SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

GEMS ARTS AND SCIENCE COLLEGE

GEMS ARTS AND SCIENCE COLLEGE RAMAPURAM KADUNGAPURAM(PO)
MALAPPURAM KERALA 679321
679321
www.gemsasc.ac.in

SSR SUBMITTED DATE: 02-02-2024

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

February 2024

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

The Institution was established in Ramapuram on the outskirts of Perinthalmanna in the year **2008**. The College is affiliated to University of Calicut and is recognized by the UGC under 2(f) of UGC Act 1956. The College is offering **14 UG** programs and **6 PG** programs.The Campus is spread over 10 acres of land surrounded by hillocks and lush green Paddy fields.

Since the institution is located in an underdeveloped backward area of the hilly district of Malappuram, it has become an asylum for thousands of students who are hailing from rural and backward areas. Even the very name of the district **'Malappuram'** denotes the meaning **'on the hilltop'** is an indicator that shows the geographical features of the area.

To address the general educational backwardness of the backward class, which form the majority of the population, the state government launched a massive awareness cum training program for the stakeholders by the name **'Vijaya Bheri'**(Success Trumpet Call) with the aim of raising the pass percentage of high school and plus two students of the district. It created an unprecedented 100% pass of students in Plus Two. It resulted in the situation where thousands of plus two passed were not able to get seats in degree programs in the district.

There were only very few Government and Aided colleges in the district to meet the demands of the students. Thus the educational enthusiasts and social workers formed a Co operative society by name **GEMS Cooperative Society** under the **Chairmanship of Constituency MLA**, in which people from all walks of life irrespective of the Caste, Creed, and Politics joined as members of the Co Operative Society to start a College to cater to the educational needs of the people. Thus, **GEMS College** was founded.

Vision

To become a premier institution recognised for its excellence in academic,intellectual activities and for its valuable contributions to students and society.

Mission

To make GEMS better and better in terms of excellence in education and service to society.To impart state-of-the-art knowledge to students and inculcate in them a high degree of social consciousness and human values and thereby enable to face the challenges of life with courage and conviction.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Being a Co Operative sector Institution all stakeholders are owners of the institution and the institution is a wonderful example for Participative development and sustainable progress

- Accessible easily by road, rail, nearness to highway routes.
- 92.27% result in the last five years along with 24 rank holders.
- Dynamic infrastructure
- Eco-friendly campus
- The institution has a separate Library block with Digital Library, Reading room, Stack room and Audio Visual theatre.
- Research and Innovation Cell.
- NDLI club.
- Local chapter of NPTEL, N-LIST Access, Inflibnet.
- 80% ICT enabled classroom with Wi-Fi
- The only campus in India to promote biodegradation of plastic and thus to convert it to organic manure.
- Well planned tutorial, curricular and co-curricular delivery.
- Young and DynamicTeachers.
- Institution aligned with Prime Minister's vision of Digital India.
- Following Mentor-Mentee System.
- Lecture Series for Professional Development.
- Minimal dropouts-through Counselling.
- IEDC, ED Club
- Biofarming units
- Strong Alumni and PTA.
- Financial Support to weak students.
- Men-Women sports team.
- Indoor and Outdoor Gymnasiums, Solar Panel, In-house Bio-waste management System, Rainwater harvesting and well recharging facility.
- Common Instrumentation Facility
- LMS-ERP platform Learn free program as a part of expansion and outreach programmes.
- Geological Museum with vast array of minerals.
- Freedom wall exhibiting the history of Indian freedom struggle Painted and maintained by students.

Institutional Weakness

- Less flexibility in Syllabus
- Lack of involvement in decision making bodies of University being a Self financing college.
- Lack of Research grants due to 12B NIL status
- Due to rural area difficulty to deploy students for internships especially girl students.
- Even being a Co-operative Institution, we are not given at par status with Govt/Aided Colleges.

Institutional Opportunity

- To be an autonomous institution.
- Lifelong learning Center.
- Community Library.
- Foreign students are welcome.
- Add-on course and multi-disciplinary approach is going to be fostered.
- Oversea University Collaboration and Alumni funding for minor research.
- To upgrade and collaborate with various research centres.

- Starting up Incubation and knowledge parks.

Institutional Challenge

- Lack of orientation among rural parents about the importance of higher education and career paths.
- Parents force the students to give more importance to part time jobs than their studies.
- Peer influence on students to travel abroad especially to gulf countries dropping studies.
- A wavering approach especially from girls to accept job offers.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

- **Adherence to University Curriculum**: The institution follows the Curriculum prescribed by the University of Calicut.
- **Timely Delivery:** Faculty members ensure timely delivery of the curriculum.
- **Diverse Program Offerings:** The College offers **14 UG** and **6 PG** programs spanning Arts, Science, Commerce, and Management Studies.
- **Flexible Program Structure**: UG and PG programs adhere to the **CBCSS** system, incorporating audit courses, fieldwork, internships, and projects for academic flexibility.
- **Additional Skill Programs**: **96** Multidisciplinary Add-on/Certificate/Value-added programs are offered to enhance graduate's skills and knowledge.
- **Academic Calendar Alignment**:The Academic Calendar aligns with the University of Calicut schedule.
- **Comprehensive Planning**:The College Council conducts a three-day workshop before each academic year to plan the annual calendar, timetable, workload distribution, subject allocation, and admission procedures.
- **Quality Assurance:**The Internal Quality Assurance Cell (IQAC) ensures the planning and implementation of the curriculum.
- **Monitoring Mechanism**: Activities are planned in departmental meetings and monitored through a three-tier system involving IQAC, Vice-principals, and the Principal.
- **Support for Different Learners**: Remedial and peer teaching sessions cater to both slow and advanced learners, promoting participative learning.
- **Documentation:**Teachers diaries, lesson plans, and student portfolios documented in Departments.
- **Feedback System**: A **Quadrilateral feedback system** collects input from students, teachers, alumni, and employers, managed by IQAC.
- **Outcome Clarity**: Program Outcomes (PO) and Course Outcomes (CO) are well-defined and communicated to Students and Parents.
- **Internal Assessment**:The College Council and Internal Examination Cell (IEC) prepare internal assessment components based on university norms.
- **Integration of Cross-Cutting Issues:** The curriculum integrates cross-cutting issues such as gender, professional ethics, human values, environment, and sustainability.
- **Inclusive Practices:**Equal opportunity practices are established in hiring and promotions, with gender-neutral sports events and an active women's development cell.
- **Community Engagement**:Senior citizen's interaction programs like 'Vayojana Dinam' foster relationships within the campus community.

- **Enrichment Programs**:Seminar series and chairman lecture series featuring luminaries are conducted to enrich the learning experience.
- **Environmental Initiatives**: The institution is pioneering in biodegrading plastic waste, contributing to environmental sustainability.

Teaching-learning and Evaluation

- **Enrollment and Seat Allocation-**Student enrollment percentage- **87.69%**, Seats filled against reserved categories: **86.71%**.
- **Faculty Composition-** All sanctioned posts filled with full-time teachers.
- 5 faculty members hold **Ph.D. Degrees**. 3 faculty members are currently pursuing research.
- **Student-Teacher Ratio-** The institution maintains a **19:1 Student-Teacher ratio**.
- **Student-Centric Teaching Method**s - Utilization of Experiential, Participative Problem-Solving methods includes Model making, Project works, Certificate Coursework, Campus radio, **Campus News Channel**, Chat with entrepreneurs, **Prithvi Sudhar-Bioremediation Project**, **Bhavisya Peer teaching program**, Role plays, Eco-volunteering, Student Lecture Series, Interdisciplinary student-led discussions, IEDC workshops, Patent filing.
- **Innovative Technological Integration-** Adoption of ICT methods by both teachers and students, such as Learning Management Systems (LMS), **4K smart TVs, Interactive panels, Well-equipped digital library for e-learning**, Utilization of SWAYAM and NPTEL platforms. **Membership in NDLI Club** and **access to NLIST.** Digital Central Instrumentation Facility. Availability of a **Mini-studio for e-Content Development**. Use of **Virtual Reality AI integrated language lab** for immersive language learning.
- **Assessment and Grievance Redressal-** Efficient and transparent mechanism for internal and external assessment. **Multiple channels for grievance reporting**, including Class tutors, Mentors, HODs, Vice-Principals, and Online Portals. Focus on resolving complaints promptly.
- **Alignment with Industry Demands-** Education offered by the institution is purposeful, practical, and responsive to industry needs.
- **Program Outcomes (POs) and Course Outcomes (COs)-** Clear explanation of POs and COs for all programs, **accessible to both parents and students.** Evaluation of POs and COs using direct and indirect assessment methods.
- **Academic Achievements**: **Excellent Pass Percentage of 92.27%, Attainment of 34 University Ranks.** These positive academic advancements and milestones of students are affirmations of the institution's teaching-learning efforts.

Research, Innovations and Extension

- The Institution has expanded **an ecosystem** that promotes Research, Innovations and extension activities.
- **Research and Innovation Centre** - Inspires **research culture** among faculty members and students.Encourages **patent applications, resulting in one granted patent and four patents applied. Secured Rs. 22 lakhs in research grants for projects during the assessment period.**
- **Academic Publications**-Faculty members published **12 Research publications** and **66 books/book chapters/conference proceedings**.Institution's **publication wing with ISBN published 3 books**.
- **Workshops and Seminars-Conducted 70 Workshops/Seminars** on Research Methodology, IPR, and Entrepreneurship.**Regular seminar series including Friday Seminar-Multidisciplinary Seminar,**

and Chairman Lecture Series featuring eminent academicians and Scientists.

- **Entrepreneurship Cell and IEDC-**Government-funded Entrepreneurship Cell promotes student entrepreneurship through various activities.**Conducted workshops on Learn Experience Design, Robotics, and Design thinking under the Kerala Startup Mission-funded IEDC.**
- MOU with **iLuzia Lab** for training students and faculty members in Augmented Reality and Metaverse Technology.
- **Promotion of Indian Knowledge System**: **'Bharatiya way' is sustainable** .Institution has undertaken activities aligned with NEP 2020 to showcase the rich heritage of Indian knowledge. Organized Vadakini food fest to showcase traditional foods, neutraceuticals, probiotics of Kerala. Jointly organized history-based exhibitions and awareness sessions on climate change, disaster management, and drug awareness with partners like the Kerala **Legislative Assembly Museum and UNICEF**.
- **Community Engagement**-Extending support to various spheres of society from Panchayats to Corporations.Students actively participate in extension activities benefiting the community.
- **COVID-19 Response**- Conducted a staff vaccination drive against COVID-19 for staff members and their families, benefiting 43 individuals.Provided infrastructural support for conducting rehabilitation camps under the One Day Bharat Mission during the COVID-19 outbreak.
- **Educational Initiatives-** Conducted Learn Free Program for financially backward Plus One students from the nearby area.
- **Collaborative Surveys**- **Collaborated with Kerala Development Innovation Strategy Council (KDISC) and Kerala Infrastructure and Technology for Education (KITES) Foundation** for a survey on differently-abled children called 'Chirath'. The NSS unit played a pivotal role in this initiative.
- **Recognitions and Awards**:The institution has been awarded and recognized for its extension activities, highlighting its commitment to community service and social welfare.

Infrastructure and Learning Resources

Physical Facilities

- Situated over a Serene hilltop spanning **10.57 Acres**, surrounded by the Western Ghats, the Institution boasts a built-up area of **116,865.60 Sq.ft.**
- **Learning Resources and Infrastructure**
- **Spread across Six modern blocks** including Administrative, Main, Academic, PG, Library, and Hostel.
- **Equipped with 54 classrooms, 11 Laboratories, a Central Instrumentation Facility, Audio Dubbing studio,Museum and E-content Centre.**
- Houses the first-of-its-kind **Virtual Reality Artificial Intelligence (VR-AI) integrated Language Laboratory in the state.**
- Staff rooms furnished with LAN and WiFi connectivity, and **40 classrooms equipped with 4K Smart ICT facilities.**

Amjad Ali Memorial Administrative Block

- Houses the **Gems Co-operative society office** and a Guest house.

Ambedkar Main Block

- Features the Principal's Chamber, College Office, IQAC Room, Digital Wing, **AV Hall, various Laboratories,Multimedia facilities and Geological Museum.**

Tagore Academic Block

- Includes classrooms, Vice Principal's Chambers, NSS Room, and **a Rooftop Auditorium supporting 1000 students.**

Maulana Abdul Kalam Azad PG Block

- **Houses PG classes** and staff rooms with facilities.

Ladies Hostel

- **Accommodates 200 students with modern amenities** including Wi-Fi, bath attached rooms, recreation centre, and dining hall.

Support Facilities

- Open auditorium.
- **Indoor Gymnasium and Open Gymnasium**
- Yoga Center,
- **CCTV surveillance**.
- Vast playground.
- **BasketBall Court.**
- Volley Ball Court.
- Dedicated power supply and generator backup.
- **20kW Solar panels.**
- Pollution detection device.
- Medicinal gardens.
- Transportation facility.
- Purified drinking water.

Library as a Learning Resource

- **Separate Block for Library.**
- **Dr. APJ Abdul Kalam Library and Research Centre with dedicated Reading halls, Reference areas, and Digital Library.**
- **Digitalized In/Out Kiosk.**
- **OPAC Kiosk.**
- **Houses 14,480 volumes of books, subscribes to 27 periodicals and 10 newspapers, and offers digitalized access.**

- Features **DSpace Repository Software, NVDA Software, Audiobook creation, and INFLIBNET NLIST subscription.**

IT Infrastructure

- Includes **171 Intelcore i5 Computers**, Mac Desktops, High-speed Internet, **40 ICT-enabled classrooms, Campus Wi-Fi**, **Interactive panels**, Printers, CCTV, UPS, Generators, biometric attendance systems.
- Free standing **Digital Information System**(Notice Board)
- **DigiVista enabled Campus** for Digital Empowerment.
- **Tailor made ERP software** with login for Students,Teachers and Parents
- **Public Address system** with Speakers in all Classes.
- **OPAC** Kiosks.
- **Digital In/Out Kiosk**
- **VR-AI Integrated Occulus Quest 2** Headset for language Lab.
- **RFID integrated ID cards** for Students and Staff.

Student Support and Progression

Scholarship Benefits

- The Institution demonstrates its commitment to supporting students, with **80.36% benefiting from scholarships.**

Grant Distribution

- The Institution distributes **Governmental grants of Rs.38,19,525** and **Non-Governmental grant of Rs. 1,84,47,370,** further enhancing financial support for students during the assessment period.

Capacity Building and Skill Enhancement

- **83 Regular Programs** focused on Capacity building and Skill enhancement are conducted by the Institution, ensuring students are equipped with relevant skills for their future endeavours.

Career Guidance Programs

- Recognizing the importance of Career guidance, the Institution conducted **105 programs, benefiting 3,781 students,** to assist them in making informed decisions about their career paths.

Sports and Cultural Activities

- In addition to academic support, the **Institution organized 45 programs** focused on Sports and Cultural activities, promoting well rounded advancement and providing students with opportunities for personal growth and expression.

Alumni Association 'Thirike'

- The registered Alumni Association facilitates Career networking, Scholarship support, Financial, and Non-Academic assistance. Mega alumni social media groups foster interaction and keep alumni updated on campus developments.

Scholarship Support

- Alumni contribute financially through scholarships, aiding deserving students' academic pursuits.**Rs 40,000/-given under Prathibha Scholarship Scheme.**

Non-Academic Support

- Alumni engage in non-academic support, including providing masks, sanitizers, sponsoring **Sports kits, and participating in relief activities** during pandemics and natural calamities. **Donation of Rs 2,07000/- for purchasing Interactive Panel** for the Research and Innovation Cell.

Alumni Reunion

- Reunions foster a sense of community, allowing former classmates to reconnect, share experiences, and build networks. These reunions include class-wise, batch-wise, mega, and NSS reunions, facilitating a broad range of connections.

Governance, Leadership and Management

Institutional Vision and Leadership

- GEMS Arts and Science College, **established in 2008 under GEMS Co-operative Society**, aims to **provide quality education** to all.
- Led by Mr.Manjalamkuzhi Ali, Ex Minister of the State, an eminent Industrialist and a Philanthropist, is the institution's Chairman, it focuses on academic excellence, integrity, diversity, respect, and quality.
- Practices such as NEP implementation, decentralized governance, and participation in institutional planning reflect its commitment to its vision and mission.

Institutional Practices

- **Implements NEP through Outcome-Based Education (OBE) and promotes bilingual teaching.**
- Continuous progression aligned with the institution's goals is facilitated through Leadership, Adaptability, and Community engagement.
- Governance mechanisms include the **Co-operative Society, College Council, Statutory bodies, and Various Cells ensuring effective management and compliance**.
- **e-Governance** promoted adhering to **Digital India Vision.**

Strategy Development and Deployment

- Strategic plans, including the **2023-2028 plan aligned with NEP 2020**, guide the institution's development.
- **Plans are SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and divided into short, intermediate, and long-term phases**.
- Policies and procedures are formulated in line with the institution's values, adhering to regulations and promoting merit-based appointments and compliance.

Faculty Empowerment Strategies

- **89% of the faculty members** availed TA and Financial support for attending Conferences,Seminars and workshops.
- **23 FDP Programmes conducted** for Teaching Faculties and **17 Professional Development programmes for Non Teaching Staff conducted**
- **Staff Club activities, awards, welfare measures**, and academic initiatives enhance faculty welfare and development.
- **Academic measures include Friday Seminars,** Departmental Meetings, Faculty Development Programs (FDPs), and financial assistance for professional growth. '**Best Speaker Award' to the top performer of the seminar series** in each semester.Honouring teachers for academic achievements.
- **Performance appraisal and self-appraisal systems** ensure continuous improvement and recognition of faculty contributions.

Financial Management and Resource Mobilization

- Budget preparation at the beginning of the academic year allocates funds for various purposes.
- Major sources of **funds include fees, contributions, and sponsorships, while expenditures cover salaries, infrastructure, scholarships, and administrative costs**.
- **Internal and external audits ensure transparency and accountability** in financial transactions, with **audits conducted by the Co-operative Department of the Government of Kerala.**
- Internal Quality Assurance Cell takes care in continuously monitoring the activities of the institution.

Institutional Values and Best Practices

Gender Equity

- The Institution prioritizes **gender equity** through various measures, including curricular integration and co-curricular initiatives, workshops, and facilities for women on campus. **Initiatives like self-defense classes and equal opportunities in sports promote inclusivity and empowerment.**

Inclusive environment

- Inclusive environment initiatives **celebrate diversity through cultural festivals, food fests, and awareness campaigns.**

Social Responsibility Initiatives

- Institutional Practice tackle issues like plastic pollution through innovative practices like bioremediation, demonstrating commitment to environmental sustainability.
- GEMS DigiVista enhances digital governance, streamlining operations and promoting digital literacy. Despite challenges like security threats and resistance to digital adaptation, its success underscores the institution's commitment to inclusivity and innovation.

Institution's Distinctiveness

- The institution's distinctiveness lies in its **Participative learning approach and Co operative nature of management fostering collaboration and transparency.** Emphasis on empowering rural women, counselling services, and well-equipped infrastructure contribute to holistic development.
- **Special focus on social engineering through education empowers rural women, while counselling services address mental health challenges**. Infrastructure enhancements like **separate library blocks** and well-equipped laboratories enrich the learning environment.
- The Institution's efforts for the **Biodiversity Conservation** have been verified through **Green Audit**
- The Institution's **Environmental Performances** are audited by **Environmental Auditing.**
- **Energy Conservation practices** of the institution are verified through **Energy Audit.**
- **Academic excellence** is evident through initiatives like **Academic and Research Review Committees, Lecture series, and Student-Led seminars.** Achievements in co-curricular activities and sports highlight the institution's holistic approach to education.
- Research activities, guided by experienced mentors, contribute to academic growth and innovation. **The institution's commitment to creating researchers aligns with the vision for societal contributions and indigenous knowledge enhancement**.
- Overall, the institution's ethos of collaboration, transparency, and social responsibility shapes well-rounded individuals equipped for the challenges of the future. Through inclusive practices and innovative initiatives, institution strives to create a brighter and more equitable society, **in line with the Vision of the Honourable Prime Minister.**

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	GEMS ARTS AND SCIENCE COLLEGE
Address	Gems Arts and Science College Ramapuram Kadungapuram(PO) Malappuram Kerala 679321
City	RAMAPURAM
State	Kerala
Pin	679321
Website	www.gemsasc.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Naveen Mohan	04933-256123	9605424465	-	gemsasc@gmail.com
IQAC / CIQA coordinator	Finose A	04933-256122	8075498763	-	finose.sunny@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details

State	University name	Document
Kerala	University Of Calicut	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	27-04-2021	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	Gems Arts and Science College Ramapuram Kadungapuram(PO) Malappuram Kerala 679321	Rural	10.57	10857.17

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	BSc,Pg Department Of Applied Geology,Geology	36	PLUS TWO	English	36	12
UG	BSc,Pg Department Of General Biotechnology, Biotechnology	36	PLUS TWO	English	36	24
UG	BSc,Pg Department Of Microbiology,Microbiology	36	PLUS TWO	English	39	37
UG	BA,Pg Department Of English Language And Literature,English Language and Literature	36	PLUS TWO	English	45	44
UG	BCom,Pg Department Of Commerce,Finance	36	PLUS TWO	English	60	56
UG	BCom,Pg Department Of Commerce,Computer Application	36	PLUS TWO	English	48	47
UG	BCom,Pg Department Of Commerce,Cooperatio	36	PLUS TWO	English	60	54

	n					
UG	BA,Pg Department Of Social Work And S ociology,Soc iology	36	PLUS TWO	English	60	48
UG	BBA,Depart ment Of Management Studies,	36	PLUS TWO	English	50	47
UG	BA,Departm ent Of Multi media,Multi media	36	PLUS TWO	English	40	37
UG	BCA,Depart ment Of Computer Applications,	36	PLUS TWO	English	48	47
UG	BSc,Departm ent Of Comp uterscience,C omputer Science	36	PLUS TWO	English	42	40
UG	BTTM,Depar tment Of Travel And Tourism Man agement,Bac helor of Travel and Tourism Management	36	PLUS TWO	English	45	45
UG	BSc,Departm ent Of Mathe matics,Mathe matics	36	PLUS TWO	English	0	0
PG	MSc,Pg Department Of Applied G eology,Appli ed Geology	24	UG Degree	English	15	13

PG	MSc,Pg Department Of General Biotechnology, General Biotechnology	24	UG Degree	English	10	10
PG	MSc,Pg Department Of Microbiology,Microbiology	24	UG Degree	English	20	19
PG	MA,Pg Department Of English Language And Literature,English Language and Literature	24	UG Degree	English	17	16
PG	MCom,Pg Department Of Commerce,Finance	24	UG Degree	English	17	15
PG	MSW,Pg Department Of Social Work And Sociology,	24	UG Degree	English	30	27

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				91			
Recruited	0	0	0	0	2	0	0	2	0	0	0	0
Yet to Recruit	0				0				91			
Sanctioned by the Management/Society or Other Authorized Bodies	0				2				91			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				2				91			

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				24
Recruited	7	17	0	24
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	2	0	0	2
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/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	2	2	0	4
M.Phil.	0	0	0	0	0	0	4	2	0	6
PG	0	0	0	1	0	0	25	32	0	58
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/M CH	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

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/M CH	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**
	1	1	0	2

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	332	0	0	0	332
	Female	197	0	0	0	197
	Others	0	0	0	0	0
PG	Male	16	0	0	0	16
	Female	95	0	0	0	95
	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	7	0	8	6
	Female	3	2	4	5
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	31	17	27	35
	Female	24	17	30	40
	Others	0	0	0	0
General	Male	84	111	113	102
	Female	132	109	110	111
	Others	0	0	0	0
Others	Male	244	211	230	208
	Female	129	151	173	155
	Others	0	0	0	0
Total		654	618	695	662

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The institution welcomed NEP 2020 introduction very positively and has undertaken infrastructural upgradation to align with NEP's focus on leveraging innovation for effective education delivery.Educators are undergoing workshops and programs to adapt teaching methodologies to the evolving educational landscape. The institution has organized a series of Chairman Lecture Series-multidisciplinary and interdisciplinary in nature by eminent personalities of national and international importance.
2. Academic bank of credits (ABC):	The institution follows the instruction given from University of Calicut from time to time. The faculty members are always oriented to implement the new teaching and learning methods. The institution encourages students to obtain credits by undertaking online courses from Swayam NPTEL portal. The advantages of ABC was well covered during NEP 2020 orientation program.
3. Skill development:	The institution promotes participative learning through various programs like projects, internships, hands-on training programs to have real-world experience. The institution is providing certificate courses of interdisciplinary topics to enhance the skill set of students, thereby making them employable and self-reliant.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The institution has taken care to transact courses in bilingual mode, mother tongue and English for better understanding. The institution also promotes the culture and heritage of our country by observing festivals. The institution, in collaboration with UNICEF and KLA, jointly organized a two-day history-based photo-video exhibition to propagate our rich heritage and tradition, culture. The show was attended by 900 students from schools nearby and our students.
5. Focus on Outcome based education (OBE):	The institution ensures in establishing OBE in which students are well prepared with skills and knowledge required for their future endeavors. Students and parents are briefed about POs and COs during departmental visits of induction program.And POs and COs of all programs are well stated and displayed in the website of the institution. The attainment of PO and CO are assessed for educational quality assurance. In 2022, FDP was undertaken by the institution highlighting NEP 2020, Sessions on

	Reforms on Higher Education System focusing NEP 2020 and OBC was also conducted.
6. Distance education/online education:	Being digitally native students, the introduction of ICT facilities are welcomed by the students. DigiVista, one of the best practices of the institution, ensures that students keep in pace with the latest technology. The institution has a very comprehensive ERP tailor-made software that integrates online learning and assessment easier, making blended learning a refreshing experience for the students.Being a member of NDLI and students participated E-Cell event of IIT Kharagpur. Separate digital library helps the students to undergo online courses through Swayam and NPTEL.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Voters Awareness Class and Aadhar Linking Camp-The session focused on enlightening students about the importance of voting, the electoral system, and the significance of linking Aadhar to voter IDs. Experts in the field were invited to provide valuable insights and address queries from the students. Voters List Enrollment Camp- The camp aimed to streamline the voter registration process, ensuring that eligible students were duly enrolled in the electoral roll. Volunteers and club members actively assisted their peers in completing the necessary documentation, emphasizing the importance of being an active participant in the democratic process.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	No

5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	GEMS College organized a voter registration camp to enroll unregistered students. The initiative aimed to empower students by ensuring their participation in the democratic process. Through this campaign, eligible individuals were facilitated in registering as voters, fostering civic engagement within the student body. In addition, our Electoral Literacy Club conducted a voter awareness campaign, providing practical sessions on the usage of voting machines. This initiative aimed to equip students with the necessary knowledge and skills for effective participation in elections, promoting informed decision-making and fostering a sense of civic responsibility among the student community.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
1759	1794	1801	1829	1701
File Description		**Document**		
Upload Supporting Document		[View Document](#)		
Institutional data in prescribed format		[View Document](#)		

2 Teachers

2.1

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

Response: 186

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

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

2022-23	2021-22	2020-21	2019-20	2018-19
93	90	86	90	80

3 Institution

3.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
265.47	124.12	80.18	538.42	152.89

File Description	Document
Upload Supporting Document	[View Document](#)

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 institution acts in accordance with the curriculum prescribed by the University of Calicut. The faculty members ensure the timely delivery of the curriculum.

Curriculum Analysis

- Curriculum analysis involves the timely planning and execution of courses. It is attained **through compliance to academic calendar, course allocation and implementation.**
- Academic calendar is designed in accordance with the calendar of University of Calicut.Calendar gives an overall idea of the working days, external examination dates(tentative), curricular and co curricular activities, holidays and other informations.

Curriculum Execution

- The **College council of the Institution through a three-day workshop** before the commencement of each academic year, prepares **Annual plan, Academic calendar, Time table, Work load, Subject allocation and Admission procedure** in accordance with the University Calendar.
- **IQAC ensures the planning** and structural implementation of the curriculum. Action plans contain curricular and co-curricular activities submitted by HODs.
- The planned activities are delivered to the students after the Departmental meetings and are monitored by a **three-tier system involving IQAC, Vice Principals and Principal.**
- Monthly staff meetings enable the Planning and evaluation of innovative activities of the College. **Slow and Advanced learners are categorized** and special programs arranged for their enhancement. **Remedial and peer teaching are led by advanced learners as a part of participative learning.**
- **Industry specific Certificate Courses and Add on Programs** are offered by departments and the curriculum are approved by academic council.
- **Teachers diary, a comprehensive diary with lesson plan** is maintained by teachers and student portfolio is well documented in the departments.
- **Quadrilateral feedback system** from students, teachers, alumni and employers collected by IQAC.
- **Class PTA convened at sufficient intervals** to analyze student performance regularly.
- **PO and CO is well defined and published** in the Website and Academic calendar and the same is made clear during S**tudent Induction Program** conducted by the college to make new learners adapt to the new environment. In the program students are made aware of the **Code of Conduct**

to be followed in the campus, a **Course for bridging the gap between school and college provided** and the **Career prospects** of the courses are also well explained.

- **Experiential learning, Participatory learning, ICT enabled learning methods, Projects Field visits and Industrial visits are also conducted.**
- **College council and IEC (Internal Exam Cell) of the Institution prepare the components of internal assessment** based on University Norms.
- Link to infographics: College council: *https://gemsasc.ac.in/gems_college/static/img/7.jpeg*

  Curriculum Execution : *https://gemsasc.ac.in/gems_college/static/img/14.jpeg*

  Internal asessment: *https://gemsasc.ac.in/gems_college/static/img/4.jpeg*

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 96

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

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 62.9

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
674	462	1496	1515	1441

File Description	Document
Upload supporting document	[View 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 in transacting the Curriculum

Response:

The Institution plays a crucial role in integrating cross-cutting issue relevant to professional ethics, Gender, Human values, environment and sustainability by establishing policies, practices and frame works.

Gender

- Institution has implemented **policies that explicitly address gender equity**, ensuring that they are integrated into the Organization's overall goals and strategies.
- Institution has **equal opportunity practices** establishing fair hiring promotion and compensation practices to eliminate gender-based discriminations and ensure gender equity.

The College promotes and Conducts

- **46** Gender equality related courses are included in the curriculum.
- Gender Neutral **Admission policy**.
- Gender Neutral **Parliamentary Mode Union Election**.
- **WDC** for Co-ordinating Women development activities along with **Institute Complaints and Grievance Cells.**
- **'She Drive'-**Drive with GEMS-A **WDC initiative** for **fulfilling driving dreams.**
- **Pre-Marital and awareness classes** on sensitization by WDC.
- **Gender Neutral Curricular and Co-curricular programmes**.
- Gender Neutral **Sports campus.**
- **Celebrates** important **days related to women and their achievements**.

Human values

Institution plays a crucial role in fostering a culture that upholds ethical principles, respect and human rights. This involves the establishment of ethical frameworks, all inclusive polices and by stakeholder engagement.

- **18 Courses** on Human Values in the curriculum
- **Audit courses** are added in the Syllabus for catering human values and to modify the mentality and integrity of the students.
- Activities like **debates, seminars, discussions focusing on human value**s, programmes in connection with Swachh Bharat, Blood donation, Biofarming, Biodegradation, Drug abuse and Rallies to create awareness and to be responsible citizens.
- **Old Age home visit-** Students visited Old Age Homes and spent a full day with the senior citizens.
- **"Vayojana Dinam"** – Invited Senior citizens of neighbourhood for soothing interactions with our Students.
- **Women's Day** –Invited women from local community for watching movie on women empowerment.
- **Hair Donation Camp -**Conducted for Cancer Patients.
- **Volunteered Flood relief activities** and distributed the essentials to the affected community.
- **Domiciliary Covid Care Centre opened in our campus** for C**ovid patients** under the guidance of District Disaster Management Team.
- **Hosted Isolation Centre** for Covid suspected travellers under '**Vande Bharat Mission 2020' of Central Government of India.**
- **Certificate Course in Counselling** offered.
- **10 Rupee Challenge** to support Charity,Pain and Palliative activities.
- **Effervescent** NSS Unit to support Community activities.

Professional Ethics

- **43 Courses** on Professional ethics included in the Curriculum.
- **Friday Seminar Series , Chairman's Lecture Series** with luminaries conducted on Professional ethics.
- **6 Programmes** were organized on IPR and Research Methodology.
- Faculty **Induction Programmes** organized.
- **Industrial Visits, Field works and Internships** conducted.
- **Code of Conduct** is well displayed in website.

- **Certificate Course** on Counselling practices offered.
- **Audit Course** conducted **on IPR** for 3rd Semester students.

Environment And Sustainability

- **60 courses** offered on Environment and Sustainability.
- **Audit course** on Environmental studies for 1st year students.
- **Process Patent** on **Environment rejuvenation** process.
- **Biodegradation of Plastics** in Campus done effectively and organic farming promoted.
- **Traditional knowledge** of farming practices as part of experimental learning imparted to students.
- To **promote awareness** on Environmental Pollution everyday **Air Quality Index** is displayed inside Campus.

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: 56.79

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

Response: 999

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

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

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

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 87.69

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

2022-23	2021-22	2020-21	2019-20	2018-19
640	654	618	695	662

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
730	777	739	766	716

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)

2.1.2

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

Response: 86.71

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2022-23	2021-22	2020-21	2019-20	2018-19
428	438	398	472	449

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

2022-23	2021-22	2020-21	2019-20	2018-19
498	525	495	519	483

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

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

Response: 18.91

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

Response:

The institution has an **advanced mechanism** to promote **Student Centric Learning** through measures like incorporating active learning methods involving the student participation analysis and application of knowledge. Institution provides **diverse resources, encourage collaborative projects, offer flexibility in learning paths and harness technology** for personalized learning exposure. The teachers are well versed in Student Centric approaches and guide students to explore and discover knowledge rather than simply imparting information.

STUDENT CENTRIC EXPERIENTIAL LEARNING METHODS

- **Laboratory sessions, Survey linked projects, Market Resources, Model Making, Project Works** and **Certificate Courses.**
- **Virtual Reality-Artificial Intelligence (VR-AI) Integrated Language Lab** for Immersive and interactive language learning.
- **Internships, Hands on training sessions, Industrial Visits** and **Field Work** as part of Experiential learning.
- **Campus Radio, Campus News Channel, Vox-Pop** are inbound activities taken up by the students to share **information and knowledge.**
- **Vocational Training Programmes** like Vermi Composting, Robotics and LED Recycling conducted.
- **'Chat with Entrepreneurs'** sessions providing opportunity for students to interact with prominent entrepreneurs.
- **Best Practice** connecting students to **Environment, Agriculture** and **Organic farming-'PRITHVI SUDHAR'**
- **National Visit – 'Rang bi Rang India' –** National trip to explore cultural diversity and heritage of India.

PARTICIPATIVE LEARNING

- **Peer Teaching Programme 'Bhavisya'** to encourage discussion within students.
- Institution promotes **active involvement and collaboration** among students.
- Methods like **case studies, debates, hands on experiments** to encourage students to think critically and apply in real life situations are nurtured.
- Every Department has an **Association comprising faculty and students** for organizing various programmes and activities.
- **Peer Teaching / Role plays promoted by faculty members based on literature.**
- **Residential Camps** by NSS, WDC, Nature Club and Associations.
- Programs like **quizzes, debates encourage students to express their perspectives** with mutual learning and understanding.
- **Eco-volunteering** ensuring students involvement in agricultural practices for sustainable environment.
- **'Student Lecture Series' – Unique programme** by the students for the students on **Multidisciplinary** topics **fostering their Research abilities.**

PROBLEM SOLVING METHODOLOGIES

Institution adopts methodologies to overcome the test of time by developing critical thinking skills to navigate challenges effectively for students.

- **Biodegradation of plastics to rejuvenate soil -** Sustainable development project undertaken by students
- Hands on **trainings, in-house and outbound** undertaken by students of Science courses.
- **Student Lecture Series-**Multi disciplinary lecture series taken by students for the students.
- **IEDC Workshops** to find solution to the given exercises.
- **Certificate Courses** given to students that make them think critically and find solutions**.**
- **Project Proposals** are made to prepare to enhance their problem solving and decision making skills**.**
- **Patent Filing-**Students are encouraged to file Patent for their unique research works and ideas.
- **UG** and **PG Dissertations.**
- **Mendeley Software** .

INTEGRATION OF ICT TOOLS

- **ERP software** and **LMS system-** to enhance learning experience.
- A well-equipped **Digital library** with E-learning resources, Google Classrooms, MOOC, SWAYAM, NPTEL platforms.
- Well-established laboratories with **Unique Digitalised Central Instrumentation Facility**.
- **NDLI-Club** members have access to **N-LIST** for effective learning process.
- Well-equipped **Smart Classrooms,** interactive intelligent **LED panels.**
- **Mini Studio** for processing E-contents for faculties and students.
- Multi-disciplinary Fortnightly seminar '**For the faculties by the faculties'** for drawing out the skills under the guidance of invited luminaries.
- Well-equipped **LAN and WIFI** connected computer labs.
- **E-Learning platforms- SWAYAM** and **NPTEL.**

Link to infographics: Student Centric methods:*https://gemsasc.ac.in/gems_college/static/img/2.jpeg*

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: 100

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

2022-23	2021-22	2020-21	2019-20	2018-19
93	90	86	90	80

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.4.2

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

Response: 13.21

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	09	07	11	21

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awareded by UGC recognized universities	[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:

- Balancing both **internal and external assessment** provides a comprehensive view of a student's academic performance and ensure a fair evaluation process.
- The institution has a sturdy and transparent mechanism of Internal and External assessments and complaint resolution.
- **External Evaluation (80%)** is done by Affiliating University.
- The question papers are transacted to the institution through a very secured portal and **External Exam Cell** of the Institution conducts the examinations.
- Answer sheet evaluation, result declaration etc. carried out by the University. All information related to the external examinations are communicated in advance to the students.
- **Internal Evaluation (20%)** is controlled by the Institution. Assessments other than exams are conducted by respective departments. Internal exams are conducted in **Centralized mode** under the supervision of **Internal Exam Cell**. Distribution of marks of external and internal assessments are explained in the infographics given below
- Link to infographics: Internal exam grievance:*https://gemsasc.ac.in/gems_college/static/img/3.jpeg*

Grievance Redressal

- Transparent mechanism in the institution contributes to create a conducive environment for addressing and resolving grievances in the Institution. Students have **multiple channels** to report their grievance including Class Tutors, Mentors, HODs, Vice-Principal-Academics, Principal and the Online Grievance Portal.

College Level

- Institution has an effective grievance redressal system with a **Grievance Redressal Committee** responsible for **Receiving, Reviewing, Addressing and Resolving** grievances raised by students.
- The **College Level Grievance Cell** comprising of Principal as Chairman along with two senior faculties and Convenor of **Internal Examination Cell (IEC)** will analyze the grievances received and take prompt action within a time frame.
- If the students are not satisfied, on the action taken, they can approach **University Level Grievance Cell.**

University Level Grievance Redressal

- The Grievance related to the University examinations are addressed to the **Registrar or Controller of the Examination** of the Affiliated University. An **online mechanism** is provided in the **Student Grievance Portal** of the Affiliated University with **UGC mandatory** requirements to track and follow up the complaints.

Link to infographics: Internal exam grievance:*https://gemsasc.ac.in/gems_college/static/img/3.jpeg*

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

Response:

- Programme Outcomes (POs) and Course Outcomes (COs) for all programmes offered by the **Affiliating University are stated and displayed in the Website** of the institution. The outcome stated in the syllabi gives an overall idea about what the students are expected to know and be able do upon completion of an entire academic program or degree.
- Programme outcome reflects the overall goals and purpose of the program and both students and parents are briefed about PO and CO during **departmental visit in Induction Programme**. **Pre-admission counselling** also briefs about POs and COs and **Career prospects**
- Programme outcomes ensure the relevance of education by connecting the academic goals with real-world needs. Student is made to understand the practical application of their learning, making them more adaptable and valuable in the work force.
- The institution makes sure that the education offered is **Purposeful, Practical and Responsive to industry demands**.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Evaluating the attainment of POs and COs involves assessing student's performance against pre-determined benchmarks. The assessment methods are of two types.

Direct

- Internal Exam
- External Exam
- Projects
- Presentations and Seminars
- Practicals
- Viva-Voce
- Paper Presentations

Indirect
- Alumni feedbacks using online forms   - Student Progression   - Placements

- In external examination, exams are conducted by the University at the end of each semester to **assess the attainment of credits** for each course. The maximum mark is 80 in which programme based **theoretical and logical questions** that require critical thinking, are asked for assessment. The answer papers are valued externally as decided by the University.
- Internal evaluation is conducted by the institution in which a student's **class room participation**, involvement in **field work, group discussions, seminars, paper presentation, internal exam** are evaluated out of **20 marks.**
- Internal evaluation is more comprehensive in evaluating **student's cognitive skills.** Institution assesses the knowledge of students and their ability to apply, analyse and synthesis information. Thus, providing a **fine-tuned understanding** of subject matter.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 92.27

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

2022-23	2021-22	2020-21	2019-20	2018-19
538	615	591	540	451

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

2022-23	2021-22	2020-21	2019-20	2018-19
580	643	633	597	511

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

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.37

File Description	Document
Upload database of all students on roll as per data template	[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: 22

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

2022-23	2021-22	2020-21	2019-20	2018-19
12	10	0	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, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The Institution has expanded an ecosystem that promotes Indian Knowledge System, Innovations, Novel ideas and insights among students and teachers.

IPR Cell

- The institution has organised 70 programs focussing on IPR, Research Methodology and Entrepreneurship.
- Faculty members and students are encouraged to **apply for patents.**
- One patent granted (**Patent No**: **384196**)
- Four patents applied.

 Research & Innovation Centre

- The College has an exclusive **'Research & Innovation centre'** which promotes research culture among the faculty members and students by inspiring them to engage themselves in attending various activities including workshops and seminars.
- The students are encouraged to present papers in **National and International conferences**.
- Students and faculty members are encouraged to **communicate research papers** to peer reviewed journals.
- Faculty members **forward research proposals** to various government and non-governmental funding agencies.
- **Friday seminar series -** Multi disciplinary seminar conducted by the faculties for the faculties fortnightly with external evaluation.
- S**tudent Seminar Series** – Students encouraged to present recent multidisciplinary trends
- **Chairman Lecture Series** - **Eminent Academicians, Scientists from Premier Institutions are invited** to deliver lectures for faculties and students.
- **Institution is ISBN publisher for Academic & Research Books and Papers** (Institution has its own ISBN number for publishing domain-based academic content).

Entrepreneurship Cell

- **Entrepreneurship Club**-Funded by Government of Kerala, promotes student entrepreneurship and organises various activities.
- **IEDC–Funded by Kerala Startup Mission, Government of Kerala**-conducted workshops on **Learn Experience Design (LED), Drone making, Robotics, Vinyl cutting, Screen printing, and Design thinking.**
- **MOU** with **Augmented Reality and Metaverse Technology giants**, **iLuzia Labs** for training students and faculty members.

Indian Knowledge Systems (IKS)

- **Bharatiya way i**s sustainable and strive for the welfare of all. In order to demonstrate the **'Indian Way'** of doing things to the world, many activities are been undertaken by the institution inline with NEP 2020, recognizing the rich heritage of Indian knowledge.
- **Vadakkini - Food as Medicine**, food fest conducted to showcase traditional foods of Kerala, Nutraceuticals, Prebiotics, and Probiotics.
- **'Freedom Wall' -** painted and maintained by students as a part of **'Azadi Ka Amrit Mahotsav'**.
- As part of **'Azadi Ka Amrit Mahotsav'**-**Kerala Legislative Assembly Museum and UNICEF** jointly organised **two day history based photo, video** exhibition and students from 5 schools nearby visited.
- **UNICEF awareness session** conducted for students of other institutions on Climate change, Disaster management and Drug awareness.
- **'Njarunadal'-** The traditional paddy planting programme for Students.
- Faculties encouraged to publish **books in their local language**.

File Description	Document
Upload Additional information	[View Document](#)

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: 70

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**

2022-23	2021-22	2020-21	2019-20	2018-19
43	10	5	6	6

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: 0.06

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

2022-23	2021-22	2020-21	2019-20	2018-19
4	1	1	3	3

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[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: 0.35

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**

2022-23	2021-22	2020-21	2019-20	2018-19
60	4	1	0	1

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and

sensitizing the students to social issues for their holistic development during the last five years.

Response:

GEMS from the time of its inception has extended its lending hands to all spheres of life in the Society. From Panchayath to Corporation, students have done extension activities.

- The Institution conducted a **Staff Vaccination Drive** against Covid 19 for the staff members and their family and 43 persons were benefited.
- Provided infrastructure facilities for conducting **Rehabilitation Camp under Vande Bharat Mission** during the Covid 19 outbreak.
- As a part of '**Azadi Ka Amrit Mahotsav**' the College conducted a **Picture-Video presentation** on '**Swathanthrya Samarathinte Ujjwala Muhoorthangal'** for the students and the public.
- A **Blood donation camp** named "**Santhwanam**" was conducted in collaboration with the **Blood Bank, Government Hospital,** Perinthalmanna.100 volunteers donated blood in the camp.
- An **Anti-drug awareness program** by **Retired DGP, Rishi Raj Singh** was organized under ' **Vimukthi'**-Govt. of Kerala, to make aware of the drug abuse. 452 students benefited.
- A Practical defensive session on the topic '**Self-defence for girls**' by **Senior Civil Police Officer, Ms.Valsala** was conducted to help the girls to be aware of their surroundings and make them **physically, psychologically and intellectually stronger.** 284 students participated.
- An online A**wareness campaign** was organized by NSS unit during the Covid-19 pandemic to ensure **safe voting** during the **Kerala Local body election 2020** conducted by Election Commission.
- NSS volunteers **Constructed a Check Dam** to address ecological and water conservation concerns in **Kattilasseri of Puzhakattiri Panchayath as a part of Haritha Mission Initiative. 35 students participated in the Conservation activity.**
- PG Department of Commerce organized a **Trade Fair** in association with **Kudumbashree Mission of Puzhakkattiri Panchayath** to promote entrepreneurship and create awareness about the importance of supporting local business. 58 persons were benefited.
- The NSS unit volunteered in cleaning and rebuilding the commercial buildings which were devastated by **flood in Nilambur. 48 students participated.**
- **NSS Unit proved** their dedication in environmental cleanliness and community engagement by actively participating in '**Sundaratheeram Theeradesha Sucheekaranam' under Swachh Bharat Abhiyan** cleanliness mission in association with **Corporation of Calicut. 34 students took part in the program.**
- **Department of Commerce** organized a **LEARN FREE PROGRAM** for financially backward Plus One Students from nearby areas. 35 students benefited out of the program.
- **The NSS unit** of our College organized '**VADAKKINI' Food Fest to** support the treatment of two patients.
- **College Union organized flood relief activities in Munderi, Nilambur** to provide assistance for disaster victims.
- An orientation for the Senior Citizens was organized in association with **ICDS and Puzhakkatiri Grama Panchayat.** 45 senior citizens took part in the program.
- The NSS volunteers actively participated in '**SNEHASPARSAM**' the get together of palliative patient's families organized by Puzhakkattiri Community Health Centre (CHC) and the Gram Panchayat.
- **Kerala Development Innovation Strategy Council (KDISC)** and **Kites Foundation (Kerala Infrastructure and Technology For Education)** have jointly conducted a survey on Differently

Abled Children,'**Chiraath**' in which NSS unit played a prominent role.

File Description	Document
Upload Additional information	[View Document](#)

3.4.2

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

Response:

The various activities of the institution received awards and recognitions.

- The NSS unit has received appreciation certificates from various government bodies like **Kerala State AIDS Control Society/ Kerala State Blood Transfusion council, Blood Bank of Government Hospital Perinthalmanna** for organizing a voluntary blood donation camp.
- Appreciation from **Puzhakkatiri Grama Panchayat** for providing the facilities to establish a **COVID CARE CENTRE in the Campus.**
- Recognition from **Puzhakkatiri Grama Panchayat** for organizing a **Vaccination drive** for the staff, students and parents.
- The **Kerala Legislative Assembly**, Thiruvananthapuram appreciated for organizing a two-day **Photo Video exhibition** in connection with **'Azadi Ka Amrit Mahotsav'**.
- **UNICEF** and **KELKKOO Wellness Venture** appreciated us for conducting a campus attachment program on 'Mental Wellness'.
- **KSEB OFFICERS ASSOCIATION** presented an appreciation certificate for the active participation in their Online Power Quiz.
- College is recognized under **Section 2 (f) of the UGC Act**, 1956.
- College has been accredited with **ISO 9001:2015 in certificate number: QMS/140119329.**
- College has been registered as **NDLI Club** under the National Digital Library of India.
- College is registered under the **Darpan Portal, NITI Aayog**, Govt. of India, with the Unique ID: KL/2019/0242803.
- College has received a **Certificate of Commitment** from **Central Vigilance Commission** for adopting the Integrity pledge.
- **Puzhakkatiri Panchayath** appreciated PG Department of Commerce for organizing a **Trade Fair** in association with **Kudumbashree**.
- **Pathiramanna LP School** appreciated NSS Unit for cleaning their premises.
- **Puzhakkatiri Panchayath** appreciated NSS Unit for organizing **"Njaarunadal,"** at Pathiramanna Pada Sekhara.
- **Puzhakkatiri Panchayath lauded** NSS Unit for organizing a **free eye checkup** and cataract surgery camp at ALP school in collaboration with the **Ahalia Foundation Eye Hospital,** Perinthalmanna.
- **The District Collector, Malappuram** appreciated NSS Unit for Art Painting the Collector's

bungalow wall in connection with **Swachh Bharat Mission**

- **Puzhakkatiri Panchayath** appreciated NSS Unit for the construction of a **Check Dam** at Kattilassery, as part of **Haritha Mission**.
- **Puzhakkatiri Panchayath** appreciated NSS Unit for constructing a temporary check dam across the stream nearby College.
- College has received an **E-governance Certificate** from **Emdot Mincetech Private Ltd.**, Kozhikode.
- College is registered with the **District Industries Centre**, Malappuram under the **Entrepreneurship Development Club Programme**, Department of Industries & Commerce, Government of Kerala.
- **GIIMS Institute of Logistics lauded** the College for continuously hosting the **All Kerala Best Manager Contest** organized by GIIMS Cochin, a **member of World University Consortium, California, USA**.
- **South Indian Bank** appreciated the College for making **'Drug Free Campus'** being the part of their **CSR** initiative.
- The NSS Unit got **Third position** in the painting competition conducted by **District Suchitwa Mission** for ensuring awareness on waste disposal culture.
- **Family Health Centre, Puzhakkatiri recognized** College for the active participation of NSS volunteers in organizing **'Snehasparsham'** a get together of Palliative Patients family.
- Link to infographics: Awards and recognitions: *https://gemsasc.ac.in/gems_college/static/img/8.jpeg*

File Description	Document
Upload Additional information	[View Document](#)

3.4.3

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

Response: 89

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

2022-23	2021-22	2020-21	2019-20	2018-19
41	16	10	11	11

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

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: 64

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

The Institution is built in a very serene environment over a hill top in an area of 10.57 acres surrounded by Western Ghats on three sides with a built up area of 116,865. 60 Sq. ft.

LEARNING RESOURCES AND INFRASTRUCTURE

- Campus is spread over six state of the art buildings consisting of **Administrative** block, **Main** block, **Academic** block, **PG** Block, **Library** block, and **Hostel. 54 Classrooms,11 modern laboratories, Central Instrumentation facility, Audio Dubbing studio, Museum, E - content Centre all are well placed in these blocks.**
- **The Virtual Reality Artificial Intelligence** (VR-AI) integrated Language Laboratory**, the first of its kind in the State** to enhance bi lingual language learning experience of students.
- **Staff rooms** are well equipped with **LAN and WiFi connectivity**.
- **40 Classrooms** are having most modern **4K Smart ICT facility**.
- **WiFi enabled Campus** with Free access to Internet with minimum bandwidth of 100MbPS.
- All Classes are Centrally connected via **Public Address System** for easy communication

Amjad Ali Memorial Administrative Block

- Gems Co-operative society office is housed in this block and has a **Guest house** for outstation guest faculties.

Ambedkar Main Block

- Principal's Chamber
- College Office
- **IQAC** Room with Mini Conference facility
- **Digital Wing**
- **Examination Cell.**
- 6 Staff rooms
- **Geology Museum** with rare mineral collection of students
- **Geo Informatics Laboratory** with high configured 20 Computers
- Chemistry/Biochemistry lab

- **Petrology Lab** with Sophisticated Polarizing binocular microscopes
- **Geo Chemical lab**
- **Microbiology laboratory**
- **E-Content Development Centre**
- **Multimedia** Laboratory with **38 Computers**
- **Audio Dubbing studio**
- **Computer Science Lab** with **38 Computers**
- **BCA Lab** with **50 Computers**
- **MP Narayana Menon hall with Audio Visual Systems**
- Classrooms
- **Separate toilets** for boys and girls **on each floor**

Tagore Academic Block

- Classrooms
- Vice Principal's Chambers
- 5 Staff rooms
- NSS Room
- **Ladies rest room (Lady Locus)**
- **Co operative store** - Mini Consumer store supplying essentials to students and staff .
- Biotechnology (UG & PG Laboratory)
- **Common Instrumentation Laboratory** with modern PCR Machine, Spectrophotometer, Cooling Centrifuge, Inverted microscope etc
- **Moyinkutty Vaidyar Roof Top Auditorium** supporting 1000 students with built in Audio Systems.
- **Dedicated Space for conducting Distance mode exams of affiliating University** with a capacity of 300 students
- **Separate toilets on each floor for boys and girls**.

Maulana Abdul Kalam Azad PG Block

- 1 Staffroom and PG Classes
- Toilets on each floor for boys and girls.

Dr. A P J Abdul Kalam Library and Research Centre

- A dedicated Library block which accomodates an impressive collection of 14,480 volumes of books.

GEMS Ladies Hostel

- With a Capacity to accommodate 200 students and has a very modern structure with bath attached rooms for students and a good recreation centre, Dining hall and a hygienic Kitchen.Hostel is equipped with 24x7 Wi-Fi Connection.

Support Facilities

- **Kattilasseri Muhammed Musliar Open Auditorium**

- Well-equipped office with document room
- **Unisex Gymnasium** with toilet facilities
- **Open Gymnasium**
- **Yoga centre**
- Campus **CCTV Surveillance**
- **Vast playground**
- **Volleyball court**
- **Basketball Court** with gallery.
- Transformers-Dedicated power supply for campus.
- **Solar Power Panels(20kW)**
- **Pollution Detection device** installed for finding Air Quality Index.
- **Medicinal gardens**
- **Bio Degradation Plots**
- Faith centre attached to campus
- Transport Facility – Buses operating to all major routes.
- Purified Drinking Water facility with RO
- **Water Filtration plant**
- Parking facility for Students and Staffs
- **Divyangjan enabled toilets** and ramps
- **Lightning arrestors**
- Fire extinguisher in all blocks.
- Most modern **Campus restaurant** with hygienic food.
- Link   to infographics: *https://gemsasc.ac.in/gems_college/static/img/Infrastructure%20and%20Physical%20Facilities%20jpeg.jpg*

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

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

Response: 53.97

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

2022-23	2021-22	2020-21	2019-20	2018-19
126.00	22.09	0.42	425.76	52.38

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document

4.2 Library as a Learning Resource

4.2.1

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

Response:

DR.APJ ABDUL KALAM LIBRARY AND RESEARCH CENTRE

The institution has an excellent and **dedicated separate block for Library** with **built area of 17328 Sq.ft**, having **separate spacious Reading Hall, Reference Area, Digital Library with E-resources , Prem Nazir Audio Visual Theatre with 128 capacity, Digitalized In/Out System with RFID, Kiosk for OPAC.**

- The **Digitalised library** functions under the **library advisory committee** and has got ' **Vaikhari'** literary club functioning under it.
- Library houses **14480 volume of books, subscribes 27 periodicals and 10 multilingual newspapers**(open access system).
- Reading Empowerment Committee was formed to conduct more activities for the students.
- Library was partially automated in 2011 using **Meshils Bookmagic ILMS.**
- In **2018**, Software upgraded to **KOHA ILS 18.11.04.000 version.**
- **Now the library is automated under Digivista using Embase pro suit software and it maintains the following features,**
- Entry register
- RFID Integrated IN/OUT KIOSK
- Accession register (book search)
- Issue/Return
- **Online Public Access Catalogue (OPAC)** user can check live availability, status of the book through KIOSK.

Other Features

- **D Space Repository software** – Institution uses D Space digital library software for building and distributing library collections. Institutional resources like study materials, references, previous year question papers, student projects, decisions are made available to the users.**Access to 1,99500+ e-books and 6000+ e-journals.**
- **NVDA Software** – Screen Reader Software (Non-Visual Desktop Access) has been installed in the library for the benefit of Visually impaired
- **Audiobook creation for Visually Impaired Person**- Books created and sent to the telegram group named 'Vijnanadeepam' – A group created for Visually Impaired persons who really loves to read.
- **Digital library with 20 Computers** with high speed Internet.
- **INFLIBNET NLIST** active subscription, providing access to e-journals, e-books 6000 each journals and 1.99500 Lakh e-books on various subjects.
- **NDLI Club** – Institution is an active member of national digital library of India on initiative of **IIT Khargpur.**
- **6 Lakhs + e-books through NDLI.**
- **PER DAY USAGE** OF LIBRARY - Embase pro software is used to record the **library In / Out**. The average per day usage of the library **140– 160 Students and Faculty members.**
- **New arrival book display**
- **CCTV surveillance**.
- **Open access** to all books.

Learning Activities undertaken by Library

- **Reading Week Celebration**-Various Programmes conducted for students to celebrate Reader's Week like 'Arthalapanam' to promote active reading and critical thinking.
- **Vaikom Muhammed Basheer Commemorative Talk** to know about his literary journey.
- **Awareness** programme about **National Digital Library.**
- **Enlightening Two day event** on Innovations through Library and Research Centre.
- During Pandemics, series of online competitions were conducted under Library.
- Various activities organized for parents and staff under Library,**Quotes making competitions for staff , Opportunity given to parents to present book that impressed them**.
- Link to infographics: *https://gemsasc.ac.in/gems_college/static/img/4.%20Library%20and%20Learning%20resourses%20jpeg.jpg*

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

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

Response:

IT infrastructure of the institution is fast updating according to the need of the hour and upgraded frequently based on technology advancement.

IT INFRASTRUCTURE

- **171 Computers** placed well across 4 laboratories and Digital Library for students with Intelcore i5 7400 and i7 ,8GB RAM,256 GB Hard disk,Gigabyte Mother Board(GA-H110MH),ATX cabinet,SSD 256GB SATA 3, GRAPHICS CARD-Asus Geforce GTX 1650 OC 4GB DDR6.
- **Mac Desktop** in Audio Editing Suit.
- **Minimum bandwidth 100 Mbps and Maximum 160Mbps internet enabled campus.**
- **ICT enabled 40 classrooms with latest Smart 4K LED** advanced system.
- **Wi-Fi Enabled** Campus with optic fibre connection that supports 24x7 connectivity with help of 15 WiFi Modems.
- **75 inch 4K Smart LED interactive panel Ultra fine Technology,dual pen,ARM Cortex 1.5 GHz,3GB RAM.**
- **150 Inch Big Screen for Video Conference.**
- **Public Address System** in all Classrooms and Staffrooms
- **CCTV enabled** Campus.
- **UPS Online backup** for Computers.
- **100 KW Diesel Generator backup** for power shortage if any.
- **Biometric Punching device** for Staff attendance.
- **High speed printers** for University Exam conduct and Inkjet printers for Departments.
- **Free Standing Information Display System**(Digital Notice Board)

IT policy and e-governance policy

The Institution follows a reliable IT policy and e-governance policy, which is dynamic and innovative.

Softwares

- ERP (Embase)
- KOHA
- Premier Pro Editing
- Cooperative software
- Geology software-GW chart calibration plots
- IPI2 WIN- Restivity Well logging software.
- SPSSv17
- Neundo 8 Student Version.
- QGIS-Remote sensing geo informatics software.

Digivista- Embase Software

- The Institution uses a full fledged **AI and ML integrated ERP** software – Embase pro suit.
- The institution is **First to use the cloud based ERP software** in the district .The software is used to record,
- Admission
- Attendance and APC
- Internal/external marks
- Club activities
- Tuition fees
- Library management
- Hostel management
- Transport management
- Website management
- Transfer Certificate generation
- Financial management
- Attendance and progress of a student is accessible to parent and faculty members through user-friendly mobile application.

Recent updates of IT facilities

- ICT facility in classroom upgraded from 25 to 40 and installed latest 4K LED advanced smart systems.
- INTERNET bandwidth upgraded to 160Mbps
- Number of CCTV upgraded from 60 to 101 Cameras

Link to infographics: https://gemsasc.ac.in/gems_college/static/img/4.IT%20Infrastructure%20jpeg.jpg

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: 10.29

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

Response: 171

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

4.4 Maintenance of Campus Infrastructure

4.4.1

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

Response: 46.03

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)**

2022-23	2021-22	2020-21	2019-20	2018-19
139.47	102.03	79.76	112.66	100.51

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

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

Response: 80.36

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

2022-23	2021-22	2020-21	2019-20	2018-19
1759	1794	1190	1240	1156

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

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

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

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.3

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

Response: 42.56

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**

2022-23	2021-22	2020-21	2019-20	2018-19
1162	894	443	626	656

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

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

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

Response: A. All of the above

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

5.2 Student Progression

5.2.1

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

Response: 35.33

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

2022-23	2021-22	2020-21	2019-20	2018-19
180	274	219	203	169

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

2022-23	2021-22	2020-21	2019-20	2018-19
580	643	634	590	511

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	**View Document**
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

5.2.2

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

Response: 1.1

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
06	03	06	01	05

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	**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: 4

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*

2022-23	2021-22	2020-21	2019-20	2018-19
03	01	00	00	00

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[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: 9

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

2022-23	2021-22	2020-21	2019-20	2018-19
05	17	04	08	11

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:

ALUMNI ASSOCIATION- **'THIRIKE'** where the Past meets the Present,Connections last a Lifetime.**(Reg No:MPM/CA/29/2024)**

- The registered **Alumni Association** is imparting their contribution through **Career Networking, Scholarship Support, Non-Academic and Financial Matters** during the last five years.
- The Institution has Mega Alumni social media groups for interaction and is fed with recent developments on the Campus.
- **Academic support**
  - **Global Presence** of Alumni supports student progression.
  - **Cash Award and Recognition** to outstanding students.
  - '**Interact with Alumni**' – Alumni as resource persons for interactions with students.
  - Participation in the **Student Experience Survey** (EXIT feedback)
  - **Alumni support our students who wish to pursue their higher studies abroad.**
  - **Career networking** through social media groups is **really a boon for the students who completes their graduation and post graduation.**Alumni keep posting recent jobs openings all over the country and abroad.
  - The participation of alumni in **Extension Activities is commendable, especially during pandemics and other natural calamities.**
  - **Alumni of the institution have contributed many volumes of books to the library.**
  - **The Donation of ICT** facilities was undertaken as a project by the association. They donated a 75 inch Interactive Panel to the Research and Innovation Cell.
- **Non- Academic support**
  - **Free Masks and Sanitizer** donations during pandemics.
  - Sponsoring **Sports kits for the College team.**
  - Constructed **Cricket Practice Nets**.
  - Donation of **Saplings for the Nature Club.**
  - Active involvement in **Flood Relief Activities** along with students.
  - **Volunteers** of the **Covid Care Camp,** which was set inside college.
  - The **Website and LMS** were developed and maintained by our **Alumni**.

- **Alumni Reunion**

  'Reconnecting memories, celebrating journey'-**Our Alumni, Our legacy**. Reunion fosters a sense of community, allowing former classmate to reconnect, share experiences and build networks.

  - **Class Wise** reunion
  - **Batch Wise** reunion
  - **Mega Reunion** (**Thirike**)-On 22 September 2022 a Mega reunion of Alumni was organised by the association. Alumni all over the globe participated in the event to make it

a grand success.
  - **NSS reunion.**

- **Financial Contribution**

  - 2018-2019- **PRATHIBA SCHOLARSHIP-One Student-Rs 20000/-**
  - 2019-2020- **PRATHIBA SCHOLARSHIP-One Student-Rs 20000/-**
  - 2022-2023-**Rs 207000/-(For Interactive Panel)**
- Link to infographics **Scholarship support** *https://gemsasc.ac.in/gems_college/static/img/CR%205%20Scholaeship%20support%20jpeg.jpg*
- Link to infographics: **Sources an Applications** *https://gemsasc.ac.in/gems_college/static/img/CR%205%20Sources%20and%20applications%20of%20funds%20jpeg.jpg*

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

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

Response:

GOVERNANCE AND LEADERSHIP

- GEMS Arts and Science College was **established in 2008 under GEMS Co-operative society,** where people from all fronts came together for a common **reason, to alleviate educational backwardness of Malappuram District especially Mankada constituency.** The institution was registered under Kerala Co-operative Societies Act 1969 Act and a director board was elected to manage the institution. From the time of inception, the Chairman of the institution is **Mr. Manjalamkuzhi Ali, Ex-Minister of the state an Eminent Industrialist, Businessman and a Philanthropist.**
- From 2008 onwards GEMS is providing quality education in a very affordable way, thus giving access to all diverse community groups.

VISION

- To become a Premier Institution recognized for its excellence in academic, intellectual activities and for its valuable contributions to students and society.

MISSION

- To make GEMS better and better in terms of excellence in education and service to society. To impart state -of-the- art knowledge to students and to inculcate in them a high degree of social consciousness and human values and thereby enable to face the challenges of life with courage and conviction.

CORE VALUES

- Academic Excellence
- Integrity
- Diversity and Inclusion
- Respect
- Quality

INSTITUTIONAL PRACTICES

- **The institution implement NEP through OBE enabling students to diversify their education**

by having a multi-disciplinary approach, promoting and implementing bilingual mode of Teaching Learning Practice.

- **Interdisciplinary seminars, workshops and symposiums are aligned with NEP**. The institution emphasizes continuous progression that remains in harmony with the stated goals and purpose of the Institution. This is accompanied through leadership, adaptability to evolving education needs, community engagement and commitment to long term goals.

GOVERNANCE MECHANISM

- **GEMS Co-operative society is the apex body of the College** which works as per the rules of Kerala Co operative Societies Act 1969. **Chairman and Board of Directors appoints the Principal and Academic and Research Director.** The Principal is the executive chief of the institution and is envisaged with the responsibility of managing the curricular and co-curricular activities of students and faculty members with the help of College Council, Statutory Bodies, Administrative Office, PTA, and Alumni Association. Academic and Research Director is responsible for planning and executing research and innovative programmes of both students and faculty members.
- College Council comprises the Principal and Heads of the Departments for implementing policies and other rules and regulations.
- Faculty members are the guardians of the mandatory bodies such as SC/ST, equal opportunity cell, Minority Cell, Anti-Ragging Cell, Grievance Redressal, Discipline Committee, ICC,IEC.

DECENTRALISATION AND PARTICIPATION

- The **Principal assigns responsibilities** to various departments or individual faculty members fostering a more distributed and efficient administrative structure. **This approach enhances collaboration, empowers and ensures effective management across the institution**. **HODs act as a bridge between faculty members and College administration** contributing to the overall academic and administrative success of the institution.
- **IQAC** and its members plays a prominent role in mandatory and evaluating academic and administrative processes.
- Meetings are organized at regular intervals for teaching and non-teaching staff for effective decision making.
- The institution to **ensure its societal role** of moulding a responsive citizen conducts College union election every year at par with **Lyngdoh Commission report**. College Union with its elected members support the institution with their activities.

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

Response:

Institutional perspective plan serves as a roadmap for the College's development, helping it to navigate challenges.

- Effective working of the institution is carried out by both statutory and non-statutory bodies of the College. Statutory bodies ensure compliance with external regulations and non-statutory bodies address internal needs and aspiration.
- Board of Directors, of Co-operative society with Chairman as its head is the supreme body and is established by statute of GEMS Co-operative Society.
- College council headed by the Principal is responsible for executing academic plans of the institution.
- IQAC, IEC, IIC, Grievance Cell, WDC, ELC, Exam Cell, PTA, Career Guidance and Placement Cell and all other Cells are non- statutory bodies of the institution to materialize the Action Plan.

STRATEGIC PLAN

- The Co-operative Society drafts strategic/perspective plans for the institution after collecting suggestions from The Principal and faculty members. **The institution currently follows strategic plan 2023-2028 drafted in accordance with NEP 2020 such as FYUGP, Academic flexibility, Multidisciplinary approaches, ICT enabled Teaching-Learning process, Augmented Reality and Metaverse Technology integration etc.**
- The **Core purpose** of the document encompasses the up gradation of the institution as an **Autonomous College to construction of a new block for FYUGP as per NEP 2020**, concentrating **more on Research and Connecting Campus to Career.**
- **All Strategic plans are SMART (SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT,TIME BOUND)** and were drafted after having a thorough discussion and analyzing the need of the hour then.

The 5 year plan is divided in to three phases,

- **First Phase** - Short term,which required immediate attention,
- **Second Phase** - Needs intermediate attention.
- **Third Phase** - Long term,which should be fulfilled within the period.

POLICIES AND PROCEDURES

- Institution is working in accordance with Vision, Mission, and Core values of the College. The academic and administrative policies are formed in compliance with norms and regulations set by the Affiliating University. The College has a mandatory laid down tailor made policy for Admission, Recruitment, Scholarship, Code of Conduct etc. Mode of appointment is purely based on Merit.

DEPLOYMENT

- **2(f)** recognition completed
- **ISO** certified
- **Separate Library block and Hostel** for girls completed under **NCDC** scheme.
- Innovation and Research Centre started
- **PG in General Biotechnology** started.
- **B.Com Banking and Insurance** started
- **Compound wall constructed** around the campus for ensuring safety.
- **Transportation facility** expanded.
- Number of **University Rank holders increased**.
- Number of **MoU's increased**.
- **Biodegradation and Organic farming started** and continued as a **Best practice.**
- Link to infographics: **Strategic Plans :** https://gemsasc.ac.in/gems_college/static/img/cr%206%20strategic%20plans%20jpeg.jpg

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

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

Response: A. All of the above

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

6.3 Faculty Empowerment Strategies

6.3.1

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

Response:

- The dedication and competence of the staff significantly impact the reputation of the educational institution. Committed and skilled staff enhances the institution's standing in the community and beyond. Their flexibility and openness to innovations are crucial to keep the institution relevant.

STAFF CLUB

- **College has a vibrant functioning Staff Club** to carry out various programmes and welfare schemes for staff. The club address the needs and wants of staff with the support of the Co-operative Society. The main activities include conducting tour programmes, get together, pooling gifts during special events at the home, financial support.

AWARDS AND RECOGNITION

- Best performer awards were instituted by the Management to staff based on their contribution to the institution.

WELFARE MEASURES

- Festival allowance during regional festivals.
- Accommodation and food in hostel at subsidized rates for lady staff.
- Free transportation on request for staff with physical ailments.
- Free uniforms or uniform allowance for Security Staff and Non teaching staff.
- Employee Provident Fund- Contributions towards employees long term financial security

through EPF.

- Employee State Insurance Scheme(ESI) - Ensuring staff members are covered under the scheme for health care benefits.
- Risk allowance to electrician.
- Special Allowance to staff for additional assigned works.
- Employees can avail themselves for salary advances to address immediate financial needs
- Maternity leave.
- Medical leave in case of contagious diseases.
- Concession for staff in tuition fees in the institution for their children.
- Vacation Salary.
- Annual Increment.

Staff Secretary

- Staff Secretary is selected from among staff members for addressing complaints and for organising various recreational programmes for staff.

ACADEMIC MEASURES FOR EMPOWERMENT

- **Friday Seminar for Faculty members:** Interdisciplinary seminars conducted on Fridays **by the faculties for the faculties** on relevant topics.The **seminar evaluated** in presence of an **invited external member** from Universities or Colleges.
- **Departmental Meetings with Principal:** Facilitating regular departmental interaction with the Principal to have guidance and support.
- **Faculty Development Programme(FDP)**: The Institution conducts regular FDPs to **enhance the skills and knowledge of its faculty force**.
- **Financial Assistance:** Faculties are provided with financial assistance to attend various programmes including seminars and workshops**.**
- **Financial assistance** to teachers accompanying students for Field visits.
- **Honouring** teachers **for Academic achievements** like awards of **PhD, Patents** etc
- Our Institution has a distinctive tradition of presenting a 'Best Speaker Award'to the top performer of the Friday seminar in each semester.Additionally certificates of participation are awarded to all faculty members who deliver a seminar.

PERFORMANCE APPRAISAL SYSTEM

- The institution has a well-designed appraisal system.The IQAC systematically gathers student feedback on each faculty at the conclusion of every academic year.Subsequently the IQAC conducts an analysis of this feedback and a comprehensive report is submitted to the Principal.

SELF-APPRAISAL SYSTEM

- Faculty members through this system assess their effectiveness in the classroom, engagement in scholarly activities, involvement in institutional and community services and submit a report to Principal.
- The management based on appraisal report, issue order related to increments, incentives and FDPs needed.
- Non-teaching staffs are appraised by Superintendent and report submitted to the Principal.

File Description	Document
Upload Additional information	[View Document](#)

6.3.2

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

Response: 89.07

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

2022-23	2021-22	2020-21	2019-20	2018-19
87	80	78	79	67

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

6.3.3

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

Response: 78.06

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development**

Programmes (FDP), *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
118	109	78	101	92

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

2022-23	2021-22	2020-21	2019-20	2018-19
43	40	42	40	34

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the certificates of the program attended by teachers.	[View Document](#)
Annual reports highlighting the programmes undertaken by the teachers	[View Document](#)

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 institution has strategies for mobilization and optional utilization of resources and funds and conduct Internal and External financial audits regularly.
- At the beginning of every Academic year Institution prepares a budget. The allocation of fund is decided by the Co-operative Society.
- The Major source of fund includes Tuition fees, Hostel fees, Canteen, Transportation, contributions from PTA, Alumni and Sponsorships.
- Major application of includes Salary of Staff, Development and Maintenance of infrastructure, Scholarships, Allowances, Bonus, Increments, Purchase and other Administrative costs.

AUDIT METHODS

- The institution is run by a **Co-operative society registered fully under Kerala Co-operative Department.** The By Law of the registered Society clearly mentions that audit has to be conducted both Internally and Externally.
- The institution makes sure that all the transactions are transparent and audited.

Internal Audit

- **Internal Audits carried out internally by the Chief Accountant and verified by Superintendent and Principal.** All request for Purchase/ Bills/Vouchers are submitted to Principal for approval. After approval, quotations are collected and the lowest quote is approved by the Principal and Co operative Society.
- Purchase orders are then issued once the invoice is received, the accountant process bills and submits to the Principal for approval of payment.

External Audit

- **External audit is conducted annually at the end of every financial year. The audit is done by Co-operative Department of Government of Kerala and Registered Chartered Accountant.** A detailed audit report will be given to the Institution.
- Link to infographics: Audit :https://gemsasc.ac.in/gems_college/static/img/cr%206%20Audit%20jpeg.jpg

File Description	Document
Upload 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:

- Since establishment on 1st June 2021, IQAC has been constantly catering the overall quality aspects of the institution through internalization of quality culture and institutionalization of best practices.
- IQAC Collects Action plan from head of the departments and coordinators of various cells and committees at the beginning of each academic year so as to plan the curricular and extracurricular activities of the institution. A well configured Teachers Diary with Objectives, Lesson Plan, Semester activities and assignments, assessed by Vice Principal (Academics) and Principal

ensures effective content delivery mechanism.

Monthly Activity Report (MAR):

- Every department submits a detailed Monthly Activity Report to IQAC which serves as a crucial tool for tracking and evaluating progress by providing a comprehensive overview of ongoing initiatives, student engagement, resource allocation, and achievements, aiding in informed decision-making, identifying areas for improvement, and ensuring alignment with institutional goals.

Consistent Evaluative Checks:

- Periodic internal exams and Centralized Model Examinations mimic the format of external exams like standardized tests or final exams. This helps students to become familiar with the structure, timing, and expectations, reducing anxiety and improving performance during the actual assessments. IQAC ensures Learning Outcomes are met by all the programs and OBE is implemented in the internal evaluation mechanism.

ICT integration in teaching learning practices and Professional Development.:

- IQAC ensures 100% Digital Campus (DigiVista) which creates dynamic, interactive, and personalized learning experiences, catering to the diverse needs of modern learners. **Friday Seminar Series**-*by the faculties for the faculties* is conducted to enhance the communication and presentation skills of the faculties which is evaluated by an external panel member and a non-subject expert. A best faculty speaker is selected for every semester. Professional Development through webinars, and educational resources helps teachers stay updated with the latest pedagogical trends and technology integration strategies. Routine Professional Development programs are also conducted for administrative and other staffs by IQAC.

Academic and Research Review Committee:

- ARRC evaluates the academic and research activities of the institution twice a year. An expert panel comprising of Pro Vice-Chancellor, Director of Research and Senior Professors will be evaluating the faculties and recommendations are given to the faculties for continuous improvements in their career as well as the institute.

Academic and Administrative Audit:

- IQAC,AAC and Principal jointly conducts internal and external academic and administrative audit since 2022. This helps to review the effectiveness of teaching learning methodologies of the institute.The report is submitted to the Academic council for further actions

360 Degree Feedback:

- IQAC's implementation of the 360-degree feedback mechanism ensures a panoramic assessment, capturing multifaceted perspectives on our academic programs, research endeavors, teaching methodologies, and administrative efficiency.

Appraisal system:

- A well designed Performance Appraisal System is established in the college for all teaching and non-teaching staffs to analyze the yearly performance details. Appraisal forms along with student feedback are used for continuation of service to the next academic year.

IQAC Conducts 7 day Students Induction Program to introduce newcomers to the institution's culture, resources, and expectations, fostering a sense of belonging and empowerment within the academic community.

Accreditations: Institution has been accredited with ISO 9001:2015 from 2020 onwards.

Collaborations and Linkages.

- IQAC promotes Industry, Research and Academic collaborations with various institutions to foster knowledge exchange, skill development, and research partnerships.
- Link to infographics: IQAC Initiatives: *https://gemsasc.ac.in/gems_college/static/img/IQAC%20initiatives%20jpeg.jpg*

File Description	Document
Upload Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

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

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

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

Response:

The institution integrates diverse perspectives and address stereotypes. It conducts numerous **programs to ensure gender equity and sensitize all genders accordingly**. The programs include workshops, discussions and educational initiatives to challenge stereotypes, encourage respectful dialogue and create an inclusive atmosphere for all genders.

INSTITUTIONAL INITIATIVES FOR THE PROMOTION OF GENDER EQUITY

- Inclusion of **courses related to Human rights, Civil Rights and Gender Studies** in the Curriculum (UG).
- Reservation to any Teaching or Non-teaching **positions based on gender is not implemented**.
- Being a Co-Ed institution, students of all **genders are given equal opportunities** to participate in curricular and co-curricular activities.
- **Participation of all genders are ensured** in College Union Election, Cells, Clubs and other Committees.
- Students of **all genders are encouraged to take part in Sports** and games activities .
- **Self-defence Classes** and camps are provided for girl students.
- **Equal opportunity for Men's team and Women's team** to represent College in the intercollegiate competitions.
- **Active WDC** (Women Development Cell).
- **Regular Mentoring and Couselling** for students of all gender.
- **Equal opportunity to students of all genders for boosting their employability skills** and placements.
- **Drive with GEMS- "Give wings to your dreams"-Understanding the unique needs and perspectives of women in driving context the Institution has started a driving skill development program for women and the first batch successfully completed and awarded with Driving License.**

FACILITIES FOR WOMEN ON CAMPUS

- The institution creates inclusive facilities for women envisaging ' **neither walk behind them nor in front of them but walk along with them'.**
- The facilities arranged for women are
  - **'Lady locus' exclusive rest room** with support facilities.
  - **'Gems Vixens'-Women's Sports** team.

- **CCTV** Surveillance and Security.
- **Transportation facilities** to all major routes.
- **Free Sanitary napkin vending** machines.
- **Incinerator for disposal** of napkins.
- **WDC** (Women Development Cell)
- **Ladies hostel**- A haven away from home with all amenities.
- **Open and Indoor Gymnasium**.
- **Ample recreational facilities** for woman students.

File Description	Document
Upload Additional information	[View Document](#)

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
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

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: A. All of the above

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

7.1.4

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

Response:

India's inclusive agenda involves efforts to ensure equal opportunities and representation for all its citizens, regardless of factors like gender, caste, religion or socio-economic parameters. The institution follows a **holistic equity agenda of our country**.

INITIATIVES PROVIDING AN INCLUSIVE ENVIRONMENT

- **Institution celebrates festivals like Diwali, Christmas, Onam, Bakrid and Holi in harmony.**
- '**Vadakkini'-Food fest** , depicting the diverse tastes of food varieties both State level and National level.
- **'Makani'**- World Tea Day Celebration.
- **'Feed with Love'**- raising fund for homeless.
- **Cultural Fashion Show** - 'Unity in Diversity' on National Tourism Day.
- Film screening **'Green book'** on World Human Rights Day.
- **'Kouthuka Park'** visit on behalf of World Development Information day.
- **Green Campus Clean Campus**- Sapling plantation and Cleaning on **Gandhi Jayanthi Day**.
- Online **Speech competition as part of International Women's Day** celebration.

- **30 Rupees Challenge** for needy on World Food Day.
- World **Consumer Rights Day**-Awareness seminar on consumer rights.
- **Electoral Literacy Club**-Campaign to promote youngsters to add their names in the voters list.
- Public Awareness and Interactive session on **'Water regulation and Conservation' i**n connection with World Water Day.
- **Petrichor**- Handwritten anthology of poems on Nature.
- **Bilingual teaching** methods to **enhance proficiency in Mother Tongue and English**.
- **Promoting other Languages -**An initiative to master languages for fostering cultural diversity and multi lingual excellence among students.

SOCIAL RESPONSIBILITY

- Rising up to the occasion, Staff and Student volunteers supported Covid-19 relief works in connection with **'Vande Bharat Mission'** held in our Campus.
- **Flood Relief activities** during the time of disastrous flood.
- **Swachh Bharat Activities**- Beach Cleaning and beautification undertaken.
- **Readers Week** Celebrated every year to promote multilingual capacity of students.

File Description	Document
Upload 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:

BEST PRACTICE I

"Prithvi Sudhar" - No to Pollution, Yes to Solution

Objectives

The primary objective of the practice is to **tackle the escalating issue of Plastic pollution by raising awareness and implementing effective solutions within the institution's ecosystem** and the surrounding community. **With global plastic production reaching alarming levels of 400 million tons annually**, the institution recognized its integral role in combating this pervasive problem, particularly in its **semi-rural setting**.

Contextual Features

Against the backdrop of World Environment Day 2018's theme, "Beat Plastic Pollution," the institution

embarked on a mission to address plastic pollution starting from its campus and extending to neighboring villages and towns. As an examination center for distance education students, managing litter, including plastic waste, became a pressing concern. Thus, the institution initiated the "No to Pollution and Yes to Solution" campaign, **harnessing technology such as bioremediation to convert plastic waste into manure.**

The Practice

- **GEMS stands as the pioneering institution in the country to employ bioremediation techniques to mitigate plastic pollution, earning a patent for its innovative approach**. NSS volunteers actively participate in collecting and treating low-density polyethylene (LDPE) wraps on campus, converting them into nutrient-rich manure through co-composting with agro-waste and bacterial solutions. This sustainable practice not only reduces plastic waste but also promotes bio-farming.
- The NSS volunteers over the years are continuing the practice-one batch after another. NSS volunteers collect the LDPE (Low Density Poly Ethylene) wraps during their campus cleaning drive once in every month and bring the waste to the treatment site inside our campus.
- Then the plastic wraps and covers are put on soil heaps where they are mixed with bacterial solution prepared in our labs with added coir pith and cow dung.The heap is kept for 180 days and aeration is done by simply mixing the heap every week.**After 180 days, the waste is seen converted to rich manure which can be utilized for bio farming purpose.**

Evidence of Success

- The success of the practice is evident through the **reduction of waste within the campus and the flourishing growth of vegetables nurtured with the converted manure.** Furthermore, **students are educated about the harmful effects of plastic pollution** and the potential for converting plastic waste into beneficial resources. The practice has garnered interest from local government bodies, indicating its scalability and impact beyond the campus.

Challenges Faced

- While laboratory support mitigated challenges, the practice encountered setbacks during the pandemic-induced lockdown, disrupting operations temporarily. Additionally, climatic variations, such as heavy rains and temperature fluctuations, affected the biodegradation process, highlighting the need for adaptive strategies.

Future Directions

- Despite challenges, the institution is planning to expanding the practice to nearby schools and institutions, contributing to soil rejuvenation and environmental sustainability. Through continued innovation and community engagement, **"Prithvi Sudhar" aims to be a beacon of hope in the fight against plastic pollution, embodying the institution's dedication to environmental stewardship and societal well-being**.

BEST PRACTICE II

GEMS DigiVista: For Digitally Empowered Campus.

Objectives

GEMS DigiVista is a digital governance framework aimed at providing transparent accessibility to resources, primarily benefiting students and serving society. Its objectives include:

- Simplifying institutional governance.
- Creating an integrated digital ecosystem for stakeholders.
- Ensuring timely and effective administration of services and information.
- Enhancing participatory learning experiences.
- Supporting the Digital India Vision for a digitally inclusive society.

Context

Aligned with the **Digital India Vision launched by Hon. Prime Minister Narendra Modi,** GEMS DigiVista contributes to **creating a digitally empowered society and knowledge economy.** By embracing digitalization, the institution aims to streamline operations, **eliminate data redundancy, and promote digital literacy in the community.**

Practice

GEMS DigiVista comprises several components:

- **GCIMS (GEMS College Information Management System)-**A cloud-based education ERP software facilitating efficient management of College resources.
- **GEMS DigiLit**-Programs promoting digital literacy for various community members.
- **GCSC (GEMS Common Service Centre)-**A Nodal Centre providing assistance neighbouring community and for all needy public who are living in the neighbouring villages which are not having internet connectivity.
- **GDW (GEMS Digital Wing)-**Coordinates digital activities related to curriculum transaction and evaluation.
- **GEMS E-Content Development Centre -** Addresses all digital content needs and coordinates programs and documentation.
- **GEMS Digital Library-**Provides audiobooks for differently-abled individuals and ensures campus-wide digital access with Wi-Fi-enabled facilities and ICT - enabled classrooms.

Evidence of Success

- Streamlined admission process, transparent attendance tracking, and constant progress assessment for students.
- Improved convenience for fee payment, hassle-free book transactions, and enhanced safety measures.
- Positive impact on the community through initiatives like **GEMS DigiLit and GCSC's online doubt clearance centre** has proved as a real helping hand for the public around and even outside to clear doubts regarding academics and non academic matters.

Challenges and Resources

- Addressing security threats to safeguard online campus activities.

- Adopting a new system and environment naturally create some problems like the fear complex among the stakeholders which was overcome by awareness programmes.
- Resolving internet connectivity issues to ensure seamless digital processes.

Conclusion

- **GEMS DigiVista stands as a beacon of digital empowerment**, revolutionizing Campus operations and extending its benefits to the broader community. Despite challenges, its success underscores the **Institution's commitment to embracing digitalization for a brighter future.**

File Description	Document
Best practices as hosted on the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

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:

- GEMS being a **Co-operative institution**, always give importance to **participative learning** method. Our approach transcends traditional teacher-centered methods, placing emphasis on active engagements, collaboration and critical thinking .Our system of education shift the focus from **passive absorption** of information to **active involvement**.
- **In a Co-operative society, members actively participate in decision making process, collectively owning** and managing the organization. This democratic approach resonates with the essence of **participative learning, where learners actively engage in discussions, group activities and hands on experiences.**
- Since the **Co-operative societies and Participative learning methods are both instrumental in fostering collaboration, shared decision making and community driven initiatives, care has been given to emphasize the importance of participative learning in our institution**. Like in a co-operative society, individuals unite to achieve common economic, social or cultural goals, this collaborative spirit mirrors the principle of participative learning where active engagement and shared knowledge lead to a richer educational experience.
- **The principles of transparency and openness are integral to both co-operative societies and participative learning environments.** In co-operatives, members have access to information about the organization's operations, ensuring a sense of accountability and trust. Similarly participative learning environment promotes transparency in knowledge sharing and decision-making processes, creating a culture of openness.
- **Every student thus in a co-operative society is the owner of the institution and the synergy**

between the society and the stakeholder leads the institution to sustainable progress what we are experiencing now.The institution through participative development emphasizes the **inclusion of Marginalized voices**, fostering social equity, which is the most **distinctive nature** of the Institution.

- We are shaping students who are not only academically proficient but also socially conscious and equipped for the challenges of the future.The fusion of Co operative Society and participative development stands as the gem of progress, illuminating the path for institution to cultivate well rounded individuals poised for lifelong success and societal contributions.

SPECIAL FOCUS

- The villages surrounding our campus **was not aware about the significance of women's access to education**. Some social norms were much conservative and rigid. We at our outset itself decided **our plan to bring sea change in the society by providing immense space to empower women community**. We have been so keen on accommodating more girls in our campus to make the social engineering much meticulous. Throughout the years **GEMS become the first destination of the rustic girls folk**.

COUNSELLING TEAM

- This digital era is an age of mental setbacks and emotional imperfections. Students often confront debilitating atmosphere which drags them down both mentality and physically. **To overcome all these negatives we envisaged a counselling team to impart optimism and emotional guidance**. We witnessed our students turning passionate learners and mindful readers.

SEPARATE LIBRARY BLOCK

Institution has a separate library block and which has been equipped with civilization's masterpieces. It became the intellectual and emotional haven of many. Facilities of library includes:

- Audio visual theatre
- Digital library
- Reading room
- Stack room

LADIES HOSTEL

- Which has been an all-time active space for students.Girls are blessed to enjoy our misty hills and tranquilising atmosphere which makes their learning much more holistic.

LABORATORIES

- GEMS always look for strategies and solutions to facilitate our systems. Our lab is truly a solution center for many questions and queries. Central instrumentation laboratory is a central hub for all science subjects.

RANKS

- University ranks are the sequential achievements of GEMS for years. Our students have bagged 24 ranks over the past 5 years.

ARRC-ACADEMIC AND RESEARCH REVIEW COMMITTEE

- **To enhance the overall academic and research standards** of the organization a unique committee is set to advice and review all academic and research related activities happening inside the campus. The panel of the committee includes three external members of **multi-disciplinary calibre** from different State Universities. ARRC is convened twice a year.

LECTURE SERIES

- A unique **seminar session by the faculties for the faculties** for personal and academic improvements.

· **STUDENT SEMINAR SERIES (SSS)**

- Unique multidisciplinary seminar series by **Students for Students**.

CHAIRMAN LECTURE SERIES (CLS)

- National level flagship seminar series by Eminent Scientists and Personalities on **multidisciplinary topics**.

FLYING COLOURS IN CO-CURRICULAR ACTIVITIES AND SPORTS

- The institution bagged lot many accolades in intercollegiate, Interzone and University level Arts and Sports competition. Students of all gender are encouraged to participate.

RESEARCH ACTIVITIES

- Institution is blessed with the presence of a retired CSIR Scientist-Director Grade for mentoring activities related to research.
- Students and staff are encouraged to publish research paper in journals.
- Staffs and students are motivated to present papers and actively involve in research.
- Institute has **One Patent on Environment Sustainability** and 2 Patents published.
- **Research archives** in the library block houses binded newspaper for reference which is truly a boon for inter disciplinary researchers.
- As a Co operative Center of learning it is our prime ethics to create Researchers and Social Scientists to enhance the Indigenous Core of the Society and to create knowledge communities for the all rounded growth of the nation and is inline with our Honourable Prime Minister's Vision.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)
Any other relevant information	[View Document](#)

5. CONCLUSION

Additional Information :

Gems College has a remarkable track record of achievements, including **24 University ranks over the past five years, consistent accolades in University CZone and University Inter Zone Arts Festivals, attainment of the Prestigious Chief Minister's Scholarship, notable accomplishments in Sports and Games, and a commendable progression of Students**. These accomplishments are a testament to the Institution's Visionary Management team, dedicated Staff and high achieving youth.

Concluding Remarks :

Concluding Remarks

The philosophy of education in this institution mirrors that of the ancient **Greek philosopher Socrates**, who rightly said, **"Education is the kindling of a flame, not the filling of a vessel."** This profound statement encapsulates the essence of learning within the Institution. Rather than viewing education as a mere transfer of knowledge from teacher to student, **Gems College recognizes it as a dynamic process of igniting curiosity, nurturing critical thinking, and facilitating self-discovery**. Here, education is not about passively absorbing information but about actively engaging with ideas, questioning assumptions, and exploring new perspectives. **The College cultivates an environment where students are encouraged to think independently, pursue their passions, and develop the skills necessary to navigate an ever-changing world**. By embracing **Socrates' analogy** of education as the kindling of a flame, **Gems College empowers its students to become lifelong learners, capable of igniting their own intellectual curiosity and pursuing knowledge with passion and purpose.**

Thus the Institution aligns closely with the **Global Education Development Agenda, as outlined in Goal 4 (SDG4) of the 2030 Agenda** for Sustainable Development. This commitment mirrors India's adoption in 2015, aiming to achieve inclusive, equitable, and quality education, while fostering lifelong learning opportunities for all by 2030.

We in GEMS believe that education is enculturisation, and we practice it by Word and Deed to contribute a generation of youngsters who are to be the worthy sons and daughters of this great country.