



Yearly Status Report - 2019-2020

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 S Nayak
Designation	Principal
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	08322976646
Mobile no.	9194224398
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/AQAR%202018-19.pdf
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/calendar_19-20.pdf

5. Accrediation Details					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	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	01-Jul-2003
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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
One-day workshop on 'Formulation of course outcomes'	22-Jun-2019 1	29
Programme enrichment initiatives for students of IMCom - Interaction with professionals-2	04-Dec-2019 1	35
Programme enrichment initiatives for students of IMCom - Audit assignment	01-Aug-2019 26	34
Programme enrichment initiatives for students of IMCom - Interaction with professionals-1	11-Jul-2019 1	40
Government Certification of the 6-month course in Event Management by the Directorate of Skill Development and Entrepreneurship, Government of Goa under the Human Resource Development Foundation Society (HRDF)	01-Jul-2019 180	26
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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
S. S. Dempo College of Commerce & Economics	Financial support for conducting workshops for quality improvement	Directorate of Higher Education	2019 5	100000
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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 :

3

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)	
<p>1. Plan for BVoc Programme: Skillbased education and training being the need of the hour, the IQAC initiated plans to introduce a BVoc programme with specialization in 'Media and Entertainment'. The programme is planned to be introduced in the academic year 202122 under the Dempo Centre for Skill Development (DCSD) and proposes to offer animation VFX, graphic designing, event management, photography, while allowing students to exit with a diploma at the end of the first year, an advanced diploma at the end of the second year, or a BVoc degree at the end of the third year of the programme. By the end of the academic year 201920, the college sought the assistance offered by FICCI and NOC from the Directorate of Higher Education as well as NOC from the Board of Studies of Goa University.</p> <p>2. Institutional Learning Management System: To build an efficient learning management system into the institution's processes, after the extensive training provided to the teaching faculty on outcome based higher education, it was essential to incorporate an ERP that included a LMS in line with Bloom's Taxonomy. After exploring the use of 'Google Classroom', and initial talks with service providers, the IQAC began the process of incorporating the 'CAMU', a LMS by 'Advaitaa'. The Learning Management System through the ERP was being developed to suit the requirements of the institution. 'MS Teams' has been activated by CAMU in May 2020 for the use of IMCom students of the institution.</p> <p>3. Initiatives for augmenting research work: i.Statcraft To encourage research culture among the teaching faculty and students, the IQAC proposed the purchase of a suitable software for statistical analyses required for research work. The 'Statcraft' software was purchased and training was provided to the teaching faculty as well as students of the postgraduate programme. The software was activated for use in February 2020. ii. CMIEProwess To augment research particularly in the areas of Commerce and Economics, the institution acquired the Prowess database in January 2020 that allows for interactive querying. The database includes all companies traded on the National Stock Exchange and the Bombay Stock Exchange, thousands of unlisted public limited companies and hundreds of private limited companies. This database is expected to facilitate research scholars as well as research guides of the institution. iii.Faculty training sessions A 5Day National workshop on 'Survey Research and Structural Equation Modelling' and encouraged inhouse research scholars along with research scholars from other institutions to benefit from the same. The regular/ weekly IQAC sessions for inhouse faculty members included a session on Referencing tools for literature review in research, a session on Working on research projects research papers, in addition to the sessions carried out through the FDRC on writing research papers.</p> <p>4. Project consultancy: i.Blockchain With plans to take up project consultancy in blockchain technology in the near future, as identified through discussions at IQAC meetings during the previous academic year, the Department of Commerce organised a State Level seminar on 'Emerging Technologies in Business: Digital Marketing and Blockchain Technology' on 7th March 2020. ii.Completion of Draft Retail Policy for the State of Goa Drafting the Retail Policy for Goa in collaboration with the Retail Committee of the Goa Chamber of</p>	

Commerce and Industry (GCCI), a project that began in November 2018, was submitted to GCCI in August 2019 and is awaiting submission of the same to the State Government for consideration and implementation. The college team working on this consultancy project included the Principal and faculty members of the Department of Commerce. 5. Institutional Vision, Mission and Values: The IQAC suggested a revision in the Vision and Mission of the institution in keeping with the changes in higher education and to reflect the core values of the institution. The process of revising the vision and mission of the college began during the academic year 201819. After brainstorming session with the internal members of the IQAC, members of the teaching faculty and the IQAC members, the revised version was finally approved by the management, along the addition of Institutional Values. The process was completed in FebMarch 2019. The revised Vision and Mission along with the addition of Institutional Values were then displayed on all college platforms.

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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	Achievements/Outcomes
Skill enhancement courses	1. New certificate courses were offered 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). 2. Certificate courses were offered in 'GST practitioner', 'Stock trading', 'Tally', soft-skills training in resume writing and art workshop (Dept of MCom).
Seminars/ Workshops/ Conferences	Among the various seminars/workshops/ conferences organised include - 1. State-level seminars on 'Emerging technologies in Business: Digital Marketing and Block chain technology' (Dept. of Commerce), 'Challenges and Reforms in the banking sector' (Dept. of Economics) 2. State level workshops on 'Data Science and Digital Analytics' (Dept. of IT), and for teaching faculty on the extended syllabus for semester VI in International Economics (Dept. of Economics) 3. To foster research culture, a state level workshop for 'Research aspirants' (Dept. of IT) and a 5-day national workshop on 'Survey research and Structural Equation Modelling' in collaboration with the Directorate of Higher Education 4. National conference on 'Development of Sustainable Tourism Policies' (Dept. of

	MTTM) 5. A 3-day Scientific International conference on Physical Education and Allied Sciences, along with Government College of Arts, Science & Commerce, Sanquelim in association with DHE under the aegis of the National Association of Physical Education and Sports Sciences (NAPESS) on the theme 'Holistic Development for Excellence in Sports Performance, Health and Wellbeing'
Practical exposure to drive classroom concepts	1. 'Go Green' product development and exhibition of green products was organised for the FY BCom students of Marketing. 2. Short internships of 4-weeks after class / students training was completed by SY BCom students of Retail Management / Event Management, for practical understanding of concepts.
Government certification of Event Management course	The Department of Event Management acquired government certification of the 6month course in Event Management affiliated to HRDF, Goa and Directorate of Skill Development and Entrepreneurship, Govt. of India
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14. Whether AQAR was placed before statutory body ?	Yes				
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Name of Statutory Body</th> <th style="width: 50%;">Meeting Date</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">IQAC</td> <td style="text-align: center;">24-Apr-2021</td> </tr> </tbody> </table>		Name of Statutory Body	Meeting Date	IQAC	24-Apr-2021
Name of Statutory Body	Meeting Date				
IQAC	24-Apr-2021				
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	2020				
Date of Submission	01-Mar-2020				
17. Does the Institution have Management Information System ?	Yes				
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	The institution has implemented a module based electronic MIS system. The important modules of the MIS include the following: 1. Online admission -				

The admission to all the programmes offered by the institution is online through the institutional website. During the year 2019 20, the online payment system was implemented through 'CCAvenue' payment gateway in the institutional ERP. The online admission module is linked to all the other modules thus providing an integrated framework for management of student data.

2. Administrative module - The administrative module facilitates management of student related processes including maintenance of student data, class allocation, roll number allocation, subject allocation and generation of aggregate data reports required for routine administration as well as for various agencies including government authorities and AISHE. The reporting system for NIRF is in progress.
3. Attendance module - The attendance module is entirely computerized including generation of month wise attendance reports, student wise and subject wise semester end attendance reports and communication of attendance to students and parents.
4. Examination module - This module is utilized for processing of results and is entirely computerized.
5. Library Module - This module manages library data including book data, issue/return statistics and other library processes. The module operates with RFID identity cards of staff and students which are scanned for various library processes. The automation of periodic stocktaking is in progress.
6. 'Prapti' Module - This module manages data related to achievements of students and staff in academics, cocurricular activities, sports, research, and related domains. 'Prapti' system generates periodic reports required for reporting the institutional accomplishments to institutional authorities including the management. The MIS at its current stage of completion provides integrated reporting for student data (admission records, semester wise results, semester wise attendance statistics).
7. Learning Management System The LMS through the ERP 'CAMU' by Advaitaa was adopted and being developed to suit the requirements of the institution. MS Teams has been activated by CAMU for the use of the students of IMCom.

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 institution's academic curriculum, its calendar and delivery of programmes are governed by the guidelines and prerequisites defined by the Goa University and approved by the respective Boards of Studies and notified by the Goa University. In terms of curriculum delivery, the time table committee of the college plans and ensures effective and timely implementation of the curriculum. An Academic Calendar is planned for the faculty members, students, staff and other stakeholders which includes a complete schedule of commencement of classes, internal evaluation schedule, co-curricular activities, tentative examination schedule, etc. The Academic Calendar is displayed on the website of the college and a printed copy of the same is distributed amongst the students and teachers. The institution adopts various means of digital pedagogy and blended form of instructions aided by audio visual technology. The curriculum is delivered by adopting to state of the art, well equipped classrooms and laboratories which are well designed and equipped with modern audio-visual aids and advanced I.C.T, which form the infrastructural support for students and teachers. Experiential learning is facilitated through institution affiliations and various industry professionals form a part of the Guest and Visiting faculty. Besides this, industry tie-ups, visits and field trips are periodically organized for the benefit of students. Hands-on learning and assessments through tests, assignments, projects, viva-voce and case studies are a regular part of the academic curriculum. All activities pertaining to delivery of curriculum, value added courses conducted, co-curricular activities held and conduct of various departmental and committee meetings are documented by reporting software "Prapti". In order to fulfil the needs of the stakeholders and the community, the college constantly endeavors to introduce and implement new courses and programs to bridge the need-gap and meet the ever-increasing demands of a growing education sector vis a vis its primary stakeholders, the students. To that end, the college introduced 2 programs - the P.G. Diploma in Event Management and M.A. in Tourism and Heritage Management in 2017-2018 and subsequently the 4-year Integrated MCom Degree in 2018-2019. The institution has implemented the Choice Based Credit System prescribed by the University Grants Commission and adopted by the Goa University from 2017 onwards (for BCom and BBA programmes) and students are encouraged to opt for skill-based subjects and electives, besides their Core Courses. In an effort to align with the national mission of Skills Development, the institution set up the Dempo Centre for Skill Development, to give an impetus to Skill-based learning through which it makes available a host of Certificate Courses and Programs for the benefit of students in highly sought after fields such as Graphic Designing, Stock Trading, Career Development, Advanced MS Excel, Equity Research & Portfolio Management, Finance & Insurance, Accounting for Small Business and Banking.

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
IATA Airport Ops	Nil	15/07/2019	120	Both	Technical Skills - Operations,

Customer Service

Handling Accounting Software

Tally Nil 16/07/2019 90

Employability

Filing GST Returns

GST Advanced Practitioner Program

Nil 09/12/2019 6

Employability

Aims at Business Intelligence, Reporting needs, complex Calculations in Excel , Investigating business trends out of large data set, etc

Microsoft Excel (Advanced)

Nil 17/07/2019 3

Both

Banking, Finance and Insurance

Nil 01/07/2019 25

Employability

Equips fresh graduates with domain knowledge and Skills related to Banking Operations, Insurance Management and Advanced Business Communication to help them become a part of Banking and Finance Services Industry.

Career Enhancement

Nil 28/09/2019 10

Employability

Aims at improving skills of learners in following areas:
Interview skills
Making corporate presentations
Interpersona

					1 communication Positive attitude and self-confidence Working with teams and productive collaborations
Accounting for Small Business (Comprises of Tally Component) BATCH 1	Nil	01/08/2019	40	Both	Aims at providing knowledge related to Legal aspects of establishing small business Developing skills in accounting including computerized accounting and Use of different techniques of cost efficient inventory management
Accounting for Small Business (Comprises of Tally Component) BATCH 2	Nil	22/08/2019	44	Both	Aims at providing knowledge related to Legal aspects of establishing small business Developing skills in accounting including computerized accounting and Use of different techniques of cost efficient inventory management
Graphic Designing	Nil	29/10/2019	10	Employability	Aims at improving the

Stock
Trading

Nil

25/10/2019

10

Employabil
ity

knowledge of
students
related to
use of
hardware for
professional
graphic
designing
assignments
Developing
right
portfolio of
graphic
designs for
product
promotion

Aims at
enhancing
the
knowledge of
learners
related to:
Understandin
g stock
market
mechanisms
Stock
trading
strategies
Stock
selection
using
technical
analysis Und
erstanding
sector
trends, news
analysis,
and value
investing.

Equity
Research and
Portfolio
Management

Nil

01/10/2019

10

Employabil
ity

Aims at
enhancing
the
knowledge of
students to
analyze and
evaluate
equity
markets and
portfolio
performance
evaluat

Business
Analyst

Nil

20/02/2020

10

Employabil
ity

Aims at
providing
insights to
the
participants

in following areas:
 Advance usage of MS Excel Data visualization techniques
 Statistical modelling for business decision making
 Forecasting using business data

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Nil	NA	Nil
View File		

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
Nil	NA	Nil

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	334	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
IATA Airport Ops	01/07/2019	11
Tally	01/07/2019	31
GST Advanced Practitioner Program	01/12/2019	33
Microsoft Excel (Advanced)	17/07/2019	52
Banking, Finance and Insurance	01/07/2019	32
Career Enhancement	28/09/2019	25
Accounting for Small Business (Comprises of Tally Component)	01/08/2019	26
Graphic Designing	29/10/2019	12
Stock Trading	25/10/2019	13

Equity Research and Portfolio Management	02/09/2019	40
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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, Management, Banking	451
PGDM	Event Management	7
MCom	Accounting and Finance, Business Management	40
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
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
<p>Feedback from students, teachers, parents, alumni, industry professionals and other stakeholders is routinely sought in order to improve the learning experience for students, enhance student and faculty performance and ensure optimum use of the infrastructure and resources provided. The feedback obtained is also integrated into curriculum planning and development. A comprehensive feedback drive was undertaken at the end of the academic year 2019-20 on the online platform, by means of a Questionnaire devised using Google Forms. The Feedback form focused on the 5 principal stakeholders: 1) Students 2) Teachers 3) Employers 4) Alumni 5) Parents and was made available online. There was an encouraging response to the Questionnaire submitted through Google Forms for Students Feedback, and this was compiled. However, the response from Employers wasnt encouraging. BBA Alumni however gave a good response to the feedback forms. A stakeholder-wise tabulation of feedback was carried out based on the respective criteria, with a focus on the curriculum. It was decided at the meetings that the respective Course Coordinators and HoDs can decide about the additional parameters required for feedback evaluation. The feedback obtained from the students analyzed the following parameters: ? Learning value in terms of skills, concepts, knowledge, analytical abilities and broadening perspectives, ? Applicability/relevance to real life situations, ? Depth of the course content, ? Ability to analyze problems in business / commercial situations and offer a suitable solution ? Overall rating of the syllabus and suggestions to improve the curriculum. The analysis of feedback obtained from the teachers provided insights on whether: ? Learning outcomes are defined and adhered to ? The curriculum is sufficient to bridge the gap between industry standards /current global scenarios and academics ? Timely coverage of curriculum is possible in the mentioned number of hours ? Sufficient reference</p>

material and books are available for the topics mentioned in the curriculum ? Evaluation methods in the curriculum are sufficient for providing proper assessment The feedback gleaned from parents focused on: ? Whether the curriculum added value to the students ? Availability of resources and facilities ? The extent of efforts required from the students ? Relevance of the subjects to real-life situations ? Job and future aspirations of their wards ? Parents' ratings and suggestions for improvement This feedback thus obtained was analyzed and submitted with recommendations to the management, the Principal and faculty for necessary follow-up action. It was decided that the following year, feedback would be sought additionally from alumni and employers, besides the primary stakeholders.

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
BCom	Accounting, Cost Accounting, Business Management, Banking and Financial services	360	497	362
BBA	Management	100	207	101
MCom	Accounting and Finance, Business Management	50	56	52
PGDM	Event Management	30	12	7
MTTM	Tourism and Travel Management	30	22	21
Integrated(PG)	Professional Accountancy and Financial Analysis	40	33	27

[View File](#)

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
2019	1192	190	34	9	6

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	Number of smart classrooms	E-resources and techniques used
99	99	17	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)

The College has a well-established student mentoring programme. Mentoring policy was formalised in the academic year 2019-20. At the beginning of the academic year the college admission committee mentors 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 the BCom programme the responsibility of mentoring the students of each class is assigned to two teacher mentors, one of whom is also the class teacher. ? The BBA department follows the concept of 'Batch Mentor', who is assigned to a particular class till that batch graduates i.e. 3 years. The mentoring activity involves career guidance, placement in summer internship and assistance in choice of elective courses for successful careers. ? The MCom department faculty develops a good rapport with the students over the two years which encourages the students to confide in the faculty and overcome any personal issues faced. The students are also guided to undertake the career paths suitable to them. For example students having entrepreneurial traits are encouraged to join a start up incubation centre CIBA. ? 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' is conducted by the Programme Co-ordinator for the students to enable the students to identify their hidden self. ? The Department of IMCOM has a mentor for each class. The mentor advises the mentees regarding choice of electives, projects, internship, articleship, professional goals, selection of career and higher education. The mentor motivates the students in all academic matters. ? PGDM–Event Management is a skilled based programme which guides students based on their career interest and creative skills. The mentor encourages them to pursue respective fields in the concerned industry. There are one-to-one interactive sessions that involve sharing of both academic and behavioural issues. Background Information is sought about students. 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 and courses. A session on student mentoring was conducted for the teaching staff by Dr. Aldina Braganza, Associate Professor of Psychology, Carmel College, Nuvem. College Counsellor conducted Orientation programme for the students and motivated the students to come forward with their problems. Besides formal sessions relating to Mental health and Stress Management, Social Media and Mental Well being are conducted on a continuous basis by the college counsellor. A talk on "Being Positive no matter what" by Rajyogini Dr. BK Sunita Didi, Spiritual Motivation speaker was organized to encourage students to adopt a more positive attitude towards life. A value based life skills programme "Let's Talk Tour" was organised by an NGO, "I Am Connected".

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1384	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	13	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	Designation	Name of the award, fellowship, received from
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	state level, national level, international level		Government or recognized bodies
2020	Dr. Radhika Nayak	Principal	State Teacher Award for Excellence in Higher Education for the Academic year 2019-2020

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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 II	Nil	25/06/2020
BCom	BCom(Hons)	Sem IV	Nil	26/06/2020
BCom	BCom(Hons)	Sem VI	12/08/2020	19/10/2020
MCom	MCom	Sem II	Nil	24/09/2020
MCom	MCom	Sem IV	14/08/2020	14/09/2020
PGDM	PGDM-EM	Sem II	14/10/2020	12/03/2021
BBA	BBA	Term III and VII	Nil	05/06/2020
BBA	BBA	Term XI	07/08/2020	21/01/2021
Integrated(PG)	IMCom	SEM II	15/04/2020	19/08/2020
MTTM	MTTM	Sem II	Nil	17/09/2020

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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Continuous Internal Assessments are conducted through various modes such as assignments, presentations, written tests, online tests, viva, solving problems and class performance, field visits, organisation based projects and debates. Innovative methods used for evaluation are such as: The MTTM department introduced graded assignment on development of micro-videos to identify ill effects of over-tourism and garbage problems at a tourist destination. Introduced grading of reports, which recorded observations, interactions, and operations of the cargo division of Dabolim airport. Online graded functional courses were introduced in lieu of internship only for this academic year courses were suggested from OPEN SAP, Coursera and SWAYAM. Due to COVID-19 pandemic a complete paperless evaluation process was introduced for all the programmes through Google Classroom assignments which allowed collection of responses to case studies, industrial problems and multiple choice questions.

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

The academic calendar is printed in the form of a booklet and made available to the staff and students at the beginning of each academic year. Information about the institution, the governing board, rules of conduct and discipline is

provided. The college anthem, vision, mission and objectives of the institution are highlighted and popularised through the academic calendar. The academic calendar includes a schedule of the academic, co-curricular and extra-curricular activities, dates of Intra Semester Assessments, Semester End Examination and other activities for each of the programmes for the academic year. It incorporates the semesters/terms, schedule of examinations and vacations prescribed by Goa University. It also provides pages to record ISA/SEE dates and marks, record of attendance and record of co-curricular activities. The schedule provided adheres to Goa University approved academic calendar for each programme. The academic calendar facilitates the staff and students in planning the institutional and personal activities for the academic year.

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
MTTM	MTTM	Tourism and Travel Management	15	15	100
PGDM-EM	PGDM	Event Management	7	7	100
MCom	MCom	Accounting and Finance, Business Management	33	32	96.96
BBA	BBA	Management	87	84	96.55
BCom (Hons)	BCom	Accounting, Cost Accounting, Business Management, banking and Financial Services.	216	210	97.22

[View File](#)

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)

https://www.dempocollege.edu.in/wp-content/uploads/nnac_archive/Student%20Satisfaction%20Survey_19-20_Analysis.pdf

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
Interdisciplinary Projects	0	NIL	0	0
Major Projects	0	NIL	0	0
Minor Projects	0	NIL	0	0
Industry sponsored 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
Any Other (Specify)	0	NIL	0	0
International Projects	0	NIL	0	0
View File				

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
One-Day National Conference on Development of Sustainable Tourism Policies	Department of Master of Tourism Travel Management	17/12/2019
Bootcamp on Innovation ,Creativity and Start-up	Institution Innovation Council	07/11/2019
One-Day State Level Seminar on Challenges and Reforms in the Indian Banking Sector	Department of Economics	18/01/2020
One-Day State Level Seminar on Emerging technologies in Business: Digital Marketing and Blockchain Technology	Department of Commerce	07/03/2020

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	Nil	NIL

[View File](#)

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	Nil

[View File](#)

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	MTM	1	1.09
International	MCom	1	0.39

[View File](#)

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
NIL	0

[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
Investor Sentiment and Stock Market Dynamics in India	Mrs. Namrata S Wagle	International Journal of Management and Economics	2019	5.79	S.S.Dempo College of Commerce and Economics	0
Road traffic accidents in North Goa: Issues and Challenges	Mrs. Vibha Pai Angle	International Journal of Management and Economics	2019	5.79	S.S.Dempo College of Commerce and Economics	0

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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	Nil	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	14	16	0
Presented papers	3	1	1	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
Purchase of Rakhis made by special students	NSS /Sanjay Centre for Special Education, Porvorim, Goa	5	144
Donation of stationery	NSS/Government Primary School, Bambolim.	2	5
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, Bambolim, Goa.	48
Siridao beach cleaning drive	Recognition	Siridao Village Panchayat, Siridao, Goa.	19
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 activities	Number of students participated in such activities

NSS Special Camp	NSS/Shri Bhagavati Haldonkarin Devasthan Committee	Cleaning of Temple Premises	5	41
Beach Cleaning	NSS/Siridao Village Panchayat	Siridao Beach Cleaning Drive	2	19
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
Internship	Internship (MTTM)	International Center Goa, Donapaula - Goa in association with Goa writers and Directorate of Art and Culture, Panjim - 0832-2452805	25/11/2019	07/12/2019	Uma Ravindra Chari, Zamzam Qadri
Training Programme	Advanced GST Practitioner Training Programme	MSME Technology Development Centre (Process and Product Development Centre, Agra), Ministry of Micro, Small and Medium Enterprises, GOI - 91-562 -2344006	09/12/2019	14/12/2019	Students of MCom Part II
Training	Training	Makeintern	13/12/2019	14/12/2019	Students

Programme	in Business Plan Preparation in Association with Makeintern and Echoes (IIM Kozhikode Event)	and Echoes' (IIM Kozhikode Event) 011-4905855			of MCom Part I
Industry Training	Internship (PGDM-EM)	Royal Gala Events, Salcete, Goa - 8806476464	11/01/2020	11/02/2020	Rajas R Prabhu
Industry Training	Internship (PGDM-EM)	Vogue Luxury Weddings and Occasions - Panjim Goa - 8390606165	15/12/2019	25/01/2020	Afrin Manihar, Suraj Raju
Industry Training	Internship (PGDM-EM)	Lester Melo Events Pvt. Ltd. Altinho Panjim Goa - 0832-2436945	17/12/2019	30/01/2020	Tanvi Eknath Phadte, Diksha Dilip Belgoji
Industry Training	Internship (PGDM-EM)	Buzz Events, St Inez, Panaji, Goa. 0832-2427 010	16/12/2019	27/01/2020	Sumitra Vithoba Gawas, Macklin Joseph DCosta

[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
Bajaj Finserve Limited	12/07/2019	To impart practical knowledge and essential skills to final year graduation students and fresh graduates, especially those belonging to economically weaker sections of the society, with a view to create employment	33

		opportunities for them in Banking	
CII-Yi	13/08/2019	i)The role of the institution would be to enroll All students or minimum of 50 students at the beginning of the year and increase the same substantially through the years. ii) Yi and Education Partner shall motivate and provide opportunities to the	202
The Navhind Times and Department of Event Management - S.S. Dempo College	21/09/2019	To organise Spell Bee 2019, a state level Spell Bee Competition for college students and provide an opportunity to the students of S.S. Dempo College to get a hands-on experience of organising a live event.	13
View File			

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
801500	1342722

4.1.2 – Details of augmentation in infrastructure facilities during the year

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

Seminar Halls	Existing
Laboratories	Existing
Class rooms	Existing
Campus Area	Existing
View File	

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 partially)	Version	Year of automation
--	Partially	---	2011

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	18679	3787498	1035	137857	19714	3925355
Reference Books	24991	4037888	1660	1007886	26651	5045774
e-Books	3135809	5900	0	0	3135809	5900
Journals	38	72002	0	0	38	72002
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)	29	34534	0	0	29	34534

[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	Nil

[View File](#)

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Co	Computer	Internet	Browsing	Computer	Office	Departme	Available	Others
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	computers	Lab		centers	Centers		nts	Bandwidth (MBPS/GBPS)	
Existing	370	197	50	2	4	12	138	50	23
Added	10	0	10	0	0	0	10	10	0
Total	380	197	60	2	4	12	148	60	23

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

60 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 incurred on maintenance of physical facilities
273200	382684	193300	522394.4

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)

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 Director of Physical Education and Sports. • Any access to the facilities at the Gymkhana beyond the working hours or on non-working days shall be subject to recommendation of

https://democollege.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	St. Cruz students scholarship/ freeship	6	30000
Financial Support from Other Sources			
a) National	Financial assistance to ST students under Gagan Bharari Shiksha Yojana	28	210000
b) International	NIL	0	0
View File			

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
Certificate course in Graphic Designing	29/10/2019	12	Goa Institute of Digital Art Animation
Certificate course in Business Analyst	20/02/2020	15	Business Toys, Bangaluru
View File			

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	Number of benefited	Number of students who	Number of studentsp placed
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		students for competitive examination	students by career counseling activities	have passed in the comp. exam	
2019	Career Guidance talk by YUVA Chapter	0	78	0	0
2019	Talk on study opportunities in US	0	38	0	0
2019	Career guidance talk in travel and tourism sector	0	123	0	0
View File					

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		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Open Destination	24	0	NIL	0	0
View File					

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

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2019	2	BCom (Hons)	Commerce	IFIM Business School, Bangalore	PGDM-Finance
View File					

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
CAT	3
View File	

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

Activity	Level	Number of Participants
Badminton	Intramural	108
View File		

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/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	3rd place: International Inter-State Tennis ball Cricket Championship 2019-20	International	1	Nil	201909335	Narayan Narvekar
View File						

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

The Student Council assisted in organising a state-level intercollegiate Ghumat Aarti Competition "Naad Brahma" and several intra-college events, namely Annual Hike at Waterfall (Shivling Waterfall, Valpoi), Dahi Handi Celebrations and the Rangoli, Photography, Selfie, and Matki Painting Competition. The Student Council depicts its awareness towards the social cause by organising the Adolescent Health and Beti Bachao Beti Padoo Awareness Camp, a Quiz and Poster Competition on Fundamental rights and Constitution of India and Manohar Parikar Vidyanan Mohotsov. The Student Council works towards a healthy institutional environment by organising Teachers Day celebrations and Annual Pooja. Students Council also encourages fellow students to write articles and submit illustrations for the annual college magazine DEMPOITE. A few students are also part of the magazine editorial team. Additionally, the Students Council members 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, Prevention for 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

The college has a registered Alumni Association whose purpose is to foster a spirit of loyalty and to promote the general welfare of the institution. We have a proud list of notable alumni which are a part of the political, social and industrial landscape of the state and country. The institution benefits socially, academically and professionally by building a strong and positive

relationship with the alumni. Our well placed alumni are instrumental in various developmental activities of the institution such as facilitating contributions towards sponsoring various activities of the institution, being available as resource persons for seminars and workshops. The institution identifies eminent alumni who are part of the industry who can mentor and share their rich experiences with the students of the college through a series known as Walk the Talk. They are also invited to provide career guidance to students in their respective areas of work. The alumni also give back to the institution by being part of the teaching faculty and the administrative block.

5.4.2 – No. of enrolled Alumni:

1664

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

72000

5.4.4 – Meetings/activities organized by Alumni Association :

one meeting The meeting of the Alumni Association for the academic year 19-20 was held on 25/01/2020. The agenda of the meeting was to confirm the minutes of the meeting held on 15th April 2019 and to discuss alumni involvement in college 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)

Democratic Structuring and Governance: Practices of decentralization and participative management during the last year is undertaken in the following manner: 1. Head of the Departments: various Heads of Departments are taken in confidence while taking decisions. There is a Whatsapp group which is very dynamic and active updating the members on various issues be it academics, technology and methodology. The Departmental Heads express their views collectively, share their observations and make corresponding suggestions, which if found suitable, are implemented. 2. Teaching Faculty: Members of the staff with their experience and expertise prove very helpful in providing inputs in the smooth functioning of the institution. 3. Administrative and support staff: since an Open Door Policy is followed, contribution from every member is much appreciated and encouraged. 4. Parent Teacher Association: this association plays a pivotal role in making some important and pragmatic recommendations which ensures a participative style of functioning. The Culture of Academic Innovation: The institution is particular to ensure that the model of governance is founded on the principles of participation, consultation and broad-based representation in the matters of academic affairs (Board of Studies), grievance redressal (student/staff) and student support. Academic and non-academic committees are guided by the philosophy of encouraging continuous free flow of ideas, free inquiry and implementation through a process which is preceded by constructive deliberation at various levels (staff /heads of department meetings). Innovative initiatives in the areas of academics and non academics are undertaken in a participative manner.

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	<p>1. The college adheres to the procedures, rules and regulations laid down by the Goa University and the Government with reference to admissions for UG and PG courses. 2. The college admission process is made online ensuring transparency and an easy access to those who seek admission. 3. The merit list is declared online as well as displayed on the college notice board.</p>
Industry Interaction / Collaboration	<p>Interaction with industry occurs at various levels. 1. Eminent people from the industry are invited to deliver lecture for the students giving them an insight of the business environment. 2. Field trips and industrial visits are organised by various departments to promote industry interactions and collaborations and give industry exposure to students. 3. Workshops, conferences, seminars are organised at college, department level where industry experts are called to share their experience. 4. Alumni entrepreneurs are invited as guest faculty to provide hands on information to the students.</p>
Human Resource Management	<p>1. Registration and travelling expenses are borne by the college to encourage Faculty and Staff to participate in self-development programmes such as workshops, orientation courses, refresher courses and short term courses. 2. A Staff Secretary is appointed ever year to create linkage between administration and teachers. 3. There is rationalization of administrative work, that is, each faculty is part of maximum three committees 4. A hike and picnic is organised for the staff almost every year 5. The Principal attends to grievance of the employees.</p>
Library, ICT and Physical Infrastructure / Instrumentation	<p>1. The college library has a collection of 45,421 books. 2. To avoid pilferage of books, the library is put under surveillance using CCTV cameras. 3. The college library web-OPAC and MIS is user friendly and is accessible to the students and staff. 4. The college conducts library orientation sessions for First year students. 5. N-List service of INFLIBNET is made available to all teaching staff and post-graduate</p>

students. 6. E-journals from J-Gate are also accessible from the library. 7. All classes are equipped with projectors and are Wi-Fi enabled. 8. The college provides teachers with laptops to deliver sessions.

Research and Development

1. The Management of the college promotes research activities by providing grant for research and other related activities like national and international seminars, symposiums and conferences. 2. For promoting research, the college has purchased subscription of online research journals providing latest resources for the faculty members. 3. Students were guided to make use of e-resource available in the library for their research. 4. The college has also acquired CMIE [Centre for Monitoring Indian Economy Pvt. Ltd.] prowess IQ database for facilitating research in Commerce and Economics. 5. Teachers are research guides who are guiding research scholars for Ph.D.

Examination and Evaluation

1. The exam committee is responsible for overall planning of exam schedules and the assessment work. 2. The examination system is set as per the guidelines of Goa University. 3. The college conducts orientation sessions for new teaching faculty to guide them about the rules and regulations of the examination. 4. Parents receive SMS alerts regarding the performance of their wards.

Teaching and Learning

1. Teachers are encouraged to use new pedagogical method for teaching their subject such as flipped classroom other than lectures, class presentations, assignments, class discussions, industrial visits and educational trips
2. Besides classroom teaching, activities such as camps, debates, seminars, poster making activities are also undertaken. 3. The institution provides adequate infrastructural facilities which include various facilities like reading room, commerce lab, economics lab, Wi-Fi enabled campus, IT savvy Library and a fully functional computer laboratory. 4. The institution uses "Statcraft" software for analysis of the feedback collected from the students. 5. Faculty members upgrade their skills and knowledge through Orientation Programme,

	Refresher Courses, Workshops and FDPs.
Curriculum Development	Faculty members are a part of Board of Studies Sub-Committee for Syllabus Revision (CBCS) for academic year 2019-20 The Department of Economics organized a State Level Workshop to discuss the Extended Syllabus of International Economics paper. The Dempo Centre for Skill Development has launched various short term Add-On courses to meet the requirements of the corporate world and enhancement of employability of the students.

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

E-governance area	Details
Planning and Development	College uses Google Calendar for planning events and activities including reservation or booking the college facilities for the same.
Administration	All internal communication with faculty and staff as well as records such as notices, leaves, circulars are issued online. Communication with Management and Regulatory Authorities such as UGC, Goa University and others occurs in an online mode.
Finance and Accounts	ERP software is used by accounts section for maintaining record of all monetary transactions.
Student Admission and Support	1. Online admission is implemented by the college and the fees payment is done online. 2. ERP software is used for maintaining data bank of students right from the point of admission to their exit. 3. Online book reservation facility is available for students. 4. Question papers are available online after the semester-end exam. https://dempcollege.edu.in/questionpapers/
Examination	1. Online filling up of examination form and payment of fees 2. All exam related notices are displayed on the college website. 3. Intra Semester Assessments are conducted as well as assessed online by faculty members. 4. First year BCom students answer their English semester end 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	Name of the professional body for which membership	Amount of support

		support provided	fee is provided	
2019	Dr. Sangeeta Chakrabarty	Two day International Conference on ICT for Sustainable Development co-located with World Publication and Conference Summit	-	2500
2019	Mr. Amit Naik	Three day GIM Summer School Workshop on Time Series and Panel Data Modelling and Forecasting using E-views and SPSS organised by Goa Institute of Management in association with the Indian Econometric Society (TIES)	-	2500
2019	Ms. Sonal Undakoti	One-day State level workshop on Application of Bloom's Taxonomy in Teaching and Learning organized by Department of History, Carmel College of Arts, Science and Commerce for Women, Nuvem, Salcete, Goa	-	100
2019	Mr. Santosh Bhal	Five-day state level workshop in "Linear Algebra with Python Learning" organized by Department of Mathematics, Dhempe College of Arts and Science,	-	1500

		Miramar		
2019	Ms. Sameera Khan	Five- Day National Workshop on Survey Research and Structural Equation Modelling organised by S.S. Dempo College of Commerce and Economics	-	3000
2020	Ms. Vibha Pai Angle	One-day workshop on "Cost and Management Accounting Papers at Fr. Agnel College of Arts and Commerce, Pillar, Goa	-	400
2019	Ms. Odilia Lopes	Five-day National workshop on " Survey Research and Structural Equation Modeling" organized by Department of Commerce, Dempo College of Commerce and Economics	-	3000
2019	Ms. Sushila Telgiri	One-day Advanced Research workshop on Applied Economics and Finance organized by CAEF	-	1500
2019	Dr. Cheryl Dias	5th International Scientific Conference on Knowledge Based Sustainable Development - ERAZ 2019, (Budapest, Hungary)	-	8249

2019	Dr. Aruna Mesquita Noronha	One day workshop in the subject of DSEs Management at Carmel College	-	500
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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)
2019	Workshop on Use of Statcraft	-	09/08/2019	09/08/2019	22	Nil
2019	Faculty development programme on Google Calender for Reporting events and booking facilities	-	20/08/2019	20/08/2019	37	Nil
2019	Faculty development programme on Writing Research Paper-I	-	20/09/2019	20/09/2019	32	Nil
2019	Faculty development programme on Business Consultancy	-	27/09/2019	27/09/2019	25	Nil
2019	Faculty development programme on Writing Research Paper-II	-	04/10/2019	04/10/2019	24	Nil
2019	Faculty development programme	-	11/10/2019	11/10/2019	8	Nil

	on Anapan: One Step towards Equanimous Mind					
2020	-	Online Excel course of UDEMY	22/05/2020	30/06/2020	Nil	6
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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 Orientation Programme	1	30/07/2019	26/08/2019	28
Five Day National Workshop on Survey Research and Structural Equation Modeling, organised by S.S. Dempo College of Commerce Economics, Cujira, Bambolim, Goa in collaboration with Directorate of Higher Education, Government of Goa	5	09/12/2019	13/12/2019	5
Five day Librarian Development Programme organised by Directorate of Higher Education in association with IQAC of Goa University	1	02/03/2020	06/03/2020	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
2	11	0	3

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
12	10	5

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 has an established mechanism to conduct Internal Financial audit every year to ensure Financial Compliance. The auditors submit the financial compliance report after examining the bills, receipts and the payments made. The audited statements of accounts are then submitted to Directorate of Higher Education. The college being a grant-in-aid institution, external financial audit is conducted by the Directorate of Accounts, Government of Goa, regularly ensuring that the amount is utilized by the institution 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 funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NIL	0	NIL
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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)

1. Parents suggested that college should organize a stress management session for parents to cope up with issues related to parenting. 2. A monthly meet of teachers and parents was suggested in order to facilitate a better interaction between the two. 3. The PTA members offered to popularize the certificate courses that are offered under the newly set-up Dempo Centre for Skill Development as well as to encourage their wards to opt for these courses and seek maximum advantage. 4. Taking into account students' welfare, parents highlighted the need of a counselor and in pursuance to which the college has ensured the appointment of a Counselor since January 2020.

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 Department of Event Management introduced a certificate course in Event Management affiliated to HRDF – Human Resource Development Foundation Society, Government of Goa. The course aims to equip students with a working knowledge of event management processes and the skills required to design, plan and manage events. The course helps develop effective communication skills for managing events transactions, business correspondence, and enhancing organisational image and provide employable human resource in the area of event planning and logistics management and nurture entrepreneurial talent for building future organizations. - <https://www.democollege.edu.in/intro/cem-mobile.html#buttons>

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
2019	Government Certification of the 6-month course in Event Management by the Directorate of Skill Development and Entrepreneurship, Government of Goa under the Human Resource Development Foundation Society (HRDF)	01/07/2019	01/07/2019	31/01/2020	26
2019	Programme enrichment initiatives for students of IMCom - Interaction with professionals-1	11/07/2019	11/07/2019	11/07/2019	40
2019	Programme enrichment initiatives for students	01/08/2019	01/08/2019	31/08/2019	34

	of IMCom - Audit assignment				
2019	Programme enrichment initiatives for students of IMCom - Interaction with profess ionals-2	04/12/2019	04/12/2019	04/12/2019	35
2019	One-day workshop on Formulation of course outcomes	22/06/2019	22/06/2019	22/06/2019	29
2019	Session on Referencing tools for literature review in research	25/09/2019	25/09/2019	25/09/2019	13
2019	Session on Working on research projects research papers	09/10/2019	09/10/2019	09/10/2019	21
2019	IQAC session on Reporting requirements for NIRF	04/12/2019	04/12/2019	04/12/2019	28
2019	Talk on Mentoring of students	07/12/2019	07/12/2019	07/12/2019	42
2019	5-Day National Workshop on Survey Research and Structural Equation Modelling	09/12/2019	09/12/2019	13/12/2019	29
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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

Social Cartooning Workshop	27/08/2019	27/08/2019	36	14
T-Shirt painting competition promoting gender equality	29/08/2019	29/08/2019	25	5
Breaking the stereotypes	05/03/2020	05/03/2020	125	101
Women Empowerment through Art Form	06/03/2020	06/03/2020	17	38

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
<p>1) Waste Bins are placed at the corridor, classroom, washroom, canteen and laboratories. 2) A plastic free village campaign was undertaken to sensitize the students and local community about ill effects of plastic under Unnat Bharat Abhiyan and cloth bags were distributed to villagers 3) Vanomahotsav celebration -distribution of saplings 4) Crochet making workshop out of plastic was conducted for students to sensitize them about ill effects of plastics and workshop focused on theme Reduce Reuse and Recycle 5) Decoupage workshop was organised for students wherein the students converted best out of waste like pebbles, shells or old vase etc. 6) Solid waste management demonstration through art of segregation and use of earthen pots for composting 7) Students visited Salim Ali Bird Sanctuary to study the mangrove forest and learn about coastal ecology, mangrove ecology, marine diversity, role of mangrove in climate resilience, human impact and need for conservation 8) A visit at Saligao waste management corporation was undertaken to sensitize students on the need for household waste and segregation and thereby encouraging to reuse and recycle the waste</p>

7.1.3 – Differently abled (Divyangjan) friendliness

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

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
2019	1	Nil	13/08/2019	1	Beach cleaning drive at Siridao beach.	Students collected, segregated the waste on	19

						the beach, and handed over to the village panchayat for disposal.	
2019	Nill	1	20/08/2019	1	Community service	Cleaning of Mercedes church and school premises.	39
2019	Nill	1	27/08/2019	1	Donation to flood affected people from Kholapur	The Flood affected people from Kholapur were donated bathing soaps and toothpastes	191
2019	1	Nill	30/08/2019	1	Wall paintings at Government Primary school, Bambolim.	Creating an environment conducive to learning.	32
2020	1	Nill	28/01/2020	1	Floating carnival.	Innovative way of celebrating water bodies of Goa.	102
2020	Nill	1	11/02/2020	1	Self Employment	The women of Taleigao were taught flower making for self employment.	1
2020	Nill	1	14/02/2020	1	Community service.	The slum children	1

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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) University Code of Conduct for Teachers	17/06/2019	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
A talk on "Being positive no matter what" by the Bhramakumaris was organized to encourage students to adopt a more positive attitude towards life.	21/01/2020	21/01/2020	61
A Pencil Sketch competition was held on the theme 'Universal values, National integration and communal harmony'	27/09/2019	27/09/2019	11

to commemorate Gandhi Jayanti.			
A talk on the topic Fundamental Duties and Constitution of India was organized in which the speaker elaborated on the constitution of India and Fundamental duties	11/01/2020	11/01/2020	30
Blood Donation Camp was held in Collaboration with GMC in the college premises.	30/09/2019	30/09/2019	48
Patriotic values were inculcated through a visit to the Naval Aircraft Museum organised by the Department of Tourism studies.	26/09/2019	26/09/2019	13
A talk was organised on road safety patrol and traffic warden scheme.	07/03/2020	07/03/2020	95
A session on Constitution of India was organised	04/03/2020	04/03/2020	101
A talk was organised on road safety rules and gears in association with GEARS community for the students.	22/02/2020	22/02/2020	108
A poster making competition was organised on the theme Fundamental duties and constitution of India	04/03/2020	04/03/2020	4
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Bird Feeder and Water Dispenser were made with an aim to preserve and conserve bio-diversity.
2. Planting of sapling around the college campus.
3. 'Go Green'- An exhibition of innovative green products was organised with focus on recycling and reusing.
4. Management maintains the gardens in the college campus.
5. Incinerators are used in the ladies washrooms as an initiative for

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice I Title of the practice: Faculty Enrichment Sessions Objectives of the Practice: • To promote culture of knowledge sharing, conducting publishing research and enhancing teaching skills. • To provide a platform for the teaching staff of the college to share their ideas, knowledge and expertise • To get hands-on experience in operating various research software. Context Educational institutions are temples of knowledge and the Faculty Enrichment Sessions are a significant step towards keeping teachers abreast with the latest technology in teaching and research. The efficiency of human resource improves with continuous sharing of innovative teaching methods coupled with hands on experience of various software. The Faculty Development Programs (FDP) organised by the Faculty Development Research Committee (FDRC) builds the strong foundation of an educational system ensuring quality education. Faculty development has always been accorded priority. The sessions promote pedagogical skills and research culture to keep pace with fast changing learning environment. The Practice Faculty Development Programs are an attempt to provide a platform for sharing knowledge. Regular FDPs are conducted to develop pedagogical skills among the teaching faculty on topics such as Developing E-Modules, Flipped Learning and creation of E-Content. To keep up with the recent trends in research, the sessions are conducted on writing research papers, use of statistical software's such as Statcraft, E-views and SPSS, use of J-Gate a bibliographical database. Thereby, providing opportunities for career growth. In addition, the Faculty Development Programs were also conducted in fields like Yoga, Health Fitness, Business Consultancy and Financial Literacy. Evidence of Success • FDPs have enabled the faculty members to discuss new ideas and latest technology which helped them in honing their teaching skills. • Teachers felt encouraged to share their domain knowledge. • The teaching faculty has successfully imbibed new skills. • Academic and professional skills of faculty have been regularly updated. Problems Encountered and Resources Required • Several academic programmes conducted simultaneously makes it difficult to achieve cent percent attendance. Best Practice - II Title of the practice: A holistic learning platform Objectives of the Practice: 1. To enhance critical and analytical thinking of students. 2. To hone students' oratorical skills, persuasive skills and leadership skills. 3. To encourage entrepreneurship and facilitate learning beyond classroom The Context In keeping with the institutional mission of producing 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 The 'Dempo wizards' is a club for the development of many important skills like public speaking, leadership initiative and provides a platform for enhancing creativity and talent in various fields for the students of the college, under the department of economics. It provides a forum to the 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. During the academic year 2019-20, Dempo wizards attracted a membership of 44 students. Some of the activities that were attended and also organised during the academic year 2019-20 include a leadership camp which stressed the importance of setting and achieving goals, effective communication methods, understanding self-growth etc 54th A.D. Shroff Memorial Elocution Competition, wherein

participants voiced their opinions on- euthanasia, time management and secret to achieving the impossible. Students also participated in events like- Just a Minute (JAM) and Business Plan, wherein they presented their ideas about their projects. Evidence of Success The club has sustained for 13 years. It is popular amongst students and receives an overwhelming response. Students have won numerous accolades and achievements by participating in various events under the aegis of Dempo wizards. 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 also double as a resource that is required. Students are often not in position to take the financial responsibility for activities like field trips, inviting accomplished personalities from the fields of business, art, culture and media to disseminate hands on knowledge and to interact with the student community.

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%20I%2019-20%20311221.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

Ministry of Education (MoE), Govt. of India has established 'MoE's Innovation Cell (MIC)' to systematically foster the culture of Innovation amongst all Higher Education Institutions (HEIs). The primary mandate of MIC is to encourage, inspire and nurture young students by supporting them to work with new ideas and transform them into prototypes while they are in their formative years. MIC has envisioned encouraging creation of 'Institution's Innovation Council (IICs)' across selected HEIs. A network of these IICs are established to promote innovation in Institutions through multitudinous modes leading to an innovation promotion eco-system in the campuses. In line with this agenda, the college has established an innovation council to create a vibrant local innovation ecosystem. The council strives to initiate start-up supporting mechanism in the institution. It endeavours to prepare the institute for Atal ranking on Innovation Achievements Framework and establish an ecosystem for scouting Ideas and pre-incubation of Ideas. The Innovation council has conducted various innovation and entrepreneurship-related activities. The council conducts competitions and Identifies and rewards innovations. It organizes periodic workshops/ seminars/ interactions with entrepreneurs, investors, professionals. It intends to create a mentor pool for student innovators and network with peers and national entrepreneurship development organizations. The innovation council looks forward to create an Institution's Innovation portal to highlight innovative projects carried out by institution's faculty and students. It plans to organize Hackathons, idea competition, mini-challenges etc. with the involvement of industries.

Provide the weblink of the institution

https://dempocollege.edu.in/wp-content/uploads/nnac_archive/Institutional%20Distinctiveness%202019-20.pdf

8.Future Plans of Actions for Next Academic Year

With the uncertainty caused by the pandemic, the college has plans for 1. Student engagement activities through online sessions and webinars (College, State, National and International levels) relevant to the department and subject area. These include sessions on historical perspective of commercial activities, entrepreneurship and innovation, leadership skills, honing skills for better

placement opportunities, enhancement of professional profile, communication skills, IPR, consumer awareness, skill building, research methodology, online preparatory session for professional examinations, storytelling and so on. 2. Webinars by the Alumni association for sharing of knowledge, skills and experience. 3. Interaction with professionals and guest speakers through online mode as well as physical mode in limited capacity. 4. Student activities to enhance the marketing and entrepreneurial skills of students. 5. Workshops on Photography and video editing. 6. Online activities such as quiz contests, debates and competitions commemorate various important days such as World Tourism Day, National Sports Day, International Yoga Day, World Goa Day as well as other festivals. 7. Community engagement activities have been planned by the CEO, UBA, Eco-Kshatriya foundation such as e-waste collection, e-waste management, awareness drives, in addition to the activities by the NSS and NCC wing. 8. Planned activities by the Career guidance and Placement cell include online publicity for vacant positions, webinar on interviewing skills, placement activities with the Confederation of Indian Industries (CII), Placement drive with various companies. 9. Faculty training programmes to orient the teaching faculty on e-content creation, e-content delivery platforms and online teaching skills. Organisation of workshops to help with the preparation of the NAAC assessment report. 10. Stress management sessions as a part of the regular lecture sessions by the college counsellor, focusing on stress related negative behaviour such as substance abuse, suicide and mental health issues arising from the change brought about by the pandemic. 11. Various cells, committees and clubs have planned for virtual activities such as virtual dance competition, online cultural activities, fitness contests. Bootcamps and workshops through the Institution's Innovation Council (IIC). 12. The institution has planned to draw up an institutional 'Mental Health Policy'. 13. The library is working towards the adoption of an automated Library Integrated Management Software, it has planned for book exhibitions, renewal of subscription to e-resources and training sessions for use of e-journals. 14. The Dempo Centre for Skill Development (DCSD) plans to offer online certificate courses in addition to the existing courses, through a possible tie-up with other organisations. 15. Other plans include faculty publication of research papers and books and faculty skill enhancement.