Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS**
Name of the head of the Institution	**Dr. Radhika Shrikant Nayak**
Designation	**Principal**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**08322976646**
Mobile no.	**9422439876**
Registered Email	**principal@dempocollege.edu.in**
Alternate Email	**rsnayak3@gmail.com**
Address	**Deendayal Integrated School Complex Cujira,**
City/Town	**Bambolim**
State/UT	**Goa**
Pincode	**403202**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Rural**
Financial Status	**state**
Name of the IQAC co-ordinator/Director	**Dr Aruna Mesquita e Noronha**
Phone no/Alternate Phone no.	**08322976649**
Mobile no.	**9922313267**
Registered Email	**aruna.noronha@dempocollege.edu.in**
Alternate Email	**angelmesquita@yahoo.com**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://dempocollege.edu.in/wp-content/uploads/pdf/AQAR17-18.pdf

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/CALENDER%202018-19.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity Period From	Validity Period To
1	**B**	**0**	**2003**	**21-Mar-2003**	**20-Mar-2008**
2	**B**	**2.77**	**2011**	**16-Sep-2011**	**15-Sep-2016**
3	**A**	**3.30**	**2017**	**02-May-2017**	**01-May-2022**

6. Date of Establishment of IQAC

6. Date of Establishment of IQAC	**01-Jul-2003**

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
FDP on 'Theories in Learning & Curricula Design' - a workshop on OBE using Bloom's Taxonomy	23-Jun-2018 01	25
4-Year Integrated Master of Commerce (I.M.Com.) Programme	28-Jun-2018 180	39
Industry-Academic Linkage (collaboration with Goa Chamber of Commerce & Industry-GCCI)	16-Nov-2018 365	2
Dempo Centre for Skill Development	05-Jan-2019 98	155
FDP on Outcome-based Higher Education	12-Apr-2019 02	47
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	NIL	NIL	2019 0	0
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9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	[View File](#)
10. Number of IQAC meetings held during the year :	**5**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	[View File](#)
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

12. Significant contributions made by IQAC during the current year(maximum five bullets)

1) Consultancy project - To develop expertise in the area of consultancy for industry, the IQAC proposed a few areas for consultancy. One such suggestion was to work towards formulation of a State Policy for Retail Trade. The institution collaborated with the Goa Chamber of Commerce Industry (GCCI) to work on the formulation a State Retail Policy, for the purpose of providing a regulatory framework for organised retail and streamline retail business for the benefit of the stakeholders and further development of trade and commerce in the State of Goa. 2) Setting up of Dempo Centre for Skill Development (DCSD) - DCSD was set up with the sole purpose of providing a basket of opportunities for skill enhancement of students through certificate courses so as to meet industry requirements of employee skills. The centre was inaugurated on 5th January 2019, to be functional in the ensuing academic year by providing sufficient time for promotion of the skillbased courses. 3) Internship for BCom. students Since students of the BCom. programme do not have internship opportunity as part of the curriculum, a short internship opportunity was incorporated as part of the ISA component for Semester III students of Retail Management and Semester IV students of Event Management. Accordingly, students were sent for a 4week internship with retail stores after class hours while students of event management worked as volunteers at the State level Serendipity festival as well as other events. 4) Drafting of college Mentoring Policy To formalise the mentoring practices of the institution, the college drafted a mentoring policy that was finalised for adoption in the ensuing academic year. 5) Under Graduate certificate course in Event Management Due to the demand for an undergraduate course in Event Management, the college applied for a 6month certificate course in Event Management in collaboration with Human Resource Development Foundation (HRDF) formed under the Directorate of Skill Development and Entrepreneurship of the Government of India. This course is meant to supplement the Postgraduate Diploma course in Event Management, already offered by the institution

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13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
Community engagement	1. The Department of BBA carried out community engagement and outreach programmes with external associations like GCCI, EDC, CIBA for the local community on ''How to start your business". 2. The Department of MTTM carried out an e- survey on sanitation, cooking & waste management through the adoption of the village of Curca (July'18). A demonstration on smokeless chula by GEDA was held for the villagers of Curca, in collaboration with the Village Panchayat, Curca (August'18)
Event partnering	1. The Dept of Event Management collaborated with 'The Navhind Times'

	for organising "SPELL BEE 2018" an All Goa Inter School Spell Bee Competition. 2. The department of Event Management also partnered with Serendipity Art Festival 2018 organised by Serendipity Art Foundation, Delhi to manage the Volunteer Management Programme of the festival from November to December, 2018.
Career guidance and placement	The Career guidance and Placement cell organised a series of talks providing guidance to students on careers in various sectors throughout the year, apart from conducting mock interviews and skill enhancement training through various modules created for the purpose. On-campus placement drive was carried out for the final year students by five organisations through the cell. The particpating companies were ICICI Prudential Life Insurance Company Limited, Investment Bulls, Open destination, Caculo Group, Webware.
Encouragement to budding sportspersons	Intramurals were organised by the Department of Physical Education in table tennis, badminton, chess, mini marathon, football, cricket, world cup quiz, to encourage bussing psortspersons, endorse the spirit of sportsmanship and encourage physical activity among students
Seminars/ Workshops/ Conferences	1. Faculty training was organised jointly by the IQAC and FDRC for use of the STATCRAFT package for statistical analysis, that was purchased for research purpose (August18). 2. Faculty training workshops of a threeday duration were organised by the FDRC for the teaching faculty on Statistical techniques for research in social science (OctoberNovember18). 3. State level seminar for students organized by the department of commerce (BCom) and department of BBA on "Entrepreneurship: Turning Ideas into Business Tickets", on 28th January 2019. Semester IV students of Event Management were recruited as volunteers for the event. 4. One Day National Level Seminar by the department of Economics on the topic "NonConventional Sources of Finance for SMEs in India" was held on 30th January 2019. 5. Department of Law and department of IT Organized One day State level Seminar on "Intellectual Property Rights Case Studies on Cyber Crimes" on 6th October 2018. 6.

	Department of MTTM organised a seminar on contemporary opportunities in the tourism industry (Feb'19) and a seminar on Internal Assessment of Dissertation (Feb'19)
Industry-academia linkage / Educational tours	1. Interactive sessions with industry professionals were organised for the students of BCom, BBA and MCom in 'Entrepreneurship' apart from other areas, to re-inforce concepts. 2. State level industrial visits/ field trips/ walking tours were organised for students of BCom, BBA, MCom and MTTM. 3. The department of economics organized an educational tour to Mumbai from 9th to 13th January 2019, a 4-day national level industrial tour was organised for BBA students at Mumbai. 4. An international study tour to Thailand was organised for students of the department of MTTM
Student financial literacy/ Learning beyond the classroom	1. A talk on financial literacy was conducted by the department of commerce for the college students by Dr. Celso Fernandes on 12th December 2018. 2. BCom students actively managed stalls at the commerce bazaar held on 18th December 2018 under the guidance of Dr. Felcy Coelho and Mr. Amit Naik. 3. Annual Campus fair 'Retail Mela' by the department of MCom also encouraged stall management among students. 4. Accounting quiz for BCom students was held on 27th August 2018 (final round). 1. A talk on financial literacy was conducted by the department of commerce for the college students by Dr. Celso Fernandes on 12th December 2018. 2. BCom students actively managed stalls at the commerce bazaar held on 18th December 2018 under the guidance of Dr. Felcy Coelho and Mr. Amit Naik. 3. Annual Campus fair 'Retail Mela' by the department of MCom also encouraged stall management among students. 4. Accounting quiz for BCom students was held on 27th August 2018 (final round).
Honing student leadership and team building skills	1. Student leadership skills were honed through the annual 'Leadership Development Camp'coordinated by the Dempo Wizards. 2. Student involvement in planning and organising of events at the college and State level, such as workshops, seminars, college-level class-wise fair/ mela, programme-specific branding events, inter-collegiate event "K-OSS", events

	organised by the students council, activities managed by the BBA forum, have helped towards development of team building skills among students.
Skill enhancement through certificate courses and short internship	1. Among the planned certificate courses, those offered include 'Digital Marketing', 'GST Certification', 'Accounting for Small Business' and 'Stock Market Operations'. The Dempo Centre for Skill Development (DCSD) was inaugurated on 5th January 2019 and all certificate courses that were offered by the various departments, were added to the portfolio of courses offered by the centre. 2. A 4-week short student internship (after class hours) was introduced as part of the 'Intra-Semester Assessment', during July-September 2019 for the SYBCom Semester III students of Retail Management, to drive theoretical concepts into practical learning. Practical training was provided to SYBCom Semester IV students of 'Event Management' as event volunteers as part of ISA (collaboration with the Government of Goa, Goa University and the in-house college events), implemented during December 2018 to March 2019 through the assistance of PGDM-EM programme.
Introduction of the Integrated MCom Programme	A 4-year Integrated Master of Commerce (IMCom) programme was introduced for those aspiring for careers in Accounting and Finance with a built-in training component to facilitate certification for CA, CS and ICWA. The courses offered are highly specialised in their domain areas. The programme commenced in June 2018 with a batch of 39 students
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14. Whether AQAR was placed before statutory body ? Yes

Name of Statutory Body	Meeting Date
IQAC	07-Nov-2019

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ? No

16. Whether institutional data submitted to AISHE: Yes

Year of Submission	2019
Date of Submission	14-Mar-2019
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	The institution has implemented a modulebased MIS. The prominent modules include the following: Admission module- The admission to all programmes offered by the institution is online through the institutional website. The subprocesses of student admission except for fee payment are completed through the institutional ERP. The online admission module is linked to all the other modules thus providing an integrated framework for student data management. Administrative module – This module facilitates the management of student related processes including maintenance of student data, class allocation, roll number allocation, allocation of papers and generation of aggregate data reports required for routine administration as well as for various agencies including government authorities and AISHE. NIRF reporting system is in progress. Attendance module – This module is computerised including generation of monthwise attendance reports, studentwise, paperwise semesterend attendance reports as well as communication of attendance status to students and their parents. Examination module – This module used for processing of results and generation of mark statements, is totally computerised. Library module – This module handles library data that includes data on books, issue / return statistics, apart from other library processes. The automation of periodic stocktaking is in progress. Reporting module 'Prapti' This module that was functional during the previous year manages information relating to the teaching faculty and students in academics, cocurricular activities, sports, research and related domains. 'Prapti' generates periodic reports required for reporting institutional accomplishments to institutional authorities including the management. Each member of the teaching faculty has

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

The curricular aspects of S.S. Dempo College of Commerce and Economics are governed by various Boards of Studies of Goa University. The commerce faculty of the college has designed an Integrated M.Com Degree which was introduced in 2018-2019. This Programme, which is of a four year duration, is meant specifically for students preparing for careers in professional fields like cost accountancy, chartered accountancy and company secretary. As prescribed by the University Grants Commission and introduced and modified by Goa University, the college has implemented the Choice Based Credit System. The classrooms are well designed and equipped with modern audio-visual aids, laboratories and ICT which form the infrastructural support for students and teachers alike. Seminars, workshops and programmes ensure that the teachers are kept abreast with the latest developments in the curriculum. Refresher courses, orientations and subject meetings are held and teachers are encouraged to participate in the same. Seminars/Workshops attended or organized by the faculty are reported in the management reporting software "Prapti". Information relating to these could be obtained from this portal. The college's Digital Committee to be requested to enable the same. In order to plan activities, staff meetings are regularly held. An annual calendar and daily timetables are prepared for optimum use of time and effective teaching. Information about staff meetings and attendance for the same can be obtained from the minutes of the meetings available with the staff secretary. In terms of allocation of subjects, the college management takes into account the strength of the teachers. To ensure students are industry ready, faculty members arrange for regular field trips and industry visits. Teachers employ various methods to evaluate students. These methods include tests, assignments, projects, viva-voce, case studies and other means. The theory they learn in class is tested by asking application questions or by urging them to use theoretical learning in their daily routine. Evaluation techniques adopted by teachers are available through teaching plans prepared by the teachers for their subjects. Such teaching plans to be submitted through the concerned HoDs and Course Coordinators to Criterion 1 by all teachers of all programmes.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Digital Marketing (IT Dept)	NIL	01/09/2018	15	Employability and Creating Entrepreneurs	Understanding Web Business, Web Design, Campaign Plans, Product Photoshoot, Digital

					Marketing Techniques Generate Leads
Equity Research Portfolio Management	NIL	01/09/2018	210	Employability	Analysis of Fundamental Technical Aspects Related to Stock Trading
Advanced Digital Marketing (Commerce Dept)	NIL	28/02/2019	15	Employability	Derive Search Marketing Strategies, Perform Website Analytics, Apply Google Analytics for Marketing Advantage, Use Facebook Analytics, Explore Email Marketing for Business Advantage
GST (Goods and Service Tax)	NIL	11/01/2019	60	Employability	Scrutinizing Accounts and Records, Registration of GST, GST with Tally
IATA Airport Operation	NIL	01/07/2018	40	Employability	Ground Handling, Security Screening, Visa Officer, Passport Officer
Event Management	NIL	02/07/2018	180	Employability and Entrepreneurship	Managing Events

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Integrated(PG)	Integrated MCom - Professional Accountancy	28/06/2018

and Financial Analysis	
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.		
Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
Integrated(PG)	Integrated MCom-Professional Accountancy and Financial Analysis	28/06/2018

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year		
	Certificate	Diploma Course
Number of Students	155	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year		
Value Added Courses	Date of Introduction	Number of Students Enrolled
Digital Marketing (I.T Dept.)	01/09/2018	7
Equity Research Portfolio Management	01/09/2018	47
Advanced Digital Marketing (Commerce Dept)	28/02/2019	27
GST	11/01/2019	37
IATA Airport Operation	01/07/2018	20
Event Management	02/07/2018	17
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1.3.2 – Field Projects / Internships under taken during the year		
Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BCom	Accounting, Cost Accounting, Business Management, Banking and Financial Services	436
BBA	Management	189
PG Diploma	Event Management	12
MCom	Accounting and Finance, Business Management	33
MTTM	Tourism and Heritage Management	15
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.	
Students	Yes
Teachers	Yes

Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained

A feedback form was devised for the stakeholders, namely, students, teachers, employers, alumni and parents. The forms were shared via Google forms. After obtaining the feedback data it was tabulated stakeholder-wise keeping in mind the criteria regarding the curriculum. The analysis of students' feedback focuses on learning value which is in terms of concepts, skills, analytical abilities, knowledge and broadening perspectives the ability to analyze commercial situations or business problems and offer suitable solutions applicability or the relevance to real life situations overall rating of syllabus depth of course content and suggestions that could help improve the curriculum for future students. Feedback of teachers focused on whether the curriculum is sufficient to bridge the gap between learning or academics and industry requirements keeping the global scenario in mind how defined learning outcomes are the ability to complete the curriculum in the number of hours provided whether books and reference material are available for the various topics to be covered as per the curriculum and whether proper assessments are possible with the current methods of evaluating students. The feedback from employers seeks to understand from their perspective whether or not the syllabus is capable of adding learning values in students. Alumni of the college were asked to provide feedback which centered on facilities in the college – equipment, seminar hall, library, etc. In addition to these they also rated the activities organized in order to bring about overall development in students. The feedback of parents was analyzed from the perspective of whether the curriculum, in any way, adds value to students and whether it requires students to actively put in efforts. Apart from this it also sought parents' ratings and their suggestions for improvement. The Stakeholder's feedback was analyzed with the Principal, Course Coordinators, the Concerned HODs, Placement Cell and Alumni association wherever necessary action were to be taken.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
Integrated(PG)	Integrated MCom-Professional Accountancy and Financial Analysis	40	40	36
MTTM	Tourism and Travel Management	30	18	18
PGDM	Event Management	30	14	12
MCom	Accounting and Finance, Business	50	47	33

	Management			
BBA	Management	100	163	101
BCom	Accounting, Cost Accounting, Business Management, Banking and Financial services	360	496	374

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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	1253	128	36	8	5

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
95	95	13	49	6	5

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

At the beginning of the academic year the college admission committees mentor the applicants on suitable choice of elective papers. During the course of the academic year, mentoring sessions are conducted on a regular basis with a minimum of two mentoring sessions in each semester. ? For BCom programme the responsibility of mentoring the students of each class is assigned to two teacher mentors, one of who is also the class teacher. ? The BBA department follows the concept of a 'Batch Mentor', who is assigned to a particular class and the mentor-mentee relationship continues till that batch graduates i.e. 3 years. The mentoring activity involves career guidance, choice of elective courses for career success, summer internship, etc. ? The MCom programme organises interactive sessions with Alumni and industry experts to guide and mentor the students on how to approach their professional lives and tackle adversities once they graduate and enter the business world. ? The MTTM programme uses Multiple Intelligence Inventory Test (MII) to profile the students and a SWOC (Strengths, Weakness, Opportunities Challenges) report is generated to each of them through the worksheets assigned. Based on this, one to one counselling sessions are conducted for the students. Johari window activity 'Towards Self Discovery' was conducted by the Programme Co-ordinator for the students to enable the students to identify their hidden self. Motivational video was also used to encourage and motivate the students and enhance the feeling of self worth. ? The IMCom and PGDM – Event Management programmes identify students based on their career interest and encourage them to pursue respective fields in the concerned industry. There are one-to-one connect mentoring sessions that involve sharing of both academic and behavioural issues. Background Information is sought about students' academic and co-curricular performance, students' learning issues, family and peers and they are mentored accordingly. Students are counselled on matters relating to their personal life, college life, domestic problems and their expectations in life. Students are also provided guidance on career options, courses and related matters found suitable for them. Teaching faculty

was trained by the College counsellor in conducting mentoring sessions to equip them to be better mentors. College Counsellor conducted Orientation programme for the students during the year to motivate students to avail of counselling services. Formal sessions relating to stress management are also conducted by the college counsellor. A talk on 'Stress Management' was held for TYBCom students by Dr. Peter Castelino, a well known psychiatrist in Goa. A talk on Mental Health – Young Age was held by Ms Prachi Kandeparker, Director of Adolescent Health Programs by NGO Sangath.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1381	49	1:28

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
49	49	0	12	13

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	NIL	Nill	NIL
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BCom	BCom(Hons)	Sem IV	03/05/2019	22/05/2019
MTTM	MTTM	SEM II	29/04/2019	03/06/2019
MA	MA(THM)	Sem IV	20/04/2019	04/07/2019
Integrated(PG)	IMCom	Sem II	20/04/2019	02/07/2019
BBA	BBA	Term XI	18/04/2019	15/07/2019
BBA	BBA	Term III and VII	05/04/2019	06/05/2019
PGDM	PGDM – EM	Sem II	07/05/2019	14/11/2019
MCom	MCom	Sem IV	03/05/2019	21/06/2019
BCom	BCom	Sem VI	02/05/2019	28/08/2019
BCom	BCom(Hons)	Sem II	03/05/2019	20/05/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Internal Assessments are conducted through an array of methods like assignments, presentations, written tests, viva, solving problems and class

performance. Some prominent methods used as evaluation techniques are case study methodology, poster making and video based feedback that make the learning more effective. Google Classrooms and Padlet, a digital collaborative tool for academic learning is adopted to interact with the students online. The BBA department introduced an online entrance test mechanism using the licensed version of the testmoz.com. The MTTM department introduced the grading of online flipbook on Google Classroom, which recorded field visits to museums, airport cargo division as well as heritage sites. Micro video creation and their critical review and evaluation were introduced. Micro-assessment to gauge learning outcomes, peer-evaluation of posters on tourism theory models and graded debates were introduced. The IT Department in collaboration with DHE introduced a graded assessment to build competency in the use of Geo-Spatial Data Collection and geo tagging using GPS EpiCollect-5.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The academic calendar in the form of a booklet is made available to the staff and students at the beginning of the academic year. Information about the institution, management of the institution, institutional values, rules of conduct and discipline, college anthem, vision, mission and objectives of the institution are highlighted and disseminated through the academic calendar. The commencement and end of semesters, holidays, vacation, the schedule of academic and non-academic events, dates of Intra Semester Assessments and Semester End Examination are communicated through the academic calendar. The calendar facilitates the staff and students in planning the institutional and personal activities for the academic year. The schedule provided adheres to Goa University approved academic calendar for each programme. The academic calendar also makes provision for the record of attendance for lectures, participation in co-curricular and extra-curricular activities, dates and marks of Intra Semester Assessments and Semester End Examination and allows making personal notes.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://dempocollege.edu.in/wp-content/uploads/nnac_archive/Programme%20Outcomes.pdf

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MA(T&HM)	MA	Tourism and Travel Management	11	11	100%
PGDM - EM	PGDM	Event Management	12	11	91.66%
MCom	MCom	Accounting and Finance, Business Management	17	15	88.23%
BBA	BBA	Management	49	47	95.91%
BCom	BCom		329	208	63.22%

		Accounting, Cost Accounting, Business Management, Banking and Financial services			

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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

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https://dempocollege.edu.in/wp-content/uploads/nnac_archive/Student%20Satisfaction%20Survey%202018-19.pdf

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CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Industry sponsored Projects	0	NIL	0	0
Interdisciplinary Projects	0	NIL	0	0
Minor Projects	0	NIL	0	0
Major Projects	0	NIL	0	0
Projects sponsored by the University	0	NIL	0	0
Students Research Projects (Other than compulsory by the University)	0	NIL	0	0
International Projects	0	NIL	0	0
Any Other (Specify)	0	NIL	0	0
Total	0	NIL	0	0

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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date

Seminar on Intellectual Property Rights and Case Studies on Cyber Crimes	Department of Law and Department of IT	06/10/2018
Two-Day State Level Workshop Entrepreneurship: Turning Ideas into Business Tickets	Department of BBA and Department of Commerce (BCom)	24/01/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NIL	NIL	NIL	Nill	NIL

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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
NIL	NIL	NIL	NIL	NIL	Nill

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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
NIL	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	Department of Commerce	9	6.66
International	Department of MCom	1	6.81
International	Department of Law	1	6.81
International	Department of Physical Education	1	6.81

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Department of Law	1
Department of Economics	1
Department of MTTM	3
Department of Mathematics and Statistics	2

Department of Commerce	3
[View File](#)	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
NIL	NIL	NIL	Nill	0	NIL	0
[View File](#)						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
NIL	NIL	NIL	Nill	0	0	NIL
[View File](#)						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	3	11	14	1
Presented papers	4	4	2	0
Resource persons	0	0	0	0
[View File](#)				

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Screenig of Documentary Film on Mahatma Gandhi/ Exhibition on Gandhian thoughts and values to School children	NSS/3 Schools(Rosary, Musthi Fund and Hedgewar School)	5	182
Van Mahotsav Celebration	NSS/ Forest Dept., Parks and Gardens, Panaji.	5	192
Smokeless Chula Demonstration at Curca Village	MTTM Dept./ Eco Kshatriya Foundation/Curca Village Panchayat	2	5
Blood Donation	NSS/Goa Medical	5	64

Camp	College, Goa		
Kerala Flood Donation-I	NSS/All Goa Malayalee Association,Goa	4	179
Kerala Flood Donation-II	NSS/Street Providence Trust and Food Bank For The Poor,Sangolda.	4	120
Celebration of "Poshan Pakwada" at Old Age Home	NSS/ Provedoria Old Age Home, Altinho	3	57
Awareness Campaign on "Nutrition" for school kids	NSS/ Govt. Primary School , Bambolim	2	10
Distrbution of paper bags opposite Goa medical College,Bambolim	NSS/ Bambolim Village Panchayat	2	33
Children's Day Celebration	NSS/Government High School, Torxem, Pernem	5	36
View File			

 3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Blood Donation Camp	Recognition	Goa Medical College, Goa	64
HIV/AIDS Help India Donation Coupons sold	Recognition	Help India	105
View File			

 3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
Cleanliness Drive	UBA/ NSS/ASEZ (Save the Earth from A to Z) of South Korea/Murda Village Panchayat, Murda	Cleaning of Murda Play ground	4	41
AIDS Awareness Campaign	NSS/Red Ribbon Club/Help India, Goa	Selling of HIV/AIDS Help India Donation Coupons	4	105

NSS Day Celebration	NSS/Govt. Primary School, Bambolim	Hand washig awareness and Cleaning of Bambolim School Premises	2	39
Swachchata Hi seva	NSS/ASEZ (Save the Earth from A to Z) of South Korea/ Gram Panchayat Bambolim	Bambolim Beach Cleaning/ Cleaning of Bambolim School premises/ Hand washing awreness	2	28
Swachchata Pakwara	NSS/ASEZ (Save the Earth from A to Z) of South Korea/ Gram Panchayat Bambolim	Rally on Say No to Plastic at Bambolim Village	3	77
NSS Special Camp	NSS/Government High School, Torxem, Pernem	Cleaning of Torxem Government High School premises	5	36
View File				

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
NIL	NIL	NIL	0
View File			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Industry Training	Summer Internship (MCom)	Interface Marketing, Panaji - 08322223133	15/05/2019	15/06/2019	Shailesh Mallanar
Industry Training	Summer Internship (MCom)	Goa Naval Civilian Staff Credit Co-operative Society, Vasco Da Gama - 08322517912	15/05/2019	15/06/2019	Ligin Pappachan
Industry Training	Summer Internship	Redbow Studio,	13/05/2018	13/06/2019	Immaculate Conceprion

Industry Training	Summer Internship (MCom)	Margao - 9049765553			Vhitney Rebello
Industry Training	Summer Internship (MCom)	The Citizen Co-operative Bank Ltd., Vasco Da Gama - 08322512745	20/05/2019	19/06/2019	Priyanka Arvind Borkar
Industry Training	Summer Internship (MCom)	Sharada Enterprises, Chimbel - 7218129497	13/05/2019	13/06/2019	Vanessa Almeida
Industry Training	Summer Internship (MCom)	Gujarat Co-operative Milk Marketing Federation Ltd., Verna - goa@amul.coop	13/05/2019	13/06/2019	Sneha Mandrekar
Industry Training	Summer Internship (MCom)	VPK Urban Co-operative Credit Society Ltd., Mardol - 08322343011	13/05/2019	12/06/2019	Cliffton Tavares, Rohan Chandrakant Gawas
Industry Training	Summer Internship (MCom)	Jubiliant Food Work Ltd., Dona Paula - 911204090500	10/05/2019	10/06/2019	Pooja Shirodkar
Industry Training	Summer Internship (MCom)	Chirag Plastic Agencies, Panaji - 08322421155	10/05/2019	11/06/2019	Pravin Patel
Industry Training	Summer Internship (MCom)	K.D. Amlani Co., Panaji - 08322220057	10/05/2019	10/06/2019	Shaila Santosh Naik
View File					

 3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Cluster Research Center in Economics	17/12/2018	To establish a formal joint platform for promoting research in Economics,	2

		facilitate registration of PhD guides, enrol candidates for PhD and undertake activities for the benefit of researchers and teachers under relevant provisions of Goa University	
ASEZ (Save the Earth from A to Z), South Korea	20/08/2018	The parties will endeavour to develop and implement various types of volunteer programs and collaborative initiatives based on regional characteristics sustainable development indicators that cover economy, society and environments.	254
The Navhind Times, Goa	07/09/2018	To organise Spell Bee 2018, a state level Spell Bee Competition for school students and provide an opportunity to the students of S.S. Dempo College to get a hands-on experience of organising a Live Event.	21
Serendipity Art Foundation, Delhi	01/11/2018	Volunteer Management Program	3
Cluster Research Center in Commerce	17/12/2018	To establish a formal joint platform for promoting research in Commerce, facilitate registration of PhD guides, enrol candidates for PhD and undertake activities for the benefit of researchers and teachers under	4

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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
1420000	612507

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Seminar halls with ICT facilities	Existing
Video Centre	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Existing
Others	Existing

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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Software Developed Inhouse	Partially	1	2011

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	17814	3669580	865	117918	18679	3787498
Reference Books	23620	3116746	1371	921142	24991	4037888
e-Books	3135809	5900	0	0	3135809	5900
Journals	36	62530	2	1300	38	63830
e-Journals	21609	5900	0	0	21609	5900

Digital Database	0	0	0	0	0	0
CD & Video	63	25166	0	0	63	25166
Library Automation	1	0	0	0	1	0
Weeding (hard & soft)	1881	90118	37	2960	1918	93078
Others(specify)	26	29968	3	34900	29	64868
[View File](#)						

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
NIL	NIL	NIL	Nill
[View File](#)			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	350	197	20	2	4	10	120	20	23
Added	20	0	30	0	0	2	18	30	0
Total	370	197	50	2	4	12	138	50	23

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

50 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Flash Studio	https://dempocollege.edu.in/wp-content/uploads/2019/04/Flash-Studio.mp4

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
700000	193453	400000	153067

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory,

library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

4.4.2 Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (information to be available in institutional Website, provide link) DCT's S.S. Dempo College of Commerce and Economics is located at the Integrated Education Complex, Cujira. The College functions from a building admeasuring 9279 sq. m. Utilization of physical, academic and support facilities at the College are optimized to ensure that all departments and their respective academic, co-curricular and extra-curricular activities are provided with adequate availability of classrooms, laboratories, other academic spaces and support facilities. The utilization of physical, academic and support facilities at the College are generally governed by the following broad policy framework: Classrooms and Laboratories • The time-table committee, which prepares the academic time-table for the academic year, shall assign classrooms for each department/subject/course. The coordinator of the committee shall be ordinarily responsible for allocation/re-allocation of various classrooms as per the requirement of the respective departments from time to time. • The examination committee shall allocate classrooms for purpose of internal tests and semester-end examination. • The laboratories shall be allocated by the respective departments for practical sessions as per the academic time-table. The laboratory assistants shall generally monitor the usage of lab equipments, etc. and shall periodically report to the faculty-in-charge/head of the department on matters related to usage of the labs. • The classrooms and laboratories shall generally remain open during the working hours however, in the • event classrooms are required beyond working hours, the teacher concerned shall make a requisition and obtain approval of the head of the department/Principal in writing and shall make arrangements to hand over the keys to the security. Conference Room / Audio-Visual Room • The Conference Room / Audio-Visual Room shall be available for use by faculty members for purpose of organizing invited lectures/seminars/conferences/meetings, etc. • Any member of the faculty may submit a letter to the Principal requesting allocation of the Conference/AV room, specifying the purpose for which the facility is required. A requisition for allocation of Conference/AV room for academic purposes shall ordinarily be accepted, subject to availability. • The administrative office shall maintain a log-book of requisitions for the Conference/AV room. • The Conference Room / Audio-Visual Room shall also be available for student activities, subject to approval of the Principal. Library / Browsing Centre • All faculty members and students of the College shall have full access to the Library resources and the browsing centre attached to the library, during the working hours. • The desktops at the browsing centre shall be available only for purpose of preview/reference of e-books, e-journals subscribed to by the college as well as digital resources at the library. • The IT resources at the library shall not be utilized for purpose of internet surfing, access to mail, chat, etc. Gymkhana • The Gymkhana shall be accessible to the students during the working hours of the college and shall ordinarily be under the supervision and guidance of the Assistant

https://dempocollege.edu.in/wp-content/uploads/nnac_archive/ProceduresandPolicies.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Late Vasantrao Dempo Memorial Scolarship	1	5000

Financial Support from Other Sources			
a) National	Post Matric Scholarship to the students belonging to scheduled tribes for studies in India	22	204638
b)International	NIL	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Soft Skills module I	04/09/2018	19	Divergent Alliance
Soft Skills module I	06/08/2018	60	Divergent Alliance
Soft Skills module I	31/07/2018	20	Divergent Alliance
Soft Skills module I	30/07/2018	37	Divergent Alliance
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2018	Career guidance talk on Careers in Life Insurance	0	86	0	0
2018	Talk on Career oppor tunities in stock market and finance	0	135	0	0
2018	Talk on Career in Indian Air Force	0	97	0	0
2018	Career guidance talk on "Career in	0	45	0	0

Event Management"	

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
ICICI prudential life Insurance Company Ltd	88	22	NIL	0	0

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2018	2	BCom	Commerce	Dr.B.R. Ambedkar Opern University, Hydrabad	BEd(Special education)
2018	1	BCom	Commerce	Bangalore University, Bangalore	MBA
2018	2	BCom	Commerce	International College of Financial Planning, Mumbai	MBA
2018	1	BCom	Commerce	Devi Ahilya Bai University Indore	MCom

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	1

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Badminton (Men Women)	Intramural	110
Table Tennis(Men Women)	Intramural	72
Chess	Intramural	56
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5.3 – Student Participation and Activities

5.3.1 – 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	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Champions in Tennis Ball Cricket	National	1	Nill	2016023	Saisha Naik
[View File]()						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The Students Council installing ceremony is administered under the guidance of the principal and designated authorities. Students Council is actively involved in organising various inter-college cultural events like K-OSS, D-TOUR, Chakravyu, academic events like Ranbhoomi, Inspirit and sports events. Students Council also organises intra-college events, namely Friendship day celebrations, Annual Hike at Netravali Waterfall, Teachers Day celebrations, Dahi Handi celebrations, Rangoli competition, Photography competition, Poster and Card making competition, Fun Week celebrations and Farewell Party for outgoing students. The student's council and the college NSS unit motivate students to participate in various awareness programs, such as Donations to Kerala flood victims and Awareness about organ donations. Organising events empower students to enhance their talent pool and refine their leadership qualities, writing skills and public relations skills. Students are encouraged to write articles, submit illustrations for the annual college magazine 'DEMPOITE', and few students are also part of the magazine editorial team. Additionally, the Students Council members organise the annual social gathering, select and support students for intercollegiate events and various sports events, and facilitate programs undertaken by the college through word of mouth promotion. Also, several academic and administrative bodies in the college have student representation, namely the statutory committees like Anti-ragging Cell, Anti-sexual harassment Committee and other committees such as Cultural Committee, NSS Advisory Committee, Gymkhana Committee, Theatre Club, and the Dempo Wizard Club.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

S.S. Dempo college of commerce and economics has a registered Alumni Association whose purpose is to promote a sense of loyalty and comprehensive welfare of the Institution. The S. S. Dempo College Alumni Association has been registered under Societies Registration Act, 1860, with registration number

937/GOA/2012. Every year around 500 graduating students become members of this Alumni association. The Institution has a proud list of renowned alumni that are a part of the states political, social, and industrial firmament. The Institution benefits socially, academically and professionally by building a positive relationship with the alumni. Alumni contribute to several developmental projects of the Institution, such as Contribution to the Institutions quality assurance, aiding contributions towards sponsoring various events of the Institution and being available as resource persons for seminars and workshops. The Institution identifies eminent alumni who can conduct skill development workshops, training, mentoring sessions and share their unique expertise with the college students through a series known as Walk the talk. Also, alumni render career guidance to students in respective areas of the profession. A Significant number of alumni and sometimes join the institute and become a part of the teaching staff and the administrative employees.

5.4.2 – No. of enrolled Alumni:

1304

5.4.3 – Alumni contribution during the year (in Rupees) :

11800

5.4.4 – Meetings/activities organized by Alumni Association :

Two meetings: 1st meeting was held on 28/01/2019. The first point of the agenda was to discuss the course of action in the College Alumni Association regarding its contribution to the institutions development (financial and non-financial). The second agenda point was to associate audited statements with the alumni account for the current academic year. The next point on the list was to reconstitute the executive council committee and constitute the alumni scholarship for meritorious students. 2nd meeting was held on 18/04/2019. The agenda was to reconstitute the executive council of the alumni association. Invite alumni for guest lectures creations of Facebook page and Whatsapp group to be used as a platform for reaching out the alumni to become the part of alumni activities.

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Practices of decentralization and participative management during the last year 1. Democratic Structuring and Governance : The institution was set up and is run by the illustrious Dempo family, guided by the principle of 'Viapare Vaste Laxmi', ensconced in the logo of the college. For more than 50 years, the institution has tirelessly and strategically worked to bring about a conducive, safe, academic and research oriented environment. The Management defines the broad policies for the smooth functioning of the institution. In this regard it adopts a transparent, open and participative approach and is essentially assisted by the Governing Body and Local Managing Committee. These bodies facilitate the institutions in being rooted and focused to achieve the Objectives, Vision and Mission charted for the institution. The institution also has a well defined Organizational Structure, Feedback Mechanism and Grievance Committee to address issues, if any. Thus, every detail is minutely charted, meticulously followed up and preventive and corrective measures are undertaken on regular basis to ensure the democratic set up in all its dimensions is sustained. The Institution also has certain Statutory and Supportive Committees in place. These Committees comply with various statutes regulating educational institutions. There are various committees like Anti-

Ragging Committee, Committee for Prevention of Sexual Harassment, Examination Committee, etc. Apart from this there are other committees as well which aspire inclusive and holistic growth of the student community and also assists in the smooth functioning of institutions. Varied opportunities are provided through academic, extension and co-curricular activities to inculcate in the youngsters a quest for knowledge, creativity and critical thinking. 2. The Culture of Academic Innovation: The institution consistently introduces new programmes and courses to stay in tune with the dynamic academic environs. Industry linkages, student feedback, professional interface, government initiatives, societal expectations in turn trigger the conception of new courses.

6.1.2 – Does the institution have a Management Information System (MIS)?
Partial

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	An essential component of the College admission process is the introduction of online admission from academic year 2017-18 that ensures transparency and characteristics of which are given below: a) The system provides easy access to students who seek admission for various programmes offered by the college. b) The admission merit list is declared on the college website as well as displayed on the college notice board. c) Any discrepancy or query regarding admission merit list is brought to the notice of the Admission Committee and the grievances, if any, are resolved.
Industry Interaction / Collaboration	Industry interaction occurs at different levels. To mention a few: 1. Experts from the industry are invited as guest lecturers to deliver a talk for staff and students. 2. The college organises workshops, conferences inviting experts from industry as resource persons. 3. Students undergo internships which provide them with industry experience.
Human Resource Management	Faculty members are encouraged to attend and participate in workshops, conferences, seminars, orientation courses, refresher courses and registration fees and travelling expense is taken care of by the college besides availing duty leave for the same. In order to acquaint and familiarize staff regarding the general function of the institution, they are allotted administrative jobs for tenure of three years. Experts and resource persons are invited for FDRC sessions

	to share their expertise and experience with the faculty members. Administration support to the faculty, staff and students increases efficiency and attributes for smooth functioning of the institution.
Library, ICT and Physical Infrastructure / Instrumentation	A spacious library section having a seating capacity of 150 and a collection of 42,726 books, ensures optimal utilization of the infrastructure. Library orientation sessions are conducted to familiarize the first year students with the library facilities. Library is user friendly with OPAC and MIS from academic year 2017-18 that facilitates book circulation, reports, e-mail alerts and record maintenance. Library subscribes to N-List service of INFLIBNET along with subscription of e-journals from J-Gate – "Social and Management Sciences, Arts and Humanities".
Research and Development	As a grant-in-aid institution, the college makes specific provision for promotion of research, conducting workshops, seminars. In addition to grants available from State Government, Management also provides financial assistance for conducting research, presentation of papers in international conferences, organising workshops, etc. The college has signed Memorandum of Understanding to be a part of the Research Cluster in Economics as well as Commerce from academic year 2018-19. The third year BCom students have to carry out research project work with the help of concerned subject teacher who guides and mentors them.
Examination and Evaluation	• Semester System is designed to facilitate continuous learning and evaluation through two Intra Semester Assessments (ISA) and one Semester End Exam (SEE) during each semester of the programme. • Different methods are adopted for evaluation such as assignments, presentations, projects and viva. • The new software adopted by the college for accurate and prompt declaration of results is updated. • SMS alerts are sent by the college informing parents about performance of their wards.
Teaching and Learning	• The Choice Based Credit System (CBCS) is implemented from 2018-19 for

	Second Year BCom which provides wider choice of subject options to the students. • Teaching and learning process is ICT enabled and innovative method such as Flipped Class room is adopted by teachers to increase student participation. • Industrial visits, educational trips are conducted every year. • Remedial classes are conducted for the students. • The college library is well equipped which provides a conducive environ for both teachers and students to undertake research and dissertation.
Curriculum Development	Faculty members involved in curriculum development through participation in Board of Studies (BoS). BoS Sub-Committee for syllabus revision: 1. Dr. Harip Khanapuri - Principles and Practice of Accounting and Specialised Accounting (I and II) 2. Reshma N. Pai Angle - Business Laws and Companies Act, Intellectual Property Rights (III and IV) ? An Integrated Masters of Commerce (IMCom) course is introduced preparing students for emerging careers in Accounting, Finance and CA/CS/CFA. ? In keeping with the Industry needs following short term courses have been introduced: 1) Certificate course in Digital Marketing 2) Certificate course in Goods and Service Tax (GST)

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	NIL
Administration	All communication with Management and Regulatory Authorities such as UGC, Goa University and others occurs in an online mode. At the Institutional level, records of internal communication with faculty and staff as well as records such as notices, leaves, circulars are issued online.
Finance and Accounts	1. Tally 9 ERP software is effectively being used in the administrative section for better efficiency in maintenance of books of accounts and maintaining record of all monetary transactions. 2. Grants received from MHRD, UGC and other central funding agencies are routed through the PFMS which is a Central Plan Scheme monitoring system of the Government of India.

Student Admission and Support	1. Data bank of students is effectively documented with the means of student profiling through ERP. 2. Online fees payment at the time of admission. 3. The admission list and roll call is also displayed on the college website. 4. Students are offered online book reservation facility by the college library. 5. Question papers are available on the college website after the semester-end exam. https://dempocollege.edu.in/questionpapers/
Examination	1. Examination related information including exam time table is displayed on the college website. 2. College uses new software for Choice Based Credit System result declaration. 3. Department of English conducts the semester end exam online in which students answer the exam by e-mail.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Prisca Braganza	One day National Conference on Human Concerns and Issues in Literature, Social Sciences, Commerce, Science and Technology organized by Department of Commerce, Swami Vivekanand Vidyaprasarak Mandal's College of Commerce, Ponda	NIL	1200
2018	Ms. Reshma N. Pai Angle	One-Day State Level Seminar on 'Intellectual Property Rights: A Key Aspect for Economic	NIL	230

		Development' organised by Sridora Caculo College of Commerce Management Studies, Khorlim, Mapusa, Goa			
2018	Mr. Michael Dias	One-Day Workshop on 'Excellence in Education Through Performance Based Appraisal System' organized by Department of Chemistry, Carmel College of Arts Science and Commerce for Women, Nuvem-Goa	NIL		300
2018	Ms. Cheryl Venan Dias	International Conference on Preparing for the future: Learning and Teaching Management organized by NITTE Education Trust, Justice K S Hegde Institute of Management.	NIL		5740
2018	Dr. Aruna Mesquita Noronha	One-Day Workshop on 'Excellence in Education Through Performance Based Appraisal System' organized by Department of Chemistry, Carmel College of Arts Science and Commerce for Women, Nuvem-Goa	NIL		300
2018	Dr. Prisca Braganza	One-Day Workshop on	NIL		2000

		"Research Paper Writing and Publishing in Reputed Journals" organised by the Department of Management Studies, Goa University, Goa			
2018	Ms. Sylvia Britto	One-day Workshop on Writing Research Paper conducted by Research and Publication committee, organized by V M Salgaonkar Institute of International Hospitality Education.	NIL	600	
2018	Dr. Vinod Joshua	One-day Workshop on" Research Paper Writing and Publishing in Reputed Journals" conducted by the Department of Management Studies, Goa University	NIL	2000	
2019	Dr. Amitha Shanbhogue	One-day State Level Seminar on "The Agricultural Sector in Goa: -Towards Self Sufficiency and Sustainable Development" organized by the Department of Economics, Government College of Commerce and Economics, Borda-Margao.	NIL	600	
2019	Ms Odilia Lopes	Four days State level workshop on	NIL	1000	

		Data Analysis and Statistical Techniques using R organised by Dhempe College of Arts and Science.				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	NA	JOSH – by Live, Life-Don't Just Exist Foundation	23/01/2019	23/01/2019	Nill	15
2019	Two- day faculty development programme on "Outcome Based Higher Education" organized by S.S. Dempo College of Commerce Economics, Cujira, Bambolim, Goa - Session I	NA	12/04/2019	12/04/2019	48	Nill
2019	Two- day faculty development programme on "Outcome Based Higher Education" organized by S.S. Dempo	NA	13/04/2019	13/04/2019	41	Nill

	College of Commerce Economics, Cujira, Bambolim, Goa - Session II					
2018	Faculty development program on Developing E-modules	NA	10/08/2018	10/08/2018	30	Nill
2018	Three day Workshop on Statistical Techniques for Research in Social Sciences Session I	NA	25/10/2018	25/10/2018	32	Nill
2018	Three day Workshop on Statistical Techniques for Research in Social Sciences Session II	NA	30/10/2018	30/10/2018	21	Nill
2018	Three day Workshop on Statistical Techniques for Research in Social Sciences Session III	NA	08/11/2018	08/11/2018	19	Nill
2018	Faculty development program on Flipped learning	NA	03/08/2018	03/08/2018	15	Nill
2018	Faculty development program on	NA	24/08/2018	24/08/2018	20	Nill

	Knowledge Assessment Tools					
2019	Faculty developmen t program 1) Demonst ration on Apple educ ational products 2) Session on Use of J-Gate	NA	13/03/2019	13/03/2019	28	Nill

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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
UGC Sponsored Refresher Course in Commerce and Management	2	21/08/2018	10/09/2018	21
UGC Sponsored Refresher Course in Entre preneurship Development Pro gramme/Commerce Business Management (ID)	2	05/03/2019	28/03/2019	24
UGC Sponsored Refresher Course in Human Rights Social Inclusion, organised by Dr. Babasaheb Ambedkar Marathwada University, Aurangabad	1	10/12/2018	29/12/2018	20
UGC Sponsored Short Term Course: Workshop on MOOCs, E-Content Development and Open Educational	1	12/03/2019	18/03/2019	7

Resources				
Faculty Development Programme on Machine Learning with Business Applications, organized by IIM Bangalore	1	08/10/2018	12/10/2018	5
One-week Advanced Workshop (FDP) on Data Analytics and Management, organized by organized by the Directorate of Higher Education, Govt. of Goa in association with Venture Academy, Essex Business School, University of Essex, UK	1	29/04/2019	03/05/2019	5

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
0	12	1	3

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
11	09	08

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The Institution prepares its Annual Budgets and conducts annual Internal Financial Audit. Financial statements reflect a true and fair status of the Institution. The auditors thoroughly examine the bills, receipts and the payments made. The audited statements of accounts are submitted to Directorate of Higher Education. The institution being a grant-in-aid institution, the Directorate of Accounts, Government of Goa conducts the external financial audit at regular intervals ensuring proper utilization of grants as per the pattern of assistance notified by the Directorate of Higher Education.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government	Funds/ Grnats received in Rs.	Purpose

funding agencies /individuals		
Dempo Charities Trust	**100000**	**Founders Day**

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6.4.3 – Total corpus fund generated

2500000

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	**Yes**	**Goa University**	**No**	**NIL**
Administrative	**No**	**NIL**	**No**	**NIL**

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

In the Parents' Teachers Association meeting, the stress was firstly on development of the students as good citizens secondly, creating a sense of awareness of college activities for the parents and guardians and thirdly, ensuring a more prominent parent-teacher involvement in their ward's academic and non-academic progression. Feedback from parents were collected and marked for follow up.

6.5.3 – Development programmes for support staff (at least three)

NIL

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. The college has launched the Dempo Centre for Skill Development (05-01-2019) which is committed to the Skill India National Mission. The Centre focuses on providing skill sets mainly in the areas of Accounting, Finance and Taxation, Business Intelligence, Marketing, IT, Graphics and Entrepreneurship, which are the core competencies of the mentoring institution. It also lays equal emphasis on developing language and communication skills besides encouraging continuous learning by crafting tailor-made course content to cater to the needs of the industry to provide opportunities to employees to acquire new skills or update existing ones. The Centre also plans to engage with the local communities by providing learning experience to advanced learners in relevant topics such as digital payments, e-services, budgeting and financial literacy. 2. 4-Year Integrated Master of Commerce (IMCom) Programme is launched which is designed to provide expert training to advanced learners to achieve professional level competencies in the domain of accounting and finance. Graduates of this programme will be able to acquire comprehensive knowledge in the area of accountancy, economics and finance and strong analytical skills which will prepare them to pursue enriching careers with accounting firms, financial institutions, management consultants, and other entities in a broad range of financial roles 3. Industry-Academic Linkage: The institution collaborated with Goa Chamber of Commerce and Industry-(GCCI) to formulate the draft "Retail Policy for the State of Goa", to provide a regulatory framework for organized retail business for further development of trade and commerce. http://businessgoa.in/goa-chamber-and-dempo-college-submit-draft-retail-policy-for-the-state/

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	**Yes**

b)Participation in NIRF	**Yes**
c)ISO certification	**No**
d)NBA or any other quality audit	**No**

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	**4-Year Integrated Master of Commerce (IMCom) Programme**	**28/06/2018**	**28/06/2018**	**04/05/2019**	**39**
2018	**Industry-Academic Linkage (collaboration with Goa Chamber of Commerce Industry-GCCI)**	**16/11/2018**	**16/11/2018**	**31/05/2019**	**2**
2019	**Dempo Centre for Skill Development (DCSD)**	**05/01/2019**	**05/01/2019**	**04/05/2019**	**155**
2019	**Two-day FDP on 'Outcome-based Higher Education'**	**12/04/2019**	**12/04/2019**	**13/04/2019**	**48**
2018	**FDP on 'Theories in Learning and Curricula Design'**	**23/06/2018**	**23/06/2018**	**23/06/2018**	**28**
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Quiz competition on laws related to women	**20/12/2018**	**20/12/2018**	**64**	**27**
Training workshop for the Gender	**02/03/2019**	**02/03/2019**	**33**	**28**

Champions and Nodal Teachers				
Promoting Gender Equality through Purple Campaign	13/03/2019	13/03/2019	52	32
Session on Being a Woman	16/03/2019	16/03/2019	39	28

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
1.100 percent Use for LED Bulbs for campus lighting however the classroom are lit with natural lighting 2. Regular upkeep of electronic and electrical equipments is undertaken in order to avoid equipment-related accidents and leakages. 3.The institution collects the feedback from the various Stakeholders (students, parents, alumni, employees and teachers) through online platform (Google Forms) 4.Appointment of House Keeping Agency to keep the campus clean and eco-friendly. 5.A visit to Saligao waste management corporation was undertaken to sensitize students on the need for household waste and segregation and thereby encourage the reuse and recycling of waste. 6.The Students visited Mangroves, Khazaan and Salt pans to understand the role played on the environment and the ecological system. 7.Students visited Mala spring to understand the importance of springs in maintaining an ecological balance in the environment. 8.Students visited Green building near the Panaji municipal garden to study urban initiatives in conserving natural resources.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	4
Provision for lift	Yes	4
Scribes for examination	Yes	1

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	1	Nill	24/07/2018	1	Eat fruits campaign at Cujira complex(Rosary school)	To understand eating habits of children and create awareness, for nutritious diet, stressing on consuming	18

						nutritious, locally grown fruits.This initiative was undertaken with the intent to introduce healthy eating habits among school children.	
2018	Nill	1	11/08/2018	1	Demonstration of smokeless chula for women of Curca Village	A demonstration was organised in collabration with Goa Energy development Authority (GEDA), Village Panchayat of Curca and MTTM Department.	7
2018	1	Nill	25/09/2018	1	Beach cleaning drive at Caranzalem.	This activity was undertaken for cleaning of plastic and other waste material from the beach.	69
2018	1	Nill	26/10/2018	1	Pontoons and raft making.	As part of environment studies, the BBA department, along with the visiting faculty, who is	90

						also an architect, organised a pontoon making activity, The aim was to teach the students to make emergency safety pantoons in case of disasters such as flood	
2018	1	Nill	14/07/2018	1	Raft Making and Floating Garden at Kambrabhat, St Inez, Panjim	The activity was held as part of environment sensitisation, to get real life exposure on the concept of floating garden,as a part of the activity of making rafts,using waste materials that may be available when any disaster strikes.	64
2018	Nill	1	21/07/2018	1	Cooking methods survey of villagers of curca village.	To assess the cooking methods and stress on the importance of using	19

					smookless chulas and LPG.

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Rules of conduct and discipline (Code of conduct for students-handbook)	19/06/2018	1. Student entry to the campus is permitted on the presentation of valid ID card which must be worn all the times. 2. Seventy-five percent class attendances is mandatory along with submission of ISA to appear for the semester-end examination. Those not complying are debarred from examination. 3. The student signs an undertaking affirming not to indulge in ragging. Any case of ragging is severely dealt with, as per UGC regulations. 4. Students resorting to unfair practices at college examination are dealt with strictly as per the rules of Goa University.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
An interactive session on stress management was conducted. The topic discussed was individual measures for managing stress.	31/08/2018	31/08/2018	58
Blood donation camp	27/08/2018	27/08/2018	64
Donation of relief material to Kerala flood victims. I	25/08/2018	25/08/2018	179
Donation of relief material to Kerala flood victims. II	31/08/2018	31/08/2018	120

Talk on consumer rights and responsibilities in today's world	08/09/2018	08/09/2018	39
Sessions on Awareness of Sexual Harassment and its Implication I	25/08/2018	25/08/2018	52
Sessions on Awareness of Sexual Harassment and its Implication II	07/09/2018	07/09/2018	44
Sessions on Awareness of Sexual Harassment and its Implication III	08/09/2018	08/09/2018	50
One day state level seminar on "Intellectual Property Rights Case Studies on Cyber Crimes"	06/10/2018	06/10/2018	46
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Awareness session on e-waste Management was conducted for the students by a recycling consultant from Group Tenplus. 2. An inter class posters making competition was organised to create consciousness on e-waste. 3. A workshop on "Geo-Spatial Data Collection using GPS Epi Collect 5" was conducted as a part of green initiative project. 4. The gardens in the college campus are maintained by the college management. 5. Digital boards are used to communicate information to the students.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practices – I Title of the practice: Student Centric Learning Objectives of the Practice: 1. To make the teaching learning experience more interactive, effective and student centric 2. To maintain flexibility and responsiveness to changing environment 3. To provide an infrastructure that is conducive to learning The Context The fundamental objective of the college is to produce educated men and women, having domain knowledge, professional competence and above all, moral character to work in the spheres of trade, commerce, finance and industry. Outcome Based Education by dedicated teachers supported by state of the art facilities provides the students with experiential learning which is vital in present business world. The Practice Curricular aspects of courses at S.S. Dempo College of Commerce Economics are governed by Goa University. The courses, pedagogy and infrastructure have been regularly upgraded to remain responsive to changing needs. Students' experience at college is designed to facilitate self-development. Use of Google Classroom, Facebook, Email, Google forms, Blogging enriches the learners to face the technicalities of the business world. Use of methods like Question-Answer, Discussion, Lectures, Assignment, Case Studies, Role Play, Seminars, Field Trips, Practicals, Public Speaking, Debates, Book Review through the following aids to instruction medium namely, Chalk Board, Reference Books, Power Point Presentations, Charts, YouTube video links, Guest Lectures, Google Meet/Zoom or any other live

streaming platform make the curriculum transaction more interactive, effective and student centric. Our college strives to look into specific needs and aspirations of the youngsters, a series of learning experiences is prepared with a view of educating them in the best way possible within a specified frame of time.In order to prepare students to set their foot in the workforce or further their education the college offers experiences and value added courses that go beyond theoretical knowledge so as to help students develop other critical skills as a prerequisite to create effective, productive and successful professionals. For lucrative careers, the college helps students acquire essential skill sets for which short term courses are offered to students to integrate the curriculum with industry requirement. Evidence of Success 1. Teachers have found that the students are more enthusiastic and eager to learn, if they are provided with new platforms of curriculum transaction. Problems Encountered and Resources Required 1. Issues related to voltage fluctuation. 2. Some students do not have round the clock access to internet connection. Best Practices – II Title of the practice: A holistic learning platform Objectives of the Practice: 1. To enhance critical and analytical thinking of students- debate and GDs 2. To hone students' oratorical skills, persuasive skills and leadership skills 3. To encourage entrepreneurship and facilitate learning beyond classroom The Context Our mission is to produce educated men and women, having domain knowledge, professional competence and above all, moral character to work in the spheres of trade, commerce, finance and industry. 'Dempo Wizards' is a platform for students to build their confidence and self esteem, develop critical and analytical thinking, improve inter personal, oratorical skills and entrepreneur skills. The Practice 'Dempo wizards' a holistic learning platform provides a forum to students to discuss and debate socio economic and political issues as well as plan, organise and execute different competitions. Group discussions, Interactive sessions with guest faculty and debates are organized on topics that help students compare and discriminate between ideas and recognize strengths and weaknesses of arguments. Some of the activities that were attended and also organised during the academic year 2018-19 include a leadership camp and the event Chakravyuh organised by the college the Battle of Oration, the 54th A.D. Shroff Memorial Elocution Competition, wherein participants were given five topics to choose from All Goa Inter-Collegiate Elocution Competition organised by Dnyanprassarak Mandal's College and Research Centre, Assagao Inter-Collegiate Economics Quiz Competition organised by the department of economics of Fr Agnel College of Arts and Commerce, Pilar Essay Competition for Inter-collegiate students organised by Dr. P.S. Ramani Medical Foundation, Ponda Difficult Dialogues – Daring Debate organised by G.V.M's Dada Vaidya College of Education, Ponda Eupheus held by St Xavier's College and Mapusa Arena- 'What you do, defines you' organised by St Xavier's College, Mapusa. Evidence of Success The club has sustained for 12 years. It has received an overwhelming response from the student community. Students have won numerous accolades and achievements by participating in various events. Problems Encountered and Resources Required Some of the problems encountered are the selection of the right candidate or student members, encouraging students to participate across a range of activities, and procuring funds which is also doubles as a resource that is required. It has been noticed that ensuring financial resources for certain activities like field trips, inviting accomplished personalities from the fields of business, art, culture and media to interact with students, has been difficult.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
https://dempocollege.edu.in/wp-content/uploads/nnac_archive/Best%20Practices%2018-19%20_1_.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

DEMPO CENTRE FOR SKILL DEVELOPMENT (DCSD) The Dempo Centre for Skill Development (DCSD) an initiative of the S. S. Dempo College of Commerce and Economics, Cujira, Goa managed by the Dempo Charities Trust is committed to the Skill India National Mission which emphasizes the need to skill young people such that they can find employment or create employment through entrepreneurship. DCSD recognizes the importance of complementing theoretical knowledge with practical hands-on, on-the-job training along with the necessary support and guidance. It aims to identify skill gaps, designs skilling content to bridge the gaps, develops and hones skill sets and builds confidence in the individuals by giving direction to raw talent. DCSD focuses on providing skill sets mainly in the areas of Accounting, Finance and Taxation, Business Intelligence, Marketing, IT Graphics and Entrepreneurship, which are the core competencies of the mentoring institution. It lays equal emphasis on developing language and communication skills to provide a wholesome competitive edge to the young learners on and off the campus. DCSD also encourages continuous learning by crafting tailor-made course content to cater to the needs of industry to provide opportunities to employees to acquire new skills on update existing ones. It engages with the local communities by providing learning experience to advanced learners in relevant topics such as digital payments, e-services, budgeting and financial literacy. DCSD is committed to the goals of the "Skill India Mission" to raise confidence, improve productivity and give direction through skill development certificate courses and Training Workshop.

Provide the weblink of the institution
https://dempocollege.edu.in/wp-content/uploads/nnac_archive/ABOUT-DEMPO_CENTRE_FOR_SKILL_DEVELOPMENT%20.pdf

8.Future Plans of Actions for Next Academic Year

1. The college plans for product development activity for semester I 'Marketing' students, and short internships / on-field training for and students of 'Retail Management' (semester III) / 'Event Management' (semester IV) for 'Intra Semester Assessment', for practical understanding of concepts. 2. State-level seminars and workshops are planned on 'Block chain technology', 'Challenges and Reforms in the banking sector', 'Data Science and Digital Analytics'. To foster research culture, a state level workshop is planned for research aspirants and a national workshop on 'Statistical Analysis using Structural Equations Modelling'. National conference on Development of Sustainable Tourism Policies (MTTM) is planned. A state-level workshop is planned for teaching faculty on the extended syllabus for semester VI in International Economics. 3. For skill enhancement, new certificate courses were planned in 'Equity Research and Portfolio Management', 'Business Analyst', 'Stock Trading', 'Career Development', 'MS-Excel Advanced', 'Finance and Insurance' and 'Graphic Designing' under the new Dempo Centre for Skill Development (DCSD), as well as the courses in 'GST practitioner', 'Stock trading', 'Tally', soft-skills training in resume writing and art workshop (MCom). 4. The college plans for walking tours to appreciate Goan heritage (MTTM). Educational tours at the national level are planned for semester III students of 'Capital markets' and 'Business Environment' and post graduate students of MCom and IMCom. A trip to a foreign country has been planned for students of the BBA under a 'Global Immersion Programme' to provide students with the opportunity to experience an international business environment. 5. The annual 'Walk-the-Talk' series and activities of the Marketing, HR and Entrepreneurship Clubs (BBA) are planned. 6. Student organisation skills shall be fostered through the first edition of the state-level inter-collegiate concept

management meet 'Conquest' (BBA forum) and the third edition of M-Quest organised for the undergraduate students using the 'Kahoot' app (MCom). 7. e-waste collection drive has been planned, besides students extension activities under 'Eco-Kshatriya Foundation' (MTTM) like demonstration on solid waste management to encourage responsible waste management, inter-school competition on 'Clean air campaign' to sensitize students of the impact of plastic waste, workshops on 'wealth-out-of-waste' and making of bird-feeders. 8. Guest lectures are planned for students of all programmes to facilitate industry-academia interaction and enrich student learning through successful alumni and professionals. These includes sessions on the 'Constitution of India' for semester III students (Business Laws), 'Practical aspects of derivatives trading' (MCom) and 'Experiential tourism' (MTTM). 9. Career guidance talks shall also cover careers of Chartered Accountants, Company Secretary and Chartered Financial Analyst (IMCom) and aviation industry (MTTM) 10. Intra-mural sports tournaments are planned by the department of Physical Education to encourage budding sports persons. 11. Other plans include launch of a 'Tourism Professional Handbook' for students and professionals Implementation of the college 'Mentoring Policy' framed during the year, submission of the 'Retail Policy' being formulated for the State of Goa in collaboration with Goa Chamber of Commerce and Industry, commencement of the 6-month certificate course in Event Management affiliated to HRDF, Goa and Directorate of Skill Development and Entrepreneurship, Govt. of India