

INSTITUTIONAL DEVELOPMENT PLAN

(IDP)



1. Institute Basic Information

Name of Institute:	Gyanmanjari Innovative University (GMIU)
Address:	Survey No. 30, Sidsar Road, Bhavnagar.364060
Duration:	2025-2030
Date of Submission:	28-05-2025



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GMIU

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3. Executive Summary

• Brief Overview of Institution's current status

Gyanmanjari Innovative University (GMIU), situated in Bhavnagar, Gujarat, is a private university established under the Gujarat Private University Act (AMENDED) 2023 dedicated to delivering quality education across various disciplines. Below is an overview of its current status and offerings:

Gyanmanjari Innovative University was established in April 2023, evolving from the Gyanmanjari Institute of Technology. The university is recognized by the University Grants Commission (UGC), All India Council for Technical Education (AICTE), and the Pharmacy Council of India (PCI) and Bar Council of India (BCI).

University is situated in a beautiful landscape of 5.4 acres owned by the Gyanmudra Education Foundation with provision for future expansion surrounded by lush greenery and serene topography merged into a calm and healthy atmosphere at Bhavnagar district, Gujarat.

GMIU is established for the purpose of conducting various programs in engineering, pharmacy, science, management, computer application, arts and commerce courses and related research activities. The campus is known for its discipline, well equipped laboratories, well qualified and experienced faculty members with the best administration and governance.

In a very short time span GMIU has carved a niche among the student community by its excellent academic system, student friendly campus with a perfect blend of innovation and research.

• Motto of University

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(But you cannot see my cosmic form with these physical eyes of yours. Therefore, I grant you divine vision. Behold my majestic opulence!)

Vision

- ❖ To produce world class professionals for converting global challenges into opportunities through "Value Embedded Education"
- ❖ To provide academic programs, services, facilities and technologies within the realm of the curricula of the university, that offers diverse opportunities for learning.
- ❖ To prepare professionals who are either employable or employer.
- ❖ To develop critical thinking, effective communication and learning skills in students and to promote the value of ethical behavior, responsibility and commitment

Mission

- ❖ We at Gyanmanjari Innovative University shall strive continuously to achieve academic excellence and research in the field of Engineering, Technology, Science, Humanities, Commerce, Management, Health care, Design, Marine, Agriculture and Aviation through dedication to duty, innovation in teaching and faith in human values.
- ❖ To enable our students to develop into outstanding professionals with high ethical standards to face the challenges of the next millennium To fulfill the expectations of our society by equipping our students to stride forth as resourceful citizens who are aware of their immense responsibilities to make the world a better place.

• Strategic Goal

At Gyanmanjari Innovative University we believe in "Education is more important than academics". To fulfill this motto, we focus on below areas.

- Gyanmanjari Innovative University is committed to achieving excellence in teaching, learning, research, and scholarship across diverse disciplines.
- Developed an NEP-compliant curriculum centered on experiential learning and employability outcomes.
- Ensure a safe, inclusive, and engaging campus environment and to promote student centric co-curricular and extracurricular activities for their holistic growth.
- Foster a research culture through projects, patents and publications.
- Support and develop startup culture through ideation related events.
- Forge MoUs with international universities for exchange programs and collaborative research
- Embed values-based education and civic responsibility into curricula
- Collaborate with NGOs and government for social impact projects
- Diversify income streams via consulting, training programs, and research funding.
- Ensure cost-efficiency and optimal utilization of infrastructure and human resources.
- ❖ Build a strong alumni network for institutional outreach from local to global level.
- Ensure transparent, decentralized, and accountable governance.

4. Institutional Profile

Year of Establishment	2023				
Type of Institution	State Private University				
Accreditation	NA as new university				
Affiliations	AICTE, PCI and BCI				
	Engineering- Diploma	, UG, PG, Ph	.D.		
	Pharmacy- UG, PG, Pl	n.D.			
	Science- UG, PG, Ph.I).			
Duo ano ma Offened	Management- UG, PG	, Ph.D.			
Programs Offered	Computer Application-	· UG, PG	V		
	Arts- UG, PG, Ph.D.				
	Commerce – UG, PG				
	Design- Diploma, UG				
	Teaching Staff		Non	Non Teaching Staff	
Faculty & Staff Strength	MT C220 11 11 11 11 11 11 11 11 11 11 11 11 11		57		
	Course	Male		Female	
	Engineering	497		151	
	Pharmacy	76		34	
1					
	Science	149)	112	
Student Demographics 2024-25	Science Management	149 79		112 51	
Student Demographics 2024-25					
	Management Computer	79	5	51	
	Management Computer Application	79 18:	5	51 85	

	Law	11	02
Institute Website	www.gmiu.edu.in		
	Dr. H. M. Nimbark (Ph.D. Computer Science)		
Provost	Experience: 22 Years		
Piovost	Contact: 9662207005		
	Email: hmnimbark@gmiu.edu.in		
	Dr. Nikunj Dave (Ph.D. Chemistry)		
Decistron (I/o)	Experience: 12.5 Years	s	
Registrar (I/c)	Contact: 7984614184		
	Email: nndave@gmiu.	edu.in	
	Dr. V. D. Ujeniya		
Controller of Examination	Experience: 38 years		
	Contact: 9426461304		
2	Email: vdujeniya@gm	niu.edu.in	

GMIU

5. SWOC Analysis

Strengths:

- ✓ State-of-the-art classrooms with audio visual equipment, laboratories, seminar halls, and workshops.
- ✓ Project-Based Learning (PBL) embedded in curricula.
- ✓ Hands-on lab work, field studies, and industry visits.
- ✓ Encouragement for interdisciplinary mini-projects, competitions, and innovation challenges.
- ✓ Mock interviews, group discussions, Pre-placement talks, industry orientation sessions, and domain-specific mentoring.
- ✓ Once a year mega job fair
- ✓ Modern library with journals and subscriptions (DELNET), Reading zones, reference sections, and Wi-Fi-enabled study areas.
- ✓ Canteen and mess facilities
- ✓ Digital payments: University accepts 100% digital payments for Fees (tuition, hostel, examination) Event registration and internal services
- ✓ Sports facilities like Box Cricket, Badminton, Volleyball, Football and indoor sports.

Weakness:

- ✓ Linguistic Issue due to rural intake
- ✓ Lake of attractive faculty application for senior level position
- ✓ Expansion of land due to expensiveness of the land in the nearby city area

Opportunities

- ✓ Scope to serve semi-urban and rural students with affordable, high-quality education.
- ✓ Limited competition in terms of comprehensive private universities in the region a chance to become a regional education hub.
- ✓ Rising demand for job-ready graduates with domain-specific skills in: AI & Data Science, Digital Marketing, Fintech, Biotechnology & Pharma R&D

- ✓ GMIU can become a finishing school for industry-readiness, especially for Tier 2/3 students.
- ✓ Gujarat is home to many startup initiatives and incubation centers (e.g., iCreate, SSIP)
- ✓ GMIU can: Sign MoUs for twinning or joint degree programs. Attract international students Enable credit mobility and flexible learning pathways.

Challenges

- ✓ Bhavnagar and surrounding areas have fewer large-scale IT or multinational industries.
- ✓ Absence of in-house R&D centers or corporate labs reduces internship or co-op learning opportunities.
- ✓ Low frequency of guest lecturers or campus visits by industry experts from Tier-1 cities.
- ✓ Talented students often migrate to Ahmedabad, Vadodara, Pune, or Bangalore for better exposure.
- ✓ Challenges in retaining faculty and attracting top recruiters due to perceived remoteness.
- ✓ Many incoming students are first-generation learners with limited exposure to English or modern pedagogy.
- ✓ Soft skills, communication, and digital literacy often need more attention at the entry-level.
- ✓ As a relatively new university, GMIU has a smaller alumni base for networking, mentoring, and job referrals.

6. Core Values

- ✓ "We encourage out-of-the-box thinking, research, and new ideas to solve real-world problems"; Promote design thinking, innovation labs, and entrepreneurial mindsets.
- ✓ "We are committed to delivering high-quality, outcome-based learning across disciplines"; Ensure academic rigor, curriculum relevance, and continuous improvement.
- ✓ "We value diversity and strive to create an inclusive environment for all learners"; Support students from rural, semi-urban, and diverse backgrounds. Encourage equal opportunities, gender sensitivity, and cultural harmony.
- ✓ "We place students at the heart of all our academic and institutional endeavors"; Personalize education through mentorship, feedback, and career support.



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7. Strategic Goals & Objectives

	✓ Implement Outcome-Based Education (OBE) across all programs.
	✓ Train faculty in blended learning pedagogy and digital tools.
	✓ Launch new interdisciplinary or skill-based courses aligned with industry
	needs (e.g., AI, EV, and Forensics).
	✓ Fully operationalize an ERP system for admissions, academics, fees, and
	examination management.
	✓ Expand Wi-Fi coverage, e-library subscriptions, and digital payment
	facilities.
	✓ Organize a Mega Job Fair annually, attracting employers from multiple
	sectors.
	✓ Conduct at least two ideation bootcamps or hackathons annually.
	✓ Get affiliated under Gujarat Student Startup and Innovation Policy (SSIP) or
Short Term	MSME schemes.
(1-2 Years)	✓ Initiate student/faculty exchange or internship programs with partner
	institutions.
	✓ Launch a mentoring system (faculty advisor per 20 students).
	✓ Encourage faculty to submit research proposals to AICTE, DST, GUJCOST,
	etc.
	✓ Launch a revamped university website and active presence on social media
	platforms.
	✓ Publish regular newsletters and activity reports.
	✓ Collaborate with schools and coaching centers for career awareness .
	sessions.
	✓ Start multidisciplinary minor courses and integrate vocational components.
	✓ Develop MOOCs-based blended courses (NPTEL/SWAYAM + internal
	delivery).
Medium	✓ Launch new undergraduate and postgraduate programs in emerging and
Term (3-5	interdisciplinary domains (e.g., Marine Engineering, Renewable Energy, and
Years)	Healthcare Management).

✓ Obtain NAAC accreditation and apply for NIRF ranking. ✓ Secure external research funding from DST, AICTE, ICSSR, DBT, and GUJCOST. ✓ Establish on-campus incubation hub with support from SSIP, GUSEC, or iCreate. ✓ Sign MoUs with 5–10 foreign universities for; Joint research, Semester exchange, Dual degree or articulation programs ✓ Attract international students and faculty under Study in India and GIAN schemes. ✓ Achieve 80% placement across key programs. ✓ Expand campus infrastructure with; New academic blocks, seminar halls, research labs, on-campus auditorium and innovation park. ✓ Position GMIU as a leading private university in Saurashtra ✓ Launch a comprehensive branding and outreach strategy via media, alumni, and events. ✓ Recruit more Ph.D.-qualified faculty with research experience. ✓ Implement performance-based appraisal and incentives. ✓ Establish GMIU as a Top-10 Private University in Gujarat and Top-50 in India (based on NIRF, QS I-GAUGE, or NAAC scores) ✓ Achieve NAAC A or A+ accreditation ✓ Host 200+ international students and faculty annually through government and self-financed schemes. ✓ Generate 200+ patents, 1000+ Scopus-indexed publications, and substantial **Long Term** external research grants. ✓ Incubate 100+ student/faculty startups over the decade. **(5+ Years)** ✓ Expand to a fully residential green campus with eco-friendly buildings, solar power systems, and water recycling. ✓ Ensure 100% graduate employability or higher education/entrepreneurship pathways. ✓ Attract top-tier faculty, researchers, and industry mentors through incentives, reputation, and research opportunities.

- ✓ Generate 30% of annual revenue from non-tuition sources (research, consultancy, endowments, IP licensing, incubation).
- ✓ Position GMIU as a thought leader in education and innovation at national and international forums.



8. Key Focus Areas

	✓	Implement Outcome-Based Education (OBE) and Choice-Based
		Credit System (CBCS) across all programs.
	✓	Integrate multidisciplinary and skill-based curriculum aligned with
		NEP 2020.
Academic	✓	Embed value-added courses (AI, communication, ethics,
Excellence		entrepreneurship) in every program.
Lixemenee	✓	Strengthen academic governance through regular program reviews
		and IQAC-driven quality assurance.
	V	Promote blended learning models using MOOCs (SWAYAM/NPTEL)
		and internal LMS platforms.
	×	Establish Centers of Excellence (CoEs) in local relevant fields.
	×	Promote faculty and student-led research with internal grants and
		publication incentives.
<u> </u>	✓	File patents and copyrights and support participation in innovation
Research and		contests and expos.
innovation	Build partnerships with funding agencies like AICTE, GUJCOST,	
		DST, and DBT for sponsored research.
	✓	Host annual research symposiums and publish an in-house peer-
	reviewed research journal.	
		CIVIIC
	✓	Organize regular Faculty Development Programs (FDPs) on
		pedagogy, technology, and research.
	✓	Encourage faculty exchange programs with national and international
Faculty		institutions.
Development	✓	Implement a Performance-Based Appraisal System linked with
-		teaching, research, and service.
	✓	Provide research incentives and support for PhD enrolment and paper
		publication.
	✓	Facilitate industry internships and sabbaticals for faculty to stay

	industry-relevant.
Infrastructure Development	 ✓ Construct smart classrooms, modern labs, and incubation centers in each faculty. ✓ Expand Wi-Fi-enabled campus, student computing facilities, and elibrary access. ✓ Develop hostels, food courts, and sports complexes to support a holistic campus life. ✓ Set up a central auditorium, seminar halls, and innovation parks for large-scale events. ✓ Maintain a phased master plan for future academic, research, and residential zones.
Industry Collaboration	 ✓ Sign MoUs with at least 25 industries for training, placements, and curriculum development. ✓ Establish an Industry-Institute Interaction Cell for knowledge exchange and project work. ✓ Embed industry-certified modules and training programs within curricula. ✓ Invite industry professionals as adjunct faculty and for guest lectures. ✓ Facilitate live projects, industrial visits, and internships for students in all streams.
Student Support and Employability	 ✓ Create a Central Career Guidance & Placement Cell with alumni and industry mentors. ✓ Offer soft skill training, competitive exam preparation, and language support programs. ✓ Launch a student mentorship program (1 faculty mentor per 20 students). ✓ Provide on-campus part-time work opportunities and entrepreneurship support. ✓ Organize mega job fairs, startup expos, and career bootcamps every

	academic year.
Digital Transformation	 ✓ Fully implement ERP systems for academics, finance, library, and exams. ✓ Launch a university Learning Management System (LMS) to support blended and flipped classrooms. ✓ Develop a digital admission portal, grievance redressal, and student academic dashboards. ✓ Use AI-driven analytics for student performance, progression tracking, and decision-making. ✓ Promote digital literacy training for faculty, students, and administrative staff.
Sustainability & Green Campus Initiative	 ✓ Install solar energy systems, LED lighting, and smart energy meters across the campus. ✓ Implement rainwater harvesting, solid waste management, and zero-plastic policies. ✓ Create green zones and botanical gardens to promote biodiversity. ✓ Conduct environmental awareness campaigns and green audits annually. ✓ Encourage student projects and clubs focused on climate change and sustainability.
Internationalization	 ✓ Establish academic ties with foreign universities for student/faculty exchange and joint programs. ✓ Attract international students via "Study in India" and cultural immersion initiatives. ✓ Facilitate global internships and online collaborations (COIL – Collaborative Online International Learning). ✓ Host international conferences, seminars, and workshops. ✓ Promote faculty participation in international research networks and

	visiting scholar programs.		
	✓ Integrate Indian philosophy, values, ethics, and culture into general		
	education curriculum.		
	✓ Offer certificate/diploma programs in Yoga, Sanskrit, Ayurveda, and		
	Indian Heritage.		
	✓ Organize lectures and cultural events on Vedic sciences, local history,		
Promotion of	and classical arts.		
knowledge of India	✓ Support research in ancient Indian literature, manuscripts, and regional		
	knowledge systems.		
	✓ Collaborate with organizations like IGNCA (Indira Gandhi National		
	Centre for the Arts), ICCR (Indian Council for Cultural Relations), and		
	AICTE IKS Cell for content and grants.		

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9. Action Plan / Implementation Strategy

Sr.		Responsible		D. 1. (Y/DY	Review
No.	Activity	Dept./Person	TimeLine	Budget	KPIs	Intervals
	Establish Innovation	Gyanmanjari			No. of startups	
1	& Incubation	Research &	2 Years	15 Lakhs	incubated, MoUs signed,	Quarterly
Center		Development Cell			workshops held	
2	Implement ERP & LMS system	Registrar & IT Cell	Implemented	5 Lakh	Usage rate by faculty/students, data automation level	Monthly
3	Start Faculty Development Programs	HR Department	Every Semester	1 Lakh per semester	No. of FDPs, faculty participation, impact surveys	Bimonthly
4	Launch Research Seed Grant Program	Gyanmanjari Research & Development Cell	1.5 Years	3 lakh	No. of funded projects, patents, papers published	Semesterly
5	Introduce 5 new industry-aligned courses	Academic Council & Academic Director	1 Year	70,000	Course enrollment, industry feedback, placement link	Semesterly
6	Sign 10+ <mark>Industry</mark> Mo <mark>Us</mark>	Training & Placement Cell	Every semester	50,000	No. of MoUs, internships, guest lectures	Semesterly
7	Annual Me <mark>ga Job</mark> Fai <mark>r</mark>	Training & Placement Cell	Every Year	30,000	No. of companies, students placed, feedback	Yearly
8	Green Campus Initiatives (solar, waste mgmt.)	Registrar	3 Years	20 lakh	Power saved, waste recycled, audit results	Annually
9	Global Outreach Program (Intl. MoUs & Students)	Gyanmanjari International Cell	implemented	30,000 per MoU	No. of MoUs, incoming/outgoing exchanges	Semesterly
10	Student Mentorship Program	Departmental Head	Every semester	5000	Mentor-mentee ratio, feedback, issue resolution rate	Semesterly
11	IKS & Cultural Promotion	Bharatiya Knowledge System and Value Education	6 months	20,000	No. of IKS programs, student involvement, external collaborations	Monthly

10. Monitoring and Evaluation

• Monitoring Mechanism

	A central Monitoring & Evaluation Committee chaired by the Vice
Monitoring Committee	Chancellor, including Directors, Principal, IQAC Coordinator,
	Registrar, and external advisor (if needed).
Departmental Dashboards	Each department maintains a monthly performance dashboard
Departmental Dashboards	highlighting progress against planned targets.
Digital Progress	University-wide Management Information System to collect, store,
Digital Hogicus	and display real-time progress data.
Review Meetings	In Each Meeting, Director, Principal or departmental heads present
Review Wicetings	progress reports to Vice Chancellor.

• Mid Term Review and Feedback loop

Timing	Conducted monthly review for implementation timeline.
Responsibility	Concern department or Committee
Scope	Evaluate alignment with strategic goals, budget utilization, policy effectiveness, and stakeholder satisfaction.
Methods	Focus Group Discussions, Internal Audit, SWOT analysis, and performance metrics review.

• Stakeholder Involvement

Students	Feedback analysis
Faculty	Performance review and task completion reports
Industry Partners	Round Table conferences, Evaluation panel, MoUs
Parents/Alumni	Parents meetings

11. Risk Management

Risk Area	Key Risk	Potential Impact	Mitigation Strategy
Academic	faculty retention	Quality of education declines; NAAC/NBA scoring suffers	Offer competitive salaries, career growth, FDPs, and performance-linked incentives
readenne	Low student enrollment in new/innovative programs	Underutilization of resources and faculty	promote via digital marketing, offer flexible entry-exit options
Operational	Delays in infrastructure development	Disruption of academic plans, loss of credibility	Use phased infrastructure planning; appoint project managers;
Student Engagement	High dropout rates	poor retention	Conduct exit interviews, academic counseling, peer mentoring
Natural/External Risks	Natural disasters, pandemics	Campus closure, academic disruption	Digital readiness, disaster recovery planning
Reputation	Social media negativity or ranking drop	Reduced admissions and partnerships	Active social media management, positive PR, focus on academic quality
Regulatory	Non-compliance with UGC/AICTE/State Govt. norms	Fines, reputational loss, course approval delay	Assign compliance officers, track deadlines, stay updated with policy changes

12. Budget and Financial Plan

• Detailed Financial Requirements (For Next Five Years)

Category	Estimated Budget (INR)	Purpose
		Academic blocks, labs,
Infrastructure Development	50-80 Cr	hostels, sports, green
		campus
		Library upgrades, lab
Academic Resources	2 Cr	equipment, teaching-
		le <mark>a</mark> rning tools
Faculty & Staff Salaries	60 Cr	Competitive salaries,
ractify to Stair Salaries	y & Stall Salaries	
Technology & Digital	1.5 Cr	ERP, LMS, IT
Systems		infrastructure, cybersecurity
Research & Innovation	3 Cr	Seed grants, research
Tesseren & Innovation		centers, patents support
Student Support Services	GG 70 Lakh	Mentoring, scholarships,
z wypost z or y to c	, , , , <u> </u>	health care, mental wellness
Marketing & Admissions	3 Cr	Branding, student outreach,
Transcome of Transcome		career fairs
Placement & Industry		T &P cell, job fairs,
Relations	50 Lakh	industry MoUs, training
Relations		programs
Operational Expenses	1.5 Cr	Utilities, maintenance,
		admin, exams
Emergency Funds	3 Cr	Unforeseen expenses
Zinoigone ji ando	3 61	omoreseen expenses

13. Annexure

Organizational Structure

• Governance & Leadership



Administrative Leadership

	ादव्यम् द	Head- Student Section: Eligibility Section, Scholarships, Portals, Student Database
		Management Database
		Head- Internet & Communication Technology:
	Dy. Registrar (Administration) Provost	ICT Purchase, Deadstock Management, Internet services, ICT Maintenance
		Chief Librarian: Library Management includes
		Books, Journals, E-Corner etc.
Provost		Head- Maintenance Activities : Electrical,
		Furniture, Store and other maintenance related
		task
	Dy. Registrar (Academics)	Establishment, student feedback management,
		Arrange all meetings of BOG and BOM
	Director- Human Resource	Staff recruitment and staff management
	and Development	
	Director- Academic Activities	Arrange Academic Council and Board of Studies
	& Student Affairs	Meetings, Prepare Syllabus and assure smooth
		functioning of core teaching and learning

	activities
	Head- Research Cell: Research related activities,
	grant, paper and patent publications, Funded seminars
	Head- Training & Placement Cell: Smooth
Discussion Tracket and I	functioning of Training and placement related
Director- Training and	activities, Job fairs, placements etc.
Placement Activities	Head- International Cell: International MoU's,
	student exchange and globalization of university.
	Head- Startup and entrepreneurship Cell:
	Provide support to innovative ideas, incubation,
	expert talks, visit, workshops etc.
	NSS Co-Ordinator: Smooth functioning of NSS
	activities,
	Sports Co-Ordinator: Plan sports events,
	encourage students for sports, participate in
	district to state level sports events.
Director- Sports, NSS &	Cultural Activities Co-Ordinator: Plan atleast
Cultural Activities	one event cultural event centrally. Plan small
	cultural events department wise. Participate in
	district to state level competitions.
	Indian Knowledge system Co-Ordinator: Plan
	IKS related event in every semester. Prepare NEP
	aligned IKS syllabus.
Director- Admissions &	Admission related branding, marketing and
Promotional Activities	promotional activities of university.
Controller of Examination	Exam planning, Conduction of examination,
	results declaration and exam related grievances.
Head- ERP and Website	Smooth functioning of webstie and ERP System,
	Data security.

• Academic Structure

Gyanmanjari Institute of Technology	Department of Computer Engineering
	Department of Information Technology
	Department of Mechanical Engineering
	Department of Civil Engineering

Gyanmanjari Institute of Engineering & Technology	Department of Biotechnology
	Department of Food Technology
	Department of Computer Science & Engineering
	Department of Electrical Engineering
	Department of Information Technology
	Department of Computer Engineering
Gyanmanjari Diploma	Department of Mechanical Engineering
Engineering College	Department of Civil Engineering
	Department of Electrical Engineering
	Bachelor of Pharmacy
Gyanmanjari <mark>P</mark> harmacy College	Master of Pharmacy in Pharmaceutics
	Master of Pharmacy in Quality Assurance
	Department of Microbiology
	Department of Chemistry
Gyanmanjari Science College	Department of Mathematics
	Department of Physics
	Department of Forensic Science
Gyanmanjari Institute of Arts	Bachelor of Arts, Master of Arts
Gyanmanjari Institute of Management Studies	Bachelor of Business Administration, Master of Business Administration
Gyanmanjari Institute of Commerce	Bachelor of Commerce, Master of Commerce
Gyanmanjari Institute of Design	Bachelor of Design
Gyanmanjari Institute of Law	Bachelor of Laws

Gyanmanjari Innovative University

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