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# **M.M.Ghodasara Mahila Arts and Commerce College**

Affiliated to Bhakta Kavi Narsinh Mehta University, Junagadh

# **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**

**REPORT 2025 to 2030**

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**Opp. Motibaug  
JUNAGADH**

# **DECLARATION**

The IQAC has verified the  
Information, reports, true  
copies, and numerical data  
in this file and confirms  
their accuracy.



  
PRINCIPAL  
M.M.G. MAHILA ARTS & COM. COLLEGE  
JUNAGADH.

# **INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2030)**

## **M.M.GHODASARA MAHILA ARTS AND COMMERCE COLLEGE Junagadh**

**As part of the implementation of National Education Policy-2020**

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## **1.Institutional Basic Information:**

<b>1.NameandAddressofthe Institute</b>				
Name		M. M. GhodasaraMahila Arts And Commerce College		
Address		Opp. Motibaugh, Junagadh		
City		Junagadh		
State		Gujarat		
Pin		362001		
Website		<a href="http://www.mmgcollegejnd.edu.in">www.mmgcollegejnd.edu.in</a>		
<b>ContactsforCommunication</b>				
Designation	Name	Telephone	Mobile	Email
Principal	Dr. Dinesh A. Dadhania	0285-2670523	9825625058	<a href="mailto:mmg_college@yahoo.co.in">mmg_college@yahoo.co.in</a>
IQAC / IDP Coordinator	Dr.NitaDhadus	-	9537342286	<a href="mailto:mmgnaac2029@gmail.com">mmgnaac2029@gmail.com</a>
<b>Statusofthe Institute</b>				
InstituteStatus		Grant-in-aid		
<b>Typeof Institute</b>				
By Gender		For Women		
By Shift		Regular		
<b>EstablishmentDetails</b>				
Dateofestablishmentof theInstitute		24/11/1983		
<b>Universitytowhichthe Instituteisaffiliated</b>				
State		<b>Universityname</b>		
Gujarat		BhaktaKaviNarsinh Mehta University		
<b>Recognitions</b>				
2f of UGC		Yes		
12B of UGC		Yes		
AICTE		Yes		
AISHE		Yes		
<b>LocationandAreaof Campus</b>				
Campus Type	Address	Location	CampusArea in Acres	Built up Areainsq. mts.
Main Campus Area	Opp. Motibaugh, Junagadh	Urban	4.32	6772

## **2.Institutional Vision and Mission:**

### **❖ Vision:**

Every girl of any caste, creed or religion or the remotest rural area of our region may obtain higher education and becomes socially, culturally & economically empowered to lead a dignified and Noble life and contributes at her best in the progress story of our new Gujarat and our new India of the 21st century.

### **❖ Mission:**

To make our college, an educational institution of wholesome development, where every girl student gets the best opportunity to develop and to strengthen her intellectual, physical and creative potentials and emerges as a mature honest and responsible citizen of our great Indians.

### **❖ Departmental Vision and Mission**

#### **➤ Department of Commerce:**

##### **Vision:**

The Department is committed to integrate all facets of commerce and management to educate and train innovative and competent human resource globally suitable for industry, business and service sector and to equip and encourage them to start their own ventures in urban or rural areas benefitting both the classes and masses.

##### **Mission:**

We are dedicated to secure and deliver knowledge through teaching, research and extension; and to seek continuous improvement in the quality of education to remain globally competitive.

##### **Goal:**

- To Achieve Academic excellence with ICT tools Used
- At least one training course attend for Skill enhancement of faculty members
- Major focus on development of the students towards Career and employability

#### **➤ Department of English**

##### **Vision**

To empower women students through the study of English language and literature by nurturing critical thinking, effective communication, cultural awareness, and ethical values, enabling them to lead dignified lives and contribute meaningfully to society as confident, responsible, and enlightened individuals.

## **Mission**

The English Department is committed to providing holistic and inclusive education in English language and literature that promotes intellectual growth, creativity, communication skills, and critical understanding, while fostering social awareness, moral values, and a sense of responsibility, so that women students develop into confident learners, capable professionals, and socially conscious citizens.

## **Goal**

The department will focus on academic writing, communication skills, research orientation, and employability-related competencies, while promoting literary appreciation, cultural sensitivity, and social awareness to prepare confident and responsible graduates.

### ➤ **Department of Sociology:**

#### **VISION**

We envision a world where everyone possesses the skill to question and understand the social influences that shape the human experience with the aim of creating more just society.

#### **MISSION:**

Through our research, teaching and service ,we advance collective understanding of complex social and cultural realities, we foster in students a curiosity about the world around them and we guide them in developing the theoretical, methodological, and analytical tools to engage with the social world at personal organizational, and systemic levels.

#### **Goal:**

1. To develop sociological Understandability of the students for encouragement of the rural areas of our country.
2. Students are Trained for Critical and analytical thinking in social issues like Gender Bias, inequality etc.
3. To enrich the status of Women in the Spheres of Social, Ethical, Legal, etc.

## ➤ **Department of GUJARATI**

### **Vision**

The vision of the Gujarati subject in our college is to establish the identity and vibrancy of the Gujarati language at the global level in the focus areas - Spreading the idea of linguistic purity through spelling correction - Enriching human values - Developing the place, importance and scope of the mother tongue in the digital age - Increasing love for language, becoming a bridge between the vernacular and the official language - Preserving and preserving the splendor and heritage of folk literature and other oral literature. - Linking tradition with modernity.

### **Mission**

The main themes of the vision of Gujarati subject in our college are to develop pride and intimacy in the mother tongue - development of language skills - awakening sensitivity through literature - identifying, preserving and nurturing Indian cultural heritage through literature - development of creative power, formation of socially relevant moral values - connection with contemporary social context - developing a research perspective on literary context,

### **Goals**

To Create and promote, environment of Gujarati language for Competitive exams environment.

To Encourage the students for writing research paper, creative writing and preserve language.

### **Department of Economics:**

### **Vision**

The vision of economics is to help students understand how society uses limited resources to meet unlimited needs. It aims to promote economic growth, reduce poverty and inequality, improve the standard of living, ensure economic stability, and encourage sustainable development for the welfare of society.

### **Mission**

The mission of economics is to help students understand economic problems and make informed decisions about the use of scarce resources. It aims to develop analytical thinking,

promote awareness of economic issues like poverty, unemployment, and inflation, and encourage responsible participation in economic and social development.

### **Goals**

The goal of economics is to use limited resources efficiently to satisfy human wants.

## **❖ Department of Computer Science**

### **Vision**

To impart quality education for producing highly talented globally recognizable technocrats and entrepreneurs with sound ethics, latest knowledge, and innovative ideas in Computer Science to meet industrial needs and societal expectations.

### **Mission**

- To achieve academic excellence by imparting in-depth knowledge to the students through effective pedagogies and hands on experience on latest tools and technologies.
- To prepare students to be continuous learners in a connected world and imbibe professional skills and ethical responsibilities in them.
- To strengthen the Industry-Academia interface that will help the graduates to emerge as leaders in academics or an inspiring revolutionary in entrepreneurship.
- Empowering the youth in rural communities with computer education.

## **3. Institutional SWOC Analysis:**

### **❖ Institutional Strength:**

**The college possesses several strong foundations that support its mission of quality women's higher education:**

- ✓ **Location:** The Institute is located in a prime area of the Junagadh city, it is easy for transportation from rural areas.
- ✓ **Women-Centric Higher Education:** Dedicated to empowering female students with access to Arts, Commerce, and computer applications courses.
- ✓ **Long-Standing Reputation:** Over 40 years of service with value-oriented education and transparent governance.
- ✓ **Good Academic Results:** Consistently high passing ratio across BA, B.Com and BCA programs.
- ✓ **Holistic Development:** Active cultural, sports, NCC, NSS, and extracurricular activities contribute to overall growth.
- ✓ **Active IQAC and Research Cell:** Internal Quality Assurance Cell and research encouragement

mechanisms in place.

- ✓ **Strong Community Outreach:** Adoption of villages for outreach and extension activities.
- ✓ **ICT & Infrastructure:** ICT enabled teaching band with 90MBPS, ventilated & clean classrooms, library facilities, decent computer labs, Renewable energy set up and Fire safety installation.
- ✓ **Comprehensive Facilities:** Hostel for girls, sports, health services, alumni network, and placement cell support activities.
- ✓ **Winning Position:** The college students have won numerous positions and Medals in university youth festival, and other co-curricular activities & Competitions and sports Activities.
- ✓ **Faculty excellence:** Many faculty members are appointed as a Board of Studies members, paper setter and assessor of the university exams.

### ❖ Institutional Weaknesses:

These are areas that need improvement for future institutional growth:

- ✓ **Language & Communication Skills:** Many students have limitations in English communication due to mother tongue influence.
- ✓ **Rural Student Background:** Students often come with weak academic preparedness and low strategic planning awareness.
- ✓ **Transportation Barriers:** Some remote areas lack good transportation, affecting attendance.
- ✓ **Faculty Shortages:** Insufficient substantive teaching posts leading to reliance on visiting faculty.
- ✓ **Low Placement Engagement:** Placement tracking and industry linkage are limited.
- ✓ **Lack of MoUs/Collaborations:** Limited formal partnerships with industries/NGOs.
- ✓ **Falling Enrollment Trends:** Decline in enrollment due to popularity of professional courses elsewhere.
- ✓ **Alumni:** There is a difficulty to track all the alumni and those students who opted higher education.

### ❖ Institutional Opportunities:

Key opportunities that the college can leverage for growth (2025–30):

- ✓ **Strategic Location:** Central city location with excellent road/rail connectivity that attracts students.
- ✓ **Online Skill Enhancement:** Opportunities for faculty and students to adopt online learning platforms.
- ✓ **New Course Introduction:** Scope to launch honored and master Course and certificate course as per emerging needs.
- ✓ **Research & Faculty Development:** Increase Ph.D. faculty strength, published more research paper and applied for research projects.

- ✓ **Collaborations:** Potential collaborations with nearby institutes for research, internships, and knowledge exchange.
- ✓ **Industry-Academia Linkages:** Scope to formalize MOU with industries, NGOs and government bodies for employability scope.

### ❖ **Institutional Challenges:**

These external and systemic challenges need strategic planning to overcome:

- ✓ **Affiliation Constraint:** Limited academic flexibility due to prescribed university curriculum.
- ✓ **Changing Education Landscape:** Rapid evolution in higher education demands continuous adaptation.
- ✓ **Employability Gap:** Bridging the gap between academic learning and job readiness remains a challenge.
- ✓ **Staff Recruitment Constraints:** Difficulty obtaining government approval to fill vacant posts.
- ✓ **Resource Mobilization:** Need to generate funds for infrastructure and faculty development.
- ✓ **Administrative Load:** New curriculum systems increase teacher workload, impacting quality time for teaching.

### **4. Introduction to the Institutional Development Plan (IDP):**

The National Education Policy (NEP) 2020 emphasizes the creation of enlightened, skilled, and socially responsible individuals by strengthening higher education institutions to provide not only sound disciplinary knowledge but also ethical values, scientific temper, creativity, critical thinking, and life skills required in the 21st century. In consonance with this national vision, **M. M. GhodasaraMahila Arts and Commerce College, Junagadh**, a premier institution dedicated to women's higher education, has prepared its **Institutional Development Plan (IDP)** to ensure the comprehensive academic and personal growth of its students, faculty, non-teaching staff, and the larger community.

The IDP has been formulated in accordance with the **UGC Guidelines for Institutional Development Plans (2024)** and acts as a strategic framework for achieving excellence in teaching–learning, research and innovation, infrastructure enhancement, digitalization, sustainability, student support, and governance.

Designed for a five-year period from **2025–26 to 2029–30**, this plan reflects the institution's commitment to outcome-based education, interdisciplinary learning, inclusive and equitable growth, and continuous quality improvement in alignment with **NEP-2020** and **NAAC quality benchmarks**. The IDP will guide the college in strengthening its role as a center of excellence in women's higher education in the Saurashtra region and beyond.

## **5. Objectives of the Institutional Development Plan (IDP 2025–2030)**

The Institutional Development Plan (IDP) of M. M. GhodasaraMahila Arts & Commerce College, Junagadh, aims to strengthen the academic, administrative, and infrastructural framework of the institution in alignment with NEP-2020 and NAAC quality benchmarks. The major objectives of the IDP are as follows:

1. **To enhance academic quality and excellence** by adopting outcome-based education, innovative teaching–learning practices, and continuous curriculum enrichment within the university framework.
2. **To empower women students** by providing inclusive, equitable, and value-based education that promotes leadership, self-reliance, ethical values, and social responsibility.
3. **To strengthen employability and skill development** through certificate programs, internships, career guidance, and soft-skill training.
4. **To promote research, innovation, and faculty development** by encouraging training program, research projects & publications, FDPs, seminars, and interdisciplinary learning.
5. **To improve digital and ICT infrastructure** for effective teaching, learning, assessment, and administrative efficiency.
6. **To enhance student support services** including mentoring, scholarships, counseling, grievance redressal cell, and career and placement Cell.
7. **To foster holistic development of students** through cultural, sports, NSS, NCC, community outreach, and extension activities.
8. **To establish collaborations and linkages** with industries, NGOs, academic institutions, and government agencies for academic enrichment and experiential learning.
9. **To ensure good governance and quality assurance** through transparent administration, effective IQAC functioning, and participatory decision-making.
10. **To promote environmental sustainability and social commitment** by implementing green initiatives, awareness programs, and community-oriented activities.

## **6. EXECUTIVE SUMMARY:**

**M.M.Ghodasaramahila Arts and Commerce College - Junagadh**

(Affiliated to BhaktaKaviNarsinh Mehta University, Junagadh)

M.M.GHODASARAMAHILA ARTS AND COMMERCE COLLEGE JUNAGADH (Gujarat) is one of the oldest and premier colleges located in Junagadh city. It is Grant-in-Aid College affiliated to BhaktaKaviNarsinh Mehta University. Earlier, it was affiliated to Saurashtra University.

BhaktaKaviNarsinhMehta University is separated from Saurashtra University in September, 2015. M.M.G. Mahila Arts and Commerce College is established in 1983, recognized under UGC Section 2(f)& 12B.

The college visionary personality Late ShriMohanbhaiLaljibhai Patel established this college with a vision to impart education to socially & economically disadvantaged section of the society and to bring holistic development of students. His successor Shri C. A. SavjibhaiMenapara, President of Patel KelvaniMandal, striving his best to fulfill the objectives set in the Mission & Vision. Codes of professional ethics guide all stakeholders of the college about its principles of integrity, accountability, inclusiveness, commitment and sustainability. All stakeholders work within Institutional policies and practices so as to satisfy the Vision & Mission of the college.

The college provides an add-on course (Tally Accounting) and Value-added course; Competitive Exam Preparation, and a range of certificate courses application prepared for BKNMU approval, which bridge the gap between the curriculum and the demands of industry and society, thereby enhancing employability as like Atmanirbhar Bharat ( Self Reliant India), Swadeshi Campaign.

The college IQAC, established in the year 2012, has been functioning towards quality sustenance & enhancement. The college has already undergone Third cycles of accreditation by NAAC. The present accreditation status of the college is ‘C’ grade with CGPA of 1.86.

The institute has received prestigious recognitions, including the “Swachhta Ranking Puraskar” in 2021-22 and 2023-24 from Junagadh Municipal Corporation and Harvard world Record (31-01-2024) & Indian Book World Record (15-02-2024)

Principal Dr. D.A. Dadhania, conducted ‘Special days celebration ( DinVishesh)’ during Morning assembly for promoting Indian Knowledge System, **also staff members conducted successfully Book Review club, reflecting its excellence in academics and institutional practices.** M.M.G.Collegehas successfully implemented several government-approved projects, **Innovation Club, Entrepreneurship Development Cell (CED), under this cell last year 10 girls students received financial assistance form Government, and 20 projects on progress.**

The **Training and Placement Cell** plays a vital role in enhancing students’ employability by focusing on communication skills, industry readiness, and professional development. With industry MOU, the institute has conducted **placement drives involving more than 08 companies** and has successfully **placed over no of students across India.** Regular workshops, expert lectures, industrial visits, and nature education camp, further enrich experiential learning.

Overall, the performance of M. M. Ghodasara Mahila Arts & Commerce College has been satisfactory and progressive, reflecting consistent academic results, active student participation in co-curricular activities, and a steady commitment to quality education and women's empowerment.

## **7. Academic Information:**

<b>Details of Programs Offered by the College ( Data for Current Academic year2025-26)</b>						
<b>Program Level</b>	<b>Name of Program /Degree Course</b>	<b>Duration in Months</b>	<b>Entry Level Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No. of Students Admitted</b>
UG	B.Com., (Commerce, Accounting)	36	HSC	Gujarati	260	135
UG	B.A., (Economics, Sociology, Gujarati English)	36	HSC	Gujarati	260	144
UG	B.C.A., (Computer Science)	36	HSC	Gujarati	120	111

### **Students Detail :**

#### **No. of students (Year 2025-26)**

<b>Faculty</b>	<b>SC</b>	<b>ST</b>	<b>OBC</b>	<b>Mino.</b>	<b>PH</b>	<b>EWS</b>	<b>Total Reserve</b>	<b>Total General</b>	<b>Total</b>
B.A. Sem-1	29	4	77	0	0	8	118	26	144
B.A. Sem-3	27	2	98	0	0	0	127	30	157
B.A. Sem-5	34	3	114	0	0	2	153	32	185
<b>Total</b>	<b>90</b>	<b>9</b>	<b>289</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>398</b>	<b>88</b>	<b>486</b>

<b>Faculty</b>	<b>SC</b>	<b>ST</b>	<b>OBC</b>	<b>Mino.</b>	<b>PH</b>	<b>EWS</b>	<b>Total Reserve</b>	<b>Total General</b>	<b>Total</b>
B.Com. Sem-1	6	2	81	0	0	7	96	39	135
B.Com. Sem-3	9	3	95	0	0	0	107	37	144
B.Com. Sem-5	21	5	137	0	0	0	163	44	207
<b>Total</b>	<b>36</b>	<b>10</b>	<b>313</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>366</b>	<b>120</b>	<b>486</b>

<b>B.A./B.Com. Total</b>	<b>126</b>	<b>19</b>	<b>602</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>764</b>	<b>208</b>	<b>972</b>
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Faculty	SC	ST	OBC	Mino.	PH	EWS	Total Reserve	Total General	Total
B.C.A. Sem-1	9	0	50	0	0	19	78	33	111
B.C.A. Sem-3	3	0	58	0	0	1	62	58	120
B.C.A. Sem-5	7	0	55	0	0	0	62	98	160
<b>Total</b>	<b>19</b>	<b>0</b>	<b>163</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>202</b>	<b>189</b>	<b>391</b>

**No. of Total Student Strength : 1363**

## 8. Infrastructure and Learning Resources:

Today The College has following facilities in the campus

### ❖ Physical Facility

1. Multipurpose Seminar Hall,
2. Thirty Three Class Rooms,
3. Two Computer Laboratories
4. separate Tally Computer Lab,
5. Sports Room,
6. NSS Room,
7. NCC Room,
8. Medical(Rest) Room for girls students
9. Administrative Office with separate work Table
10. Principal Office.
11. The '*DharmGanj*' library is well stocked with more than 68800 books, and 18 Journals / Magazine and many e-journals can be accessed through subscription of N-List.
12. Solar rooftop for renewable energy
13. Rain Water Harvesting system
14. Fire safety plans at every floor
15. Four wheel parking and two wheel Parking
16. Staffroom
17. Internet (Wi-fi) facilities for library, Staff room, Computer lab, Admin Office etc....
18. R.O. Water Facility
19. Lavatory box available in each floor.
20. Portable wheel chair to climb stairs is available for differently able students.
21. Generator for power backup
22. Bore well
23. Fees collection counter
24. Overhead tank

25. Sports room and equipments
26. Water supply line
27. Boundary wall and Gate
28. Hostel Facilities with 2000 girls accommodation
29. Cultural Facilities, cloths and instruments
30. Campus is under CCTV surveillance for safety and security purposes.
31. Canteen area is open for all at Hostel ground.
32. Thumb machine has been installed for Attendance of all staff members.
33. College has Grievance Box for the Students and Staff.
34. Common Notice Board for display of notices in the foyer.

**❖ Library as learning resources:**

1. College has library committee.
2. College Library has more than 62,890 books, Magazines and 18 journals on various subjects.
3. Per day usage in the library is 60 during the year 2024-25.
4. Library Subscribe N-LIST Database to access e-resources online.
5. Library organizes Best Library User Award every year and Book exhibition every year.
6. Average expenditure of purchase of books & journals in this assessment period:Rs. 1,00,320.40

**❖ ITnfrasructure:**

1. College building consists of 4floors havingWi-Fi facility with band width speed of 80mbps.
2. IT support team looks into e-waste management every year.
3. 155computersand19ClassroomshaveLCDProjectorwithComputer System.
4. College office is automated using software.

**❖ Maintenance of Campus Infrastructure:** College spends sufficient amount for maintaining physical and academic facilities.

## **9. Student Support and Progression:**

M. M. GhodasaraMahila Arts & Commerce College provides strong academic and financial support to its students.

1. The college facilitates an easy online application process for Central and Gujarat Government scholarships, benefiting **students**, with funds directly credited to their bank accounts.

2. To enhance employability and personal development, the college has offered **4** life-skill certificatecourses, along with Tally Accounting training, ICT-based programs, and IIT Bombay online webinars.
3. Career guidance programs were conducted for students, benefiting 536 learners.
4. A well-functioning Grievance Redressal Cell and strict Anti-Ragging policy ensure a safe and supportive campus environment.
5. Students actively participate in sports, winning prizes worth Rs.1.22 lakh under *KhelMahaKumbh* and 86 students got rank in various games at University level, 35 students National Level Participating and 01 student won good position in west zone games, after she selected in All India Inter University Level.
6. Cultural activities, Youth Festivals, annual welcome and farewell functions, celebration of national and international days, and regular **industrial and educational tours** contribute to their holistic development.

## **10. Key Focus Areas under the Institute Development Program (IDP):**

### **10.1 Developing Motivated and Energized Faculty:**

#### **1-2 years:**

Institute will promote of regular training sessions, workshops and FDPs for updating knowledge, skills and attitudes required for implementing new techniques and curriculum.

Institute will create such environment in campus, that fulfill the requirement of NEP 2020

#### **3-5 years (Medium and long-term)**

1. Continuing professional development by way of workshops and FDPs for updating knowledge and skills in respect of technological developments as well as subject domain areas.
2. Workshops and FDPs, STPs, STCs, for faculty members and courses for self-reflection and self-assessment in areas such as Creative thinking, Digital literacy, Personality development, Stress management, Teaching techniques in pace with National Education Policy, 2020, team building, soft skills and industry awareness, professional ethics.
3. Organization, yoga sessions, wellness & fitness sessions on a regular basis for motivating faculty members and students.
4. Provision of measures and incentives such as financial assistance to participate in training program, long-duration FDPs and publication of books, recognition and awards, special programs on health and fitness, yoga and meditation.

## **10.2 Teaching, Learning and Education Technology:**

### **Implement Outcome-Based Education (OBE)**

#### **1-2 years**

1. Course Outcomes (COs), Program Outcomes (POs), evaluation with Assignments, Preliminary Exams, Viva, Internship, Presentations, class test for Better results, reduced dropouts, Increase pass percentage Ratio
2. Every department will adopt measures such as regular remedial classes, coaching, mentoring, to improve learning outcomes
3. Regular monitoring of students' performance by mentors

#### **3-5 years**

1. Develop a mechanism to ensure that students are given feedback on their performance on learning outcomes.
- 2, Changing the assessment and evaluation pattern from the existing written exams (SEE) to practical-based assessment to enhance the learning and academic skills of students and enhance their employability.

## **10.3 Enhancement of Students progress**

#### **1-2 years**

1. To organize Special learning sessions for advanced learners.
2. Faculties will do Setting of Question papers according to COs for preliminary Exams and Final Exams
3. To continuous coaching and Certificate Course for NET/SET/GPSC/UPSC/IBPS/CAT/MAT, and other such competitive exams.
4. To Organize Research Methodology workshops to create a research mindset in students and impart research skills.
5. Introduce and offer add-on certificate courses that will build students' practical knowledge and skills.

#### **3- 5 Years**

1. Encouraging students to improve their qualifications by taking up postgraduate degree / diploma programs, PhD
2. Encouraging students for IAS/ UPSC and Other Competitive Exams.
3. Achievement of 100% results.
4. Encourage student enrolment based on multi-disciplinary courses offered through the University Guidelines as per NEP-2020.

5. Provide holistic education based on the curriculum and co-curriculum Activities through multidisciplinary courses by colleges within the cluster.

## **10.4 Multidisciplinary teaching**

### **1-2 Years:**

2. To organize More skill base courses to be offered to students through participation in the cluster areas.

### **5 Years:**

1. To Conducting multidisciplinary certificate courses
2. To Collaborative interdisciplinary research projects to be taken up to ensure multidisciplinary teaching and learning.

## **11. Research Development and Innovation**

### **11.1 Improving quantity and quality of research publications**

#### **1-2 Years**

To encourage faculty members to collaborate and contribute multiple author papers for publication in UGC CARE List Journals.

#### **3-5 Years**

1. To inspire faculty members for publishing journals and Research article in UGC CARE, Scopus Publications
2. To Inspire to every faculty members as research supervisor and serve research guidance for Ph.D. students

### **11.2 Training faculty/ students for research**

#### **1-2 years**

To instruct the teachers to complete at least one Course every year, to ensure regular updating of knowledge (OP, RC, FDP, STC and STP on MOOCs and R.M.)

#### **3-5 years**

1. The College to organize at least one Seminar or workshop, in collaboration with cluster partners
2. To take up minor research projects in collaboration with Govt. dept.

## **12 . Industry-Academia Partnership**

### **12.1 Including industry experts in the academics**

#### **1-2 years**

1. To Inviting industry experts as Visiting Faculty or Resource Persons for workshops, seminars for every course - every semester
2. To Designing skill-based short term courses with the guidance of industry experts
3. The faculty members to teach the basic concepts and the industry experts to take up the advanced level concepts
4. To develop Partnerships/ tie-ups/MOUs with Industrial bodies, Institutions, NGO, etc.

### **3-5 years**

1. Institute will invite Industry experts, once a month as Program Specific Mentors and Subject/Elective Specific Mentors.

### **13 Industry Internship for Students :**

#### **13.1 Internships for students**

##### **1-2 Years:**

1. To Motivating students to take up internship as an effective experiential learning technique; a powerful tools for prepare Project work.
2. To obtaining Experience from the internship and shared with other students by way of class Discussion and presentation.

##### **13.2 Institution's Placement Plan for Students**

##### **1-2 years**

1. To Increase association with industry by way of internship, industry guest faculty/speakers, regular sessions on life skills, personality development, soft skills, aptitude tests, mock interviews by industry personnel, etc.
2. The Placement Cell will collaboration with other cells and committees and plan the yearly schedule
3. Identify hiring requirements of industry
4. To Improve College profile by displaying past placement records and faculty profiles with their academic achievements.

##### **3-5 years :**

1. The Students will encouragetaking up jobs outside of home town.
2. To Invite companies from outside the State for the Placement Fair.

### **14. Achieving the Target for Accreditation:**

##### **1-5 Years**

1. To Organize Career guidance sessions for higher secondary and high school students so as to create awareness and interest in different programs offered by the College and University.
2. To Create Involvement of students in teaching-learning through presentation and seminar.
3. Frequent student seminars and class test will organize among students.
4. To Organize BhartiyaGyanParixa, SUCET exam for the students every year for promoting IKS.
5. To motivate Students for joint skill-basedCourse, so that every student acquires at least one online certification.
6. To organize Women empowerment and skill development sessions for the adopted village.
7. To Activities such as cultural competitions to be conducted with University level and Inter university level.
8. To create environment for Annual fair, Placement Drive, Food fair (on the lines of the Placement Fair) for Start up Business.
9. New beginning, our college is going to start Diploma in Yoga course affiliated by Somnath Sanskrit University,Veraval.

#### **15. Alumni Engagement/ Activities plan:**

##### **1-2 years**

1. To Increase alumni involvement in College activities by inviting for involvement in pre-placement training and placement.
2. To Identify HEIs with strong Alumni Associations and contact them to understand their functioning
3. To Plan for database creation through Alumni Feedback on the College Website

##### **3-5- years**

1. To Develop the database of Alumni information- based on information gathered above
2. To Connect and create network of Alumni
3. To Plan for Alumni involvement in outreach/extension activities

#### **16 Basic Infrastructure Development plane:**

##### **1-5 Year**

##### **Our college will**

1. Upgrade **classrooms, laboratories, and library facilities.**
2. Expand **smart classrooms and computer facilities.**
3. Improve **sanitation, drinking water, campus lighting, and safety measures.**

4. Develop **green campus initiatives** such as tree plantation and energy conservation.
5. Increase library Books, Articles, magazines and prepare Financial Budget for Purchasing.

#### **17. Skill Development of Non-teaching Staff :**

##### **1-5 Year**

1. To Continuous training and skilling in the use of latest technology.
2. To develop separate desk for Students Supports and service orientation
3. To create environment for Team work and Coordination
4. to Manage the responsibilities of Pay roll records, Examination work and Financial audits
5. our college will organize Training for update staff knowledge, skills and attitudes as per changing requirements

#### **18. Any other Initiatives for the Student's and Institutional Growth:**

➤ **For Students:**

##### **1-2 Year**

**Our college will develop the,**

1. Strengthen **career guidance, placement, and internship facilities.**
2. Introduce **soft-skill, communication, and life-skill training.**
3. Improve **scholarship facilitation and financial support services.**
4. Encourage participation in **sports, cultural, and extension activities.**

##### **1-5 Years**

**1. Consistent University Results** The college has maintained steady and satisfactory results in BA, B.Com and BCA programmes, reflecting strong academic discipline and effective teaching–learning practices.

**2. Qualified and Dedicated Faculty**

Experienced and committed teachers contribute to quality education through student-centric teaching, mentoring, and continuous academic support.

**3. ICT-Enabled Teaching:**

Smart classrooms, digital tools, and online resources are used to enhance classroom teaching and

improve student understanding.

#### **1. Value-Added and Skill-Based Courses**

Life skills, Tally Accounting, computer skills, and other certificate programmes are offered to improve students' employability and practical knowledge.

#### **2. Academic Support Systems**

Remedial classes, mentoring, internal assessment, and academic counseling help slow learners and encourage advanced learners to excel.

#### **3. Research and Faculty Development**

Faculty members participate in seminars, workshops, FDPs, and research activities to upgrade their academic and professional competencies.

#### **4. Library and Learning Resources**

A well-equipped library with textbooks, reference books, journals, and e-resources supports effective learning and academic growth.

#### **5. Continuous Quality Monitoring**

The Internal Quality Assurance Cell (IQAC) regularly reviews academic activities to ensure continuous improvement and adherence to NAAC standards.

### **➤ For Institutional Growth**

#### **1-2 Years**

1. Students and staff to be encouraged to adopt the policy of minimalism in their personal lives
2. Green campus: Maximum use of bicycles by staff and students

#### **3-5 Years**

1. Gradual replacement of lights, fans , ACs etc. by power saver equipment
2. Improve NAAC grade and AQAR performance.
3. Regularly collect and analyze **student and stakeholder feedback**.
4. Conduct **academic and administrative audits**.
5. *Gradually increase* Certificate courses and workshops for Continuous developments of the Institute.

## ➤ Academic Growth

1. Introduce **skill-based, vocational, and certificate programs** aligned with employability.
2. Implement **Outcome-Based Education (OBE)** and blended learning.
3. Strengthen **mentoring, remedial, and enrichment programs**.
4. Enhance **ICT-enabled teaching** and digital learning resources.
5. Promote **interdisciplinary learning and student research projects**.

## ➤ Faculty and Research Development

1. To Encourage **faculty to pursue Ph.D., FDPs, and research publications**.
2. To Motivate teachers to apply for **minor and major research projects**.
3. To Organize **seminars, workshops, and conferences**.
4. To Establish a **Research and Innovation Cell**

## Conclusion:

This Institutional Growth Plan will guide M. M. Ghodasara Mahila Arts & Commerce College in achieving academic excellence, social relevance, and sustainable development during 2025–2030. The plan ensures that the college continues to empower women through quality education, skill development, and values while meeting national and global educational standards.