road, Civil Lines, Nagpur
City	NAGPUR
State	Maharashtra
Pin	440001
Website	www.gscen.shikshamandal.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	Swati S. Kathaley	0712-2531760	9850591099	0712-2528747	gscollegenagpur@rediffmail.com
IQAC / CIQA coordinator	Ranjana Sahu	0712-2544950	9423064266	0712-2528747	iqac.gsn@gmail.com

Status of the Institution	
Institution Status	Grant-in-aid and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	Yes Translated GR Hindi Minority.pdf
If Yes, Specify minority status	
Religious	NA
Linguistic	Hindi Linguistic
Any Other	NA

Establishment Details	
Date of Establishment, Prior to the Grant of 'Autonomy'	07-07-1945
Date of grant of 'Autonomy' to the College by UGC	28-12-2018

University to which the college is affiliated		
State	University name	Document
Maharashtra	The Rashtrasant Tukadoji Maharaj Nagpur University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	11-09-2012	View Document
12B of UGC	11-09-2012	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	15-05-2023	12	Every year Extension of Approval is taken letters for two years is attached

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	G. S. College of Commerce And Economics, Amravati Road, Civil Lines, Nagpur	Urban	6.89	14466.72

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/ Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom,Department Of Commerce Grant In Aid,	36	XII	English,Hindi,Marathi	460	316
UG	BCom,Department Of B Com Hons And Finance And Accountancy,Honours	36	XII	English	120	102
UG	BCom,Department Of B Com Hons And Finance And Accountancy,Finance and Accountancy	36	XII	English	120	72

UG	BBA,Department Of Bba,	36	XII	English	120	120
UG	BCom,Department Of B Com Computer Application,Computer Application	36	XII	English	120	113
PG	MBA,Department Of Management Sciences And Research,Human Resource Management Finance Operations Management Marketing	24	UG	English	63	54
PG	MCom,Department Of Commerce Grant In Aid,	24	UG	English,Hindi,Marathi	240	79
Doctoral (Ph.D)	PhD or DPhil ,Commerce And Management,Commerce Business Economics Business Administration and Business Management	60	PET NET M.Phil	English,Hindi,Marathi	20	8

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				5				51			
Recruited	1	0	0	1	2	2	0	4	12	24	0	36
Yet to Recruit	0				1				15			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				6			
Recruited	0	0	0	0	0	0	0	0	1	5	0	6
Yet to Recruit	0				0				0			

Non-Teaching Staff						
	Male		Female		Others	Total
Sanctioned by the UGC /University State Government						29
Recruited	16		6		0	22
Yet to Recruit						7
Sanctioned by the Management/Society or Other Authorized Bodies						15
Recruited	8		7		0	15
Yet to Recruit						0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	2	2	0	3	10	0	18
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	1	0	3
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	3	3	0	6
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	5	14	0	19
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	1	3	0	4
M.Phil.	0	0	0	0	0	0	1	0	0	1
PG	0	0	0	0	0	0	5	4	0	9
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female	Others	Total
		0		0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Self Study Report of G. S. COLLEGE OF COMMERCE AND ECONOMICS

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	788	39	0	0	827
	Female	1006	37	0	0	1043
	Others	0	0	0	0	0
PG	Male	86	0	0	0	86
	Female	222	3	0	0	225
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	2	0	0	0	2
	Female	6	0	0	0	6
	Others	0	0	0	0	0
Certificate / Awareness	Male	271	0	0	0	271
	Female	426	0	0	0	426
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	127	110	104	115
	Female	188	209	237	253
	Others	0	0	0	0
ST	Male	26	26	31	37
	Female	64	51	45	47
	Others	0	0	0	0
OBC	Male	331	309	276	276
	Female	450	490	491	571
	Others	0	0	0	0
General	Male	326	257	261	329
	Female	367	328	329	435
	Others	0	0	0	0
Others	Male	163	110	132	207
	Female	239	158	237	321
	Others	0	0	0	0
Total		2281	2048	2143	2591

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Commerce And Management	View Document
Department Of Bba	View Document
Department Of B Com Computer Application	View Document
Department Of B Com Hons And Finance And Accountancy	View Document
Department Of Commerce Grant In Aid	View Document
Department Of Management Sciences And Research	View Document

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	<p>The College is a single faculty institution and offers UG/PG programmes only under the Faculty of Commerce. Currently, it offers 5 UG programmes of B.Com., B.Com. (Hons), B.Com. (Finance & Accountancy), B.Com. (Computer Application) and B.B.A. and 2 PG programmes of M.Com. and M.B.A. under autonomy. Out of the above programmes, B.Com. and M. Com. are offered in 3 mediums of English, Hindi and Marathi. The College is the only institution in Central India to offer education in 3 different mediums. In addition, it also offers various Commerce-specific Certificate programmes in tie-up with NSE, NISM, Tally Education, Bajaj Finserv, RUSA etc. to enrich the curricula and enhance students' employability. It also offers BEC in collaboration with Cambridge English. Under Autonomy, the College has also taken various concrete steps towards becoming inter-disciplinary and is offering various Open Electives covering the Constitution of India, Public Administration, Gandhian Economics, E-Governance, Intellectual Property Rights (IPR), Travel and Tourism etc. Further, it also offers Certificate Courses in the disciplines of Information Technology, English and Hindi languages. As autonomous institution, we have prepared baskets of courses under NEP 2020 structure for implementation of new programmes from 2023-24 which have been approved by the statutory bodies such as BOS, AC, GB and the same has been sent to the RTMNU Nagpur. We are now the first autonomous commerce college in Rashtrasant Tukadoji Maharaj Nagpur University to offer programmes under NEP. We have structure of Core compulsory, skill foundation, Generic Electives and Open Electives courses focused on multidisciplinary to provide Choice Based Education System to students.</p>
2. Academic bank of credits (ABC):	<p>The College has been registered under NAD (National Academic Depository) for the Academic Bank of Credits. All students' mandatory registration has been done under ABC accounts on Digi-locker Portal to provide them with digitalized marksheets by the Academic Council of the college.</p>
3. Skill development:	<p>The College is determined to provide for various skill-oriented courses and value-addition courses as</p>

envisaged in its vision and mission statements. It offers various skill-oriented value addition courses for skill development as under: 1. Certificate Course in Basic Computer Skills 2. Certificate Course in Tally in collaboration with Tally Education 3. Certificate Course in GST 4. Business English Certificate in collaboration with Cambridge English 5. Certificate Course in Creative Writing and Communication Skills in Hindi 6. Internship Programme for B.Com. (Hons). In addition, the College has set up GS- SUN (Skill Upgradation Network) in collaboration with the College's CA alumni. The CAs conduct various grooming programmes and impart skill education vis-a-vis IT, Accountancy and English. Those students who acquire sufficient proficiency in the above skills, are sent for internships at the CA firms to acquire the Corporate Skills. In addition, the College has set up two separate ED Cells for boys and Girls. The Cells conduct various activities to inculcate entrepreneurial skills among students. The Cells also invite reputed entrepreneurs and alumni for guest lectures and organizes skill-development workshops. The College has also its Career Guidance and Placement Cell which grooms students in Personality Development, interview Skills, resume writing etc. We offer Skill-Foundation courses such as Business Mathematics and Statistics, Computer Application in Business, Business Ethics and Corporate Culture to enhance students' skill and acumen. Newly designed programmes as per NEP structure includes baskets of skill-oriented courses, field visits, internships, On-the-job training etc. for development of skills of students.

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

The College is the only institution to offer education in 3 mediums of English (Global Language), Hindi (National Language) and Marathi (State Language) for its B.Com. and M. Com. programmes. Further, the College also offers all the three languages English, Hindi or Marathi as compulsory courses through which students get to learn about various cultures in Maharashtra and India. The College's student profile is multi-cultural and, at present, students from as many as 12 states are studying in the College. Students from different states are encouraged to present their cultural distinctiveness in the College's cultural events which include dances,

	<p>cuisine, and traditional dresses. The College also has also formed an 'Ek Bharat Shreshtha Bharat' Club. At present, the College is paired with Orissa and has tied up with three Orissa colleges for EBSB Activities. The College has also formed a 'Yoga Club' which regularly conducts Yoga sessions for both students and staff. Thus, there is judicious integration of the Indian Knowledge system in the curriculum even as it is dominated by global trends in Education. The College does not offer any regular online UG/PG programmes. However, it provides for 4 additional credits to students for completing UGC's Swayam MOOC courses. Under the NEP structure, appropriate integration of Indian Knowledge System is present in all the programmes which will be implemented from 2023-24.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>The College has clearly outlined its outcomes for all its UG and PG programmes and the courses/subjects therein vide its Direction No. 4 of 2020. All the curricula of the various programmes are designed as per the Programme Outcomes (PO), Programme-Specific Outcomes (PSO) and Course-learning Outcomes (CO). Three batches under 3 UG, four batches of students under 2 PG programmes and one batch of students of newly introduces B. Com Hons & B. Com F&A have completed their studies under autonomy since 2018. The analysis of as to what extent the outcomes have been achieved so far is being done by the respective programme co-ordinators. Analysis is based on both direct and indirect assessment methods. Direct Assessment is based upon students performance on both internal and semester end examinations whereas indirect assessment is based on feedback given by students. The College has set up a special Academic Audit Committee which conducts annual audit of the achievement of various outcomes in terms of results and placements.</p>
<p>6. Distance education/online education:</p>	<p>The College does not offer any distance education or any online degree programmes. However, college provides for additional credits to students who successfully complete any MOOC offered by the national agencies like UGC, NPTEL etc. as provided in the academic regulations for all the programmes of both UG and PG. Online teaching-learning platforms have been widely used during COVID-19 pandemic to impart education and examination was conducted</p>

through online platforms. Our faculties have conducted webinars for students on the recent trends in the field of commerce and management.

Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>Yes, the college has set up Electoral Literacy Club. The young students are the future of India. Hence, they should know and understand the democratic system of governance. The objective of the club is to imbibe the responsibility among the students towards the nation. The students are made aware of their basic right to cast vote. The students are encouraged to register as voters when they attain the age of 18 years and are encouraged to educate others. The students are informed about electoral procedure followed in democratic setup.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>Yes, the club is functional. The student representatives from all departments of the college are appointed as members/ ambassadors. Students' Co-ordinator and Co-ordinating faculty member are appointed by the college for proper functioning of the ELC and every year events are organized to make students aware about the value of votes and their contribution in the election of right candidate to become the voice of Bharat.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>The student co-ordinator and representatives from all the programmes/department help the fresher students of first year to enroll as new voters who have attained the age of 18 years every year. The club organizes the lectures by the officers from the collector office. The special registration program is also organized for voter registration. Our students also took initiative to help senior citizens to reach to the polling station during election. Some of our volunteers are also deputed during election for helping in the process of election and conduct of poll. The students also spread awareness in the college and their neighbourhood.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in</p>	<p>Just as every year, the club has organized a massive awareness drive in the month of June 2022 in the college. The officers from the District collector office informed the students about the democratic process and importance of casting vote. We also registered</p>

<p>electoral processes, etc.</p>	<p>several new voters on the day.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>Every year we conduct New Voter Registration Camp for the students who are 18 or above 18 years in age. In the year 2022-2023 more than 400 hundred students were registered. This year also the registration program is on and all the students who have attained 18 years of age have been covered to be registered as voters in electoral roll. Both online and offline registration process is being followed to register potential voters.</p>

Extended Profile

1 Students

1.1

Number of students on rolls year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
2181	2281	2048	2143	2591
File Description		Document		
Provide Links for any other relevant document		View Document		
Institutional data in the prescribed format (data		View Document		

1.2

Number of final year outgoing students year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
692	630	666	810	877
File Description		Document		
Provide Links for any other relevant document		View Document		
Institutional data in the prescribed format (data		View Document		

2 Teachers

2.1

Number of full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
41	40	41	41	40
File Description		Document		
Provide Links for any other relevant document		View Document		
Institutional data in the prescribed format		View Document		
Certified list of full time teachers		View Document		

2.2

Total number of full time teachers worked/working in the institution (without repeat count) during last five years:

Response: 59

File Description	Document
Provide Links for any other relevant document	View Document
Institutional data in the prescribed format	View Document

3 Institution

3.1

Total expenditure excluding salary year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
170.49	279.29	185.54	238.45	155.67
File Description		Document		
Provide Links for any other relevant document		View Document		
Other Upload Files				
1		View Document		

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

1.1.1

Curricula developed and implemented have relevance to the local, regional, national, and global developmental needs, which is reflected in the Programme outcomes (POs) and Course Outcomes(COs) of the Programmes offered by the institution

Response:

G. S. College is conferred with autonomy status in 2018-19. Being the first autonomous commerce college in Rashtrasant Tukadoji Maharaj Nagpur University, the College has redesigned its existing Programmes of B.Com, B.Com. (Computer Application), BBA, M.Com. and M.B.A after consulting syllabi of top autonomous colleges and multiple interactions with stakeholders to meet the needs of students. We have industry experts, alumni and subject experts in our Board of studies and academic council to help us design a curriculum which suits the local, national, regional and global developmental needs and thus help us in bridging the gap in what is needed and what is offered. Our college offers B. Com and M.Com programmes in all three mediums ie; English, Hindi and Marathi. The college introduced in 2020-21, the 2 new UG programmes of B.Com. (Honours) and B.Com. (Finance & Accountancy) for the first time in Rashtrasant Tukadoji Maharaj Nagpur University and designed their syllabi clearly stating the objectives of programmes and their intended programme/course outcomes. The college also issued its Direction No. 4 of 2020 regarding Programme Outcomes (POs)/ Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various academic programmes in accordance with the UGC letter dated 28-8-2019 which is uploaded on the website. The curricula of all programmes under Autonomy include a combination of Core, Skill Foundation and Elective Subjects. There are a total of 319 subjects/courses in all UG/PG programmes. The syllabi are so designed as to provide fundamental as well as advanced knowledge of the key and broad concepts in the domains of Commerce, Accountancy, Business Management, Economics and Information Technology. The syllabi and individual courses have been designed after taking into account the local, regional, national and global needs. Further, various skill foundation courses are included in the curriculum to develop skills and competencies to meet local, national and global demands.

The college prepared the Course Outcomes (COs) and Programme Outcomes (Pos) for all the courses and programmes respectively. These COs and POs communicated to the students effectively as soon as the students enter in the college. The COs and POs are prepared by the college after identifying the local, national and global need. The course contents of every course are updated time to time considering the industrial requirements.

The college conduct the various Value Added Courses to the students to add additional value among the students and make them industry ready. The college offers some VAC's like Certificate Course in GST, Basics Computer Skills, Tally, English Proficiency Course etc. particularly to the students of Hindi and Marathi medium. These VACs helps to get employment in local level market to the students or be a self-employment at local level. Some value added courses like Business English Certificates, CA-CPT, CS-

Foundation, NISM, NCFM, TCS-BPS help students to get recognised at national level. The college always gives the exposure to the students to participate in various national and state level competitions like RBI Policy Challenge, Credit Research Challenge, Maharashtra Research Convection (Avishkar), Business Plan Competitions by IIM, Indore etc.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.1.2

The programmes offered by the institution focus on employability/ entrepreneurship/ skill development and their course syllabi are adequately revised to incorporate contemporary requirements

Response:

G. S. College of Commerce & Economics, Nagpur Currently offers five Undergraduate Programmes B. Com, B.Com. (Computer Application), BBA, B.Com.(Honours) and B.Com. (Finance & Accountancy) and two Post Graduate Programmes M.Com. and M.B.A. The curricula of all programmes under Autonomy are revised to include a combination of Core, Skill Foundation and Elective Subjects. There are a total of 319 subjects/courses in all UG/PG programmes where the syllabi and individual courses have been designed to develop skills, Proficiency and competencies of students which will enhance employability, entrepreneurship and skills development in students. The curriculum has included Soft Skills, Technical Skills and Managerial skills which would help students to get placed. The Core Courses like Entrepreneurship Development, Marketing Management, Sales and Distribution Management, Retail Management, Production Management are included at UG and PG level Programmes to give more exposure to students to become self-dependent. These courses are designed with the aim to encourage college level students to start their own enterprises. It promotes entrepreneurial and product development skills of the students like Idea Generation, Opportunity Evaluation, Business Modelling, Marketing, New Innovative Project Development, and Skill Development to incorporate contemporary requirements. Entrepreneurship Development Cell has been established to encourage and promote entrepreneurial and skill development in students. English Language skills, Training & Development Practices, Summer Internship Programmes (Live Projects), Research Projects are included in the course syllabi to promote skills development in students so that they can get better jobs. Skill development courses would improve various skills like Communication, Personality development, Problem Solving, Decision Making, Confidence and Learning. The various courses of Accountancy (Financial Accounting, Cost Accounting, and Management Accounting), Taxation (Direct Taxes, Indirect Taxes, and Corporate Taxes), Financial Management, Security Analysis & Portfolio Management, Indian Banking & Insurance System, Service Sector Management, Introduction to Travel & Tourism, Hospitality Management, Computer Application in Business are included in the curriculum at UG and PG Programmes to inculcate employability skills in students to make them more flexible, prepare them for the demands of the workforce, and to improve their Professional skills to perform specified tasks efficiently. The courses are designed for all programmes offered by the institution are highly focused on employability/ entrepreneurship/ skill

development to meet the contemporary requirements. 214 courses in all are focused on employability, entrepreneurship, and skill developments are essential for preparing students for the challenges of the modern workplace. By equipping students with the necessary skills and knowledge, these programs and courses would help them succeed in their chosen profession and contribute to the growth and prosperity of our country.

Frequent updation in the existing syllabi of courses which focus on employability, entrepreneurship and skill development have been done to address and incorporate contemporary requirements in the curriculum of all programmes. Students having interest in entrepreneurship have also enrolled in Entrepreneurship Development Cell of the college which organizes workshops to improve entrepreneurship skills of the students. Also we have introduced new value-addition courses like GST to provide in-depth knowledge and to enhance the employability and entrepreneurship skills of select students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Percentage of new courses introduced out of the total number of courses across all programmes offered during the last five years

Response: 5.64

1.2.1.1 Number of new courses introduced during the last five years:

Response: 18

1.2.1.2 Consolidated number of courses offered by the institution across all Programmes (without repeat count) during the last five years :

Response: 319

File Description	Document
Subsequent Academic Council meeting extracts endorsing the decision of BOS	View Document
Minutes of Board of Studies meeting clearly specifying the syllabus approval of new courses	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability and other value framework enshrined in Sustainable Development Goals and National Education Policy – 2020 into the Curriculum

Response:

The syllabi of various Under Graduate and Post Graduate courses of G. S. College of Commerce & Economics under autonomy is designed to include cross-cutting issues into the curriculum. Apart from subjects like Accountancy, Economics, Management and many more which impart domain knowledge, there is a multitude of subjects which integrate cross-cutting issues related to professional ethics, Gender equity, Human values, Environment and sustainability. As many as 26 courses in the curriculum of various UG and PG courses impart knowledge about the above cross-cutting issues. Inclusion of biographies of great entrepreneurs and economic philosophers, autobiographies of prominent leaders, prose texts, stories and poems in the syllabi of languages, other subjects like Gandhian Economics, Holistic Development, Constitution of India and Human Rights help to instil in the students core human values. Issues related to professional ethics are covered through subjects like Business Ethics and Corporate Culture, Business Law, Human Resource Management, Corporate Laws, Industrial and Labour Laws, and Performance Management and Compensation. Environment Studies has been included as a core subject in the Fourth Semester of all UG programmes in order to apprise students of critical environmental problems and issues of sustainable development.

As per our regular practice of taking feedback from students and teachers, recently BOS suggested revisions in some subjects like Principles of Business Management, Business Environment, Organization Behaviour, Intellectual Property Rights, Introduction to Public Administration, Marketing Management, Co-operation and Rural Development, Public Finance and Public Finance etc. and have included some more cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability and other value framework enshrined in Sustainable Development Goals. Now the courses count with cross-cutting issues has increased to 50. Apart from these subjects in curriculum, we have many skill oriented value addition courses to enhance the students' employability and entrepreneurship. We have conducted National level Essay Competition on Sustainability issues.

Being Autonomous college, NEP 2020 structure is to be implemented mandatorily from 2023-24. Therefore, existing programmes have been redesigned to meet the requirements of NEP by the BOS as per given Baskets of Major Core Courses, Major Elective Courses, Minor Courses, Vocational Skill Courses, Ability Enhancement Courses, Skill Enhancement Course, Value Education Course, Indian Knowledge System etc. All these new programmes have been approved by the Academic Council, the Governing Body of the college and the RTM Nagpur University, Nagpur.

Through this new structure, more emphasis has been given to imparting experiential and hands-on learning methods like On-the-job-training, Field Projects, Research Projects, Community Engagement Courses to develop critical thinking and problem solving skills of students. Physical Education has been made compulsory in first two years of all UG programmes for improving the physical and mental health of students. All such measures focus on overall development of students making them citizens of strong character and values who will then contribute to the development of our nation. The inclusion of gender-sensitive curriculum and pedagogy will definitely empathize all the stakeholders and in the long run will contribute to the achievement of SDG of the country.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2

Number of certificate/value added courses/Diploma Programmes offered by the institutions and online courses of MOOCs, SWAYAM/e-PG Pathshala/ NPTEL and other recognized platforms (without repeat count) where the students of the institution have enrolled and successfully completed during the last five years.

Response: 21

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format (data template)	View Document
Evidence of course completion, like course completion certificate etc	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

1.3.3

Percentage of programmes that have components of field projects / research projects / internships during the last five years.

Response: 57.14

1.3.3.1 Total Number of programmes that have components of field projects / research projects / internships (without repeat count) during the last five years

Response: 4

1.3.3.2 Total Number of programmes offered (without repeat count) during the last five years

Response: 7

File Description	Document
Sample Internship completion letter provided by host institutions	View Document
Sample Evaluated project report/field work report submitted by the students	View Document
Provide the relevant information in institutional website as part of public disclosure	View Document
Program and course contents having element of field projects / research projects / internships as approved by BOS	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

1.4 Feedback System

1.4.1

Structured feedback for curriculum and its transaction is regularly obtained from stakeholders like Students, Teachers, Employers, Alumni, Academic peers etc., and Feedback processes of the institution may be classified as follows:

Response: A. Feedback collected, analysed, action taken & communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 72.16

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
856	1033	867	768	971

2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1343	1343	1343	1100	1100

File Description	Document
Provide the relevant information in institutional website as part of public disclosure	View Document
Institutional data in the prescribed format (data template)	View Document
Final admission list as published by the HEI and endorsed by the competent authority	View Document
Document relating to sanction of intake as approved by competent authority	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 77.13

2.1.2.1 Number of actual students admitted from the reserved categories in the first year of the programme year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
624	740	663	540	677

2.1.2.2 Number of seats earmarked for reserved category as per GoI/State Govt. rule year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
914	914	914	732	732

File Description	Document
Provide the relevant information in institutional website as part of public disclosure	View Document
Institutional data in the prescribed format (data template)	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of the letter issued by the State govt. or Central Government Indicating the reserved categories(SC, ST, OBC, Divyangjan, etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any	View Document

2.2 Catering to Student Diversity**2.2.1**

The institution assesses the learning levels of the students and organises special Programmes to cater to differential learning needs of the student

Response:

The institution starts the assessment of students' learning levels during the admission process itself by

conducting thorough counselling of students regarding as to which programme would be best for him/her as per the area of interest and goals set by him. The college has constituted a special 'Student Quality Assurance Cell' for students of various capacities and abilities.

After admissions are over, the college identifies the students from non-Commerce background and conducts bridge courses for them in order to familiarize them with the core Commerce subjects like Accountancy, Economics, Business Management etc. for raising their knowledge level of key Commerce concepts and subjects at par with the students from the Commerce background. Around 450 students have benefitted from Bridge classes over the last five years.

Further, after the semester end examinations are over, the college also conducts Remedial classes for specific subjects for those students who do not fare well in the examinations so that they can improve their performance in the subsequent examinations. The students who wish to enrol for Remedial Classes give their names to their respective Programme Co-ordinators and a separate schedule is communicated to them for conducting remedial classes subject-wise and programme-wise. This way students are facilitated with proper counselling and support before appearing for back-log examinations and help them to clear those examinations in the subsequent attempts.

For advanced learners, college offers a number of options/opportunities for exploring their potential and talents depending on their area of interest. There are a number of value addition courses which students can join and also earn extra-credits. College also provides opportunity to students by conducting competitions and by offering interest clubs on diverse areas to cater to the need of students with different learning levels.

Besides providing advanced learners with an exceptional teaching-learning environment in the classrooms, special efforts and activities are conducted to hone their skills. These efforts are towards developing their overall personality beyond curriculum so that they can excel in life. Some of the avenues and competitions where advanced learners are motivated include NET/SET guidance, pursuing career in research by planning to undertake Ph.D., training them for National Live Stock Trading Contest, analyzing the Union Budget, Crossword Competition and many more. The SQAC committee of college has also organized a PPT seminar on "socio-economic issue of inflation", a lecture by the Financial expert CA Ranjit Dani on "How do I make my first Crore?", a lecture on "Group Discussion Techniques". Various value-added courses are being conducted by collaborating on a national level with institutions like NSE and CIMA.

Outcome:

Conduct of Bridge and Remedial classes help in reducing drop-out rates and strengthens the knowledge base of students from non-commerce background and also of slow learners.

The activities conducted for advanced learners help them to develop their scientific temperament, critical and analytical thinking abilities. Our students have participated and won various State and National level competitions like RBI Policy Challenge, IIM E Cell B-Plan championship, Tradethon: Live Stock Trading, Avishkar, Kamal Nayan Bajaj Elocution etc.

File Description	Document
Upload Any additional information	View Document
Provide link for additional information	View Document

2.2.2**Student - Full time teacher ratio (Data for the latest completed academic year)****Response:** 53.2

File Description	Document
List showing the number of students in each of the programs for the latest completed academic year across all semesters	View Document
Certified list of full time teachers along with the departmental affiliation in the latest completed academic year.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

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 experience and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The college is ever conscious of its high academic standards and as such puts premium on student-centric Teaching-Learning Activity as per the demands of syllabus. Thus, the faculty makes a generous use of novel T/L methods like smart boards, experiential and participative learning, problem solving methods etc. in order to derive maximum T/L output.

Experiential Learning:

Experiential learning is imparted through lab work for IT and English courses.

In addition, the college has introduced other methods of experiential learning like industrial/field visits and internships which enable students to bridge the gap between campus and corporate. Further, students are also made to present financial news analysis, role plays company analysis etc. Thus students are exposed in variety of ways to the practical aspects of business and industry.

Participative Learning:

Teachers expose students to group discussions, classroom seminars, PPT presentations, quizzes, Business Quiz, TRADE-A-THON- A Live Trading Competition, Retail Mela, Galleria Exhibition, Advertisement Making Competition (Skit), Mind Manthan (Commerce Quiz), Extempore Speech etc. Roleplays by students, solving crossword relating to syllabus and recent trends also lead to their active involvement thereby enhancing the applicability of their knowledge, skills etc. Further, students are also given joint/group projects which facilitates exchange of ideas which leads to enrichment for all partner-students. Our students visited various exhibitions like All India Science Conference, Audit Exhibition by CAG Office, Galleria Exhibition, a new initiative and activity as a part of GS-COMNEXT, a mega academic event to exhibit and showcase the real talent of GS students in the form of art work like Paintings, Handicrafts, Art and Craft products, Home Decoration items etc.

Problem-solving:

Case study methods, role plays, group discussions on current affairs, news analysis, business environment analysis, development of business ideas, marketing of different products etc are widely used by teachers for improving problem-solving skills of students. Students are given home assignments, practice problems, mock test on the usual problems faced by them.

The college has a very sound IT-infrastructure with 352 computers and laptops, 25 smart class rooms, SPSS software 3 computer labs, 1 English Language Lab, 1 Commerce Lab, 300 MBPS connectivity and wi-fi for all students and teachers ensuring seamless internet access for all. Further, there are separate Computer Stations for students and faculty. Thus, IT infrastructure is made available and accessible to one and all.

The college has constituted a special Innovative Teaching-Learning Cell for promoting use IT-enabled tools. The Cell conducts workshops for teachers to train them about the usage latest IT technology. Students are also required to make PPT presentations in classroom seminars. Further, the college has also made available N-List, J-Gate, E-Consortium, M-Opac, Shodhganga, National Digital Library (NDL) facilities to its students and staff which has led to enhanced usage of e-resources. Students are also encouraged to make use of you-tube videos, video lectures, documentaries for value-addition in order to enrich their learning experiences.

Teachers and students use blended techniques for Teaching, Learning and evaluation. Platforms like Google Classroom or Zoom etc. are still used. Subject-specific webinars have been conducted in the college.

File Description	Document
Upload any additional information	View Document
Provide Link for Additional Information	View Document

2.3.2

The institution adopts effective Mentor-Mentee Schemes to address academics and student-psychological issues

Response:

The mentoring system and induction programmes are implemented in the institution. In place of earlier Professor-Guardian Scheme from 2013, we now have Students Mentorship Programme. As per the scheme, each teacher is allotted 20-25 students at the Part I level and he has to keep the record of the given students in terms of their attendance and discipline, curricular, co- and extra-curricular performances etc. until students graduate or post-graduate. The objectives of the programme are as follows:

- To look after the personal and academic difficulties of students
- To involve them in co-curricular activities and value-addition courses
- To motivate them for participating in extra-curricular activities / sports and games
- To encourage them for participation in extension programs
- To provide exposure for their all round development
- To offer counseling as and when necessary or to arrange for counseling by an expert

The mentors maintain a close relationship with their mentees and personally counsel them from time to time and if required, they even recommend them to the counselor appointed by the college. The mentors adopt formal and informal mode of mentoring the students. Parents are informed regularly about their ward's low attendance (i.e. below 75%) for the semester through letters & phone calls, with the consent of the department coordinators. Annual parent teacher meet is conducted to ensure that they are updated with their wards academic progress and overall behavior.

All Programme Co-ordinators conduct Student Induction Programme (Deeksharambh) department-wise which assists the students in starting their new academic journey. An induction programme helps to ease the transition by providing a structured introduction to the rich profile of the institution, experienced staff members, systems and thus help in fostering a sense of belongingness. Students get to know the institution's academic policies, regulations, code of conduct, and expectations from them. Not only the academic aspects but also the life skills of the students are enhanced through such programmes. Career guidance sessions, crossword puzzles, classroom seminars/ppt presentations, encouraging & guiding students for co-curricular & extra-curricular activities, counselling sessions, etc. are conducted.

Overall, the mentoring and induction programmes contribute towards the holistic development of the students. They help build a great student-teacher rapport as well by eliminating all psychological barriers.

Impact: Owing to this programme there is a better rapport between students and teachers and it is now possible to maintain the track record of each and every student in the college.

Owing to constant follow-up, there is a marked rise in attendance, and students' participation level.

The mentors submit their yearly reports to the Principal who advises on corrective measures if necessary in case of problematic students.

The college has set up Career Guidance & Placement Cell for career counselling. There are also separate cells for boys and girls for personal/psychological counseling. We have also empanelled qualified counsellors for both boys and girls.

For curricular counselling, we have introduced the system of course-coordinators who advise students about the selection of right courses at the time of admission and also during their stay in the college.

File Description	Document
Upload any additional information	View Document
List of Active mentors	View Document
Provide Link for Additional Information	View Document

2.3.3

Preparation and adherence of Academic Calendar and Teaching plans by the institution

Describe the Preparation and adherence to Academic Calendar and Teaching plans by the institution.

Response:

Our college has been conferred with Autonomy status in the year 2018-19. Since then we have prepared our own academic calendars which are uploaded on institutional website. While preparing the academic calendars, it is ensured that each semester has minimum 90 days of teaching and a month or so for examinations. We have strictly adhered to our Academic Calendars with respect to the commencement of teaching, conduct of assignments, unit tests, preliminary examinations, practical examinations, Semester end examinations and declaration of results. All academic calendars can be accessed on this link-<https://gscen.shikshamandal.org/notifications/>

However, during the pandemic period, the academic calendars had to be revised owing to lock-downs and other restrictions.

Adhering unwaveringly to these Academic Calendars, we ensure the timely commencement of teaching sessions, execution of assignments, conduct of unit tests, preliminary and practical examinations, semester-end assessments, and prompt declaration of results within stipulated time frame. Strict adherence to these academic calendars help students to plan their co-curricular and extra-curricular activities. NSS Camps, NCC Camps, Sports and Cultural Events are also planned in line with the academic calendars. IQAC sends Monthly activity report to the management, Shiksha Mandal Wardha which ensures proper adherence.

Functioning as a guiding framework, the Academic Calendars play a pivotal role in defining and distributing responsibilities related to planning the academic schedule for courses integral to our educational programs. These parameters empower our faculty to shape and deliver the curriculum with precision. Ensuring transparency and accessibility, we showcased it on our college website, serving as references for students and various stakeholders.

Our institution has consistently adhered to the meticulously outlined academic calendar. Every date and milestone specified in these calendars are followed diligently, fostering a sense of discipline and structure within our academic ecosystem.

Academic Diaries:

Another cornerstone of our academic framework involves the meticulous upkeep of Academic Diaries by our teaching staff. These diaries serve as repositories of annual teaching plans, documented class engagements, and syllabus coverage progress. Last year's result of the subjects taught, participation in administrative, co-curricular, extra-curricular, research and training/workshops are also included in it. Academic diaries are submitted to HODs and through them to the Principal. The summary pages of academic diaries serve as a documentary proof for the performance appraisal system and confidential reports by the management.

During COVID-19 pandemic and imposed lock down period, in order to supplement this practice of academic diaries, records of online lectures conducted by the teaching staff of all the departments have been maintained on daily basis and submitted to the management through the Innovative Teaching Learning and ICT committee to keep a track on teaching-learning process.

This practice aligns with our dedication to transparency, accountability, and continuous improvement within the educational journey.

File Description	Document
Upload any additional information	View Document
Provide Link for Additional Information	View Document

2.4 Teacher Profile and Quality

2.4.1

Average percentage of full time teachers appointed against the number of sanctioned posts year wise during the last five years

Response: 79

2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
54	52	52	50	51

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts).	View Document
Provide the relevant information in institutional website as part of public disclosure	View Document
Institutional data in the prescribed format (data template merged with 2.4.3 and 2.4.4)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2**Percentage of full time teachers with Ph.D./D.Sc. / D.Litt./ L.L.D during the last five years****Response:** 54.24**2.4.2.1 Number of full time teachers with *Ph.D./D.Sc. / D.Litt./ L.L.D* during the last five years**

Response: 32

File Description	Document
List of faculty having Ph.D./D.Sc. / D.Litt./ L.L.D along with particulars of the degree awarding university, subject and the year of award per academic year.	View Document
Institutional data in the prescribed format (data template merged with 3.2.3 and 3.4.2)	View Document
Copies of Ph.D./D.Sc. / D.Litt./ L.L.D awarded by UGC recognized universities	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.3**Average teaching experience of full time teachers (Data to be provided only for the latest**

completed academic year, in number of years)

Response: 9.49

2.4.3.1 Total teaching experience of full-time teachers as of latest completed academic year

Response: 389

File Description	Document
Institutional data in the prescribed format (data template merged with 2.4.1 and 2.4.4)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.4

Percentage of full time teachers working in the institution throughout during the last five years

Response: 80

2.4.4.1 Number of full time teachers worked in the institution throughout during the last five years:

Response: 32

File Description	Document
Institutional data in the prescribed format (data template merged with 2.4.1 and 2.4.3)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5 Evaluation Process and Reforms

2.5.1

Average number of days from the date of last semester-end/ year- end examination till the last date of declaration of results during the last five years

Response: 44.2

2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
30	50	55	25	61

File Description	Document
Result Sheet with date of publication	View Document
Policy document on Declaration of results (if any)	View Document
Institutional data in the prescribed format (data template)	View Document
Exam timetable released by the Controller of Examination	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5.2

Percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Response: 6.16

2.5.2.1 Number of complaints/grievances about evaluation year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
183	305	16	00	180

2.5.2.2 Number of students appeared in the examination conducted by the institution year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
2385	2203	2018	2070	2434

File Description	Document
List of students who have applied for re-valuation/re-totaling program wise certified by the Controller of Examinations year-wise for the assessment period.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.5.3

IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA)/Formative Assessment have brought in considerable improvement in Examination Management System (EMS) of the Institution

Describe the examination reforms with reference to the following within a minimum of 500 words

- **Examination procedures**
- **Processes integrating IT**
- **Continuous internal assessment system**

Response:

The college has been granted autonomy status since 2018, and it has established a separate autonomy examination cell and internal examinations committee to conduct the examinations smoothly. The Principal of the college is the Chief Controller of Examinations. The Controller of Examinations, appointed by the Principal from among teachers in the college, manages various examination operations with the help of the Examination Committee and other office support.

The college has introduced various examination reforms in terms of both the conduct of examinations and assessment. For example, we have departed from the University's scheme of online mode and conducted offline examinations in a full-length descriptive mode.

Autonomy has also allowed us to effect some reformative measures in internal assessment (IA) mechanisms. The college introduced two more components of performance in preliminary examination and attendance in its Internal Assessment scheme. Further, the college provides for additional credits for performance in Value-addition courses (VAC) and Extra Curricular activities (ECA) which are counted for final grade, in calculation of Cumulative Grade Point Average. A web based portal for keeping records for Internal assessment has been designed and each teacher has to submit the records through this portal- <https://gscen.shikshamandal.org/internalassessment>

Our college has collaborated with M/S PROMARC SOFTWARE PRIVATE LIMITED, NAGPUR for processing results. This software effectively minimizes the need for manual mark verification and conversion, ensuring a high level of accuracy. An additional advantage of the software is its capability to maintain data online whenever necessary. All the time-table and results for autonomy examinations are displayed on our college website.

Continuous Internal Assessment System:

As 20% of the total marks are allotted to internal assessment, we regularly conduct various academic assessment activities such as minimum two unit tests and two home-assignments comprising of 20 marks each which are converted to 3 marks each as per the academic calendar issued by the college. For practical courses of IT and students projects, the criterion is given in the academic regulations of the respective programmes. Attendance above the mandatory norm of 75% also help the students to fetch marks as per given parameters included in Academic Regulations of all 5 UG and 2 PG programmes. Google sheets have been prepared in order to ensure transparency and accuracy in the attendance records maintained by the teachers. These sheets can be accessed by examination department, scholarship department and the management.

Our college also conducts the preliminary examination as similar to the semester end examination in order to enable students to familiarize the students to the pattern of semester end examinations. The examination is conducted for 3 hours and their performance in the preliminary examination fetch them the marks as per the decided criterion.

Thus we are making the most of privileges conferred upon by Autonomy vis-a-vis the examination reforms. The judicious integration of examinations systems with IT has further enabled us to manage examinations successfully.

File Description	Document
Upload any additional information	View Document
Provide links as Additional Information	View Document

2.6 Student Performance and Learning Outcomes**2.6.1**

The institution has stated learning outcomes (programme and course outcome)/graduate attributes which are integrated into the assessment process and widely publicized through the website and other documents and the attainment of the same are evaluated by the institution

Response:

After becoming autonomous, the college has restructured its syllabi for all its programmes while specifying their objectives and expected outcomes. Further, as per the UGC's letter dated 28.08.2018, the college has outlined detailed programme outcomes and course outcomes for various programmes in a special Direction No. 4 of 2020 which is displayed on the college website. Each programme coordinator apprises the students about learning outcomes.

The college specifies outcomes in two ways i.e. programme outcomes and programme specific outcomes. Programme outcomes (PO) are defined on the basis of overall competencies and skills which students are expected to acquire after the completion of programme. They are more like the graduate attributes.

Programme specific outcomes emphasize on the special features of the programme which distinguish it from other programmes in the same Faculty. Thus the programme specific outcomes of plain B.Com. and B.Com. (Computer Application) are necessarily different. In B.Com., for example, the outcomes exclusively centre upon the comprehension of Commerce concepts whereas, in case of B.Com. (Computer Application), the focus is on applicability of IT in terms of conducting businesses-related activities.

The College has also specified Course Outcomes for all the courses/subjects offered by it in various UG/PG programmes like Domain Knowledge, Critical thinking, Research techniques, Professional abilities, Social Sensitivity, Making use of contemporary tools, Interdisciplinary bandwidth, Environmental and social awareness, Respect for living beings, Lifelong learning, Job Competencies, Global Cross-Cultural Understanding.

The college has detailed all programme outcomes and course outcomes for various programmes viz. B.Com, B.C.C.A., B.B.A, B.Com. (Honours), B.Com. (F&A), M.Com. and M.B.A. as per the UGC letter dated on 28.08.2019 on the college website. Graduate Attributes have been defined along with PO, CO and PSO and is mapped with Vision and Mission statement of the college. Further, mapping of graduate attributes with Programme Outcomes has been provided which are hosted in our website.

In order to monitor and evaluate the attainments of Programme outcomes, the college has constituted a separate Academic Audit Committee. The Committee is mandated to analyse the results of each semester and suggest corrective measures, if any.

The college sets new bench marks for results for each programme. The Academic Audit Committee, on the basis of result analysis, recommends corrective measures to be adopted for reaching the benchmarks. The Committee ensures this with the analysis of class wise, subject wise and teacher wise results.

The Committee analyses to what extent programme outcomes are reflected in the students' performances. The scale used for assessing this is that of placement analysis and progression to the higher studies. The direct method of computation of attainment of COs is based upon 70% of the student performance in all assessment instruments, and indirect method with 30% weightage of students feedback on attainment of outcomes. There are courses which contain practical examination, projects, internships etc. in some programmes such as BCA, BBA, MBA and B. Com Honours. Due weightage has been given for mapping of these courses. Outcome realised have been mapped for all completed batches of UG and PG.

File Description	Document
Upload POs and COs for all courses (exemplars from Glossary)	View Document
Upload any additional information	View Document
Provide links as Additional Information	View Document

2.6.2

Pass percentage of students (excluding backlog students) (Data for the latest completed academic

year)

Response: 90.03

2.6.2.1 Total number of final year students who passed the examination conducted by Institution during the latest completed academic year:

Response: 623

File Description	Document
Institutional data in the prescribed format (data template)	View Document
Certified report from the COE indicating the pass percentage of students of the final year (final semester) eligible for the degree program-wise / year wise	View Document
Annual report of Controller of Examinations (COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.6

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

3.1.1

The institution's research facilities are frequently updated and there are well defined policy for promotion of research which is uploaded on the institutional website and implemented

Response:

Our college management has a well defined Research Policy and it has created enough research facilities as under:

1. Research Cell: The Research Cell regularly guides students to identify/finalize research topics and conducts sessions on Research Methodology. The Cell also encourages faculty members to apply for research projects.
2. A University-recognized "Place of Higher Learning & Research": 09 scholars have pursued Ph.D.s in the Research Centre. The Research Centre is equipped with 11 computers, internet connectivity, thesis bank etc.

Research Policy:

1. Research Corpus Fund: To promote research, the Management has created a special corpus fund of Rs 15 lakh for providing seed money to faculty for individual or institutional research projects. So far, the college has conducted 3 institutional research projects.
2. Research Ethics/Anti-plagiarism Committee: Our management has provided us with a plagiarism software i.e. URKUND hence plagiarism checking of all publications are done in house by our committee. All research publications by faculty are checked for plagiarism.
3. Linking CAS with Research Output: The Management has directed faculty members to write a stipulated number of research papers/books every year and linked their research performance with CAS.
4. Research courses: The college has introduced Research Methodology/ Business Research as core courses in UG/PG programmes. Project Work has been introduced for inculcating research habits among students. Research Cell regularly conducts lectures on research methodology and allied areas related to promotion of research linked knowledge. Students of BBA, MBA and M.Com are encouraged to undertake research projects. Our students actively participate in the conferences hosted by us. We also encourage faculties and students to enroll for research methodology course works conducted on SWAYAM and other online portals.

Faculty members are encouraged to apply for Major and Minor research projects. Several of our faculty members had applied for undertaking minor research projects to our parent body Shiksha Mandal. In the recent past two of our faculty members have submitted Minor research projects to UGC while one MRP sponsored by ICSSR has been successfully completed.

Research Advisory Committee: We have a Research Advisory Committee that guides research scholars in finalizing the synopsis for Ph.D. registration. Besides, every 6 months a progress viva is conducted of the candidates enrolled in our Place of Higher Learning & Research. This way we keep a tab on the progress of our research scholars. We recently conducted a 60 hours Research Methodology workshop for the benefit of our students and evaluation was done through a 100 marks MCQ based paper.

Students Achievement: Two of our students secured first prize at **Avishkar: 15th Maharashtra State Inter-University Research Convention (University Level)** and our student Mr. Shivam Rohankar got 3rd rank in Commerce, Management and Law category at state level.

Educational Visits: Students and faculties have visited Indian National Science Congress to inculcate the spirit of inquisitiveness and interdisciplinary research. A visit and guest lecture by CAG office was arranged to develop and promote research among students. Guest lectures/ Webinars on research methodology are conducted on regular basis to promote research culture.

File Description	Document
Upload any additional information	View Document
Provide links as Additional Information	View Document

3.1.2

The institution provides seed money to its teachers for research

Response: 0

3.1.2.1 Amount of seed money provided by institution to its teachers for research year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
0	00	0	00	0

File Description	Document
Sanction letters of seed money to the teachers is mandatory	View Document
List of faculty who have been provided with seed money for research along with the title of the project, duration and amount year-wise	View Document
Institutional data in the prescribed format (data template)	View Document
Audited Income-Expenditure statement highlighting the expenditure towards seed money endorsed by the Finance Officer	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.1.3

Percentage of teachers receiving national/ international fellowship/financial support by various agencies for advanced studies/ research during the last five years

Response: 1.69

3.1.3.1 Number of teachers who received national/international fellowship /financial support by various agencies, for advanced studies / research; year-wise during the last five years

Response: 1

File Description	Document
List of teachers who have received the awards along with nature of award, the awarding agency etc.	View Document
Institutional data in the prescribed format (data template)	View Document
E-copies of the award letters of the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.2 Resource Mobilization for Research**3.2.1**

Total Grants research funding received by the institution and its faculties through Government

and non-government sources such as industry, corporate houses, international bodies for research project, endowment research chairs during the last five years (INR in Lakhs)

Response: 3

File Description	Document
List of Extramural funding received for research, Endowment Research Chairs received during the last five years along with the nature of award, the awarding agency and the amount	View Document
Institutional data in the prescribed format (data template is merged with 3.2.2)	View Document
Copies of the letters of award for research, endowments, Chairs sponsored by non-government sources	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.2.2

Number of research projects per teacher funded by government, non-government , industry, corporate houses, international bodies during the last five years

Response: 0.02

3.2.2.1 Number of research projects funded by government and non-government agencies during the last five years.

Response: 1

File Description	Document
List of project titles with details of Principal Investigator, amount sanctioned and sanctioning agency etc	View Document
Institutional data in the prescribed format (data template merged with 3.2.1)	View Document
Copies of the grant award letters for research projects sponsored by government agencies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.2.3

Percentage of teachers recognised as research guides as in the latest completed academic year**Response:** 17.07**3.2.3.1 Number of teachers recognised as research guides as in the latest completed academic year:**

Response: 07

File Description	Document
Upload copies of the letter of the university recognizing faculty as research guides	View Document
Institutional data in the prescribed format (data template merged with 2.4.2 and 3.4.2)	View Document

3.3 Innovation Ecosystem**3.3.1**

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The College has created an ecosystem for innovations and creation of transfer of knowledge and also set up dedicated cells/committees for them as under:

1. Innovation Ecosystem, Innovative T/L; Classroom Seminars Cell: This dedicated Cell works for creating an ecosystem for innovative T/L methodology. Even during the pandemic, teachers have introduced various innovative T/L methods for transacting syllabi through online mode.
2. Indian Knowledge System: We offer courses with a blend of tradition and technology such as Gandhian Economics, Panchayat Raj and Holistic Development that provide for Indian knowledge system as a part of our curriculum. Visit and stay at Manav Mandir, Yerala Village expose our students to the real life heroes who are worshipped as God.
3. IPR Cell : We offer IPR course in all our programs. We conducted guest lectures on IPR by professionals in collaboration with RGNIPM, Nagpur to spread awareness. This Cell functions under Research & Development Cell.
3. Incubation & Entrepreneurship Development Cells and Women Entrepreneurship Cell: Conducted guest lectures on 'How to become an entrepreneur' in collaboration with Maharashtra Council of Entrepreneurship Development-MCED and on business ideas, MSME schemes, entrepreneurial journey etc. Students with entrepreneurial aspirations are directed to MCED for further assistance.

MOU with Make-Intern, IIM E-Cell Calcutta is in process. Industrial visits, workshops etc. have been conducted to spark the entrepreneurial spirit amongst students. We have conducted a Two-Days

Workshop cum Hands-On-Training for 80 students on Digital Marketing in the month of April and selected five students got award of excellence in the final rounds at 10th National B-Plan Championship at IIM Indore.

A skill development workshop of one week was organized by Innovation and Incubation Cell of our college in which 95 students have been directly benefitted.

We have organized Retail mela and other similar events to develop entrepreneurial skills, competitive spirit and boost innovative ideas and skills among students. This is an effort towards introducing the students to the most important aspect of entrepreneurship i.e. **the art of marketing oneself and earning desired profit.**

4. Commerce Study Circle (CSC), Commerce lab and Clubs: Have been set up for encouraging students' ideas related to Indian Economy which are translated into Models and Charts. Students have also mastered procedures of filing various Tax returns as well as investing in share market. We have set up various clubs like *Quiz Club, Investors Club, Economics Society and Commerce Study Circle* for students which conduct several events and competitions year long.

Trade a Thon, Financial News Analysis, Corporate News Analysis are some of the other methods used for transfer of knowledge/technology.

As a result of our initiatives Mr. Pratham Banode has secured **1st position in India under the top traders' category in NSE's 'Trade-a-thon'**. Every year some students attend Ananta ASPEN leadership programme.

Our students Mr. Mohit Bhadarkar and Mr. Nahush Lakhate won State level 1st prize in PPT presentation competition on the theme 'Fin Tech', held in G.S.College of Commerce, Wardha . Likewise, several of our students have excelled in various such competitions.

File Description	Document
Upload any additional information	View Document
Link for Any other additional information	View Document

3.4 Research Publications and Awards

3.4.1

The Institution ensures implementation of its stated Code of Ethics for research.

The institution has a stated Code of Ethics for research and the implementation of which is ensured through the following:

1. Inclusion of research ethics in the research methodology course work
2. Presence of institutional Ethics committee (Animal, Chemical, Bio-ethics etc.)
3. Plagiarism check through software
4. Research Advisory Committee

Response: B. Any 3 of the above

File Description	Document
Institutional data in the prescribed format (data template)	View Document
Copy of the syllabus of the research methodology course work to indicate if research ethics is included	View Document
Constitution of the ethics committee and its proceedings as approved by the appropriate body	View Document
Constitution of research advisory committee and its proceedings as approved by the appropriate body.	View Document
Bills of purchase of licensed plagiarism check software in the name of the HEI	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4.2

Number of candidates registered for Ph.D per teacher during the last five years

Response: 1.29

3.4.2.1 Number of candidates registered for Ph.D during the last 5 years:

Response: 09

File Description	Document
Ph.D. registration letters/Joining reports of candidates.	View Document
Letter from the university indicating name of the Ph.D. student with title of the doctoral study and the name of the guide.	View Document
Institutional data in the prescribed format (data template merged with 2.4.2 and 3.2.3)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4.3

Number of research papers published per teacher in the Journals as notified on UGC CARE list during the last five years

Response: 0.27

3.4.3.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

Response: 16

File Description	Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link to the uploaded papers, the first page/full paper (with author and affiliation details) on the institutional website	View Document
Links to the paper published in journals listed in UGC CARE list	View Document
Link re-directing to journal source-cite website in case of digital journals	View Document

3.4.4

Number of books and chapters in edited volumes published per teacher during the last five years

Response: 0.37

3.4.4.1 Total Number of books and chapters in edited volumes published during the last five years

Response: 22

File Description	Document
List of chapter/book along with the links redirecting to the source website	View Document
Institutional data in the prescribed format (data template)	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4.5

Bibliometrics of the publications during the last five years based on average Citation index in Scopus/ Web of Science

Response: 0

File Description	Document
Bibliometrics of the publications during the last five years	View Document
Any additional information	View Document

3.4.6

Bibliometrics of the publications during the last five years based on Scopus/ Web of Science – h-index of the Institution

Response: 0

File Description	Document
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View Document
Any additional information	View Document

3.5 Consultancy

3.5.1

Revenue generated from consultancy and corporate training during the last five years

Response: 0**3.5.1.1 Total Amount generated from consultancy and corporate training year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
00	00	00	00	00

File Description	Document
Letter from the corporate to whom training was imparted along with the fee paid.	View Document
Letter from the beneficiary of the consultancy along with details of the consultancy fee	View Document
Institutional data in the prescribed format (data template)	View Document
CA certified copy of statement of accounts as attested by head of the institution	View Document
Audited statements of accounts indicating the revenue generated through corporate training/consultancy.	View Document

3.6 Extension Activities**3.6.1**

Outcomes of extension activities in the neighbourhood community in terms of impact and sensitizing the students to social issues and holistic development, and awards received if any during the last five years (Showcase at least four case studies to the peer team)

Describe the impact of extension activities in sensitising students to social issues and holistic development with four case studies within a maximum of 500 words

Response:

The college's NSS, NCC and Adult & Continuing Education Units regularly conduct community-oriented and other outreach extension activities. Our NSS volunteers have undertaken various activities in the nearby villages during 7 Days Residential Camp at Manav Mandir.

I: Blood Donation Camp: Our NSS Unit regularly organizes Blood Donation Camp in collaboration with Government recognized blood banks/hospitals. In this drive students and faculties of our college donate blood generously. This noble gesture aims at saving precious life that may be lost due to shortage of

blood. On an average 50 and odd points of blood is donated by our students and faculties every year. This year 51 point of blood was donated by our students and faculty.

II: NSS organizes annually a 07 Days residential camp of NSS volunteers in rural areas. Total 100 NSS volunteers participate in this camp annually. Through them we establish a connect with the villagers where camp is conducted, to sensitize the students and rural community to social issues. The NSS volunteers develop leadership qualities and team spirit which has resulted in their overall development. The NSS camp contributes in holistic development of the students.

III. National Cadet Corps (NCC) has been working shoulder to shoulder with civil administration fight against Corona Virus (COVID-19) pandemic in April 2020 to boost relief efforts and functioning of various agencies involved in battling the pandemic in Nagpur City.

The cadets have managed various tasks such as helping people stand in queue with proper distance, distribution of relief materials, essential commodities, and community assistance coming for ration in various Public Distribution System centres in Nagpur City. To amplify the State's efforts to curb the spread of pandemic, the cadets also actively sensitized the public with necessary and appropriate information through messages on social media platforms and active field work. Mr. Sachin Sahu was awarded as "Corona Warrior" by Maharashtra State Government of India.

IV: Contribution of NCC in Atmanirbhar Bharat Abhiyaan

Atmanirbhar Bharat Abhiyaan or **Self-reliant India** campaign is the vision of new India initiated by the Hon'ble Prime Minister Shri Narendra Modi. On 12 May 2020, our PM gave a clarion call to the nation giving a kick start to the Atmanirbhar Bharat Abhiyaan (Self-reliant India campaign). The aim is to make the country and its citizens independent and self-reliant in all senses. Following the nation's call, our NCC cadets contributed in '**Atmanirbhar Bharat Abhiyaan**' by using various social media platforms and conducting online awareness campaign by preparing videos and sharing their videos on all social media platforms like YouTube, Facebook, WhatsApp, Instagram, Twitter etc. Posters on the theme were made and presented. Cadets also convinced their family members, friends and neighbours to maximize the use of local products. Total 44 NCC cadets of our college took oath to use and to promote the products 'Made in India'.

Impact: Owing to our Gandhian bearings and to follow his famous saying 'Service to people is service to God', we have created and sustained a healthy social service culture among our students.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

3.6.2

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community year wise during the last five years

Response: 152

3.6.2.1 Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community year wise during the last five years.

2022-23	2021-22	2020-21	2019-20	2018-19
27	16	35	42	32

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format (data template)	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.7 Collaboration

3.7.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years

Response: 14

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for

- 1. teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- 2. ICT – enabled facilities such as smart class, LMS etc.**
- 3. Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc.**

Response:

G.S.College of Commerce & Economics, Nagpur has got two complexes: the main Campus (6.89 acres) and the Hostel Complex (32679 sq.ft.).

A. Buildings/Physical Infrastructure:

Over a period of 76 years, the College has constructed various buildings and created adequate infrastructure and physical facilities for catering to the curricular and co-/extra-curricular needs of over 2000 students across 5 UG and 2 PG programmes. At present, the College has a total of 8 separate buildings housing 52 classrooms, seminar halls/auditorium, library, 3 computer labs, 1 English Language lab, 2 conference/meeting halls, washrooms for staff and students, various Cell offices etc. In addition, there are 2 hostels for boys and girls, Gymnasium and 3 playgrounds/courts, and parking.

B. IT Infrastructure:

The college has created a very robust IT infrastructure which includes, over 352 computers/laptops, 300 MBPS connectivity, 25 smart classrooms, 39 DLPs, 53 Printers, 16 Scanners, 18 Photocopiers, 3 computer labs, 1 English language lab, 1 Commerce Lab, wi-fi hot spots, computer zones, SPSS software, URKUND software etc.

C. Equipment: The college is having a wide range of equipment which include a lift, a 45 KV generator, several air- conditioners, photocopiers, printers and scanners, house-keeping equipment, solar lights, solar water heaters, water pumps, water coolers equipped with purifiers, TV and CCTV surveillance.

D. Place of Higher Learning & Research:

The dedicated space with 18 cubicles having all ICT gadgets along with Journals, Thesis bank and important e-resources are available for Research Scholars.

E. Library:

The library is computerized with Master soft Libman software, and it offers N-LIST, J-GATE and

DELNET Consortia with remote log-in access to various E-resources and databases. The library also has special Audio Book Reader & Recorder unit (ABRAR) for the Divyangjan.

F. A good spacious Canteen available.

G. 3-storeyed Bajaj Bhavan with the state-of- art infrastructure rotatable window louvers.

H. Infrastructure for Cultural Activities:

Throughout the year, the college conducts various cultural programmes to mark special occasions and special days. All these programmes are conducted at the Bajaj Bhavan Auditorium which has got the capacity of around 160-70 seats.

For the annual event UMANG which hosts such events as singing, dancing, traditional attire, skits etc. the college uses its open air stage. For the entire cultural week, the college erects a large size pandal with a seating capacity of over 2500 students.

I. Yoga, Sports and Games:

The college offers sporting facilities for both outdoor and indoor games in the form play grounds/courts and gymnasium. The college has appointed two full time Sports Directors for training and coaching students in various games. For those games, for which the college cannot provide training facility, college arranges for outside facilities. Students living at distance prefer clubs especially for Cricket and Football. The college has also set up the Yoga Club.

Annual sports week for students has been conducted and winners are awarded with prizes during UMANG. National Sports Day is also celebrated every year.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

4.1.2

Percentage of expenditure excluding salary, for infrastructure development and augmentation year wise during the last five years

Response: 38.68

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
6.50696	87.79181	85.06883	142.4327	76.3517

File Description	Document
Institutional data in the prescribed format (data template is merged with 4.2.2 and 4.4.1)	View Document
Audited income and expenditure statement of the institution to be signed by CA and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The College is having one of the biggest libraries in the region. It has got a collection of over 60000 books and it subscribes to several national and international journals as well as e-journals. The library occupies 839.61 sq.mt. and has a reading/reference section to accommodate 120 students. The Bajaj Bhawan library also accommodates around 50 students. The library committee monitors the smooth functioning of the library.

The library has a huge clientele of more than 2000 students and staff members. In order to streamline all the library transactions and activities, the college has automated the library with Integrated Library management system (ILMS).

The college library is using 'Libman': Cloud base Library Management System software in its day to day operations. The software is provided by Master Soft ERP Solutions Ltd. The Integrated Software provides the following modules for in-house operations and client base services.

1. Acquisitions & Cataloguing
2. Circulation
3. Serial Control
4. OPAC

5.M-OPAC

6.E-resources The links to all important consortia, digital libraries, self-learning platforms, E-books, E-journals, Open source study-material, useful websites, portals of national and international importance etc. are available in the college's official website in the library.

The following important e-resources are available for the users in the library on 17 computers with unlimited Internet facility.

- N-LIST
- J-GATE
- DELNET
- NDLI Club
- NPTEL
- DOAJ
- DOAB

7. MIS Reports:

Management information systems or MIS reports related to the library allow the librarians to extract crucial data & information of all the library transactions at a few clicks. Accurate MIS reports foster better decision-making.

he separate arrangements in the form of 18 cubicles are available in **the Place of Higher Learning and Research** for the on- going research scholars.

The users can access all important e-resources, old question papers and other useful study material from the link available on the official website of the institution.

The library is open for users on all working days between 9.30 a.m. to 5.30 p.m.

Best Practices of the Library:

- Monthly book exhibition: On various themes such as 'August Kranti Din', 'Hindi Saptah', 'Gandhi Jayanti', 'Wachan Prerna Din', 'Samvidhan Diwas', 'National Youth Day', 'Competitive Examination', 'Marathi Bhasha Gaurav Diwas', Ranganathan Day etc. displaying a wide variety of special collection.
- Shabd Forum Activities like Book review, guest lecture, poster competition, creative writing etc. are conducted.
- The library formed NDLI club and joined the club activities of IIT, Khagarpur.
- One month internship program for the PG students of Library and Information Science affiliated to R.T.M. Nagpur University.
- **Rare Books and Special Collection:** The library possesses first copy of Pictorial Bande Mataram Album by Arbindo Ghosh with English Translation a very rare collection. The libraries also have special collection on Mahatma Gandhi, Vinoba Bhave, Pt. Jawaharlal Nehru, Dr. B. R. Ambedkar, Swami Vivekananda, and many of luminaries.

<https://gscen.shikshamandal.org/wp-content/uploads/2023/09/Vandemataram-Album.pdf>

The library maintains cleanliness with the in-house and out-sourced agency and also conducts periodic pest control treatment. The CCTV cameras are installed for the purpose of safety.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

4.2.2

Percentage of expenditure for purchase of books/ e-books and subscription to journals/e-journals year wise during the last five years

Response: 1.4

4.2.2.1 Expenditure for purchase of books / e-books and subscription to journals/e-journals year wise during last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
2.35289	2.0331	2.52171	3.18394	4.27089

File Description	Document
Institutional data in the prescribed format (data template merged with 4.1.2 and 4.4.1)	View Document
Audited income and expenditure statement of the institution to be signed by CA and counter signed by the competent authority (relevant expenditure claimed for purchase of books/ e-books and subscription to journals/e-journals should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of update, available internet bandwidth within a maximum of 500 words

Response:

Realizing the importance of IT as a global competency, the college has made it a matter of policy to make Information Technology available to all the faculty and students and built a very strong IT infrastructure.

It was in keeping with this policy that the college had introduced in 2006, an IT-specific UG programme of B.Com. (Computer Application). Post-autonomy, the curriculum of B.Com. (Computer Application) has been further revamped and the latest IT modules/languages/programmes have been included in the syllabus. Further, post-autonomy, the college has established a separate IT Department and a separate Boards of Studies in IT.

The IT department is entrusted with the job of creating, maintaining and updating IT infrastructure including the college's website. The college has further adopted the policy of using only the legal and licensed software to ensure fullest possible cyber security.

The college has upgraded from 40 MBPS to 300 MBPS connectivity recently and having virtual Linux Server for internet and wi-fi management system. All the faculty/students are having access to the wi-fi facility. The budgetary provisions are made every year for up-gradation/maintenance of IT infrastructure as per the requirements of various departments. We have Annual Maintenance Contract (non-comprehensive) with M/s. Shreeshyam Systems for computer maintenance.

We have more than 25 ICT enabled smart classrooms which is also maintained by Agency.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

4.3.2

Student - Computer ratio (Data for the latest completed academic year)

Response: 7.29

4.3.2.1 Number of computers available for students' usage during the latest completed academic year:

Response: 299

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.3.3

Institution has dedicated audio visual centre, mixing equipment, editing facility, media studio, lecture capturing system(LCS) and related hardware and software for e-content development

Response:

In an era marked by technological advancement and the convergence of education and digital platforms, we take significant strides in enhancing the educational experience through e-content development. Commerce lab provides for a dedicated audio-visual centre, the institution's faculty is pioneering in creating engaging and effective e-content, leveraging a suite of innovative applications and tools that enable seamless remote learning.

Faculty-Driven E-Content Revolution: Our faculty stands as exemplars of adaptability and innovation in the field of e-content development. Faculty members go beyond conventional teaching methods, embracing the creation of e-content that includes audio-video lectures, simulations, review quizzes, and more. Their commitment to ensuring a robust digital learning environment demonstrates the institution's dedication to providing top-notch education.

Harnessing Digital Tools: G. S. College's educators utilize a range of cutting-edge applications that cater to various aspects of e-content development:

- 1. Google Classroom:** This versatile tool serves as a comprehensive platform for creating online courses, disseminating notes, conducting online tests, assigning homework, and administering examinations. Its cross-platform compatibility ensures seamless access for students using Android, Apple iOS, and Windows devices.
- 2. Liquid Text:** Through this application, educators conduct virtual lectures enhanced by annotations and external text linking. This approach facilitates a more effective explanation of topics, fostering enhanced student understanding.
- 3. Kahoot:** Interactive online quizzes are made possible by Kahoot, encouraging active participation and enabling students to review their comprehension of subject matter. The tool's support for Android, Apple iOS, and Windows platforms ensures widespread accessibility.
- 4. Margin Note 3:** Educators employ Margin Note 3 to explain concepts using mind maps. Flash cards are integrated to review students' understanding, creating a dynamic and interactive learning experience.

5. **Microsoft Excel:** Solving numerical problems in subjects like Financial Management and Direct Taxes is made intuitive with MS Excel. Virtual lectures employ this tool to familiarize students with problem-solving formats and presentation methods.
6. **Microsoft PowerPoint:** The age-old tool continues to be relevant, facilitating the explanation of diverse topics through dynamic presentations. Its compatibility with Android, Apple iOS, and Windows systems ensures accessibility across devices.

E-Content Development Tools: The faculty's dedication to e-content creation is further bolstered by an array of specialized applications and software:

1. **OBS Video Recorder:** This software is harnessed to record video lectures, capturing content that is accessible to students at their convenience.
2. **Adobe Premier Pro and Adobe After Effects:** The faculty employs these tools to craft polished and engaging video lectures, enriching the digital learning experience.

A Testament to Innovation:

We embark on an e-content development journey that is marked by innovation, resourcefulness, and commitment. The institution's faculty members, armed with a diverse array of applications and tools, create an immersive digital learning environment that fosters academic excellence and encourages students' holistic development. Through their pioneering efforts, the college stands as a beacon of innovation in modern education, demonstrating that there is no barrier to fostering an engaging and effective learning experience.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years

Response: 13.1

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities of DDE and total expenditure excluding salary, year - wise, over the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
15.8473	57.87991	45.2248	5.2681	10.6644

File Description	Document
Institutional data in the prescribed format (data template merged with 4.1.2 and 4.2.2)	View Document
Audited income and expenditure statement of the institution to be signed by CA and counter signed by the competent authority (relevant expenditure claimed for maintenance of physical facilities and academic support facilities should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4.2

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

Describe policy details of systems and procedures for maintaining and utilizing physical, academic and support facilities within a maximum of 500 words

Response:

The college enjoys a huge infrastructure in terms of buildings, classrooms, furniture, electrical and other equipment, IT-related equipment, sporting facilities including gymnasium etc. all of which require proper maintenance from time to time. The college has formulated systematic policies and procedures for maintaining and optimum utilization of its resources in the college campus and hostel.

Accordingly, the college has constituted a separate Maintenance of Facilities/Purchase Committee which is mandated to invite quotations from competent vendors for all purchases and repair/maintenance works involving furniture, electricals, computers, civil work etc. The office invites quotations from authorized agencies and finalizes the lowest quotation. After Principal's approval the order is placed with the vendor with necessary supply conditions and guidelines formulated from time to time. The Annual Maintenance Contract is given to House Keeping agencies, Computer AMC, Security Services are given to reputed external agencies on yearly basis by inviting quotations from vendors.

The college has also formed a panel of vendors for purchases of equipment, electricals, furniture, stationery, sports material etc. The college has also on its panel the architects, electricians and carpenters who take care of both the major and minor maintenance issues. Our Management has also appointed a full-time Civil Engineer.

All the heavy equipments like lift, generator, photocopiers and the entire IT infrastructure are maintained through Annual Maintenance Contracts (AMC).

Thus all the buildings, equipment, furniture, books etc. in the college are properly maintained to ensure their seamless and fullest utilization by the stakeholders.

Further, the entire college property including buildings, equipment and furniture are insured against burglary, fire and natural calamities. The College building including plinth & foundation and Furniture Fixture & Fittings are insured under 'Bharat Sookshma Udyam Suraksha' policy issued by Bajaj Allianz General Insurance Company Limited. The periodic pest control treatment is conducted through external agency in the library and office. The fire exchangers and fire systems are checked every year through authorized agencies. The play grounds, parking area are maintained by in house and out sourced agency. Further, to maintain its campuses clean and hygienic, the college has deployed a Housekeeping agency.

The college also adheres to the necessary guidelines and tendering process recommended by UGC, Govt. of Maharashtra and RUSA for utilization of various financial grants/assistance received from them.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 31.58

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
607	587	703	830	824

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format (data template)

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

Efforts taken by the institution to provide career counselling including e-counselling and guidance for competitive examinations during the last five years

Response:

Career counseling is about helping students to construct a subjectively meaningful identity, to increase their self-reflection, and to help them create their career according to their academic and personal aptitude. For career counselling, the college has a Career Guidance and Placement Cell which conducts

various guest lectures, workshops and other related activities for grooming the students for employability and placements. The Cell enjoys a good track record in terms of placements.

For enhancing the employability skills of the students, the college has taken following career counselling sessions. These sessions have been taken by eminent faculties and industrialists by delivering guest lectures and seminars. Class to class career counselling sessions have been taken by in-house faculties of the college. Owing to these initiatives In the last five years, the college has placed nearly 735 students in various reputed organizations.

List of Career Counselling Sessions

Name of the capability enhancement program	Date
Guest Session on Gateway and Survival Guide for the Corporate World	09.01.2023
Seminar on CAT course by ICAI (CMA)	20.12.2022
ecounselling : Webinar on “CA as a career”	30.11.2022
Career Awareness Program' by Institute of Companies Secretaries of India (ICSI)	07.10.2022
Facing An Interview with Confidence	22.09.2022
Upskill Yourself with Business English	23.09.2022
Mastering An Art of Effective Communication Skills	24.09.2022
An Insight on Business Etiquettes	26.09.2022
How to face Online Interviews	27.09.2022
Art of Resume Writing	28.09.2022
Corporate Expectations : Tips from Alumni	29.09.2022
Employability Skills for Students & Managers	21.02.2022
Seminar on Resume building, and Interview techniques	28th & 29th January 2022
ecounselling : Career Awareness Program' by Institute of Companies Secretaries of India (ICSI)	06.10.2021
Career Opportunities during Covid Pandemic	05.02.2021
Opportunities in Insurance & Guidance for LIC Exams	11.01.2020
Resume Writing & Interview Techniques	17.01.2020
Seminar on 'Career opportunities in Commerce'	06.10.18
Business News Analysis and How to Write Aptitude Test	31.08.2018
Stock Market as Career Option and Second Source of Income	10.01.2019
Mock Interview Session	30.03.2019
Leadership Development Seminar (Off Campus Activity)	02.09.2018

The college also runs Competitive Examinations Guidance cell which conducts regular classes for the students who are preparing for the competitive examinations like Banking, MPSC, UPSC, SSC etc. Guidance and lectures cover topics like General Awareness, Quantitative Aptitude, Logical Reasoning,

English etc through various inhouse faculties and experts. The main objective of this cell is to make the students proficient with the skills necessary for passing the various competitive examinations. Various guest lectures on awareness regarding competitive examinations are arranged for the students. Also various journals, books, study material for competitive examinations are provided to the students. More than 150 students have been registered under this cell during last five years.

The Department of Management Sciences & Research (DMSR) conducts preparatory classes for CET/ CMAT- MBA entrance examinations. These classes are aimed towards guiding students to perform better and improve their scores in CET examinations.

Guest lecture on Career Guidance, Book Exhibition for Competitive Examinations are conducted.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

5.1.3

Following capacity development and skills enhancement activities are organised for improving students' capability

- 1.Soft skills**
- 2.Language and communication skills**
- 3.Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)**
- 4.Awareness of trends in technology**

Response: A. All of the above

File Description	Document
Report with photographs on programmes conducted for awareness of trends in technology	View Document
Report with photographs on programmes/activities conducted to enhance soft skills, Language & communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee monitoring the activities and number of grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2 Student Progression**5.2.1**

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 38.26

5.2.1.1 Number of outgoing students placed and progressed to higher education during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
269	222	139	382	394

File Description	Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2.2

Percentage of students qualifying in state/ national/ international level examinations out of the graduated students during the last five years

(eg: NET/SLET/ Civil Services/State government examinations etc.)

Response: 1.71

5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/SLET/Civil Services/State government examinations etc.) year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
6	15	07	15	20

File Description	Document
List of students qualified year wise with details of examination and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

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 events during the last five years

Response: 34

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at University / state / national / international level events (award for a team event should be counted

as one) year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
19	1	2	9	3

File Description	Document
list and links to e-copies of award letters and certificates	View Document
Institutional data in the prescribed format (data template)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3.2

Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution.

Describe the Student Council activity and students' role in academic & administrative bodies within a maximum of 500 words

Response:

As per Section 99 (3) of the Maharashtra Public Universities Act 2016, each college has to constitute a Students Council as per the stipulated procedure.

We constitute the **Students' Council** at the beginning of every session.

Constitution/Selection

The Principal is the Chairman of the Council which has the following members/representatives:

- Professor-in-Charge
- 3-4 faculty members
- Class Representatives (toppers in the previous examination from each class)
- Activity Representatives (One each from NSS, NCC, Sports/ Cultural Activity)
- Ladies Representative
- Out of the above, there should be minimum 2 Representatives of SC/ST/VJNT/OBC communities
- Students' Council Secretary (elected from among the class/activity/ladies representatives)

Activities of the Student Council

- Organization of all in-house extra-curricular activities as per the budget allocated.
- Organization of Debate/Elocution/Essay/Quiz and other competitions.
- Organization of ‘Umang’, an annual event.

Funding for the Students Council

At the time of admission, a stipulated fee is collected from the students and accordingly a budget for the session is prepared.

In case the expenditure exceeds the budget, our management bears the expenditure.

The Students Council is mandated to look after the welfare of students and to promote and coordinate the extra-curricular activities in the college. Accordingly, the Students Council or its departmental representatives conduct various extra-curricular activities at the departmental levels. All the extra-curricular activities in the college culminate in the annual event UMANG, a sports and cultural week, which consists of such competitions as inter-class sports, Rangoli, Mehendi, Art & Craft, Cookery, Singing and Dancing.

The institution always encourages students’ participation in its academic and, in select cases, administrative bodies as follows:

- Students’ Council
- IQAC
- ICC
- College Magazine Committee
- Discipline Committee
- Hostel Committee

The Student Representatives are involved in the conduct of all academic and extra-curricular activities in the college.

The Students' Council representatives are also included in the College Development Council and the IQAC as well as other Committees. Their perspectives and feedback are taken into account while planning Academic, Curricular, Co-curricular and Extra-curricular activities in the college. Students are also nominated as Gender Champions to promote gender sensitization. Students are also nominated as Campus Ambassadors for District administration's Voters Awareness Drives. Students are also representing various clubs.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

5.3.3

The institution conducts / organizes following activities:

1. Sports competitions/events
2. Cultural competitions/events
3. Technical fest/Academic fest
4. Any other events through Active clubs and forums

Response: B. Any three of the above

File Description	Document
Report on Sports, Cultural competitions/events, Technical/academic fests, Any other events through active clubs and forums along with photographs appropriately dated and captioned (whichever is applicable)	View Document
List of students participated in different events year wise signed by the head of the Institution	View Document
Institutional data in the prescribed format (data template)	View Document
Copy of circular/brochure indicating such kind of activities.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.4 Alumni Engagement

5.4.1

Total Amount of alumni contribution during the last five years (INR in lakhs) to the institution through registered Alumni association:

Response: 1

5.4.1.1 Total Amount of alumni contribution during the last five years (INR in lakhs) to the institution year wise through registered Alumni association:

2022-23	2021-22	2020-21	2019-20	2018-19
1	0	0	0	0

File Description	Document
List of alumnus/alumni with the amount contributed year-wise	View Document
Annual audited statements of accounts of the HEI highlighting the Alumni contribution duly certified by the Chartered Accountant/Finance Officer	View Document

5.4.2

Alumni contributes and engages significantly to the development of institution through academic and other support system

Describe the alumni contributions and engagements within a maximum of 500 words

Response:

The college came into being in 1945 and since then it has produced a host of eminent alumni spanning various careers as academicians, industrialists and entrepreneurs, Chartered Accountants, Politicians and Ministers, Lawyers, Sports-persons etc.

In 1990's, some college students formed an Alumni Association which they registered. The Association conducts its programmes for which the college provides infrastructure.

As of now, the Management is not in favour of accepting any donation from alumni resulting in very minimal voluntary contribution in monetary terms. Instead, the college expects alumni to actively contribute to academics. Thus, prominent alumni are regularly invited as resource persons.

The college has also formed a network of its CA alumni called GS-SUN (Skill Upgradation Network) for providing internship to students. Alumni Conclaves have been organized to distribute the certificates to all successful interns.

Post-autonomy, CS, CA, Industry alumni were involved in designing the syllabi of various programmes. Further, the alumni are also nominated on CDC, IQAC, Boards of Studies, Academic Council and Governing Body. Thus, both the formal Alumni Association as well as the functional Alumni Networks are actively contributing to the development of the college.

Every year we invite our reputed alumni to chair various sessions conducted under GS COMNEXT Annual Mega Academic events and cultural programme judgement of various competitions.

College conducted its First Commencement Ceremony for the distribution of Degrees, Awards and Medals at the hands of our illustrious Alumnus Shri Raamdeoji Agrawal Chairman of Motilal Oswal Group.

Some of our notable alumni include Hon'ble Minister for Road Transport & Highways Shri Nitinji Gadkari, Shri Harishji Salve former Solicitor General of India, Shri Manish Satyanarayan Nuwal CEO/Managing Director/Executive Director, Solar Industries India Ltd., Shri Raamdeoji Agrawal

Chairman of Motilal Oswal Group, Shri Deveshji Pendharkar Director Vicco Laboratories Nagpur Private Limited, Shri Ajayji Sancheti - Member of Parliament, Shri Jaydeep Shah former President ICAI to name a few.

Young Alumni Achievers

Miss Disha Kasat:

The renowned right-handed batter has represented India and secured places place in the Central Zone team for the Senior Women Inter-Zonal T20. She has played for Royal Challengers Bangalore.

Miss Mohini Rahangdale is a renowned International Archer who has won many prizes in UAE Archery League.

CA Lucky Chhabra got appointed as Director in Urban Co-operative Bank.

CA Sammer Maske has recently been appointed as Credit Manager in Bank of Baroda, Mumbai.

Mr. Sarvesh Bhimte working with CSIR, Indian Institute of Petroleum Dehradun

Miss. Vaishnavi Wasankar renowned Beauty Pageant won Miss International Glam ICON Season 4.

And the list continues.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

Established in 1945 by Shiksha Mandal, Wardha, to impart Commerce education in the region during the pre-Independence period, our founders had envisaged the college to be an exclusive centre for Commerce Education and found a reflection of their vision in a very befitting Sanskrit verse: "Udyoginam Purushsinham Urpeti Laxmi" (Industrious and Lion-hearted Men Generate Wealth). The college has strictly adhered to this vision and has carved a niche for itself as premier Commerce College in India. Reaccredited with 'A' grade, the college today stands tall as the first Autonomous Commerce College in Central India. This successful journey has been possible because of the effective leadership of our Management headed by Shri Rahul Bajaj, Chairman of the Bajaj Group and Sabhapati Shri Sanjay Bhargava who is an alumnus of IIM-Bangalore. Further, the College's statutory bodies viz. College Development Committee (CDC), Governing Body, Academic Council, Boards of Studies, and Finance Committee etc. include noted academicians, industrialists, alumni, UGC/State Government/ University nominees. Therefore, all decisions regarding governance of the college are taken by able and competent persons who are always mindful of the college's vision and mission.

Our Management always promotes a culture of participative and decentralized management at all levels in all its colleges. Decentralization emanates right from the top management i.e. the Managing Committee of Shiksha Mandal, which has delegated various functions to the College Development Committee (CDC) which is a local statutory body where Principal proposes new strategies for fruitful conduct of the session. Resolutions are passed to create new facilities, learning resources, IT up gradation etc. There is also the College Council with various Committees/Cells which takes a comprehensive review of T/L activity, conduct of curricular and extra-curricular activities etc. Each teacher gets to lead minimum one committee consisting of 2-3 members getting both leadership and membership role. Further, the college appoints Coordinators/HOD's for its degree and value-addition courses to take care of academic and administrative activities of each programme. All the stakeholders; Students, Parents, Alumni and members of society from various fields are nominated on the various bodies for decision-making process while the powers are vested with various statutory bodies.

Our Management has always put premium on decentralization and participative management which has resulted in a multi-pronged growth of the college. The feedback received from stakeholders/representatives is used for policy-making. All strategic planning for the college's development and growth is discussed in the meetings of College Council, CDC, Governing Body, IQAC etc. on the basis of which the Perspective Plan (PP) for a period of five years is prepared. The college has made a structured progress and achieved development/growth targets as envisaged in the earlier PP (2012-17) viz. NAAC A-Grade, Autonomy, introduction of new UG programmes, introduction of new value addition courses, strengthening of IT infrastructure, Construction of Girls Hostel etc. Conferred

with autonomy, a new PP for 2019-24 keeping autonomy at the centre has been prepared.

Newly designed programmes (5 UG and M.Com) under NEP structure as approved by competent authority are being implemented from 2023-24.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies are effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

The college's governance is built upon the efficient functioning of various institutional bodies. In addition to the policies of Management, the college's governance is regulated by various Authorities viz. RTM Nagpur University, Government of Maharashtra, UGC/AICTE, MHRD, RUSA, NAAC etc. Owing to the progressive outlook of institutional bodies/functionaries, the college has taken several decisions/policies to further the college's development. Introduction of Autonomy and new UG programmes of B.Com. (Honours) and B.Com. (Finance & Accountancy), increased credits, scheme of additional credits, external/internal assessment, admission policy, attendance criteria, online examinations during the pandemic etc., in departure from the set University systems, are the result of progressive thinking of institutional bodies. All these policies are well-documented in the Academic Regulations for each programme and Directions. Recruitment of staff and faculty and their service conditions are strictly as per the guidelines/regulations issued by regulatory authorities.

Our Management, which is progressive in outlook, takes a keen interest in providing Value-based education to students. For achieving this target there are several benchmarks:

1. 100% quality intake.
2. 100% results with 100% first divisions.
3. 100% placements
4. Generations of students with strong character base and ethical values.

All our plans are in consonance with these new targets.

1. The teachers are selected on merit after a rigorous process of scrutiny and as norms.
2. Continuous feedback from HOD's & students help in assessing the performance of teachers for achieving the set benchmarks.

Our progressive Management has also set some benchmarks for teachers. It is now a matter of policy that unless teachers achieve the stipulated benchmarks, they are not considered for promotions and increments. Thus, due to the coordinated functioning of all the institutional bodies, the college is making a smooth progress in its new journey as an autonomous college.

From 2018-19 the college started its new journey as an Autonomous College and prepared a new PP for 2019-24 keeping autonomy at the centre. This Perspective Plan has been formulated after taking into consideration various expectations, both internal from stakeholders and external from assessing agencies like NAAC, with an aim of transforming the college into a national institution from a regional one. Some of the projections/ highlights of the new PP(2019-24) are as under:

1. Rigorous Implementation of Autonomy
2. Curricular Growth of more UG/PG/Value-addition programmes
3. Introduction of more Co- & Extra-curricular Activities
4. Faculty Empowerment Programmes
5. Improving Students' Profile
6. Good Placements
7. Implementation of UGC/RUSA Schemes
8. Infrastructural Expansion
9. Administrative Reforms.

Construction of College's Girls Hostel, new administrative block under RUSA Grants, new MOUs for providing internship and placements, inclusion of cross-cutting issues for curriculum enrichment, implementation of Newly structured Programmes under NEP, conduct of conferences, webinars on topical events in the field of Commerce and industry are some of the major achievements of the college so far.

The next Perspective Plan (PP) will be made in 2025 after the college's reaccreditation under 4th Cycle would be over.

File Description	Document
Upload any additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide the link for additional information	View Document

6.2.2

Institution implements e-governance in its operations. e-governance is implemented covering the following areas of operations:

- 1. Administration including complaint management**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examinations**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

G.S. College of Commerce & Economics, Nagpur has always enjoyed a good HR track-record. Known

for its high academic standards, the college is also well known for its transparent and quality-oriented recruitment process and attracts applications from across the country for faculty positions.

Performance Appraisal System

Teaching staff:

The college has evolved a comprehensive appraisal system for the evaluation of teachers as follows:

- UGC format for Self-appraisal (Now replaced by PBAS format)
- Govt. of Maharashtra format for self-appraisal and Confidential Reports w.e.f. 2012-13
- Shiksha Mandal format for self-appraisal and Confidential Reports

The above appraisal formats seek details regarding teacher's performance in academic/ administrative / co-curricular / extra-curricular/ research/ extension/ professional development activities. All self-appraisals are scrutinized by the IQAC and evaluated by Principal and are linked with confidential reports. The final reviewing authority is Shiksha Mandal.

After evaluation by authorities, teachers and staff members are given appropriate increments/appraisal. The remarks are also shared with the concerned staff members.

Non-teaching staff:

For non-teaching staff, there are statutory appraisal formats which contain inputs by the employees and appraisal by the competent authority. For all employees, the Registrar is the authority while Principal is the reviewing authority. For Registrar, Principal is the assessing authority while Management is the reviewing authority. Remarks are shared with the concerned employees.

Since the institute has linked confirmations /placements with self-appraisals and CR's., the appraisal activity is done with full transparency and objectivity.

The remarks and the grades awarded to teachers and staff members are shared with the concerned staff member and his signature is obtained against the remark/grade.

Principal discusses with the concerned staff member the areas where improvement in performance needs to be done.

Serious adverse remarks, if any, are communicated to the concerned staff in writing and the entry of the same is taken in his service record. For repeated offences, punishments are imposed after following due procedures.

If there any obvious trend in the performance level of teachers, the matter is discussed with all teachers and also in the LMC and necessary policies are drawn.

The college also enjoys a good retention rate owing to its employee-friendly atmosphere and various welfare schemes for both the teaching and non-teaching staff. Some of the major welfare schemes available in the college are as under:

1. Government Provident Fund (GPF) and Pension/Family Pension/Gratuity
2. Defined Contributory Pension Scheme (DCPS)
3. Employees Provident Fund
4. Group Insurance
5. Medical Reimbursement
6. Compassionate Appointments
7. Transfers of employees
8. Employment to retired employees as a reward
9. Employees Co-operative Credit Society
10. Employment to a family member of employee of sweeper community after his retirement under Laad-Pagay Samiti Recommendations.
11. Management has made a provision for fee-concession available to the children of non-teaching staff who take admission in our MBA, BCA, BIT subject to fulfilment of criterion.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 3.45**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year-wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
1	1	0	5	0

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format (data template)	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences/workshops and towards membership fee for professional bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.3.3**Percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDPs)/ Management Development Programmes (MDPs) during the last five years****Response:** 19.21**6.3.3.1 Total number of teachers who have undergone online/ face-to-face Faculty Development Programmes (FDP)/ Management Development Programs (MDP) during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
12	2	12	09	4

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format (data template)	View Document
Copy of the certificates of the program attended by teachers.	View Document
Annual reports highlighting the programmes undertaken by the teachers	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institutional strategies for mobilisation of funds other than salary and fees and the optimal utilisation of resources

Describe the resource mobilisation policy and procedures of the Institution within a maximum of 500 words

Response:

The following are the major sources of institutional receipts:

- Salary and non-salary grants from the State Government
- Fees
- RUSA/UGC/ICSSR assistance
- Miscellaneous receipts
- Advances/contribution from SM

The institution has to manage itself with the funds available to it for all recurring and non-recurring expenditure.

Salaries in grant-in-aid structure are paid by the Government while that of the self-financing courses are paid by Management.

The maintenance and purchase of office equipment/furniture is to be done through non-salary grant. Any expenditure over and above the prescribed limit is borne by the Management.

Strategies for mobilisation of funds:

A. Fees:

After becoming autonomous, the college has revised its fees structure in order to meet examination expenditure. Development fee is collected for developmental activities.

B. Funding by External Agencies:

For capital expenditure like construction and purchase of equipment, the college seeks grants from external agencies like RUSA, UGC etc. At present the college is in receipt of RUSA grants of 2 Cr, and 80 lakh from UGC for Girls Hostel.

C. Advances/Contribution by Management:

Any expenditure over and above the RUSA/UGC allocation is borne by the Management. The Management has also spent over 10 Cr for construction of Bajaj Bhawan.

In order to ensure the effective and efficient mobilisation of available funds, the institution has the following mechanism in place:

- The college has opened accounts for various heads.
- Principal is responsible for all financial matters in the institute.
- For all disbursements, except salary in grant-in-aid structure, the Chairman of Shiksha Mandal or his nominee is the co-signatory along with Principal.
- For all proposed expenditure, proposals are to be submitted to Principal/management and approvals for the same are required.
- For all capital expenditure exceeding Rs. 50,000/- at the institution level, approval from Shiksha Mandal is required.
- Any disbursement/payment above Rs. 2000/- is made by cheque.
- For all major work/purchases, quotations from competent agencies are invited. All expenditure at the institute level for purchases/maintenance is to be done from the non-salary grants and should not exceed the admissible limits. Inadmissible expenditure, if any, resulting out of the audit by the Joint Director, Higher Education, Nagpur is borne by Shiksha Mandal, Wardha and shown as contribution by the management.
- For all the expenditure incurred under UGC heads, utilization certificates are obtained from the auditors and submitted to the UGC for settlement of claims.
- The college has to submit quarterly/annual budgets to Shiksha Mandal for its proposed expenditure.
- The college has to apply to Shiksha Mandal for any financial assistance for the expenditure that cannot be otherwise met through regular grants.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

6.4.2

Funds / Grants received from government bodies, non-government bodies, and philanthropists during the last five years (not covered in Criterion III and V)

Response: 610.7

6.4.2.1 Total Grants received from government/non-government bodies, philanthropists year wise during last five years (not covered in Criterion III and V) (INR in Lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
35.54	168.59	139.20	168.51	98.86

File Description	Document
Institutional data in the prescribed format (data template)	View Document
Copy of the sanction letters received from government/ non government bodies and philanthropists	View Document
Annual audited statements of accounts highlighting the grants received	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4.3

Institution regularly conducts internal and external financial audits regularly

Enumerate the various internal and external financial audits carried out during the last five years with the mechanism for settling audit objections within a maximum of 500 words

Response:

The institution has both the internal and external audit mechanisms in place for both grant-in-aid and self-financing structures.

Grant-in-aid structure: For Grant-in-aid structure, Internal Audit is done by a team of Auditors appointed by the Management. Head Clerk has been entrusted with the responsibility for internal checks for the statements presented for audit.

External Audit: At stage one, is done by the Joint Director, Higher Education (Grants), Nagpur for both

salary and non-salary grants. At stage two, the Senior Auditor (Government of Maharashtra) audits the accounts and records his objections, if any, for compliance. At stage three stage, AG audits the accounts for settlement.

Self-financing Structure: For Self-financing structure, Internal and External Audit is done every year by a team of Auditors appointed by Shiksha Mandal. During the sessions, no major audit objection was there except a few queries here and there which were duly complied.

The backbone of a very smooth functioning of any organizations financial health and well being is the system of carrying out internal and external financial audits to access the income and expenditure status and to revise the roadmap accordingly.

The institution has both the internal audit and the external audit mechanism in place for both grant-in-aid and self-financing structure.

For grant –in –Aid structure comprising of programmes of B.Com & M.Com, the internal Audit is done once a year by a team of Auditors appointed by the Management. They thoroughly check the ledger books records & Vouchers, bills etc and conduct the audit by verification of the following:

1. Income & Expenditure Vouchers
2. Sanction letters
3. Receipts
4. Cheques

External audit is done in stages in periodic intervals by the joint Director Higher Education (Grant) Nagpur for the salary & Non salary Grants.

- At stage one, is done by the Joint Director, Higher Education (Grants), Nagpur for both salary and non-salary grants.
- At stage two, the Senior Auditor (Government of Maharashtra) audits the accounts and records his objections, if any, for compliance.
- At stage three stage, AG audits the accounts for settlement. The Joint Director may raise queries regarding expenses that are admissible/ Non admissible expenses then are borne by the management.

During the assessment years, there were no major audit objections except a few queries here and there, which were duly complied.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC)/ Internal Quality Assurance System (IQAS) has contributed significantly for institutionalizing the quality assurance strategies and processes, by constantly reviewing the teaching-learning process, structures & methodologies of operations and learning outcomes, at periodic intervals

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of –

- **Incremental improvements made for the preceding five years with regard to quality (in case of first cycle)**
- **Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)**

Describe two practices institutionalized as a result of IQAC initiatives within a maximum of 500 words

Response:

The college has integrated its quality policy with NAAC's quality assurance policy and has entrusted the IQAC to implement various quality measures recommended by NAAC and Management.

The IQAC has not only succeeded in streamlining various academic and administrative activities but also inculcated a definite quality culture. IQAC has complied with the last Peer Team's suggestions in terms of autonomy, Girls Hostel, starting new course etc.

After the award of autonomy, IQAC has expanded its scope and helped setting-up various autonomy systems and mechanisms. During the pandemic period, IQAC suggested various measures to make online T/L activity more purposeful and interesting. Some of the other significant contributions made by IQAC during assessment period are-

2022-2023:

Designing of new programmes under NEP, Conduct of NAAC sponsored National Seminar on the theme NEP 2020, introduction of VACs on Cyber Security and Cyber Law, VANI Course, Investment Management, Fundamentals of Business Analytics, Conduct of Green and Gender Audit, , Proposal of Approval of FINTECH UG Programme, Digital launch of Seminar Proceedings.

2021-22: After the pandemic period, IQAC suggested various measures to make offline T/L activity more purposeful and interesting. 1. Offline counselling sessions for admission to new programmes of B.Com. (Hons) and B.Com. (Finance & Accountancy).

2. Strategized conduct of offline examinations of W/2021 and S/2022

3. Conducted various Workshops for Teaching and Non-Teaching Staff Members.

4. Streamlined conduct of offline Students' Induction Programme.

5. Various New Value Added Courses are introduced for Students.
6. Strengthening of online Admission Process
7. Vaccination Drive 8. Commencement ceremony for Two batches of UG and PG for autonomy
9. Initiation of Departmental research Projects
10. Initiation of Proposal for New Programme.
11. Mapping of Course and Programme Outcomes

2020-21:

1. Online counselling sessions for admission to new programmes of B.Com. (Hons) and B.Com. (Finance & Accountancy).
2. Strategized conduct of online examinations of W/2020 and S/2021.
3. Conducted with Research Cell 26 online national webinars on diverse topics.
4. Streamlined conduct of online Students' Induction Programme and other online events

2019-2020:

1. Encouragement to participation of college staff in out stationed workshop for capacity building and skill enhancement
2. Conduct of **National Conferences sponsored by IMPRESS/ICSSR**
3. Conduct of Webinar in the wake of COVID-19 pandemic Release of three Conference proceedings with ISBN
4. Prizes for the best research paper presentations
5. Release of three Conference proceedings with ISBN,
6. Conduct of activities under Ek Bharat Shreshth Bharat.

2018-2019:

Applications for National Conference on various themes

Application for Research Projects to IMPRESS/ICSSR

Introduction of Cashless System

Students' Mentorship Scheme

Establishment of Students Quality Assurance Cell (SQAC) and organize Bridge and remedial and other quality enhancement programmes/courses through SQAC

Introduction of new value-addition courses NISM on Mutual Funds, Equity Derivatives and Research Analyst.

INCREMENTAL IMPROVEMENTS POST-ACCREDITATION:

1. Implementation of Autonomy from 2018-19.
2. Launch of two new UG programmes of B.Com. (Hons) and B.Com. (Finance & Accountancy) in 2020-21.
3. Expansion of physical and IT infrastructure.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

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

Describe any two examples of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC within a maximum of 500 words each.

Response:

The Teaching-Learning process in the college is monitored as per the following mechanism:

The College has appointed the HOD's and programme coordinators for continuous monitoring of the T/L activity. At the beginning of session, teachers are assigned their workload and time-table, and given academic diaries.

Accordingly, all teachers submit their teaching plans and syllabus completion schedules, evaluation strategies to HOD's/Principal through academic diaries.

Appropriate teaching techniques and methods are adopted by teachers for the maximum transaction of syllabus as per the recommendations of HOD's/Principal/Management.

The progress of the T/L activity and other academic performances of students are discussed in the College Council and the College Development Committee meetings.

After the examinations are over and the results are declared, a comprehensive academic audit is done by the Academic Audit Committee. The committee also identifies the weak areas and suggests suitable corrective measures that teachers need to take to improve results.

The academic performance of the teachers also is subjected to external review by Shiksha Mandal which reviews academic diaries, PBAS formats and CRs of teachers before approving the promotions of teachers.

The implementation of Autonomy mandated the college to closely monitor its teaching- learning process for overall quality enhancement in all academic and related areas.

Teaching learning reforms:

The IQAC, as the apex quality monitoring body, monitors and reviews the quality of teaching learning process in the college, as per the following mechanism.

1. Reviewing the conduct of Regular classroom teaching with the use of IT technology
2. Recommends new courses/ Programs
3. Recommend Updation of Syllabus as per need.

The college appoints HODs and program coordinators for continuously monitoring the T- L activity on a day to day basis. They monitor the classes and see to it that classes are conducted unhampered. If any teacher is absent for the day a Substitute teacher is sent on the class, so that students do not suffer academic loss. is smoothly conducted as per academic calendar with a vigilance monitoring by HODS. Program Coordinator checks syllabi completion as per teaching plans and proper conduct of the continuous internal assessment program (Unit Test, Assignment, Prelims, class activities etc) and IQAC takes periodic review. Subjectwise and teacherwise result analysis is reviewed by IQAC and necessary action is taken.

Students Induction Program (Deeksharambh)

As the college is fully aware that quality enhancement cannot happen without the dedicated participation of all students especially the newly admitted ones. Students induction program is conducted for all the freshly admitted students of various UG and PG programmes, to apprise them of-

1. The valuable legacy and rich profile of the college
2. Our Vision and Mission statement
3. Academic programs and value addition programs
4. Extension activities like NSS, NCC, Sports and ECA
5. Commerce lab, language labs, eco-club, Triviatrrix Club etc

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

6.5.3

Institution has adopted the following for Quality assurance:

- 1. Academic and Administrative Audit (AAA) and follow up action taken**
- 2. Conferences, Seminars, Workshops on quality conducted**
- 3. Collaborative quality initiatives with other institution(s)**
- 4. Orientation programme on quality issues for teachers and students**
- 5. Participation in NIRF and other recognized ranking like Shanghai Ranking, QS Ranking Times Ranking etc**
- 6. Any other quality audit recognized by state, national or international agencies**

Response: D. Any 2 of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The college's structured and student-centric approach to gender equity, combined with its strong policies and specific empowerment initiatives, depicts a picture of an institution that values inclusivity and safety for all. Nearly 58% girl students are enrolled in the college at present and female staff have outnumbered male staff members. Our institution is a zero tolerance unit for all sorts of harassments and promotes gender equity through the following measures:

1. **Internal Complaints Committee:** We have established an Internal Complaints Committee as per the Guidelines issued by the Government for redressing the grievances of women/girls. The Committee is mandated to initiate inquiry in harassment cases, if any. No cases of harassment have been reported so far. Thus sending a strong message about its commitment to create a secure and welcoming atmosphere for all its members. Two experts have been included in ICC- Dr. Kavita Chandak, a psychologist, for counselling services, while Adv. Bharati Dabhadkar, an advocate, brings legal expertise to the table. The inclusion of such specialists underscores the college's dedication to handling grievances professionally and sensitively.
2. **Women's Cell/Girls Guidance & Counselling/Prevention of Sexual Harassment at Workplace Committee:** The College has further constituted the Girls Guidance & Counselling/Prevention of Sexual Harassment at Workplace Committee, known as Women's Cell, which regularly conducts counselling sessions by experts/counsellors. There are complaint boxes in each building. The link of the Cell is also provided on the college website. Self-defense workshops have been conducted to empower girl students/women, equipping them with skills to protect themselves and bolstering their confidence .
3. **Entrepreneurship Development Cell for Women:** In addition to the regular ED Cell, the College has also formed a separate ED Cell for Girls.
4. **Gender Champions:** Annual appointment of 'gender champions' from among the student community who organize events and activities that promote gender equity and sensitization.
5. **The College's Gender Policy:** Central to all of these initiatives is the college's robust gender policy. This policy articulates a clear stance of zero tolerance towards gender discrimination. It outlines the college's commitment to providing equal opportunities for all genders in every sphere of college life. From curricular to co-curricular activities, from academic initiatives to campus facilities, every aspect is designed to be inclusive, ensuring that no student, staff, or faculty member faces discrimination or bias based on gender.
6. **Facilities for Women on Campus:** In addition to the afore mentioned initiatives, the college has also ensured that there are specific facilities tailored for the well-being and convenience of women on campus. From clean and safe restrooms to dedicated spaces where they can relax and

socialize, installation of sanitary pad vending machines and incinerators, every facility is designed keeping their comfort in mind. The presence of 24 hours security in the college premises at the entrance/monitoring by CCTV/implementation of dress code and identity cards further accentuate the college's efforts in ensuring safety and security.

7. **Other:** Programmes on Savitri Bai Phule Jayanti, National Girl Child Day International Women's Day, Anti human trafficking and crime against women, Beti Bachao-Beti Padhao have been organised.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

7.1.2

The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment
6. Wind mill or any other clean green energy

Response: B. Any 3 of the above

File Description	Document
Permission document for connecting to the grid from the Government/ Electricity authority	View Document
Geo-tagged photographs of the facilities.	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management

- **e-Waste management**
- **Waste recycling system**
- **Hazardous chemicals and radioactive waste management**

Response:

Our waste management practices are as under:

- 1. Solid Waste Management:** In association with the municipal corporation, the college has established an efficient system for segregating solid waste. The solid waste generated in the campus is segregated and put in the dustbins installed in the vicinity of the college campus. The municipal corporation collects the segregated solid waste and disposes of it in an appropriate way. Through this system, the college ensures that different types of waste are treated appropriately, reducing environmental impact and promoting recycling wherever possible.
- 2. Liquid Waste Management:** Being an educational institution, the liquid waste generated in the campus is very minimal.
- 3. Biomedical Waste Management:** We have installed incinerators for the disposal of used sanitary pads, ensuring their safe and hygienic processing. We also have sanitary pad vending machines for girls.
- 4. e-Waste Management:** In a world rapidly transitioning to digital platforms, e-waste management has emerged as a significant environmental challenge. G. S. College of Commerce & Economics, with its e-waste management policy, stands at the forefront of addressing this issue. Their proactive approach led them to be the first college in Nagpur to collaborate with Croma, a renowned Titan brand. This partnership aids in the proper disposal of e-waste generated within the college. Furthermore, Croma's commitment to planting a tree for every e-waste submission resonates with the college's ecological aspirations. The issuance of an invoice and certificate by Croma adds transparency and credibility to the process. We have initiated the process of signing an MoU with Croma for setting up e-waste collection centers.
- 5. Waste Recycling and Management System:** Our partner Greenvio Solutions, as manifested in MoU, helps in efficient waste management. It exemplifies the college's pursuit of comprehensive waste management to ensure all waste generated within the college is managed in an eco-friendly manner. Greenvio's expertise in waste management, combined with the college's commitment, paves the way for a more sustainable waste management blueprint.

The multifaceted waste management initiatives of G. S. College of Commerce & Economics serve as an inspiration not just for academic institutions but for communities at large. Their strategic partnerships, forward-thinking policies, and commitment to sustainability showcase the profound impact institutions can make when they prioritize the environment and community welfare. As G. S. College continues its journey towards environmental excellence, it not only educates its students academically but also instills in them a sense of responsibility towards the world they inhabit.

Thus, G. S. College of Commerce & Economics, Nagpur, has positioned itself as a beacon of sustainable practices in the academic sphere. By integrating innovative solutions, such as the partnerships with Croma and Greenvio Solutions, the college not only addresses the pressing challenges of waste management but also imbues its students with a consciousness for the environment. As this institution continues to chart its green path, it stands as a testament to what proactive and responsible leadership can achieve in nurturing a sustainable future.

File Description	Document
Relevant documents like agreements/MoUs with Government and other approved agencies	View Document
Geo-tagged photographs of the facilities	View Document
Any other relevant information	View Document

7.1.4**Water conservation facilities available in the Institution:**

- 1. Rain water harvesting**
- 2. Borewell /Open well recharge**
- 3. Construction of tanks and bunds**
- 4. Waste water recycling**
- 5. Maintenance of water bodies and distribution system in the campus**

Response: A. Any 4 or more of the above

File Description	Document
Green audit reports on water conservation by recognised bodies	View Document
Geo-tagged photographs of the facilities	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.5**Green campus initiatives include**

Describe the Green campus initiative of the institution including Restricted entry of automobiles, Use of Bicycles/ Battery powered vehicles , Pedestrian Friendly pathways , Ban on use of Plastic, landscaping with trees and plants etc in 500 words

Response:

In the heart of Nagpur, G. S. College of Commerce & Economics stands as a testament to the power of green initiatives. This reputed institution has not only excelled academically but also has taken

remarkable strides towards building an eco-friendly and sustainable campus, setting an example for colleges in this part of Vidarbha, with a very hot climate.

One of the most striking aspects of the college's green mission is the visible surge in students opting for bicycles as their primary mode of transportation. The humble bicycle, with its zero emissions, not only promotes physical fitness but also leaves behind a reduced carbon footprint. Recognizing the importance of this sustainable choice, the college has thoughtfully provided a separate parking facility solely for bicycles. This facility not only incentivizes more students to take up cycling but also ensures safety and security for the bicycles. Also many of our students use the local transportation service or by way of vehicle pooling which ultimately results in lowering carbon emissions.

Complementing the bicycle initiative is the establishment of pedestrian-friendly pathways crisscrossing the campus. These pathways are not mere walkways; they represent the college's commitment to ensuring that the campus remains accessible and safe for everyone. Such pathways encourage walking, reduce vehicular movement within the campus, and, in turn, contribute significantly to reducing the institution's carbon footprint.

However, the green initiatives of G. S. College don't stop at promoting sustainable modes of transportation. The college has adopted a stringent "zero plastic policy." Spearheading this drive against plastic pollution is the college's NSS unit. Through periodic workshops and seminars, the NSS unit, in collaboration with other student organizations, strives to spread awareness of the detrimental effects of plastic on our environment. The active participation of NSS volunteers, GS-Eco Club members, and NCC cadets in cleanliness drives both within and outside the campus is noteworthy. Their tireless efforts focus on the collection and correct disposal of plastic waste, ensuring that the environment remains unpolluted and pristine.

At the heart of the college's green ethos is the Campus Beautification Committee with the responsibility of ensuring that the college grounds are not just structures of brick and mortar, but a thriving ecosystem. From tall, shade-giving trees to fragrant flower trees, and from lush green bushes to ornamental plants, the campus is adorned with a myriad of flora. This green cover not only offers aesthetic appeal but also enhances the quality of air, provides shade, and creates a tranquil environment conducive to learning.

College has set an exemplary standard for other educational institutions. Their holistic approach to environmental sustainability, from promoting bicycles and pedestrian pathways to waging a war against plastic and enhancing the campus's green cover, showcases the institution's deep-seated commitment to nature and the future of our planet.

80% green cover Over 344 types of trees have been planted in and around campus Reclamation of waste land that has been ecologically enhanced. Saplings are protected by the use of organic pesticides, compost. Dedicated bamboo zones for Carbon neutralisation.

File Description	Document
Policy document on the green campus/plastic free campus	View Document
Geo-tagged photographs/videos of the facilities	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.6

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

The institutional environment and energy initiatives are confirmed through the following

- 1.Green audit / Environmental audit**
- 2.Energy audit**
- 3.Clean and green campus recognitions/awards**
- 4.Beyond the campus environmental promotion and sustainability activities**

Response: A. All of the above

File Description	Document
Report on environmental promotion and sustainability activities conducted beyond the campus with geo-tagged photographs with caption and date.	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Certificates of the awards received from recognized agency (if any).	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.7

The Institution has Differently-abled (Divyangjan) friendly, barrier free environment

Write description covering the various components of barrier free environment in your institution in

maximum of 500 words

- **Built environment with Ramps/lifts for easy access to classrooms**
- **Divyangjan friendly washrooms**
- **Signage including tactile path, lights, display boards and signposts**
- **Assistive technology and facilities for Divyangjan accessible website, screen-reading software, mechanized equipment**
- **Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading**

Response:

At G. S. College of Commerce & Economics, Nagpur, the commitment goes beyond just imparting high-quality education. The institution profoundly believes in creating an inclusive environment, emphasizing that opportunities should know no boundaries and that all students, regardless of their abilities, deserve equal chances to shine.

With an emphasis on embracing every student's unique identity, the college has spearheaded several initiatives to make its premises friendlier and more accessible for the differently-abled or 'Divyangjan', as they are respectfully termed. Recognizing their needs, the college has ensured that physical or sensory limitations never become a hindrance in their pursuit of knowledge.

Physical Accessibility: Acknowledging the physical challenges faced by some students, the college has taken proactive steps to render the campus more accessible. Smooth ramps, ready availability of wheelchairs, and the inclusion of a lift in the new "Bajaj Bhawan" are testament to these efforts. Understanding that sometimes classrooms on upper floors can be difficult to access for some students, the college is quick to relocate these classes to the ground floor, putting accessibility and student comfort at the forefront.

Navigational Ease: Understanding that ease of navigation is crucial, the college has strategically placed signposts across the campus. These guideposts, detailing the nature and location of various facilities, ensure that all students can effortlessly navigate the college premises.

Technological Augmentation: In today's digital age, technology offers an unparalleled opportunity to bridge gaps. Embracing this, the institution has equipped its computers with the Windows 10 operating system, featuring Microsoft's in-built screen-reading software, which transforms digital content into an accessible format for visually impaired students. Moreover, the college library houses the ABRAR Software, an innovative audio book reader and recorder, enabling the differently-abled to access a world of knowledge seamlessly.

Guidance and Governance: Beyond tangible facilities, the essence of inclusivity lies in nurturing a culture of understanding and empathy. The establishment of the "Internal Committee with Students with Disabilities/Equal Opportunity Cell" mirrors the college's devotion to this cause. Operating under the auspices of the College Council, this committee acts as the vanguard for inclusivity, ensuring that the differently-abled aren't merely integrated but are also empowered to thrive.

Celebrating Inclusivity: To foster a sense of belonging and pride, the Students Council, in tandem with the Equal Opportunities Cell, commemorates significant occasions such as the "International Day of Persons with Disabilities." These celebrations aren't mere symbolic gestures; they represent a deeper commitment to creating an environment where everyone, regardless of their abilities, is valued, respected, and given equal opportunities. Documenting these milestones, the college's annual magazine, "Rashtradhan," serves as a chronicle, sharing these inspiring stories of change and progress with a wider audience.

In conclusion, our college is more than just an educational institution. It's a living testament to what can be achieved when commitment to equality and inclusivity is deeply embedded in an institution's ethos. By creating an environment that's not just friendly but also empowering for the differently-abled, the college serves as a beacon, illuminating the path for others to follow.

File Description	Document
Upload any additional information	View Document
Provide the link for additional information	View Document

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 such other diversities (within 500 words).

Response:

The College attracts students from across the country and currently students from 13 states are admitted in the college. Still, the campus life is underscored by tolerance and harmony towards all cultural, regional, linguistic, communal, socio-economic and other diversities.

To maintain a tolerant and harmonious campus atmosphere, the college has taken various measures as under:

- Undertakings at the time of admission that students would not discriminate with peers on any ground
- Anti-ragging Committee/Undertakings
- Anti- Caste Discrimination Committee
- Sexual Harassment Committee
- Committee for Disabled Students
- Ek Bharat Shreshtha Bharat (EBSB) Club (A RUSA initiative) The EBSB club is mandated to celebrate unity-in-diversity of India. Currently, our college is paired with Odisha . The Club organizes various activities like screening of popular films in Oriya and Marathi Languages, documentaries, cookery events etc. to promote bonding between the Marathi and Oriyan cultures.

- EBSB-Cultural Events: During the college's cultural event, students from various states showcase their traditional attire, folk dances, songs, food-dishes, art/craft etc.
- EBSB Club orchestrates events such as the celebration of Odisha (Utkal) Diwas and Maharashtra Din, which helps students develop a strong sense of unity with diverse cultures. A particularly notable initiative was the "Maharashtra meets Odisha" cultural program, which featured competitions like singing, dancing, cookery, mehendi, art & craft, all centered around the theme of Ek Bharat Shreshtha Bharat. Quizzes on subjects like "Dekho apna Desh" and "Quiz on Ek Bharat Shreshtha Bharat" conducted via the "My-Gov App" engaged students in a virtual realm.
- Language Study Circle Activities: Language Study Circle organises competitions to promote literatures of various languages to promote harmony.
- GS-Film Society screens films in different languages.
- UMANG - Cultural Event: Encapsulates the essence of the college's commitment to fostering an all-encompassing environment.

IMPACT: The impact of the institutional efforts taken by G. S. College of Commerce & Economics, Nagpur, to provide an inclusive environment embracing cultural, regional, linguistic, communal, socioeconomic, and other diversities has been profound. Through various initiatives, the college has fostered a sense of unity, understanding, and harmony among its diverse student body. The Ek Bharat Shreshtha Bharat (EBSB) Club has bridged cultural gaps by organizing language workshops and cultural celebrations, promoting cross-cultural exchange between Maharashtra and Odisha. The Film Society has provided cinematic windows into different cultures, nurturing appreciation and understanding. The NCC Cadets and NSS Volunteers have actively championed unity through competitions and events, showcasing cultural diversity. UMANG, the college's cultural event, embodies the commitment to inclusivity by celebrating India's rich cultural heritage. Initiatives like Bhasha Diwas Celebrations and Day Celebration Committee highlight the college's dedication to promoting regional languages and national values. We have thus created an environment that not only respects diversities but also celebrates and embraces them, enriching the educational journey for every student.

This way college nurtures an environment of tolerance, harmony, and appreciation for the rich cultural heritage of India, embodying the spirit of EBSB.

College publishes students articles on key issues to sensitize them through "Rashtradhan-Annual Magazine", thus moulding them as responsible, and contributing members of society.

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

7.1.9

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

Describe the various activities in the Institution for inculcating values for being responsible citizens as reflected in the Constitution of India within 500 words.

Response:

The College's vision focuses on not only making our students the competent youth but also to mould them into good citizens. The mission statement of the college encapsulates its dedication towards fostering patriotism, national unity, and a zeal for social service. It is not without reason that one of the 4 bench marks that Shiksha Mandal has set for all its colleges is "100% students with good character" to go with other bench marks of 100% Results, 100% First Divisioners and 100% Placements. Thus all Shiksha Mandal colleges put premium on values, ethics and morality, character-building etc. to make students good human beings and good citizens.

In order to sensitize students of their constitutional obligations, the College has taken the following initiatives:

1. Rendition of National Anthem in classrooms daily and at the conclusion of official college events.
2. Celebration of Constitution Day (26th November)
3. Introduction of Constitution of India as a course/subject (Open Elective) under autonomy
4. Celebration of National Days, Anniversaries of Mahatma Gandhiji and other national heroes/patriots/statesmen etc. through Day Celebration Committee.
5. Blood Donation Camps and other extension/outreach activities by NSS/NCC Units.
6. Students Induction Programme (SIP):

As per the UGC guidelines, the College also conducts an SIP at the beginning of session and apprises students of their duties, responsibilities and social/constitutional obligations to make them good students and model citizens.

7. We celebrate Hindi Bhasha Diwas on 14 September, Odisha (Utkal) Diwas and Marathi Bhasha Gaurav Diwas on 27 February annually to showcase the culture of India through skits, poems, speeches, and various artistic expressions.
8. Screening of movies and short films through GS Film Society.
9. Stellar representation of NCC Cadets at the Republic Day Parade at Rajpath, New Delhi, where they clinched the first position, showcasing the best of Maharashtra's culture and spirit.
10. Under the aegis of the NSS Unit's Electoral Literacy Club, various voter awareness programs are organized in collaboration with the Election Commission of India
11. Among the responsible young citizens, our students contribute to literacy drives through adult and continuing education projects.

12. Road Safety, cleanliness of water bodies, tree plantation etc. activities are conducted Nagpur Municipal Corporation.

IMPACT:

The impact of G. S. College of Commerce & Economics, Nagpur's institutional efforts in sensitizing students and employees to constitutional obligations, values, rights, duties, and responsibilities of citizens has been transformative. The college's mission emphasizes patriotism, social service, and responsible citizenship. The daily tradition of singing the national anthem fosters a strong sense of national identity and purpose. Constitution Day celebrations reinforce democratic ideals and civic responsibilities.

The Electoral Literacy Club educates students about voting rights and participation. Integration of constitutional studies in the academic curriculum sparks discussions on obligations.

Initiatives like blood donation, road safety awareness, adult education, and collaborations with local bodies exemplify the college's commitment to responsible citizenship.

In essence, G. S. College ensures that every student not only receives an education but also embraces their role as informed, responsible, and contributing members of society.

File Description	Document
Details of activities that inculcate values necessary to nurture students to become responsible citizens	View Document
Any other relevant information	View Document

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.

- 1. The institutional Code of Conduct principles are displayed on the website**
- 2. There is a committee to monitor adherence to the institutional Code of Conduct principles**
- 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
- 4. Annual awareness programmes on Code of Conduct are organized**

Response: A. All of the above

File Description	Document
Report on the student attributes facilitated by the Institution	View Document
Policy document on code of ethics.	View Document
Handbooks, manuals and brochures on human values and professional ethics	View Document
Document showing the Code of Conduct for students, teachers, governing body and administration as approved by the competent authority.	View Document
Constitution and proceedings of the monitoring committee.	View Document
Circulars and geo-tagged photographs with date and caption of the activities organized under this metric for teachers, students, administrators and other staff	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.2 Best Practices

7.2.1

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

Response:

Best Practice 1:

Title of the Practice GS-SUN (Skill Upgradation Network) Internship Program: Bridging Academia and Professionalism

Objectives: Its objectives are multifaceted, with a focus on Skill Enhancement, Preparation for Employment, Practical Internships, and fostering Financial Independence. These objectives collectively empower students to thrive in the competitive job market and navigate the dynamic professional landscape. The six-month pre-internship grooming phase plays a pivotal role in honing students' communication skills and equipping them with comprehensive ICT training, laying the foundation for effective professional engagement.

The Context: The GS-SUN Internship Program for Skill Upgradation stands as a testament to the dedication of its creators to bridge the gap between theoretical knowledge and practical application.

Guided by CA Jaydeep Shah, a prominent alumnus and former president of the Institute of Chartered Accountants of India (ICAI), this program has been evolving since its inception in 2013, adapting to changing circumstances and ensuring students are well-prepared for the professional world.

The Practice: The practical aspect of the program shines through the Internship Placement phase. After successfully completing the pre-grooming phase, students are placed in prestigious Chartered Accountant firms affiliated with the GS-SUN network. The internships, spanning 9 to 12 months, provide students with the opportunity to apply their acquired skills in real-world scenarios, aligning their academic pursuits with meaningful experiences. An admirable feature of this program is the provision of stipends by participating firms, nurturing financial independence and recognizing the value of students' contributions.

Evidence of Success: Despite challenges posed by the COVID-19 pandemic, the program continued to thrive. In the academic year 2018-2019, enrollments surged to 89, reflecting significant demand. The involvement of esteemed alumnus CA Jaydeep Shah added prestige and relevance to the program. Throughout the pandemic, the program showcased resilience, with 60 students participating in 2019-2020, adapting swiftly to online learning.

In 2020-2021 and 2021-2022 marked the program's unwavering commitment, with enrollments of 43 and 62 students, respectively. Despite external challenges, internships for the 2020-2021 batch persisted, underscoring the dedication to providing hands-on experience. In the current academic year, enrollments remained high at 61, demonstrating the enduring value of the program. Successful completion of inhouse classes for the 2022-2023 batch reinforced the seamless continuation of core offerings.

Problems Encountered and Resources Required: However, the journey of the GS-SUN Internship Program has not been without its share of challenges. The abrupt shift to online learning during the COVID-19 pandemic posed logistical hurdles in delivering effective education remotely. Internship delays were inevitable due to disruptions caused by the pandemic. To ensure the program's continued success, sustained resources are crucial, including strong collaborations with Chartered Accountant firms and robust online platforms for learning and communication.

In conclusion, the GS-SUN Internship Program exemplifies a holistic approach to education, preparing students for the professional world through skill enhancement, practical experience, and financial independence.

Best Practice – 2

Title: GS-COMNEXT – Inter-College Mega Academic Event

Objectives of the Practice: GS-COMNEXT, introduced in 2010, aims to provide an annual academic event that brings together commerce and management students from Nagpur District. Its objectives include:

- **Annual Academic Event:** GS-COMNEXT organizes a yearly academic event to foster healthy competition, knowledge sharing, and networking among students from various commerce and management colleges.

- **Talent Showcase and Skill Development:** The practice offers a platform for students to display their hidden talents and develop skills beyond traditional classrooms, promoting holistic growth.
- **Enhancing Competitive Skills:** Through competitions like 'Verbattle' and 'Mind-Manthan', GS-COMNEXT sharpens competitive skills such as critical thinking and strategic reasoning.
- **Connecting with Alumni and Industry Professionals:** The event encourages interactions between students and successful alumni, as well as industry experts, providing insights for informed career decisions.
- **Staying Updated with Trends:** GS-COMNEXT addresses dynamic fields by incorporating current themes into competitions, bridging theoretical knowledge with industry trends.
- **Encouraging Academic Excellence:** By fostering academic competition, GS-COMNEXT motivates students to excel in their chosen fields, complementing practical skill development.

The Context: GS-COMNEXT's inception recognized that academic excellence alone might not suffice for career success. The practice aimed to bridge the gap between theoretical learning and practical application, offering a platform for students to apply skills and gain exposure.

The Practice: The two-day GS-COMNEXT event features diverse competitions catering to commerce and business aspects. The event revolves around an annual theme reflecting trends in commerce, management, and economics. Esteemed alumni, entrepreneurs, and experts participate as guests, judges, and speakers, enriching the event.

The 'GS-Success Stories' chat show features accomplished alumni sharing their journeys, challenges, and success strategies, motivating students to follow suit. GS-COMNEXT fosters practical skills, self-confidence, and networking opportunities.

Evidence of Success:

GS-COMNEXT's success is evident across years:

a) In 2018-2019:

- Inaugurated by alumnus Shri. Ajit Diwadkar, Chief Managing Director of Ajit Bakery and Food Products.
- 33 teams from various colleges participated.
- 'GS-Success Stories' highlighted alumni Shri. Taufique Azad and CA Shri. Pranav Kumar Limaja.
- Positive feedback motivated continued excellence.

b) In 2019-2020:

- Inaugurated by CA Shri. Jaydeep Shah, Former President of ICAI.
- 'GS-Success Stories' continued to inspire.
- Introduced competitions like Company Analysis and Commerce Model.

- Active participation, positive responses from alumni, students, and industry professionals.

c) In 2021-2022:

- Inaugurated by alumnus CA Shri. Julfesh Shah, Chairman (COSIA).
- Added competitions like Pop or Flop, Ad-mad, and Talking Titans.
- 'Young Turks - GS-Success Stories' motivated students.
- Growing participation, innovative ideas in competitions.

d) In 2022-2023:

- Inaugurated by alumnus Mrs. Kritika Krishnamurthy, corporate lawyer, and director.
- Introduced 'Galleria' showcasing artistic talents and promoting sustainability.
- Successful execution of competitions, positive feedback.
- Continued personal and professional impact on students.

Challenges and Resources required:

Challenges:

- Sustaining Interest: Student interest and active involvement is low.
- Alumni Availability: Effective communication skills of students required for getting good alumni.
- Resource Allocation: Logistics, prizes, marketing, and guest arrangements essential.
- Student Engagement: Ongoing promotion and engagement strategies vital.

In five years, GS-COMNEXT embodied holistic education, bridging academia and industry, nurturing well-rounded individuals. Diverse competitions, insightful talks, artistic displays left a lasting imprint on personal and professional journeys.

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

G. S. College of Commerce & Economics, Nagpur was established in 1945 by Shiksha Mandal, Wardha to fulfill the requirement of Commerce education in the region during the pre-Independence period. Shiksha Mandal, Wardha, an educational trust, was founded in 1914 by Shri Jamnalal Bajaj, a close associate of Mahatma Gandhi. From the very inception, and held true even today, Shiksha Mandal's bearings have been thus inspired and guided by Gandhian philosophy. As a matter of fact, and history too, the first ever national conference on 'NaiTalim', presided over by Gandhiji where he gave a call of "Education for Indians by Indians," was hosted by Shiksha Mandal at Wardha in 1937.

With such proud legacy, G. S. College of Commerce and Economics, Nagpur, started its journey in 1945 as the first and an exclusive Commerce College in the City of Nagpur, with the vision of "Udyoginam Purushsinham Urpeti Laxmi" (**Industrious and lion-hearted men generate wealth**) has been standing tall as a pioneer and trend-setting institution among all the Commerce colleges in the whole of Central India. Living true to its logo, the College has, over a period of seventy-five years, ceaselessly strived to add more and more dimensions to its academic and research profile with an objective of transforming its students of the region into professionals of the top drawer by offering them multiple Commerce and Management programmes/courses and other complementary/value-addition courses in the best possible environment and that too at an affordable cost to emerge as the most preferred destination for Commerce Education in this part of the world.

Thus, a pioneering Commerce College, known for its ever-evolving quality initiatives for the optimum delivery Commerce education is an unmistakable and distinct identity that all the stakeholders have bestowed upon the College and it is this distinctiveness that the College has been steadfastly preserving through stellar curricular and co-curricular performances over the years as could be seen from some of the following performance highlights:

I. CURRICULAR GROWTH

A. Curricular Growth before Autonomy:

- The college started its journey with B.Com. (1945) and M.Com. (1948) in English, Hindi and Marathi mediums. **To this date it remains the only College in the Nagpur University to impart education in three mediums.**
- Subsequently the College started DBM and M.Phil. (Commerce) as per their demand in the 1980s. These courses have now been discontinued.
- In 1988-89, the College started MBA.
- In 2006-07, the College started B.Com. (Computer Application) and BBA.
- In 2015-16, the College became University-accredited Place of Higher Learning and Research and offers Ph.D. programmes in Commerce, Economics and Business Management.

B. Curricular Growth under Autonomy:

- In 2018-19, the College became autonomous and revised its existing courses effecting several academic reforms in terms of CBCS, Credit Framework, Assessment Mechanism etc. **It is still the only autonomous Commerce College in the University.**
- In 2020-21, the College started **for the first time in Nagpur University** 2 new UG Courses of B.Com. (Honours) and B. Com. (Finance & Accountancy)
- From 2024-25, the College is offering, **for the first time in Nagpur University**, B.Com. (FinTech).

C. Curricular Growth Under NEP:

- From 2023-24, the College has started offering programmes under NEP to become **the only Commerce College under the Nagpur University to implement NEP.**
- Accordingly, the College has revised all its programmes and introduced several electives as prescribed under NEP

D. Value-Addition Courses:

- In addition to the regular UG/PG programmes the College also offers over a dozen value-addition courses in tie up with various organization viz. TCS, NSE, Bajaj FinServ, Tally Education, Cambridge English, ICMAI etc.

II. QUALITY INITIATIVES

1. Autonomy:

- In order to offer the latest and the best courses to its students from time to time as per the demands of Industry and Job market, the College decided to become autonomous as the freedom to revise courses or introducing new academic programmes is not available in the University set-up. The College has so far introduced 2 new UG programmes and is on the verge of starting another from 2023-24.
- In addition, the college has adopted CBCS and revised all its syllabi of various programmes to accommodate the latest knowledge inputs and to include the courses as demanded by the industry.
- Further, the College has introduced several assessment reforms including internal assessment to strengthen both the external and internal assessment mechanism.

2. New Education Policy 2020:

- The College has adopted the NEP from the 2023-24 session to become the only Commerce College in the Nagpur University to implement NEP. The implementation of NEP has resulted in the introduction of various new courses in addition to the change of nomenclature in various courses.

3. NAAC Accreditation:

- A Grade College with CGPA of 3.03, we are gearing up for the fourth cycle. The College has opted to be accredited as a fully autonomous college.

4. Innovative T/L Methodology:

- In addition to the introduction of new programmes and courses, the College has also been adopting innovative Teaching-Learning methods with an emphasis on IT-enabled methods. The College has already converted over 24 classrooms into smart rooms and is in the process of converting the others. The College has set up a huge IT-infrastructure by providing over 400 computers in the form of computer labs, language lab, computer zones, 300 mbps wi-fi, smart

rooms etc.

III. INFRASTRUCTURE EXPANSION:

- To match the academic growth and growing number of students, the College which started its journey in a rented bungalow, is now transformed into 2 campuses occupying more than 7 acres of land. It has separate hostels for boys and girls.

IV. REFLECTION:

Our key performance indicators are Admissions, Placements and vast Alumni base.

V. SOCIETAL OBLIGATION:

We are a zero-tolerance unit to all sorts of harassment. Girl students from far away regions like Jammu & Kashmir are taking admissions Sensitizing towards gender issues, we have switched over to Gender Neutral Students Uniforms to promote gender equity. We have significantly contributed to the growth of adopted village. We are open to admission and appointment of Divyangjan staff and provide for physical and psychological support which is visible.

File Description	Document
Any other relevant information	View Document
Appropriate webpage in the Institutional website	View Document

5. CONCLUSION

Additional Information :

Notable Additions are categorised as under:

- Conduct of One Day Seminar on NAAC: A & A process for Quality Enhancement by Dr. D Kawaday, NAAC Advisor on 8th July, 2023.
- New Programme on B. Com (FINTECH) approved.
- Implementation of revised structure of NEP structure 2023-24.
- Our college has applied for Grants under PM- USHA under the component 3 for Rs. 5 crore.
- Introduction of New VACs on Corporate Finance Level I, Business Research Methodology and Disaster & Pandemic Management.

TEACHERS' ACHIEVEMENT:

- Lt Ashutosh Tiwari received Gold Medal in Target Firing of NCC camp held for Associate NCC Officer.
- Our teachers empanelled with National Academy of Defence Production for MDP, for placements and interviews in different colleges.
- One more teacher has been registered in our Ph. D Centre.

STUDENTS' ACHIEVEMENT:

- Five UG students got Award of Excellence in the final rounds at 10th National B-Plan Championship at IIM Indore.
- Ku. Arti Verma cleared JRF in June 2023.
- 36 more students got placed in SBI, Hexaware Nagpur, Concentrix Gurgaon, World Trade Centre Nagpur etc.
- Mr. Anurag Khedkar winner in District level G. H. Raisoni Memorial Archery Tournament.
- Mr. Aniruddha Morey is winner of Maharashtra State Cadet and Junior Karate Championship 2023.
- Our students have represented and contributed in YOUTH-20 Conclave.
- Mr. Darsh Khodankar from B. Com Hons and many other students got selected in reputed colleges like Narsee Monjee College for Higher Education.

YOUNG ALUMNI:

Our alumnus CA Lucky Chhabra is now director of Urban Co-operative Bank. Alumnus of B. Com Marathi Medium CA Sameer Maske has been appointed as Credit Manager, Bank of Baroda.

EVENTS/ACTIVITIES:

- World Entrepreneurship Day was celebrated Alumnus CA Tejindra Singh Rawal on 21 August 2023.
- Two months Tally Course for underprivileged students organised by Rotary Club.
- 156 students have registered in Skill Enhancement Programme by MAHAJYOTI, Government Body.
- Drive for Special doze of Elephantiasis conducted by NSS volunteers.
- MOUs with Make-Intern, IIM E-Cell, Calcutta, Grace Edunet, with Titan Croma for e-waste collection,

I-Clean Nagpur (NGO) for conducting outreach programme.

INFRASTRUCTURE ADDITION:

- We have now 412 computers after adding 60 more.

Unending journey for achieving educational excellence continues...

Concluding Remarks :

Since 1945, the college has been serving the cause of Commerce Education with unparalleled commitment living true to its logo of “Udyoginam Purushsinham Urpeti Laxmi.”

The combination of educational excellence, value-based education, societal outlook and fair practices have lent to the institution a very distinctive character owing to which we still remain the most preferred destination for Commerce education in Central India as can be seen from our admission profile. Autonomy has further enriched the academic character of the college and enabled it to multiply its batches of industrious and lion-hearted youth through the most competent syllabi and rigorous evaluation systems.

The trophies won in all sorts of co-curricular and extra-curricular activities, growing number of visiting companies for campus recruitment and significant placements, all point to the fact that the college is well on its way to achieve the targets that it has set for itself.

Over a period of seven decades, the college has intensified its commitments to the society and kept on enhancing the quality of education much to the benefit of all our stakeholder community.

The college also owes its distinctive character, culture and tradition to all its stakeholders and patrons who have reposed faith in us and patronized us through thick and thin to make us a brand name in Commerce Education in this part of the world.

Efforts by a team of well-qualified teachers and researchers, and the right combination of curricular, co-curricular and extra-curricular activities have ensured that our students emerge as not only competent professionals but also good citizens. The overall quality of our student can be gauged by our illustrious alumni profile. We are very happy to share with you that a large number of CAs, CS, entrepreneurs and professionals in this part of the world are our alumni.

We thank our management whose visionary leadership has propelled the college ahead on its quest for educational excellence and all the stakeholders as we submit the SSR as a full-fledged autonomous college for achieving another benchmark of excellence after complying with almost all the recommendations made by the NAAC in Third Cycle.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																														
1.3.2	<p>Number of certificate/value added courses/Diploma Programmes offered by the institutions and online courses of MOOCs, SWAYAM/e-PG Pathshala/ NPTEL and other recognized platforms (without repeat count) where the students of the institution have enrolled and successfully completed during the last five years.</p> <p>Answer before DVV Verification : 25 Answer After DVV Verification :21</p>																														
1.4.1	<p>Structured feedback for curriculum and its transaction is regularly obtained from stakeholders like Students, Teachers, Employers, Alumni, Academic peers etc., and Feedback processes of the institution may be classified as follows:</p> <p>Answer before DVV Verification : A. Feedback collected, analysed, action taken & communicated to the relevant bodies and feedback hosted on the institutional website Answer After DVV Verification: A. Feedback collected, analysed, action taken & communicated to the relevant bodies and feedback hosted on the institutional website</p>																														
2.1.1	<p>Enrolment percentage</p> <p>2.1.1.1. Number of seats filled year wise during last five years (Only first year admissions to be considered)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>2.1.1.2. Number of sanctioned seats year wise during last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>1343</td> <td>1343</td> <td>1343</td> <td>1100</td> <td>1100</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>1343</td> <td>1343</td> <td>1343</td> <td>1100</td> <td>1100</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19						2022-23	2021-22	2020-21	2019-20	2018-19	1343	1343	1343	1100	1100	2022-23	2021-22	2020-21	2019-20	2018-19	1343	1343	1343	1100	1100
2022-23	2021-22	2020-21	2019-20	2018-19																											
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2022-23	2021-22	2020-21	2019-20	2018-19																											
1343	1343	1343	1100	1100																											
2.4.1	<p>Average percentage of full time teachers appointed against the number of sanctioned posts year wise during the last five years</p> <p>2.4.1.1. Number of sanctioned posts year wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>57</td> <td>55</td> <td>55</td> <td>53</td> <td>54</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p>	2022-23	2021-22	2020-21	2019-20	2018-19	57	55	55	53	54																				
2022-23	2021-22	2020-21	2019-20	2018-19																											
57	55	55	53	54																											

2022-23	2021-22	2020-21	2019-20	2018-19
54	52	52	50	51

2.4.3	<p>Average teaching experience of full time teachers (Data to be provided only for the latest completed academic year, in number of years)</p> <p>2.4.3.1. Total teaching experience of full-time teachers as of latest completed academic year Answer before DVV Verification : 520 Answer after DVV Verification: 389</p>																				
2.4.4	<p>Percentage of full time teachers working in the institution throughout during the last five years</p> <p>2.4.4.1. Number of full time teachers worked in the institution throughout during the last five years: Answer before DVV Verification : 43 Answer after DVV Verification: 32</p>																				
3.1.2	<p>The institution provides seed money to its teachers for research</p> <p>3.1.2.1. Amount of seed money provided by institution to its teachers for research year wise during last five years (INR in lakhs) Answer before DVV Verification:</p> <table border="1" data-bbox="304 1081 1046 1216"> <tr> <td>2022-23</td> <td>2021-22</td> <td>2020-21</td> <td>2019-20</td> <td>2018-19</td> </tr> <tr> <td>.2</td> <td>00</td> <td>.22</td> <td>00</td> <td>.15</td> </tr> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 1294 1046 1429"> <tr> <td>2022-23</td> <td>2021-22</td> <td>2020-21</td> <td>2019-20</td> <td>2018-19</td> </tr> <tr> <td>0</td> <td>00</td> <td>0</td> <td>00</td> <td>0</td> </tr> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	.2	00	.22	00	.15	2022-23	2021-22	2020-21	2019-20	2018-19	0	00	0	00	0
2022-23	2021-22	2020-21	2019-20	2018-19																	
.2	00	.22	00	.15																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
0	00	0	00	0																	
3.2.1	<p>Total Grants research funding received by the institution and its faculties through Government and non-government sources such as industry, corporate houses, international bodies for research project, endowment research chairs during the last five years (INR in Lakhs)</p> <p>Answer before DVV Verification : 4.10844 Answer After DVV Verification :3</p>																				
3.2.2	<p>Number of research projects per teacher funded by government, non-government , industry, corporate houses, international bodies during the last five years</p> <p>3.2.2.1. Number of research projects funded by government and non-government agencies during the last five years. Answer before DVV Verification : 3 Answer after DVV Verification: 1</p>																				
3.4.1	<p>The Institution ensures implementation of its stated Code of Ethics for research.</p>																				

The institution has a stated Code of Ethics for research and the implementation of which is ensured through the following:

1. Inclusion of research ethics in the research methodology course work
2. Presence of institutional Ethics committee (Animal, Chemical, Bio-ethics etc.)
3. Plagiarism check through software
4. Research Advisory Committee

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. Any 3 of the above

3.4.3 **Number of research papers published per teacher in the Journals as notified on UGC CARE list during the last five years**

3.4.3.1. **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification : 21

Answer after DVV Verification: 16

3.4.4 **Number of books and chapters in edited volumes published per teacher during the last five years**

3.4.4.1. **Total Number of books and chapters in edited volumes published during the last five years**

Answer before DVV Verification : 35

Answer after DVV Verification: 22

3.6.2 **Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community year wise during the last five years**

3.6.2.1. **Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community year wise during the last five years.**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
44	31	53	62	46

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
27	16	35	42	32

3.7.1 **Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years**

Answer before DVV Verification : 16

	Answer After DVV Verification :14																				
4.1.2	<p>Percentage of expenditure excluding salary, for infrastructure development and augmentation year wise during the last five years</p> <p>4.1.2.1. Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>7.29</td> <td>131.45</td> <td>125.13</td> <td>182.02</td> <td>85.65</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>6.50696</td> <td>87.79181</td> <td>85.06883</td> <td>142.4327</td> <td>76.3517</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	7.29	131.45	125.13	182.02	85.65	2022-23	2021-22	2020-21	2019-20	2018-19	6.50696	87.79181	85.06883	142.4327	76.3517
2022-23	2021-22	2020-21	2019-20	2018-19																	
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2022-23	2021-22	2020-21	2019-20	2018-19																	
6.50696	87.79181	85.06883	142.4327	76.3517																	
4.2.2	<p>Percentage of expenditure for purchase of books/ e-books and subscription to journals/e-journals year wise during the last five years</p> <p>4.2.2.1. Expenditure for purchase of books / e-books and subscription to journals/e-journals year wise during last five years (INR in lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>4.05</td> <td>3.30</td> <td>3.66</td> <td>4.96</td> <td>5.81</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>2.35289</td> <td>2.0331</td> <td>2.52171</td> <td>3.18394</td> <td>4.27089</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	4.05	3.30	3.66	4.96	5.81	2022-23	2021-22	2020-21	2019-20	2018-19	2.35289	2.0331	2.52171	3.18394	4.27089
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2022-23	2021-22	2020-21	2019-20	2018-19																	
2.35289	2.0331	2.52171	3.18394	4.27089																	
4.3.2	<p>Student - Computer ratio (Data for the latest completed academic year)</p> <p>4.3.2.1. Number of computers available for students' usage during the latest completed academic year:</p> <p>Answer before DVV Verification : 352</p> <p>Answer after DVV Verification: 299</p>																				
4.4.1	<p>Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years</p> <p>4.4.1.1. <i>Expenditure incurred on maintenance of physical facilities and academic support facilities of DDE and total expenditure excluding salary, year - wise, over the last five years (INR in lakhs)</i></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19															
2022-23	2021-22	2020-21	2019-20	2018-19																	

133.15	101.25	54.77	89.02	77.66
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
15.8473	57.87991	45.2248	5.2681	10.6644

5.1.1 **Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years**

5.1.1.1. **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists year wise during last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
575	586	703	830	824

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
607	587	703	830	824

5.1.3 **Following capacity development and skills enhancement activities are organised for improving students' capability**

1. **Soft skills**
2. **Language and communication skills**
3. **Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)**
4. **Awareness of trends in technology**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: A. All of the above

5.2.1 **Percentage of placement of outgoing students and students progressing to higher education during the last five years**

5.2.1.1. **Number of outgoing students placed and progressed to higher education during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
269	229	139	398	423

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
269	222	139	382	394

5.2.2 Percentage of students qualifying in state/ national/ international level examinations out of the graduated students during the last five years

(eg: NET/SLET/ Civil Services/State government examinations etc.)

5.2.2.1. Number of students qualifying in state/ national/ international level examinations (eg: NET/SLET/Civil Services/State government examinations etc.) year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
41	15	07	45	48

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
6	15	07	15	20

5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at University / state /national / international Level events during the last five years

5.3.1.1. Number of awards/medals for outstanding performance in sports/cultural activities at University / state / national / international level events (award for a team event should be counted as one) year wise during last five years

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
71	28	7	20	38

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
19	1	2	9	3

5.3.3 The institution conducts / organizes following activities:

1. Sports competitions/events
2. Cultural competitions/events
3. Technical fest/Academic fest
4. Any other events through Active clubs and forums

Answer before DVV Verification : A. All four of the above

	<p>Answer After DVV Verification: B. Any three of the above</p>
6.5.3	<p>Institution has adopted the following for Quality assurance:</p> <ol style="list-style-type: none"> 1. Academic and Administrative Audit (AAA) and follow up action taken 2. Conferences, Seminars, Workshops on quality conducted 3. Collaborative quality initiatives with other institution(s) 4. Orientation programme on quality issues for teachers and students 5. Participation in NIRF and other recognized ranking like Shanghai Ranking, QS Ranking Times Ranking etc 6. Any other quality audit recognized by state, national or international agencies <p>Answer before DVV Verification : A. Any 5 or more of the above Answer After DVV Verification: D. Any 2 of the above</p>
7.1.4	<p>Water conservation facilities available in the Institution:</p> <ol style="list-style-type: none"> 1. Rain water harvesting 2. Borewell /Open well recharge 3. Construction of tanks and bunds 4. Waste water recycling 5. Maintenance of water bodies and distribution system in the campus <p>Answer before DVV Verification : A. Any 4 or more of the above Answer After DVV Verification: A. Any 4 or more of the above</p>
7.1.6	<p>Quality audits on environment and energy are regularly undertaken by the institution</p> <p>The institutional environment and energy initiatives are confirmed through the following</p> <ol style="list-style-type: none"> 1. Green audit / Environmental audit 2. Energy audit 3. Clean and green campus recognitions/awards 4. Beyond the campus environmental promotion and sustainability activities <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: A. All of the above</p>
7.1.10	<p>The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.</p> <ol style="list-style-type: none"> 1. The institutional Code of Conduct principles are displayed on the website 2. There is a committee to monitor adherence to the institutional Code of Conduct principles 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: A. All of the above</p>

2.Extended Profile Deviations

ID	Extended Questions																				
1.1	<p data-bbox="194 197 1077 232">Number of full time teachers year wise during the last five years</p> <p data-bbox="194 277 638 313">Answer before DVV Verification:</p> <table border="1" data-bbox="194 313 986 421"> <thead> <tr> <th data-bbox="194 313 354 362">2022-23</th> <th data-bbox="360 313 513 362">2021-22</th> <th data-bbox="520 313 673 362">2020-21</th> <th data-bbox="679 313 833 362">2019-20</th> <th data-bbox="839 313 986 362">2018-19</th> </tr> </thead> <tbody> <tr> <td data-bbox="194 371 354 421">47</td> <td data-bbox="360 371 513 421">43</td> <td data-bbox="520 371 673 421">44</td> <td data-bbox="679 371 833 421">44</td> <td data-bbox="839 371 986 421">43</td> </tr> </tbody> </table> <p data-bbox="194 465 625 501">Answer After DVV Verification:</p> <table border="1" data-bbox="194 501 986 609"> <thead> <tr> <th data-bbox="194 501 354 551">2022-23</th> <th data-bbox="360 501 513 551">2021-22</th> <th data-bbox="520 501 673 551">2020-21</th> <th data-bbox="679 501 833 551">2019-20</th> <th data-bbox="839 501 986 551">2018-19</th> </tr> </thead> <tbody> <tr> <td data-bbox="194 560 354 609">41</td> <td data-bbox="360 560 513 609">40</td> <td data-bbox="520 560 673 609">41</td> <td data-bbox="679 560 833 609">41</td> <td data-bbox="839 560 986 609">40</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	47	43	44	44	43	2022-23	2021-22	2020-21	2019-20	2018-19	41	40	41	41	40
2022-23	2021-22	2020-21	2019-20	2018-19																	
47	43	44	44	43																	
2022-23	2021-22	2020-21	2019-20	2018-19																	
41	40	41	41	40																	
1.2	<p data-bbox="194 663 1465 734">Total number of full time teachers worked/working in the institution (without repeat count) during last five years:</p> <p data-bbox="194 743 695 779">Answer before DVV Verification : 65</p> <p data-bbox="194 788 663 824">Answer after DVV Verification : 59</p>																				