NOTE ON GSFC UNIVERSITY

GSFC Education Society has promoted GSFC University (GSFCU) as a Private University under Gujarat Private Universities (Second Amendment) Act, 2014. University started its academic operations in Baroda since last year with BE in Chemical, Mechanical and Civil Engineering courses and has additionally started B. Sc. Programme this year.   GSFCU is being positioned as "For Teaching" university to create industry-ready manpower for the local industry, education and social sectors.   Copy of The Gujarat Private Universities (Second Amendment) Act, 2014 is attached with this note.

2. GSFCU aims to create industry-ready manpower with over 80% employability. In order to achieve this goal, it will have to consider every student as its client, put into place rigorous on-going quality control standards and actively seek meaningful partnership with user industries. It is in the process of developing unique syllabi having choice based credit system, a minimum of 2 months of industry internship per year by students, emphasis on learning in the field, assignments and projects and involvement of students in R&D work.

3. It is proposed to start few more job oriented courses like Master of Business Administration (MBA) with specialization in HR, Logistics, Import-Export Management; as well as B. Ed., B.E. in IT, Master of Hospital Management, Hospitality and Social Management courses so that GSFCU achieves a critical mass of at least 4000 students as soon as possible.

4. It is proposed that every student will have to undergo 60 days of industry internship every year while the faculty will also have to undertake at least 80 hours of industry attachment in order to understand the needs and processes of the industry. Although basic research will not be encouraged in GSFCU, faculty with the help of students will be encouraged to undertake consultancy and R&D work for the industry on a liberal fee sharing model.

5. GSFCU will have flexible credit system where adequate choices will be available to students. It is also proposed to encourage in-service programmes leading to certification, diploma or degree awards.

6. In order to foster a close interaction with user industry, GSFCU will have at least 30% of the faculty drawn from the industry or relevant professions. Not more than 25% of the faculty will be inducted on permanent tenure basis while remaining faculty will be on medium term contract. The Academic Committee designing curriculum will have at least 50% representation from user industry and syllabus of every course will be compulsorily reviewed every three years in order to evaluate their continued relevance for the industry and to incorporate

their changing needs. Performance of every faculty will also be assessed by students and at least 30% weightage in the overall performance assessment of the faculty will be accorded to assessment by the students.

7. In order to cater to the needs of the full time students and also to provide a channel for continuing education to the employed persons, GSFCU proposes to have two independent verticals each headed by Director for Academics and Director for Executive Development. Executive Development Centre (EDC) will have sub-verticals to handle certification, diploma and degree programmes and will also have centres for coordination with industry, quality control and monitoring. The Quality Control & Monitoring Unit will independently assess the performance of the faculty, students, readiness of the students to take up job with the industry and quality of the consultancy and R&D work being taken up by the faculty.

8. The School for Lifelong Learning in the EDC will impart short term training programmes aimed to support self-employed personnel or to enhance skill set of the local population. It will impart innovative and self-employment oriented courses covering Performing Art, Visual Art, Catering and Hospitality, Network Security, Basics of Finance, Negotiations, Proposal Writing, Contract Management, etc. The school for in-service training will impart degree and diploma courses for the GETs and other in-service candidates and will cover specialised subjects like Mass Communication, Tax Compliances, Project Management, ERP, Industrial Relations, Safety Policy and Fire Specialities, Human Resource, Procurement Analytics, Foreign Trade, Hospitality Management, Education Management, Industrial Plant Security, etc.

9. Provost of GSFCU is expected to be a team leader who can develop the systems and processes of GSFCU, forge a large network with academies and industry, make University financially viable in next five years by introducing new courses, put into place effective cost and quality control measures, increase the enrolment and arrange donation and grants from various institutions. In order to achieve the objective of GSFCU, he/she is expected to apply the best practices from academic and industry sectors in various processes of the University. He/she is also expected to recruit highly capable faculty and ensure their proper and effective training and capacity building.

Remuneration and other benefits

GSFCU will follow CTC concept where the overall remuneration will be negotiable as basic pay. In addition to this, a reasonable amount of performance linked incentive will be decided by the Governing Body of GSFCU before beginning of every financial year.

The faculty will also be provided suitable accommodation in GSFC Township, can avail medical and sports facilities which are being offered to GSFC employees. GSFCU does not encourage engagement of peons.

The Campus

In order to ensure close and continuous involvement with the industry, GES has approached Gujarat State Fertilizers & Chemicals Ltd. (GSFC) to allow the main campus to be set up within its Fertilizernagar Township, GSFC has offered three buildings and Executive Trainees Hostel to the University. Fertilizernagar Township has a Guest House, 8-holes Golf Course, Shopping Complex, Sports Complex, Officers' Club, Health Centre, bus service to Vadodara city, etc. Students and Faculty are permitted to use above facilities. As parts of its commitment to the local community, GSFCU has decided to involve them in setting up male students' hostel and gym facilities.

Key Organisations of GSFCU and their likely roles

Gujarat Private Universities Act mandates constitution of (a) Governing Body, and (b) Board of Management. Although the First Statute of the University is under finalization, the roles of respective bodies is expected to be as follows-

(a) Governing Body is the apex body of University mandated to provide general superintendence, direction and control. It is also expected to-

  i.   approve the annual budget, annual report, staff requirement and their organogram, audit reports and annual financial accounts of the University;
  ii.   lay guidelines for remuneration structure for the staff of the University and their performance standards, discipline and conduct standards for them, gender policy, consultancy policy for employees of the University and other related matters;
  iii. Finalize broad policies for other aspects of working of the University;
  iv.   Finalize the First Statute of the University and submit it to the State Government for its approval;
  v.   Approve the medium term Institutional Development Plan and review its implementation;
  vi.   Appoint external Consultants for specific jobs which cannot normally be handled by staff of the University;
  vii. Create sub-committees of the Governing Body specifically to deal with finance, institutional development plan, human resource, projects, quality control and any other matter requiring focused attention;
  viii. Act as appointing, terminating and disciplinary authority for the senior officers of the University including Provost, Registrar, Chief Finance Officer, Deans of various schools and Directors of various verticals;

ix. Issue direction to Board of Management and Academic Council, which will be binding on these bodies; and

x. Review the decisions and minutes of the meetings of Board of Management and Academic Council and amend or cancel their decisions.

(b) Board of Management will handle the day-to-day affairs of the University and will work under the overall guidance and supervision of the Governing Body, which will delegate specific roles, responsibilities and powers to it. It will specifically be responsible to-

i. Ensure that the expenditure of the University is within the approved budget;

ii. Approve Department/ School-wise calendar, assessment system for internship programme for the year, short-list institutions for the internship programme, review progress of the plan and issue specific directions to the Deans/ In-charge of School, Department or Centre regarding internship programme;

iii. Approve annual academic calendar of the School, Department or Center, review its implementation and issue specific directions to the Deans/ In-charge of School, Department or Centre regarding annual academic calendar;

iv. Manage assets of the University;

v. Act as appointing, terminating and disciplinary authority for the officers and non-management staff of the University other than those handled by Governing Body;

vi. Create sub-committees of the Board of Management specifically to deal with finance, institutional development plan, human resource, Students' welfare and their development and any other matter requiring focused attention;

vii. Approve students-managed Clubs, allocate funds and authorize them to undertake specific activities for the development of personality and leadership skills among students;

viii. Approve calendar of intra- and inter University competitions, allocate funds and review implementation of the calendar;

ix. Form activity specific Committees comprising of the officers of the University to undertake or make suggestions on specific activities or issues covering both academic and non-academic areas and review their performance;

x. Act as appellate body concerning admission, discipline, conduct and curricular performance of the students; and

xi. Undertake any other activity delegated to it by the Governing Body.