

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)

Part – A

I. Details of the Institution

1.1 Name of the Institution

S.S.DEMPO COLLEGE OF COMMERCE & ECONOMICS

1.2 Address Line 1

SERRA BUILDING, NEAR ALL INDIA RADIO

Address Line 2

ALTINHO

City/Town

PANAJI

State

GOA

Pin Code

403001

Institution e-mail address

office@dempocollege.edu.in

Contact Nos.

0832-2226806 / 2226803

Name of the Head of the Institution:

Dr. Radhika S. Nayak

Tel. No. with STD Code:

0832 – 2226806 / 2226803

Mobile:

09422439876

Name of the IQAC Co-ordinator:

Dr. HARIP KHANAPURI

Mobile:

9921995115

IQAC e-mail address:

principal@dempocollege.edu.in

1.3 NAAC Track ID(For ex. MHCOGN 18879)

12741

1.4 NAAC Executive Committee No. &Date:

(For Example EC/32/A&A/143 dated 3-5-2004.

This EC no.is available in the right corner-bottom
of your institution's Accreditation Certificate)

EC/56/RAR/06

1.5 Website address:

www.dempocollege.edu.in

Web-link of the AQAR:

<http://dempocollege.edu.in/statutory/#iqac/AQAR2011-12.pdf>

1.6 Accreditation Details

Sl.No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	B	NA	MARCH 2003	MARCH 2008
2	2 nd Cycle	B	2.77	SEPT.2011	SEPT. 2016
3	3 rd Cycle				
4	4 th Cycle				

1.7 Date of Establishment of IQAC : DD/MM/YYYY

JUNE 2003

1.8 AQAR for the year: 2011-12

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC (*for example AQAR 2010-11 submitted to NAAC on 12-10-2011*)

Not Applicable

1.10 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid +Self Financing Totally Self-financing

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI(Phys Edu)

TEI (Edu) Engineering Health Science Management

Others(Specify)

1.12 Name of the Affiliating University (*for the Colleges*)

Goa University

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University	<input type="text"/>	
University with Potential for Excellence	<input type="text"/> UGC-CPE	<input type="text"/>
DST Star Scheme	<input type="text"/>	<input type="text"/>
UGC-Special Assistance Programme DST-FIST	<input type="text"/>	<input type="text"/>
UGC-Innovative PG programmes	<input type="text" value="1"/> (Specify)	<input type="text" value="PGDBA – Event Management"/>
UGC-COP Programmes	<input type="text"/>	

2.IQAC Composition and Activities

2.1No. of Teachers	<input type="text" value="06"/>
2.2No. of Administrative/Technical staff	<input type="text" value="03"/>
2.3No. of students	<input type="text" value="NIL"/>
2.4No. of Management representatives	<input type="text" value="01"/>
2.5No. of Alumni	<input type="text" value="NIL"/>
2. 6No. of any other stakeholder and community representatives	<input type="text" value="02"/>
2.7 No. of Employers/ Industrialists	<input type="text" value="NIL"/>
2.8 No. of other External Experts	<input type="text" value="02"/>
2.9 Total No. of members	<input type="text" value="14"/>
2.10No. of IQAC meetings held :	<input type="text" value="3"/>
2.11 No. of meetings with various stakeholders:	Faculty <input type="text"/> Students <input type="text"/>
	Non-Teaching Staff <input type="text"/> Alumni <input type="text"/> Others <input type="text"/>

2.12 Has IQAC received any funding from UGC during the year? Yes No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

- Annual faculty development programme (FDP) at the beginning of academic year.
- Seminar on teachers as counsellors and motivators by Dr. Harish Shetty
- Facilitate research by faculty members through subscription of Indiastat database
- Installation of Speak-Out (Suggestions) Box for students for general feedback on institutional activities.
- Planning of intra-semester assessment to reduce burden on students

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Outcome
Organizing International Conference	International conference on Mathematics and Bio-informatics was organized in association with Gwalior Academy of Mathematical Sciences (GAMS)
Organizing seminars by the self-financing departments of the college	M.Com. department of the college organized one-day state level seminar on "Commodities Markets Made Simple"
Activation of student grievance cell and suggestion box	Students Suggestion box for grievances installed in the campus

ISSN Number to be obtained for Anushandhan, in-house	ISSN number obtained for the research journal (2320-5903)
Making provision for remedial classes for academically weak students	Remedial classes are being conducted for the students particularly in the subjects of mathematics, accounting and economics
Interaction with CA students through ICAI	FYBCOM students attended orientation programme at ICAI Goa Chapter
Establish formalised API mechanism for the benefit of faculty members	API guidelines made available to the faculty members.

** Attach the Academic Calendar of the year as Annexure.*

2.15 Whether the AQAR was placed in statutory body Yes No
 Management Syndicate Any other body

Provide the details of the action taken

- AQAR was used for planning activities for academic year 2014-15

Part – B

Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	1		1	
UG	2		1	
PG Diploma	1		1	
Advanced Diploma				
Diploma				
Certificate				1
Others				
Total	4		3	
Interdisciplinary	4		3	
Innovative	1			

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options: CBCS- 4

Elective option – 1 (B.com)

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	3
Trimester	1
Annual	NIL

1.3 Feedback from stakeholders*Alumni Parents Employers Students
(On all aspects)

Mode of feedback :Online Manual Co-operating schools (for PEI)

*Please provide an analysis of the feedback in the Annexure: Feedback details are maintained in files available with Principal

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

No

1.5 Any new Department/Centre introduced during the year. If yes, give details.

No

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty	Total	Asst. Professors	Associate Professors	Professors	Others
	20	13	5	-	1 Phy. Ed 1 Librarian

2.2 No. of permanent faculty with Ph.D.

03

2.3 No. of Faculty Positions Recruited (R) and Vacant(V) during the year

Asst. Professors	Associate Professors	Professors	Others	Total
R				R
12				12*

* Temporary positions

2.4 No. of Guest and Visiting faculty and Temporary faculty

14

12

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	30	7	19
Presented papers	7	6	2
Resource Persons			5

2.6 Innovative processes adopted by the institution in Teaching and Learning:

Case studies, field trips, Internships, web-based learning and discussion, on-the-job training for event management students.

2.7 Total No. of actual teaching days during this academic year

B.com-180, BBA-184, PGDBA-180, M.Com.-187

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

OBT, External Evaluation, virtual trading, dissertation, result declaration software, 10% verification of answer books, seminar presentation evaluation of students,

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

2

2.10 Average percentage of attendance of students

B.Com-80%, BBA-78%, PGDBA-80% , M.Com-87%, M.A- 85%

2.11 Course/Programme wise distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
B.Com	243	9.88	30.86	28.40	9.88	78.88
M.Com	33	3.03	48.48	18.18	24.24	93.94
B.B.A	13	-	46.15	23.08	15.38	84.61
PGDBA	8	-	75.0	25.0	-	100.00

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

- IQAC reviews the teaching-learning process regularly during the IQAC meetings
- Necessary suggestions are provided by the IQAC on quality enhancements in teaching-learning process
- Specific issues in teaching-learning are discussed and by the IQAC and necessary suggestions and plan of action is recommended.
- Identification of new programmes and support for the existing and new programmes are regularly discussed and necessary suggestions implemented.
- A regular Action Taken report is submitted to the IQAC for the purpose of monitoring, follow-up and evaluation.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	-
UGC – Faculty Improvement Programme	-
HRD programmes	25
Orientation programmes	2

Faculty exchange programme	-
Staff training conducted by the university	5
Staff training conducted by other institutions	-
Summer / Winter schools, Workshops, etc.	-
Others	-

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	09	-	-	-
Technical Staff				

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- Provision of necessary technological infrastructure for supporting research by faculty members
- Constitution of Faculty Development Research Committee for the purpose of discussion of research by faculty members and providing assistance in their research activities
- Promoting research publications and encouraging faculty members to publish in in-house research journal *Anushandhan*.
- Subscription to N-List database.
- Subscription to Indiastat database.

3.2 Details regarding major projects : NIL

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	1	-	-
Outlay in Rs. Lakhs	-	-	Rs.57,500	-

3.4 Details on research publications

	International	National	Others
Peer Review Journals	7	5	-
Non-Peer Review Journals	-	-	2
e-Journals	-	-	-
Conference proceedings	1	-	-

3.5 Details on Impact factor of publications: Not Available

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects	2 years	UGC	Rs.57,500	
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				

Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No.Chapters in Edited Books

<input type="text"/>	<input type="text"/>
----------------------	----------------------

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP	<input type="text"/>	CAS	<input type="text" value="-"/>	DST-FIST	<input type="text" value="-"/>
DPE	<input type="text" value="-"/>			DBT Scheme/funds	<input type="text" value="-"/>

3.9 For colleges Autonomy CPE DBT Star Scheme

<input type="text" value="-"/>	<input type="text" value="-"/>	<input type="text" value="-"/>
--------------------------------	--------------------------------	--------------------------------

INSPIRE

CE

<input type="text" value="-"/>	Other (specify)	<input type="text" value="-"/>	<input type="text" value="-"/>
--------------------------------	-----------------	--------------------------------	--------------------------------

3.10 Revenue generated through consultancy

Rs.2,18,881

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number	1		1		2
Sponsoring agencies					

3.12 No. of faculty served as experts, chairpersons or resource persons

3

3.13 No. of collaborations International National Any other

<input type="text"/>	<input type="text" value="-"/>	<input type="text"/>
----------------------	--------------------------------	----------------------

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs :

From Funding agency From Management of University/College

<input type="text" value="-"/>	<input type="text" value="-"/>
--------------------------------	--------------------------------

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	NIL
	Granted	NIL
International	Applied	NIL
	Granted	NIL
Commercialised	Applied	NIL
	Granted	NIL

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
1		1				

3.18 No. of faculty from the Institution who are Ph.D. Guides and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones): None

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level
National level International level

3.22 No. of students participated in NCC events:

University level State level
National level International level

3.23 No. of Awards won in NSS: Nil

University level State level
National level International level

3.24 No. of Awards won in NCC: Nil

University level State level
National level International level

3.25 No. of Extension activities organized

University forum	<input type="text" value="-"/>	College forum	<input type="text" value="-"/>	
NCC	<input type="text" value="2"/>	NSS	<input type="text" value="20"/>	Any other <input type="text" value="-"/>

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- Blood donation camp
- Making of paper bags and cloth bags
- Visits to old age homes
- Donation of clothes to Chimbel Village Panchayat
- Socio economic surveys
- Donation of stationery items
- Talks on social issues and social responsibility
- Participation of NSS programme officers in Mega Camp at Sinhgad Technical Education Society's Lonavala Campus in association with Govt. of Maharashtra.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	1.5 acres		Mgmt. DCT Bldg rent	1.5 Acres
Class rooms	23		Mgt DCT	23
Laboratories	3	-	Mgt DCT	3
Seminar Halls	2	-	Mgt DCT	2
No. of important equipments purchased (\geq 1-0 lakh) during the current year.				
Value of the equipment purchased during the year (Rs. in Lakhs)				
Others				

4.2 Computerization of administration and library

- Subscription of e-Journals and e-books through N-LIST database
- Subscription to online statistical database Indiastat
- General office administration is done with the help of computer software applications.

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	5772	626205	269	48043	6041	674248
Reference Books	23389	4119196	1309	542813	24698	4662009
e-Books	-	-	-	-	-	-
Journals*	55	66713	-	-	55	66713
e-Journals*	N-List	5000	-	-	N-List	5000
Digital Database*	1	38219	-	41467*	1	41467
CD & Video	56	21392	3	1580	59	22972
Others (specify)	-	-	-	-	-	-
Newspaper*	16	20601	-	-	16	20601

*Renewal of subscription.

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments B.Com	Others
Existing	40	3	1:4			04		
Added								
Total	40	3	-			04	-	

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

- Broadband internet access available to the teachers in computer labs
- Teachers participated in software based data analysis workshops organized by other institutions.

4.6 Amount spent on maintenance in lakhs :

i) ICT	1.98 Lakhs
ii) Campus Infrastructure and facilities	2.90 Lakhs
iii) Equipments	-
iv) Others	-
Total :	4.88 Lakhs

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- Information is available to the students through prospectus
- Admission committee conducts orientation sessions for students of 1st year B.Com.
- Career guidance activity undertaken by placement cells.
- Suggestion box installed to collect information on student grievances

5.2 Efforts made by the institution for tracking the progression

- The college office maintains records of students applying for migrations and transfer certificate

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
1004	89	-	-

(b) No. of students outside the state

7

(c) No. of international students

39

Men

No	%
485	44.37

Women

No	%
608	55.63

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
948	07	41	40	01	1036	992	12	37	52	01	1093

Demand ratio 1.22:1

Dropout %- Insignificant

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

Regular Programs conducted by inviting coaching institutions for providing information on competitive exams including entrance examinations for management programmes.

No. of students beneficiaries

120

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

- Career guiding sessions were held during the year. Experts from various fields guided the students on various career options.

No. of students benefitted

200

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
3	243	27	06

5.8 Details of gender sensitization programmes

NIL

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level

14

National level

4

International level

-

No. of students participated in cultural events

State/ University level

1

National level

International level

-

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level

7

National level

International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	11	10,500
Financial support from government	12	1,34,442
Financial support from other sources		
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: _____ - _____

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision: Commerce in the service of society.
 Mission: To nurture healthy, reliable and creative citizens whose social awareness will vitalize the community, both locally and globally.

6.2 Does the Institution has a Management Information System

A manual system of reporting of institutional activities is in practice in the institution. Plans for computerized MIS are in consideration.

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

The Institution places its viewpoint and inputs on curriculum for the various courses through its faculty who are members of BOS. Also, workshops on syllabus discussion are organized / attended.

6.3.2 Teaching and Learning

Continued use of ICT, teaching-learning methods, expert speakers are invited, group discussions, presentations, debates, etc. are conducted.

6.3.3 Examination and Evaluation

Orientation was conducted for students regarding SEE and ISA. The institution strictly adheres to the University ordinance for examination and evaluation matters. 10% of the examined papers are verified by a faculty member other than the examiner. The result preparation is accomplished through specially designed software.

6.3.4 Research and Development

The college publishes in-house research journal 'Anushandhan' to encourage the faculty members to undertake academic research.

6.3.5 Library, ICT and physical infrastructure / instrumentation

Library has subscribed to electronic resources such as online journals, online books and online statistical databases like Indiastat to upgrade the resource infrastructure.

6.3.6 Human Resource Management

Please refer to point 6.4 for details of welfare schemes available to teaching and non-teaching faculty and students. Besides this, LTC, tuition fees and medical reimbursement are made available to faculty as per UGC regulations.

6.3.7 Faculty and Staff recruitment

All positions were filled as per the eligibility criteria of the UGC, Goa University and in compliance of the regulations of the Govt. of Goa

6.3.8 Industry Interaction / Collaboration

Need based linkages are established with industrial organizations. This has facilitated internships for students and their placement.

The college also collaborated with Goa Institute of Management for providing services of student enumerators for research project on Agricultural Economy of Goa.

6.3.9 Admission of Students

Admission Process is transparent, merit based and in compliance to the rules and regulations of Govt. of Goa. Admission committee offers counseling to students regarding choice of subjects. Also 10 seats are reserved for CBSE, ICSE students.

6.4 Welfare schemes

Teaching	Instant loans upto Rs. 1 lakhs provided through staff cooperative credit society
Non teaching	Loan upto Rs.1 lakh provided through staff co-operative credit society
Students	Student Aid Fund (student is charged @ Rs. 58/-)

6.5 Total corpus fund generated

NA

6.6 Whether annual financial audit has been done Yes

No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Goa university	No	-
Administrative	Yes	Auditor appt. by Mgmt.	No	-

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

Not applicable

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

Not applicable

6.11 Activities and support from the Alumni Association

The institution has alumni association and has involved alumni in various academic and co-curricular activities. The college alumni are also part of institutions IQAC committee.

6.12 Activities and support from the Parent – Teacher Association

The Institution has PTA. The PTA is very active and holds regular executive committee meetings and AGM for discussion and incorporation of suggestions from parents.

6.13 Development programmes for support staff

NIL

6.14 Initiatives taken by the institution to make the campus eco-friendly

Sale of e-waste to recycling agencies.
NSS unit conducts campus cleaning programmes, anti-plastic drives, projects on making of paper and cloth bags, etc.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

- Installation of suggestion box for student feedback and grievances provided good inputs for improving organizational functions.
- Launching of The Dempo Wizards club provided a good platform for encouraging discussion by students on contemporary developments in the area of commerce, economics, politics and society in general.
- Involvement of PGDBA-Event Management Department in organizing and management of the inter-collegiate cultural festival K-OSS provided live event management experience to the students of the programme besides giving an extremely professional look to the whole event.
- Building linkages with external government and non-government agencies for providing experience of live events to PGDBA – Event management students gave confidence to the students to coordinate and manage prestigious events including International Film Festival of India (IFFI), Business Goa Awards programme organized by Business Goa magazine, and Goa Art and Literary Festival.
- For the first time the college organized international conference in the area of mathematics and bio-informatics despite of being a commerce college. The conference gave opportunity to faculty members to present their research findings with advanced application of mathematics and econometrics.
- Use of web-based virtual stock market trading applications in teaching of subjects like capital markets enabled the students to get better understanding of stock market operations.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Plan	Action Taken
Organizing International Conference	International conference on Mathematics and Bio-informatics was organized in association with Gwalior Academy of Mathematical Sciences (GAMS)
Organizing seminars by the self-financing departments of the college	M.Com. department of the college organized one-day state level seminar on “Commodities Markets Made Simple”

Activation of student grievance cell and suggestion box	Students Suggestion box for grievances installed in the campus
ISSN Number to be obtained for Anushandhan, in-house	ISSN number obtained for the research journal (2320-5903)
Making provision for remedial classes for academically weak students	Remedial classes are being conducted for the students particularly in the subjects of mathematics, accounting and economics
Interaction with CA students through ICAI	FYBCOM students attended orientation programme at ICAI Goa Chapter
Establish formalised API mechanism for the benefit of faculty members	API guidelines made available to the faculty members.
Building linkages for facilitating on-the-job learning.	PGDBA – Events Management students provided live event experience, students of M.Com., BBA provided with internship experience due to linkages with corporate and non-corporate agencies.

7.3 Give two Best Practices of the institution (please see the format in the NAAC Self-study Manuals)

Annexure enclosed

7.4 Contribution to environmental awareness / protection

- Regular NSS activities covered various assignments on garbage management, campus cleaning, etc to sensitise the students on environmental issues.
- Eco-friendly project undertaken by NSS students through preparation of paper bags and cloth bags to replace plastic bags.
- Faculty members contributed research in the area of environmental issues. Papers on the topics such as “Mining in Goa”, “Alternative Tourism Avenues” were presented by the faculty members in conferences.

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

1. Strengths:

- (i) The institution has financially strong management having ownership of industrial enterprises in various sectors including mining and metals, shipbuilding, ore trading and sunrise industries including travel and hospitality, media and sports promotion ventures.
- (ii) The institution is located in the capital city of Panjim and in close proximity to satellite towns around the capital. This ideal location is well suited for developing an effective network with stakeholders.
- (iii) The institution is NAAC reaccruited.
- (iv) The teaching staff of the institution is well qualified with many of them either possessing or pursuing doctoral qualification in respective areas of specialisation. Several members of the teaching staff also have professional qualifications in the areas of management, law and accountancy.
- (v) Well qualified, efficient and computer savvy administrative staff.
- (vi) The institution has strong alumni comprising of entrepreneurs, professionals, academicians, and social activists.

2. Weaknesses:

- (i) Limited physical infrastructure restricting the scope for academic expansion by introducing new courses and augmenting the existing ones.
- (ii) Contractual appointments of teaching faculty due to state policy limits the delegation of authority for institutional initiatives and is a disincentive for full fledged academic participation.
- (iii) Ad-hoc faculty development initiatives.
- (iv) Few and contractual appointments of Class IV staff affects day- to - day routines.

3. Opportunities:

- (i) High per capita income of people in the state is suitable for designing and offering programmes in niche areas where course costs can be relatively higher to maintain programme standards.
- (ii) Developing a formalized faculty and student exchange programmes with institutions of higher learning within and outside India.
- (iii) Deepening industry linkages and building formats of collaborations for the benefit of students, faculty and the industry.

4. Threats:
- (i) The state policy for education changes frequently with regard to appointment and remuneration of teaching and nonteaching staff. This affects the consistency of institutional policy and sustainability of initiatives.
 - (ii) A high teacher-student ratio exists as of today that is unsuitable for effective teaching-learning process.

8.Plans of institution for next year

- Start short term courses in niche areas on self-financed basis
- Work for industry-institution linkages.
- Start Post Graduate Diploma Courses in areas like Travel and Heritage Tourism
- Facilitate learning with help of ICT
- Encourage teaching faculty to undertake research (Ph.D., Major and Minor research projects)
- Emphasize on experiential learning through more practical exposure to students
- Encourage students to participate in competitions at national level.
- Improve student placements.
- Enhance library resources for teaching and research.
- Computerization and introduction of MIS and library management software.
- Enhance ICT capabilities of the institution by providing Wi-Fi and high speed internet facility to teachers and students.
- Encourage faculty members to contribute significantly to research and academic deliberations.

Name:Dr. Harip Khanapuri

Name:Dr. Radhika S. Nayak

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

Annexure I

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission

Annexure II

Best Practices of the Institution

1. Title of the practice: Learning and Skill Development Through College Clubs

2. Goal

- To nurture hidden talent of students in varied areas by undertaking activities which are normally not part of routine academics.
- To promote self-motivation among students in acquiring new skills for better career opportunities.
- To provide platform for learning by doing.

3. The Context

Students are repository of talents which need to be nurtured by providing appropriate platforms. The hobbies and interests of students are of varied nature and suitable direction given to them can help convert these hobbies and interests and talent into productive skills useful for improving their employability and provide them with alternative career opportunities. The college established various clubs in order to help students sharpen their unique skills and exploit their hidden talents for their own good. All the clubs have a teachers and students as members. Teachers can join clubs based on their interest and can be member of more than one club. All the activities of the club are primarily coordinated and executed by the students.

4. The Practice

The college has number of clubs and students are encouraged to participate in more than one club. Specifically, the following clubs have been established by the college to cater to the diverse interests of the students:

Nature, Art and Photography Club:

The club is an initiative towards sensitizing the student community on environment matters and also a platform for appreciation of art. Further, the club undertakes activities for development of photography skills amongst member students. The activities of the club includes nature hike, photography workshops, art workshops (bangle making, mehndi art, flower making, etc.)

Theatre Club

The club was established to enhance the acting skills and to build self-confidence and to develop the overall personality of students. Since its inception the college has organized series of theatre workshops by inviting well known experts and artists including Varsha Usgaonkar, Ramesh Bhatkar, Ajinkya Dev and sachin Kedekar.

IT Club

This club was setup to improve computer application skills. Students are trained on computer hardware and software. The regular activities of the club includes workshops on computer applications, awareness programmes on new computer applications, field trips to industrial units to show IT applications, Computer Fun Olympiad, Wealth out of e-Waste competitions.

The Reading Club

The club aims at developing reading habit among students. Regular activities of the club includes visit to other libraries, book review, lectures on study techniques, book exhibition, essay and poetry writing competition.

The Movie Club

The club aims at developing film appreciation skills and learning through films. The club has screened classics including History of World War I, My Fair Lady, Harishchandrachi Factory, Pushpak and the like.

The Dempo Wizards

This club provides a forum to students too discuss and debate socio-economic and political issues, as well as plan, organize and execute different events. The regular activities of the club includes debate and elocution competition, Quiz, educational tour and participation of club members in inter-collegiate competitions on the socio-economic issues.

5. Evidence of Success

- Several co-curricular and distinct activities have been conducted by these various clubs over a period of time and students have won several prizes in the college as well as in inter-collegiate competitions.
- Every year a large number of students participate in various club activities. At times some of the clubs have had membership of more than 100 students.

6. Problems Encountered and Resources Required

- Clubs activities require lot of planning and resources in terms of time and money for which necessary provision must be made.
- Maintaining continued interest of students in the activities of some of the clubs is challenging.

7. Notes (Optional)

8. Contact Details

Dr. Radhika S. Nayak
Principal,
DCTs S. S. Dempo College of Commerce and Economics
Serra Building, Near All India Radio
Altinho – Panaji,
Goa. 403001.
Email: principal@dempocollege.edu.in
Tel: 0832-2421734
Fax: 0832 – 2421734

Annexure II Best Practices of the Institution

1. Title of the practice: **Blood Donation Camps**
2. Goal
 - To promote sense of social responsibility among students.
 - To make students aware of benefits of blood donation and their individual contribution to society.
 - To provide institutional support to blood banks in the state to meet the requirement of blood for patients with various relevant ailments.
3. The Context

The college is located in the city of Panaji and in very close proximity to the Goa Medical College (GMC), one of the most widely accessed government health centres in Goa. The patients from within Goa as well as neighbouring states of Maharashtra and Karnataka regularly visit GMC for treatment of various ailments. Goa has requirement of 30000 units of blood annually because of which the blood banks in the state need support of colleges for collecting blood. Besides, various private agencies also organize blood donation camps to support GMC blood bank and they also seek support of colleges. The college considers this as a huge social responsibility and regularly organizes blood donation camps to provide support to GMC blood bank directly and through other organizations.
4. The Practice

Blood donation camps are held every year by the NSS unit of the college. Primarily, this camp is organized in association with Blood Bank of Goa Medical College. One advantage of organizing the blood donation camp with GMC is that it is the only blood bank in the state that has facility of blood component separation. Because of this facility the quantity of blood bags collected increase in number significantly as blood from same individual gets separated into three major components of platelet concentrate, packed cells, and fresh frozen plasma, thus providing need based and varied type of blood supply to more number of patients. The NSS unit publicises the blood donation camp on campus and students and faculty members participate in the social cause of donating blood. The blood donation process takes place under the supervision of GMC blood bank representatives who provide necessary equipments and medical care. Besides, the college students participate in blood donation camps organized by other organizations. They also donate blood on need basis on call from GMC and any other hospitals. The college NSS unit maintains the data of blood type of various students for this purpose. Since 2011, the college has contributed significant number of units of blood in collaboration with GMC blood bank.
5. Evidence of Success
 - Voluntary blood donation has become part of regular activity of NSS unit of the college.
 - An average of 60 students donates blood in every blood donation camp on campus.
 - The college has received appreciation from GMC blood bank for contributing to this social cause.
6. Problems Encountered and Resources Required
 - Barrier to blood donation includes myths about blood donation causing weakness and perceived safety issues.
7. Notes (Optional)

8. Contact Details

Dr. Radhika S. Nayak
DCTs S. S. Dempo College of Commerce and Economics
Serra Building, Near All India Radio
Altinho – Panaji,
Goa. 403001.
Email: principal@dempocollege.edu.in
Tel: 0832-2421734
Fax: 0832 - 2421734