



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

GOVT. COLLEGE FOR WOMEN PALI

GOVT. COLLEGE FOR WOMEN PALI, DISTRICT REWARI

123102

gcwpali.ac.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

(Draft)

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Government College for Women Pali, Rewari, was established in July 2014. The college is affiliated with Indira Gandhi University, Meerpur (Rewari) and offers undergraduate courses in Arts, Commerce and Science (Non-Medical). It is situated in the lap of beautiful Aravali hills in the village of Pali. The college lies on Rewari-Jaisalmer national highway no. 11 and is 21 km away from the District headquarters of Rewari. It is also connected with the Dehi-Ahemdabad Railway line. The Girls College was established for fulfilling the Government's "Beti Bachao-Beti Padhao" mission. The girl students of surrounding areas of rural villages are the primary beneficiaries of this college.

The College is spread over 8.75 acres of land in a beautiful newly constructed air-conditioned building and is furnished with all modern facilities. The college has a well-equipped Language Lab, 02 Computer Labs, Internet Facility, Lecture Theaters, Auditorium and Smart Classrooms. It has a well-equipped library with enough books on academic subjects and competitive examinations.

The college has 02 buses which ferry girl students from their homes in distant villages to the college. The aim of the college is to provide value-based academic, intellectual and ethical growth in a supportive and stimulating environment to rural girls. The institute has an unwavering commitment to excellence in education, sensitivity to students' needs and the spirit of community service. It aims to prepare graduates who mingle strong moral values with a thirst for knowledge.

Vision

The College envisions serving the social & cultural requirements of society through the inculcation of the best available knowledge in students. The Vision of the College is to serve the socio-cultural needs of the community and to transform the living standards of girl students by providing easily accessible, equitable, quality education and also fostering an enduring sense of discipline and dedication to work to make them professionally competent at national as well as in a global world.

Mission

Besides providing education aiming at the all-round development of students, the mission of the college is as follows:

- To promote habits of excellence in students that will serve the girl students by providing them easy access to quality higher education and job opportunities.
- To strive towards integrated personality growth of girls in which special attention is given to their intellectual, moral and cultural development.
- To inculcate discipline and higher levels of social, cultural, ethical and spiritual values of life among girls.

- To create awareness among girl students about their commitments to society.
- To facilitate girl students in determining their goals in life and acquaint them with various career options and avenues of self-employment.
- To enhance a sense of equality among weaker sections.
- To help girl students to develop a holistic personality.
- To inspire girl students to continue learning throughout life.
- To upgrade existing physical infrastructure and facilities in the institution.

The mission is communicated to the students, teachers, staff and other Stakeholders through news media, staff meetings, the college website and the address by the principal on various functions.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

The college has traversed a journey of 08 years wherein it has been making consistent efforts to provide quality education and reap the benefits of the latest developments in the IT sector. Government College for Women, Pali is a government-funded college affiliated with Indira Gandhi University, Meerpur, Rewari. The college has qualified Teaching and Non-teaching staff members who also take care of the Lab, Computers and other technical duties. They also help in the smooth running of the administrative machinery of the College. The College provides the following support services to the students—Library, Computer Lab, Grievance Redressal Cell, NSS, Women Cell etc. Various welfare schemes are available to the students, like Earn While You Learn, Placement Cell, Tutorial Groups, Red Cross etc.

Institutional Weakness

The College is situated in the rural area of the village Pali, with most of the girl students from the adjoining villages. Due to illiteracy and concerns about safety, the girl students are married quite early and often leave their studies or are shifted to other places. The college also lacks regular non-teaching staff, thus affecting the maintenance of records and other activities. Further, as the college is a government institution, it is not free to introduce new courses and streams, thus jeopardising its efforts to increase enrollment in the college.

Institutional Opportunity

The college is committed to providing quality education to rural girl students at affordable rates in an atmosphere of security. We have a committed staff which is trying its best to guide and motivate students for higher education and research. The committees/cells such as Women Cell, NSS, Grievance Redressal Cell, Library Committee, Career Guidance, Personality Development and Placement cell etc., provide significant inputs for students' overall benefit and development. The students are excellent, well behaved and show a keenness towards learning.

Institutional Challenge

The most critical challenge is to further extend the institution towards ever-expanding horizons of new learning and scientific advancement. We aim to increase enrolment in the college through the introduction of new courses. We are also trying to face the menace of the coaching industry, which has been rising due to the lack of employment opportunities after graduation. Despite all these challenges, the College is continuously aiming to become instrumental in providing quality higher education to rural students.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Government College for Women, Pali, provides education to girls in Arts, Commerce and Science streams at the undergraduate level. The curriculum of these classes in various subjects is designed and decided by Indira Gandhi University, Meerpur, Rewari comprising a panel of subject experts and the Members of the Board of Studies by the guidelines of the University Grants Commission. The syllabi framed by the University are divided into two parts, viz. theory and Practical, so that the students may use their learning in practical situations. It helps the students to develop a scientific attitude.

Along with curricular instructions, throughout the session, students are involved in extra-curricular activities like Declamation, Debates, Quiz contests, Paper reading contests, Seminars, Essay Writing competitions, Group songs, Group dances, One Act Play etc. The college enriches the curriculum through experiential and participative learning by initiating various activities through different cells and clubs, which help students to connect with society outside the institute. It helps them inculcate social and moral values. Further, the institute uses online resources made available to students through WhatsApp groups, ERP portal, smart classrooms, Youtube video lectures etc., which further enrich the curriculum.

Teaching-learning and Evaluation

This institute has a teaching qualified staff, comprising 02 Associate professors and 10 Assistant Professors on a regular basis and 03 lecturers appointed on an Extension basis. At the beginning of the session, students are admitted in the first year of the degree on merit basis as per the number of seats allotted by the Department of Higher Education, Haryana, and keeping in view the reservation policy of the State Govt. As per the eligibility requirements to appear in the final examination, the students must attend 75% of the total lectures delivered, both in theory and Practical. The evaluation of students is done internally on the basis of Class tests, attendance and assignments and externally by the University through Semester examinations.

The teachers guide the students, in both academic and extra-curricular matters. A teacher has to take 24-27 periods per week as per university norms based on the Lesson Plan prepared by the individual teacher. The number of teaching days is 180, as prescribed by the UGC. The completion of the syllabi covered by the respective teacher is monitored periodically by the Principal.

This institution cannot recruit staff on its own as Haryana Public Service Commission (HPSC) is the recruiting

agency for Assistant Professors, and Haryana Subordinate Staff Selection Commission/HKRN recruits non-teaching staff. The College provides opportunities for Orientation/ Refresher/Short Term Courses to teachers for upgrading their knowledge. The teachers participate in these programmes with the permission of the Head of the institution in various Indian Universities and Staff Colleges. These courses are essential for the placement of teachers in the Senior Scale, Selection Grade, and Associate Professor scale, by augmenting their API Score. There is a provision for a self-appraisal method while writing the Annual Confidential Report of the Teachers. Maintenance of discipline, punctuality, regularity, cooperation, methods of teaching, participation in research activities, attitude towards other castes and communities and participation in College activities are considered essential for a good Annual Confidential Report of a teacher, which is verified and approved by the Principal.

Research, Innovations and Extension

Extension activities at the College level are carried out through various committees/cells such as NSS, Women Cell, Cultural Committee etc., which undertake various activities such as camps, awareness rallies etc. The College has established a Counseling/ Guidance Cell for students to guide them in their future Career Opportunities/job prospects, and Women Cell works for Women Empowerment and self-dependence of Women in society. The college teachers participate in Seminars/Conferences and publish research papers.

Infrastructure and Learning Resources

The college is housed in a newly constructed three-storey building with its submersible pump and a sufficient number of rooms. This institution has Computer labs, Chemistry labs, and Physics labs for conducting practicals. It has one Language Lab and a well-stocked library containing books on various subjects along with Text Books and Reference Books for the students of Undergraduate courses. Newspapers and magazines are available in the library's reading room for the students' benefit. The college has a newly constructed air-conditioned Auditorium where various functions are held. The college meets the challenge of augmenting the infrastructure to keep pace with academic growth with the assistance of the government. The college has beautiful, green lawns which are kept clean and pollution free by plantation of trees with the help of staff members and students. An SC/BC Cell is functioning in the college under the supervision of an incharge for the welfare of SC/BC students studying in the college.

Student Support and Progression

The college provides different kinds of stipends and scholarships (Merit, S.C., B.C., Freedom Fighters, R.K.F., Minority scholarships etc.) under various schemes of the Government of Haryana. Financial assistance is given to the students under the "Earn While You Learn" scheme for working in the college for fixed hours.

Many activities are organized by different departments, subject societies and cells on the college campus which motivate and encourage students for maximum participation in co-curricular and extra-curricular activities. Students who excel in NSS, quizzes, debates and discussions, sports, and cultural activities are provided cash prizes and awards along with appreciation and merit certificates.

There is a Career Counseling and Guidance Cell/ Placement Cell, which guides and instructs students about career opportunities and competitive exams. It provides information related to admissions and jobs through its

display on the notice board. It also acquaints them with various career options through participation in job fairs.

Governance, Leadership and Management

The administrative set-up of the college is headed by the Principal, who follows the rules and regulations of the Higher Education Department of Haryana and the Indira Gandhi University, Meerpur, Rewari. The college follows a democratic and participative system of governance in which the principal of the institute conducts various meetings of the teaching, non-teaching staff and students throughout the academic year and discusses the problems and challenges before the institution. The faculty members of the college follow the advice given by the Principal and interact with him as and when required and work for a better academic environment in the college. On the basis of feedback obtained from faculty members, students, and the community, the principal discusses these in meetings convened by the department of higher education and the affiliating university held at various levels from time to time for designing and implementing policies and plans.

- The College Council takes all important decisions under the chairpersonship of the Principal.
- The college promotes a culture of participative management through the involvement of all faculty members in one or the other committee or the designated cells. The college encourages the involvement of the staff in the quality assurance and enhancement process of the institution.
- The college has an IQAC cell headed by the Principal. In the meetings of IQAC, the participatory management approach is practised by involving teachers from different streams under the chairmanship of the principal, who is involved in the process of decision-making based on consensus on important issues related to the all-round development of the institution.
- The heads of all departments and the senior faculty members are actively involved in the decision-making process, ensuring a role for each member of the department.
- The individual teachers are also given due weightage for their opinions/views.
- The students are given opportunities to work in labs/depts through Earn While You Learn scheme.
- The student representatives chosen from Cultural and NSS etc., are involved in maintaining discipline during functions in college.

Institutional Values and Best Practices

Democratic Pattern of Management:

The college takes pride in its decentralization of powers in which all the staff members enthusiastically participate in the functions of the college and work for the betterment of the students and the institution. At the beginning of each session, the staff members are assigned different duties according to their ability, aptitude, interests and experience etc., through forming of administrative committees. These committees follow the guidelines/instructions of the directorate of higher education in matters of finance and organisation of events. As per the instructions of the Higher Education Department, Haryana, the committees must comprise at least

three members. All the works related to finance, administration and academics are undertaken by these committees in a transparent way.

Green Campus:

The college suffers from an acute shortage of regular supporting staff to look after the lawns and water plants, plant new saplings, prune the old trees and shrubs etc. As Government College Pali is situated in a semi-dry area, it becomes a challenge to maintain the greenery in the college. The driver, conductor, peons and other non-teaching staff members, along with teaching staff members, voluntarily and enthusiastically participate in the maintenance of the lawns in the college.

Further, the incharge of NSS motivates the students to join these extension activities as volunteers. These volunteers plant saplings, water the plants, prune hedges, and maintain the lawns by putting in a lot of physical hard work. During the organization of camps and regular social service provided by NSS, the volunteers are free to take a decision on their own under the intelligent guidance of the coordinators of these extension activities for the maintenance of lawns and part of campus allotted to them. In this way, these volunteers make the college campus green to maintain Ecosystem. This also helps the college administration to face a shortage of supportive staff.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GOVT. COLLEGE FOR WOMEN PALI
Address	Govt. College for Women Pali, District Rewari
City	REWARI
State	Haryana
Pin	123102
Website	gcwpali.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Karan Singh	1281-231118	9817137959	-	gcwpali@gmail.com
IQAC / CIQA coordinator	Jyoti Yadav	1281-244574	9466838100	-	jjotikaransinghyadav@gmail.com

Status of the Institution	
Institution Status	Government

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
Haryana	Indira Gandhi University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	26-02-2020	View Document
12B of UGC		

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
No contents				

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	Govt. College for Women Pali, District Rewari	Rural	8.75	8918.69

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	BA,Department Of Humanities English Hindi History Political Science Geography Computer Education	36	Senior Secondary	English + Hindi	160	102
UG	BCom,Department Of Commerce	36	Senior Secondary	English + Hindi	80	5
UG	BSc,Department Of Science Physics Chemistry Mathematics	36	Senior Secondary	English	40	24

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	0				2				22			
Recruited	0	0	0	0	1	1	0	2	6	7	0	13
Yet to Recruit	0				0				9			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				16
Recruited	8	3	0	11
Yet to Recruit				5
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				3
Recruited	2	1	0	3
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			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	1	1	0	1	1	0	4
M.Phil.	0	0	0	0	0	0	2	2	0	4
PG	0	0	0	0	0	0	2	2	0	4
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
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	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	1	0	2
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
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	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
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	0

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	0	0	0	0	0
	Female	413	26	0	0	439
	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	0	0	0	0
	Female	69	77	99	111
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	174	207	265	259
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	61	72	76	84
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		304	356	440	454

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The college follows the instructions of the Higher Education Department, Haryana, Panchkula and Indira Gandhi University, Meerpur, regarding NEP. The State government has decided to implement NEP
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	<p>with effect from Session 2023-2024. A workshop in this regard was conducted at Indira Gandhi University, Meerpur, from 7.6.2022 to 11.6.2022 in which the Principal, Dr Karan Singh, two Assistant/Associate Professors, Dr Jyoti Yadav and Ms Anshu participated. The College conducted a workshop in the college as per instructions of the Higher Education Department to create awareness among staff members regarding various provisions of NEP from 15.6.2022 to 17.6.2022. The college runs three streams of Arts, Science and Commerce and would further extend its footprint through the introduction of P.G. Courses and U.G. Optional subjects. The College proposed the introduction of M. Sc. (Computer Science) in the current session (2022-23) before the Department of Higher Education, which were put on hold due to the introduction of NEP next year. The college will introduce skill-based courses as per the courses recommended by the affiliating university. The institution will integrate the humanities and science stream by offering programs with combinations across disciplines. The marks system will be replaced by the credit-based system under the NEP policy adopted by the affiliated university. A due weightage has been given to courses and projects in the areas of community engagement and service, environmental education, and value-based towards the attainment of holistic and multidisciplinary education. The college will offer a multidisciplinary flexible curriculum that enables multiple entries and exits at the end of 1st, 2nd and 3rd years of undergraduate education as per the template adopted by Indira Gandhi University, Meerpur. Those students who wish to suspend their U.G. Studies after one year will be allowed to do so with a certificate course, after two years with a diploma course, after three years with a degree and after four years with an Honours Degree. The students will be given credits for online courses and projects with social relevance and engagements with society. As the NEP is to be rolled out next year, at present, the college is preparing for its implementation.</p>
2. Academic bank of credits (ABC):	The college is not registered for ABC. Since it is part of Affiliating university, the I.G.U. will register with ABC, not the college.
3. Skill development:	The state government is still in the process of

	implementing NEP, as and when NEP is implemented, the college will offer skill development programmes in the syllabus.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The College uses both English and Hindi as mediums of instructions in all the courses. The teachers are well versed in both languages and effortlessly switch over from one to another as per the needs of the lesson and students.
5. Focus on Outcome based education (OBE):	The college is not autonomous in creating its own curriculum and follows the curriculum of the affiliating university. The teachers of the college have prepared Programme Outcomes and Course Outcomes which are conveyed to students through the college website and personal interaction.
6. Distance education/online education:	The College does not offer Distance/Online education.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
454	440	356	304	228

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 13

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
14	13	13	13	12

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
28.4	74.5	1116.84	44.8	14.6

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The college uses the following practices for the effective delivery of the curriculum:

- 1.The college prepares Time Table of the classes at the beginning of the Semester and allocates rooms/time to various classes in order to make curriculum delivery effective and time-bound.
- 2.The academic calendar for the upcoming semester is prepared in accordance with the schedule of the University and communicated to students and teachers well in advance. According to the academic calendar, the departments prepare their activity plans for the upcoming Semester.
- 3.Teaching plan/Lesson plans are prepared and conveyed to the students through the notice board/website.
- 4.Assignments in each subject are submitted by students every semester, which are evaluated and their marks are added to Internal Assessment.
5. Regular class tests are conducted by all teachers which carry a weightage of 10 marks in Internal Assessment.
- 6.At the end of the session, Internal Assessments based on Attendance, Assignments and Class tests are finalized and displayed to students for their objections. Students' feedback on them is taken and corrective actions are initiated accordingly.

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

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years**Response:** 27.27**1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
140	144	0	131	71

File Description	Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment**1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum****Response:**

- The curriculum of various courses integrates issues of Professional Ethics, Gender, Human Values, Environment and Sustainability into it:

Sr No	Name of the Programme	Name of the Course	Name of Cross –Cutting issues
1	B.A./B.Com/B.Sc	Environmental Studies	Gender, Environment and Sustainability Pollution, Environment Geography IVth Sem, Climate Geography IIIrd Sem
2	B.Com	Business Communication Skills Code :1.5	Professional Ethics Such as Accounting Management, Tax, Business
3	B.A	English (Literature and Language)	Environment, Human values, social issues and responsibilities
4	B.Com	Business Environment Code: 2.5	Professional Ethics
5	Geography	Human Geography IVth Sem (UG-Geo 203)	Environment and Sustainability

		Physical Geography IIIrd Sem (UG-Geo 201)	
6	Political Science	Indian Constitution option –(i) Indian Politics option – (i)	Human Rights, Human Duties, Awareness of Election, Awareness of Political Parties, Awareness of Judiciary Systems

Along with it, Government College for Women Pali enriches curriculum delivery in multiple ways. Through the personal interaction and multiple activities undertaken by students under diverse cells and committees, various cross-cutting issues such as gender equality, environment and sustainability, human values, and professional ethics are addressed. Some of the ways through which it is undertaken are given below:

- Environmental Science is taught at U.G. level for all Arts and Science students as a compulsory subject, which creates awareness among students about the value of the environment, the ways to protect it and how to live in a sustainable way with our ambience.
- The college organises various activities such as Poshan Mah, and Swachha Bharat Abhiyan through its N.S.S unit.
- Seven Day Special Camp is organised every year at a nearby village wherein around 50 N.S.S volunteer students of the college live in a nearby village and organise activities like cleanliness drives, and awareness rallies on social issues.
- Guest lectures and extension lectures are organized under placement cell on issues of human rights, female health, female identity etc.
- Various awareness programs and rallies are organized by Youth Red Cross, Women Studies and Development Cell etc., on topics of gender equality, environment and sustainability, environment protection, etc.

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

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 14.1

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 64

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No) Response: Yes	
File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 55.31

2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
160	161	158	152	77

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
280	280	280	280	160

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 99.82

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

2021-22	2020-21	2019-20	2018-19	2017-18
135	131	112	112	63

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

2021-22	2020-21	2019-20	2018-19	2017-18
135	131	112	112	64

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

Response: 32.43

2.3 Teaching- Learning Process

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

Response:

Government College for Women Pali uses the following methods/facilities to blend ICT-enabled teaching with conventional learning:

- 1.The College has 04 Smart Classrooms which are ICT-enabled, a fully equipped Language Lab and 01 Auditorium which has Projector and a Lantern to facilitate and enhance learning experiences through ICT tools.
- 2.The library of the college has an online catalogue in which all the books of the library have been entered.
- 3.The college has two fully equipped Computer Labs in which students take benefit of online resources and avail online tools of learning.
- 4.All the students of the college are members of subject-centric Whatsapp groups in which teachers supply notes, teaching material and resources to students.

Participative/Experiential Learning

- 1.The college provides opportunities for experiential/participative learning through the participation of students in various extra-curricular activities undertaken by cells/clubs such as NSS, Women Studies and Development Cell, Red Cross etc.
- 2.Under Earn While You Learn Scheme, students are trained in various skills and they learn through their exposure to various jobs/activities in the college.

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

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

Response: 74.71

2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:

2021-22	2020-21	2019-20	2018-19	2017-18
22	15	15	15	20

File Description	Document
Upload supporting document	View Document

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 92.31

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
13	12	12	12	11

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system

is time- bound and efficient

Response:

External Assessment:

The University level examinations are conducted in the college. A senior member of the faculty acts as Superintendent and all other teachers are appointed as Assistant Superintendents. The examination centres are checked periodically by the flying squads from the university to maintain the sanctity and impartiality of the examination.

The Answer sheets of the students are sent to the University, which assigns them fictitious Roll Nos and sends them to different colleges for assessment. The assessors are not aware of the identity of the students whose answer books are being evaluated by them. Once the result is published by the university, a time period of 15 days is given to the university to the students for applying for Re-evaluation. The re-evaluation of the answer script is done by a different examiner. If there is a difference of more than 20% marks awarded by the two evaluators, the answer script is sent to the third examiner. In this way, the transparency of the assessment is ensured in the Semester-level examinations and the grievances are resolved in a time-bound and efficient manner.

Internal Assessment

The college strictly follows the university rules & procedures for internal assessment. Although the schedule of class tests and submission of assignments for internal assessment, is fixed before one month of the completion of each semester, the students are given their topics of these class tests as well as assignments well in advance.

Further, the following internal assessment criteria as given by the affiliated university are followed in the college. As per the University criterion, an internal assessment of 20 Marks in all UG classes has the following components:

1. Assignments= 5 Marks
2. Class test= 10 Marks
3. Attendance=5 Marks

The internal Assessment marks are uploaded on the college website and objections are invited. After the removal of these objections, the Internal Assessment marks are finalized.

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

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

The college follows the Programme Outcomes (POs) and Course Outcomes (Cos) for all programmes as delineated in the syllabus of the affiliated university. The soft copy of the syllabus is uploaded on the college website, while the hard copies of the syllabus remain available in all the departments for ready reference of teachers and students. The faculty members articulate the learning objectives and the expected outcomes for each course at the beginning of both the odd and even semesters. This helps the students appreciate various topics being covered in the class as they realize their importance and relevance.

The thrust of the programs and the courses are also explained, in detail, at the time of the Induction Programme at the start of the session. This induction programme is conducted by the college to make the students well-versed with the various programs and courses offered by the college as also their outcomes. They are also told about various job opportunities available after the successful completion of these programs and courses. Doubts, if any, are explained and cleared and the students are also encouraged to opt for the programs and courses in which they are genuinely interested so that they can really do justice and enjoy the profession they may go in for.

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

2.6.2 Pass percentage of Students during last five years

Response: 48.1

2.6.2.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
72	88	29	11	28

2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
137	131	58	89	59

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 950000

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	950000	0	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

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

Response:

The college, being a U.G. institute, does not participate in many such initiatives. Still, the college actively encourages its staff members to write research papers and apply for Research Projects awarded by National/International bodies. Dr Karan Singh, Associate Professor of this college, has recently completed his Major Research Project awarded by ICSSR, New Delhi, on Syncretic Shrines. College teachers regularly publish in Peer-Reviewed journals and books.

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 1

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	1	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

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

Response: 0.38

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	1	3	1	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.08

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	1	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities

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

Response:

The following activities have been carried out by the institution in the neighbourhood community, sensitizing students to social issues for their holistic development during the last five years:

Sr. No.	Name of the Activity	Organising Unit	Scheme	Year	No. of Participants
1.	Dancing, Singing & Speech Competition	Women Cell	Beti Bachao, Beti Pado	2017-18	30
2.	Rangoli, Slogan & B.O.W Competition	Women Cell	Swach Bharat Abhiyan	2017-18	35
3.	Rally	N.S.S	Swach Bharat Abhiyan	2017-18	100
4.	Extension Lecture	Women Cell	Women Empowerment	2017-18	50
5.	Yoga Shivar	N.S.S	Fit India Movement	2017-18	100
6.	Extension Lecture	Legal Literacy Cell	Women Empowerment	2017-18	50
7.	Commerce Quiz	Commerce Department	Vigilance Awareness	2017-18	15
Total Strength = 228		Total Activities (2017-18)		07	380
8.	Slogan Writing , Group Discussion, Rakhi Making & Rally – To celebrate womanhood	Women Cell	Gender Sensitization	2018-19	100
9.	Self Defense Training	Women Cell	Women Empowerment (Swayam Sidha)	2018-19	50
10.	Declamation, Essay Writing & Rangoli	Electoral Literacy Club	Mera Vote, Meri Dhrohar	2018-19	20

11.	Oath Ceremony with Sankalp Sutra Bandha	Women Cell	Women Empowerment	2018-19	100
12.	National Seminar	Road Safety Club	Sadak Suraksha Abhiyan	2018-19	82
Total Strength = 307		Total Activities (2018-19)		05	352
13.	Extension Lecture	Women Cell	Women Empowerment	2019-20	75
14.	Extension Lecture	Women Cell	Poshan Maah	2019-20	80
15.	Group Discussion & Poster Making	N.S.S	Poshan Maah	2019-20	40
16.	Essay Writing, Debate, Quiz & Painting	N.S.S	Swachta Hi Seva	2019-20	40
17.	Pledge	N.S.S	Rashtriya Ekta Diwas	2019-20	150
	Name of the Activity	Organising Unit	Scheme	Year	No. of Participants
18.	Recitation, Songs & Speeches	N.S.S	Youth for Nation	2019-20	100
19.	Cleanliness Campaign	N.S.S	Sharamdaan Abhiyan	2019-20	100
20.	International Yoga Day	N.S.S	Karo Yog Raho Nirog	2019-20	150
Total Strength = 350		Total Activities (2019-20)		08	735
21.	Plantation	N.S.S	Green Haryana Movement- Vriksha - Bandhan	2020-21	15
22.	Cleanliness Abhiyan	N.S.S	Sharam Daan	2020-21	60
23.	Slogan Writing	N.S.S	Vigilance Awareness Week	2020-21	20
24.	Speech, Slogan Writing & Essay Writing	N.S.S	National Youth Week	2020-21	25
25.	Extension Lecture	N.S.S	Sadak Suraksha Abhiyan	2020-21	50
26.	Self Defense Training	Women Cell	Swayam Sidha	2020-21	50
27.	Extension Lecture on Stress Management	Women Cell	Fit India Movement	2020-21	50
Total Strength = 440		Total Activities (2020-21)		07	270
28.	Competitions	N.S.S & Women Cell	Azadi ka Amrut Mahotsav	2021-22	200
29.	Rally & Essay Writing Competition	N.S.S	Har Ghar Tiranga	2021-22	40
30.	Door To Door	N.S.S	Sabko Vaccine, Muft	2021-22	100

	Campaign		Vaccine		
31.	Extension Lecture	N.S.S	Cyber Jagrukta	2021-22	150
32.	Rally	N.S.S	Swach Jagrukta	2021-22	50
33.	E-Quiz, Poster Making & Slogan Writing	Women Cell	Poshan Maah	2021-22	50
34.	Podha Ropan	Women Cell	Poshan Maah	2021-22	15
35.	Health Checkup Camp	YRC & Women Cell	Fit India Movement	2021-22	100
Total Strength = 454		Total Activities (2021-22)		08	705

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

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The students of Government College for Women, Pali participate in various curricular and extracurricular activities from time to time for which they are honoured with certificates and cash prizes by government organizations at the district & State Levels. In sessions 2018-19, 2019-20 and Session 2020-21, the below given students participated in Essay Writing Competition at the District and State Level from the Electoral Literacy Club of the College on the occasion of National Voter's Day and received awards and recognition on these activities: :

In Session 2018-19, Nisha from B.A . Ist year was awarded a certificate of merit for standing Ist in the District Level Essay Writing Competition by Deputy Commissioner cum DEO, Rewari, organized to celebrate 9th National Voter's Day.

In Session 2019-20, Nisha from B. A . 2nd year secured 2nd position at State Level Essay Writing Competition and for this achievement, Nisha was honoured with certificate and cash prize by the Governor of Haryana.

In Session 2020-21, our student Anjali from B.Sc. 3rd Year secured 2nd position in District Level Essay Writing Competition organized to celebrate the 11th National Voter's day and she was honoured with a certificate and cash prize by the Deputy Commissioner cum DEO of Rewari District.

In session 2021-22: one student Jyoti Yadav from B.A. 3rd year secured second prize in Rangoli in State Level N.S.S. Camp at GJU Hisar on 17-23 November 2021. Another student Poonam B. Com III secured ist position in group dance in National Integration Camp at CCU, Bawal, 21-27 March 2022.

Sr. No.	Name	Class	Session	Competition	Position
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	of the Student				
1.	Nisha	B.A Ist	2018-19	District level Essay Writing Competition	Ist
2.	Nisha	B.A 2nd	2019-20	State Level Essay Writing Competition	2nd
3.	Anjali	B.Sc. 3rd	2020-21	District level Essay Writing Competition	2nd
4	Jyoti Yadav	B.A. 3rd	2021-22	State Level NSS Camp	2nd
5	Poonam	B. Com III	2021-22	National Integration Camp	Ist

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

3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years

Response: 5

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	1	1	1	1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.5 Collaboration

3.5.1 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: 1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

The College has adequate infrastructure and physical facilities as enumerated below:

- The college is spread over a campus of 8.75 acres with a 3172 sq. meter built-up area.
- In the college, there is a total of 18 well-equipped classrooms, which are spacious and well-ventilated. The seating capacity of each classroom is 60-80 students. They are well-equipped with mounted white screens, green board etc.
- The college has an R.O. Plant on its own campus to provide 24 hours safe drinking water facility to students.
- There is one large common room for girls.
- There is a provision for sanitary vending machines, washrooms, dustbins etc.
- There is a canteen facility for students in the college.
- The college has two buses for transporting students from their homes to the college.
- All the rooms are air-conditioned.
- There is a fully equipped auditorium with a seating capacity of more than 100 students.
- The college has two Computer Labs.
- The College has one functional language lab.
- The college has its dedicated lease line for the internet.
- There is a gymnasium in the college for students.
- There are 02 Physics Labs, 02 Chemistry labs and 01 Geography Lab in the college.
- There are well-furnished departments in the college, along with a bursar room, placement cell office, N.S.S office, and registrar office in the college.

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

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 85.46

4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	1093.14	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

Government College for Women, Pali, has a well-furnished library with the following facilities:

- 1.The library has 2723 books which are fully automated.
- 2.The library uses Soul Software 2.0 for the catalogue.
- 3.The college has a subscription of 02 Journals.
- 4.The college is a member of NDLI.
- 5.The college has spent the following amounts on the purchase of books and their updation for the last 05 years:

2017-18: Rs. 2, 51, 999.60/-

2018-19: Rs. 19,549/-

2019-20: Rs. 2,68,441/-

2020-21: Rs. 90, 595/-/-

2021-22: Rs. 1, 04, 262/-

Per day usage of the library for session 2022-23 is 25 students per day.

The library of the college has one photostat machine whose use is extended to students at a nominal charge.

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

4.3 IT Infrastructure

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

Response:

Government College for Women, Pali, frequently updates its IT facilities to keep pace with the academic growth and technological advancement as per the following details:

1. The college has recently updated its 10MBPS connections to a leased line with a bandwidth of 50MBPS. The college provides ICT facilities and learning resources for academic and administrative purposes through it.
2. Recently, the college has added- 14 computers to establish a second Computer Lab and update the library.
3. The college has made campus wi-fi recently at a cost of Rs. 304550/-.
4. There are four smart-classroom with projectors and Digital Teaching Devices, which are updated and updated on a yearly basis.
5. There is one language lab with one projector, LCD and 20 computers which were added in 2019-20.

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

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

Response: 9.27

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

Response: 49

File Description	Document
Upload supporting document	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 13.5

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

2021-22	2020-21	2019-20	2018-19	2017-18
28.46	74.5	23.29	38.29	8.14

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	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 Government and Non-Government agencies during last five years

Response: 22

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
99	95	71	62	65

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years

Response: 61.11

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
276	263	186	229	135

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 The Institution has a transparent mechanism for timely 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
Upload supporting document	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: 19.62

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

2021-22	2020-21	2019-20	2018-19	2017-18
11	12	32	25	13

5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
137	131	58	89	59

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 20

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	0	0	0

5.2.2.2 *Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
10	10	0	0	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	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 (award for a team event should be counted as one) during the last five years*

Response: 13

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at*

national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	1	1	3	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 8.4

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
11	2	10	7	12

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

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

Response:

No

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

The college promotes a culture of decentralization and participation in institutional governance at different levels through below given practices:

- The college promotes a culture of participative management through the involvement of all the faculty members in one or the other committee or the designated cells.
- There is a College Council which takes important decisions under the chairpersonship of the Principal.
- The IQAC is constituted as per the norms of UGC. In the meeting of IQAC, the participatory management approach is practised by involving teachers from different streams under the chairmanship of the principal, who is involved in the process of decision-making based on consensus on important issues related to the all-round development of the institution.
- The heads of all departments and the senior faculty members are actively involved in the decision-making process, ensuring a role for each member of the department.
- The students are given opportunities to work in labs/depts through Earn While You Learn scheme.
- The individual teachers are also given due weightage for their opinions/views.
- The student representatives chosen from Cultural and NSS etc., are involved in maintaining discipline during college functions on campus.

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

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

- **Policies:**

The college, being a government institution, follows the policies of the State Government/Higher Education Department and the affiliating university.

- **Internal organizational structure of the College:**

- Principal
- College Council
- Bursar
- Various Committees.
- Office work is assigned to the office staff, which includes Computer Instructor, Clerk, L.A., Peon etc.
 - **Appointment and Service Rules:** The College follows the appointment and service rules of the Higher Education Department, Haryana.
 - **Decision-making process involves the following:**
 - Meetings of Principals with the Commissioner of Higher Education and Additional Chief Secretary, Higher Education, Haryana and the officials of affiliating university.
 - College Council headed by the Principal.
 - Staff meetings with the Principal.
 - Respective departments under the leadership of the head of departments.
 - Various committees headed by the conveners.
 - **Institutional Development Plan with specific targets for the desired outcomes:**
 1. Increase the strength of the students in terms of numbers from existing 450 to 1000 in the course of the next five years through the introduction of P.G. Courses, options in Undergraduate courses, and skill-based certificate courses) which are in tune with NEP.
 2. To complete the NAAC Accreditation process and allow permanent affiliation from the affiliating university to apply for 12 B of UGC.
 3. To promote effective teaching by the upgradation of more lecture theatres and ICT facilities.
 4. The teaching faculty will be encouraged to participate in more research-based activities like seminars/conferences/faculty development programmes/capacity building programmes related to their subjects of specialization and pedagogy.
 5. The teaching faculty will engage in research by applying for research projects.
 6. Indigenous/local knowledge will be imparted by organizing activities which include our arts/crafts and cultural heritage.
 7. Physics, Chemistry and Geography labs will be set up and upgraded with the latest equipment.
 8. The library will be automated and upgraded, with an online catalogue of databases, subscriptions of online journals will be taken and a reading space with computers will be created in the library hall.
 9. E-resources (online journals and video lectures) and internet connectivity will be provided in the library.
 10. The student counselling and placement cell will be strengthened.
 11. Transportation facility will be expanded for students.

12. More educational trips, field tours, and visits to industries will be organized.
13. Student society interface will be increased through programmes like NSS, Red Cross and Earn while you learn schemes.
14. For the effective management of resources, the institute will implement a proper waste management system, rainwater harvesting and energy conservation by turning to solar energy options.
15. The institute will try to generate funds for the development of the college from other sources like Alumni or eminent donors from the society.
16. Identifying different effective models of blended learning for different subjects while considering the essential importance of face-to-face learning.

File Description	Document
Upload Additional information	View Document
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6.2.2 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

6.3 Faculty Empowerment Strategies

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

Response:

Welfare Measures:

Besides salary, the Govt. of Haryana and its affiliating University provide the following welfare schemes to teaching and Non-Teaching Staff:

- Wheat Loan, Education Loan, Computer Loan, Medical Claim, House Building Advance, Marriage Advance—these schemes are available to the staff members as per their need.
- There is a provision of maternity leave for six months twice to a female Faculty in her entire career.
- Duty leave is given for seminars/conferences and other duties.

- An insurance policy of LIC named Group Insurance is available to the staff.
- The female faculty members are also granted childcare leave for two years during their service period.
- LTC, once in a group of 04 years, is availed by the Staff members.

Performance Appraisal System:

Teaching:

The Annual Confidential Reports are online w.e.f. 2018-19. The College teachers fill up their online ACRs, which are forwarded to the account of the Principal, who gives his comment on the performance of the teacher. The Joint Director is the next higher authority who further gives his comment on the appraisal. The Higher Education Commissioner is the final Accepting Authority of the Appraisal.

Non-Teaching Staff:

The A.C.Rs of the Non-Teaching staff are offline. The first Appraisal authority is H.O.D./Head Clerk, and the Principal is the 2nd Appraisal Authority. The Final Appraisal Authority is the Joint Director, Office of Higher Education Commissioner.

File Description	Document
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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: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five

years

Response: 24.63

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
12	12	5	4	0

6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
13	15	15	13	13

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institutional mechanism to monitor the effective and efficient use of available financial resources are as given below:

- The Higher Education Department allocates funds and grants according to the demand and requirements made by the institute. The principal of the institute discusses the requirements of different departments in the staff meeting and then utilizes the funds on a priority basis.
- The institute adheres strictly to the financial rules and regulations framed by the government regarding purchases and procurements.
- Different purchase committees comprising 03 senior Members are constituted to purchase the items as and when required.
- The purchases are made preferably from GEM (Government e-Marketing) to maintain transparency.

- This purchase committee makes the required purchases by inviting quotations, comparison of rates and approval of the same by the D.D.O/Principal and supply orders are given to the firm quoting the lowest rates.
- The items purchased are procured and entered in the stock register after physical verification through the committee so as to ensure effective and efficient utilization of the funds.
- Some items like computers, printers, fax, Xerox machines, Furniture and water coolers which are directly sent by the higher education department directly, are then entered in the stock register.
- All the financial documents are checked by the College Bursar before making payments of bills by the principal.
- Audit of Govt. Grants is conducted by A.G. Haryana and a report of the audit is available in this college office.
- The details of the major sources of institutional receipts/funding/grants are as given below:
- Funds in the form of specific grants are received from mainly from the Department of Higher Education, Govt. of Haryana.
- Fees and funds collected from the students are other sources of income for the institution.

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

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The institute has established the Internal Quality Assurance Cell to ensure and enhance quality in education and overall development of the institute w.e.f. 2017. The cell has undertaken the following activities:

- It has recommended a grant of Senior Scale to Dr Sujan Singh, Dr Yogita Yadav, Sh. Ravi Kant and Ms Anshu to Director of Higher Education in 2022.
- IQAC encourages staff members to undertake research activities, publications and paper presentations in Seminars/Conferences to enhance the quality of teaching.
- The institutional Development Plan has been prepared by IQAC as a roadmap for college development.
- The IQAC cell, Government College for Women, Pali, has organized online feedback from students about the college and teachers and analyzed them as feedback for quality improvement.
- The IQAC conducted a two-day internal training course on NEP as a resource building for the implementation of NEP from the next session.
- It encourages teachers to prepare lesson plans, and organization of extension lectures in the college so as to create a vibrant academic atmosphere.

- The drinking water facility through R.O., upgradation of labs, canteen facilities etc., were some of the suggestions given by IQAC, which have been implemented, thus improving facilities for students.
- An Open day celebration was organized by IQAC in the college in collaboration with Warwick University and Central University of Haryana on 24.12.2021 so as to increase enrolment of students in the college.

File Description	Document
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6.5.2 Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
- 2.Collaborative quality initiatives with other institution(s)/ membership of international networks
- 3.Participation in NIRF
- 4.any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

- The college organised the following events for the promotion of gender equity, national and international commemorative days, events and festivals during the last five years.

Sr. No.	Name of the Activity	Organising Unit	Scheme	Year	No. of Participants
1.	Dancing, Singing & Speech Competition	Women Cell	Beti Bachao, Beti Padao	2017-18	30
2.	Extension Lecture	Women Cell	Women Empowerment	2017-18	50
3.	Extension Lecture	Legal Literacy Cell	Women Empowerment	2017-18	50
4.	Independence Day Celebration	College	--	2018-19	150
5.	Teacher's Day Celebration	College	--	2018-19	150
6.	Slogan Writing, Group Discussion, Rakhi Making & Rally – To celebrate womanhood	Women Cell	Gender Sensitization	2018-19	100
7.	Oath Ceremony with Sankalp Sutra Bandhan	Women Cell	Women Empowerment	2018-19	100
8.	National Seminar	Road Safety Club	Sadak Suraksha Abhiyan	2018-19	82
9.	Extension Lecture	Women Cell	Women Empowerment	2019-20	75
10.	Pledge	N.S.S	Rashtriya Ekta Diwas	2019-20	150
11.	International Yoga Day	N.S.S	Karo Yog Raho Nirog	2019-20	150
12.	Various Competitions on the Occasion of Deepawali	Women Studies & Development Cell	---	2019-20	150
13.	Speech, Slogan Writing & Essay	N.S.S	National Youth Week	2020-21	25

	Writing				
14.	Self Defense Training	Women Cell	Swayam Sidha	2020-21	50
15.	Competitions	N.S.S & Women Cell	Azadi ka Amrut Mahotsav	2021-22	200
16.	Rally & Essay Writing Competition	N.S.S	Har Ghar Tiranga	2021-22	40
17.	Pledge	N.S.S	Rashtriya Ekta Diwas	2021-22	110
18.	Poster Making Competition to Celebrate Independence Day	N.S.S	Azadi ka Amrut Mahotsav	2021-22	110
19.	Mehandi Competition on the occasion of Karwa Chauth	N.S.S	--	2021-22	110
20.	Rangoli Competition on the Occasion of Deepawali	N.S.S	--	2021-22	20

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7.1.2 The Institution has facilities and initiatives for

1. Alternate sources of energy and energy conservation measures
2. Management of the various types of degradable and nondegradable waste
3. Water conservation
4. Green campus initiatives
5. Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	View Document

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The institute took initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, and communal socioeconomic and sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens through the following activities:

- Induction Program for new students.
- Hindi Day Celebration by Deptt. Of Hindi on theme Hindi Hamari Shan Hai, Desh Ka Abhiman Hain.
- Participation in Declamation held on the Occasion of the Death Anniversary of Rao Tula Ram, at Ahir College, Rewari, on the theme 'Mere Sapno ka Bharat-Sahkarita Ke Sath.
- Talent Search Program.
- Declamation, Essay Writing & Rangoli by Electoral Literacy Club on theme Mera Vote, Meri Dhrohar.
- Mehendi Competition.
- Recitation, Songs & Speeches under N.S.S. on the theme Youth for Nation.
- Poster Making & Slogan Writing under N.S.S. on theme Poshan Maah.

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

1. Democratic Pattern of Management:

Goals:

- Decentralization of power.
- To prepare future generations to bear the responsibilities on their shoulders.
- To ensure the participation of each and everyone in the decision-making, particularly those who are to implement/execute the decisions.
- To promote innovative thinking among teaching as well administrative staff.
- To involve everyone in order to develop a team spirit.
- To ensure parity between authority and responsibility.
- Division of work.
- To inculcate the spirit of subordination of individual interest to the general interest.

Context:

The Democratic Pattern of Management is required in Higher education institutes to create a pattern of governance that utilises the institute's best talents and trains them for future responsibilities. In government institutes where the transfers are frequent, it helps in creating a smooth transfer of responsibilities and duties to the incumbent.

The Practice:

At the beginning of each session, the staff members are assigned different duties according to their ability, aptitude, interest and experience etc., through forming of administrative committees. In this practice, the guidelines/instructions of the directorate of higher education are adhered to. One of the guidelines is that for carrying out any work the principal has to form a committee comprising of at least three members. The principal forms the various committees after that, he is to supervise/ control them for the timely accomplishment of goals in a transparent way.

Evidence of Success:

- Increase in efficiency due to the equal distribution of work. The teaching work is not affected as the teaching staff has to devote time to administrative work in their free periods.
- Timely discharge of duties.
- Effective and timely utilization of funds and grants.
- Involvement of each and every staff member in the development of infrastructure and all-around development of students.
- No resistance to change due to team spirit.
- Everyone is ready to share his responsibility to accomplish the task.

II Green Campus:

Goals:

- Beautification of the college campus, development and maintenance of lawns and greenery by planting saplings of trees and herbal plants.
- To inculcate a sense of responsibility and community work among students and teachers.
- Proper utilization of manpower in the college.
- To meet the scarcity of supporting staff. • Sensitization of youth towards the maintenance of the ecological system.

Context:

The college suffers an acute shortage of regular supporting staff to look after the lawns and watering of plants, plant new saplings, trim and prune the old trees and shrubs etc. As Government College for Women, Pali is situated in a semi-dry area, it becomes a challenge to maintain the greenery in the college.

The Practice:

Incharges of NSS motivate the students to join these extension activities as volunteers. These volunteers plant saplings, water plants and develop and maintain the lawns putting in a lot of physical hard work. During the organization of camps and regular social service provided by NSS, the volunteers are free to take decisions on their own under the intelligent guidance of the coordinators of these extension activities for the maintenance of lawns and part of campus allotted to them. In this way, these volunteers make the college campus green to maintain Ecosystem. This also helps the college administration face a shortage of supportive staff.

Evidence of Success:

- Three lawns have been developed and maintained, which are proof of the hard work of students and staff members.
- Sustained plantation.
- Eco-friendly and clean campus.

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:

Title of the Practice: Co-curricular Activities and Value-Based Education**Objectives of the Practice:**

- To emerge as an institute based on traditional moral and ethical values.
- To impart value-based education as an amalgamation of traditional Indian values with a scientific temper.
- To inculcate the importance of Indian heritage and culture and to instil moral values of life in the minds of youth.
- To promote leadership qualities and to develop entrepreneurial skills amongst students.
- To groom students to become socially responsible citizens
- To create a strong learning environment.
- To provide holistic education.

The Context:

The need for amalgamating value education within the modern education system is the need of the times. Value-based education aims at inculcating highly commemorated values such as service, devotion, contentment, love, peace, truth, and wisdom in the minds of students. The successful implementation of a value-based education system engages with all aspects of human existence like emotional, moral and spiritual arenas. It helps in developing a sense of compassion for the community, the nation and the family. It builds the qualities of humility, strength, and honesty in students who are shaped to become better citizens of our country.

The Practice:

The College attempts to align regular teaching with co-curricular activities through various competitions, rallies, lectures and celebrations of national festivals like Independence Day, Republic Day, Gandhi Jayanti and national unity day. The extension lectures on various topics related to the importance of human values, voting rights etc., are organized on the campus in which the resource persons deliver lectures to students underlining various issues related to them. The cells in the institute, such as N.S.S, Women Cell, YRC cell, Placement cell etc., regularly organize competitions on many burning issues related to gender, health, hygiene, dowry, constitutional rights and duties etc., to make students aware of the multiple aspects of the issues. Yoga days, plantation drives etc., are celebrated in the college to create health awareness and the importance of plants in sustaining human life on this planet.

Evidence of Success:

The college students enthusiastically participate in all these programmes and thus hone their skills and understanding of various social, and cultural issues of their times. The participation of students in awareness programmes about voting rights, cleanliness, water conservation, adult education etc., creates a positive impression in the minds of the society and a perceptible change occurs in village communities.

Problems Encountered and Resources Required:

The college does not face any significant problems in the implementation of Co-curricular Activities and Value-Based Education. There are sufficient funds available in the form of grants from the Department of Higher Education, Haryana, to conduct these activities.

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5. CONCLUSION

Additional Information :

Government College for Women, Pali has a vibrant academic environment in which girl students mostly belonging to SC/BC and economically disadvantaged sections get quality education in an environment of safety and security. The college has well qualified and dedicated staff who make effort to inculcate cultural values into their students.

Concluding Remarks :

The college needs to be recognized as an institution providing valuable service to girl students of the rural area. With its base in the educationally backward area of Haryana, the college provides quality and affordable education to rural girl students who may not have sufficient funds to take admissions in big cities and may had to discontinue their education, if this institution may not be there. The college provides safety and an amiable ambience to these students and inculcates in them a vision of their future. The college aims to develop into a P.G. institute, dedicated to align value-based education with latest developments in academic areas through its enthusiastic, committed, and hard-working staff.