



YEARLY STATUS REPORT - 2020-2021

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 its own campus? **Yes**

• Phone no./Alternate phone no. **08322976647**

• Mobile No: **9422439876**

• Registered e-mail **principal@dempocollege.edu.in**

• Alternate e-mail **rsnayak3@gmail.com**

• Address **Deendayal Integrated School
Complex, Cujira**

• City/Town **Bambolim**

• State/UT **Goa**

• Pin Code **403202**

2. Institutional status

• Type of Institution **Co-education**

• Location **Rural**

• Financial Status **UGC 2f and 12(B)**

- Name of the Affiliating University **Goa University**
- Name of the IQAC Coordinator **Dr. Aruna Mesquita e Noronha**
- Phone No. **08322976649**
- Alternate phone No. **08322976646**
- Mobile **9922313267**
- IQAC e-mail address **aruna.noronha@dempocollege.edu.in**
- Alternate e-mail address **tone.angel@gmail.com**

3. Website address (Web link of the AQAR (Previous Academic Year))

https://dempocollege.edu.in/wp-content/uploads/pdf/AQAR_2019-20.pdf

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

https://dempocollege.edu.in/wp-content/uploads/pdf/Academic_Calendar_20-21.pdf

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	0	2003	21/03/2003	20/03/2008
Cycle 2	B	2.77	2011	16/09/2011	15/09/2016
Cycle 3	A	3.30	2017	02/05/2017	01/05/2022

6. Date of Establishment of IQAC

01/07/2003

7. Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	NIL	NIL	NIL	00

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of

[View File](#)

IQAC

9.No. of IQAC meetings held during the year 02

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report [View File](#)

10.Whether IQAC received funding from any of the funding agency to support its activities during the year? No

- If yes, mention the amount

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

1. **Mental health Policy:** Mental health, being the key to overall well-being, there was a need to design a mental health policy with the objective of encouraging students with mental health difficulties to seek help and to support students who might experience emotional and psychological distress. The 'Mental Health Policy' of the institution came into effect on 23rd August 2021.

2. **Automation of the library:** In order to improvise on the existing library management system, the IQAC initiated the automation of the library and 'NewGenLib (NGL) Library Management Software: NewGenLib EE v3.2 version' was incorporated. All library books have been barcoded, a single barcode-based ID has been issued to staff and students, for library access and resource borrowing facility. The library OPAC system is available to all members of the library and access has also been enabled through QR codes. The library has also incorporated a daily check-in / check-out system for all members.

3. **Skill development:** The academic year 2020-21 began with teaching-learning activities in online mode during the COVID-19 Pandemic. At the time, a number of online skill-based certificate courses were already being offered through reputed virtual platforms. The IQAC initiated a plan for 'online courses' as well as promotion and revival of the Dempo Centre for Skill Development (DCSD). The institution entered into a MOU with 'IBM Skills Build CSR BOX' to offer around 7000 free online learning courses covering 'Essential skills', 'Professional skills' and 'Job-readiness skills'. 132

students enrolled for various courses offered under the MOU during the year. The courses were conducted from 18th June till 1st November 2021. 4. Digital learning readiness survey: As the pandemic shifted teaching-learning activities to online mode, it was necessary to understand the level of digital preparedness of students in order to cater to them in the best possible manner. A 'Digital Learning Readiness Survey' was therefore carried out during student admissions at all levels across the various programmes offered by the institution. This survey was designed to understand the type of digital devices available with and / or accessible to students for online learning; the type and quality of internet connection available to them; number of siblings and whether the devices were shared among them; as well as other related matters. The analysis of the survey led to decisions on the timing and duration of lectures, the mode of sharing learning resources with students and arrangements to be made for student access to the library while following the pandemic specific protocol and mandates by the government.

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

Plan of Action	Achievements/Outcomes
<p>Student engagement activities</p>	<p>The following online sessions were organised:</p> <ul style="list-style-type: none"> • 'Historical perspective of commercial activities' (Dept. of Commerce) • Virtual Leadership Training Programme (Dempo Wizards) • RTI (Dept of Law & Consumer Welfare & Legal Aid Cell) • Webinar on 'Marketing for Modern Businesses' to equip students with business (BBA) • Seminar on 'India's freedom Struggle' (BBA) • Webinar on 'Unexplored opportunities in post-Covid Goa' (BBA) • Designing of creative logo's by TYBCom students • Webinar on 'National Education Policy 2020' (Unnat Bharat Abhiyan) • Webinar on 'Legal norms to protect literary work under copyright legislation' (Dept. of Law) • Webinar on 'E-Entrepreneurship: An opportunity to innovate' (MCom) • Webinar on 'Agriculture Commodity Derivatives Market' (MCom) • Talk on 'Design thinking and Situational leadership' (MTTM) • Webinar on insights on Company Secretary as a career option (IMCom) • Webinar on Intellectual Property Rights and IP Management (Institution's Innovation Council) • Session on 'Effective use of J-Gateplus while off-campus' (Library) • Film-talk on gender equality (Centre for Equal Opportunity) • Book discussion, a Session on 'Creative writing and Free thinking', 'Short story writing' competition (Dempo Literati Club) • Session on 'Finding

	passion in Pandemic' (IIC)
Alumni Association involvement	<ul style="list-style-type: none"> • Webinars organised for sharing knowledge, skills and experience
Student interaction with professionals and guest speakers / industry	<ul style="list-style-type: none"> • Executive interaction sessions on Talent management, Media management, Experiential Marketing (BBA) • Talk by seasoned trader in the financial market (BBA) • Session on starting business ventures & building a business network (BBA) • 3-part Industry-Alumni interaction series (MCom) covering - Industry Interaction with a Portfolio manager, Finance Director (Pharma), Chief manager at National Stock Exchange • 6-week internship in the areas of accounting, audit, taxation & law (MCom) • Interactive orientation session with a Chartered Accountant based on optional papers offered in the final year (MCom) • Overnight trip as part of 'Adventure Sports and Tourism' subject for experiential learning (MTTM)
Skill-based workshops	<ul style="list-style-type: none"> • Online lecture series on Quantitative Aptitude - 'Aptitude Made Easy' (Dept. of Mathematics & Statistics) • Workshops on Professional Photography and video editing software (PGDM-Event Management) • Workshop on 'Data Analysis using SPSS' (MCom)
Commemoration of days of importance	<ul style="list-style-type: none"> • International Women's Day: Online poster competition (Dept. of Law); Digital posters on 'Women in leadership' (NSS); College function organised to celebrate the women of the

	<p>institution. • World No-Tobacco Day: Digital posters and online pledge on quitting tobacco (NSS) • World Environment Day: Community awareness through digital posters (NSS) • International Yoga Day: Virtual Yoga session (NSS) • International Day against Drug abuse & Illicit trafficking: Digital Awareness on drug abuse and illicit trafficking through social media (NSS / Counselling cell); Nasha Mykt Bharat Campaign: Competitions on the theme 'Drug- free India' for the (NSS) • World Tourism Day: National level debate on the theme- 'Tourism and Rural Development' (MTTM); International quiz competition (MTTM) • 59th Goa Liberation Day: Online quiz, 'My Goa' book display and virtual book exhibition on 'Amche Goen' • 75 years of India's Independence: Special book display to celebrate 'Azadi ka Amrut Mahotsav' • Rashtriya Ekta Diwas: Online pledge (NSS) • Constitution Day/ Samvidhan Diwas: Awareness on the Indian Constitution (NSS), online pledge and poster competition (NCC) • World Post Day: Public awareness drive (UBA)</p>
<p>Community engagement activities</p>	<p>• Digital awareness on COVID-19, e-waste awareness, road safety, HIV/ AIDS and distribution of face masks; e-waste collection drive (NSS) • Women's health camp (UBA) • 3-day capacity building training on bee keeping for agriculturists and lay persons (Eco-Kshatriya</p>

	<p>Foundation-MTTM) • 3-day capacity building workshop with KVIB for people across the State (Eco-Kshatriya Foundation-MTTM)</p>
<p>Career guidance and Placement activities</p>	<p>Activities under and in collaboration with the Career Guidance & Placement Cell: • Online promotions for job vacancies, webinars on interview skills, webinar for students by Bajaj Finserv ltd. • Orientation on the Confederation of Indian Industries (CII), webinar by CII on 'Tradeable bioresources of Goa: opportunities for local youth & entrepreneurs' • Seminar on answering banking examinations • Orientation, Webinars and Quiz competitions for awareness on various competitive examinations such as banking, UPSC, NET/SET and IATA course • Webinars on job opportunities in the government sector, banking, insurance and management • Improving virtual presence / optimizing profiles on job portals; Analytics- The math of business (BBA) • Session on applying & cracking banking exams (MCom) • Preparatory sessions for answering professional examinations (IMCom), • Online quiz on competitive exam awareness • Workshop on 'Career in the corporate world' (PGDM-Event Management) • Placement drive in collaboration with CII • Session on 'How to plan for Start-up and legal & ethical steps' (Independently by IIC)</p>
<p>Faculty training programmes</p>	<p>• To equip the teaching faculty with online teaching skills</p>

	<p>during the pandemic academic year of the online mode of instruction, training programmes were organised on e-content creation, e-content delivery platforms and online teaching skills (Dept. of Commerce) • Online workshop on 'Grey areas in the NAAC assessment report' organised by the Faculty Development & Research Committee (FDRC)</p>
Institutional Mental Health Policy	Introduced in August 2021
Stress Management sessions (in fulfillment of the Mental health policy of the institution)	With a focus on stress related negative behaviour, stress management sessions were organised such as: • Substance abuse, Suicide, Methods of tackling stress, Mental health & Stress management, Addressing mental health issues brought about by the COVID-19 pandemic, Coping with failures in life
Virtual student activities (co-curricular)	<p>• Online dance competition; competition on 'Curating a Cultural video' (Cultural committee) • Online fitness contest (Dept of Physical Education) • Online quiz competitions on 'Constitutional values' and 'Awareness about the Consumer Protection Act' (Dept of Law) • Poster competition on 'Learning: Boon or Bane', 'Impact of Covid-19 on Indian Economy', 'Goa liberation: March into 60th year' (Students Council)</p>
Updation of the Library Management System	<ul style="list-style-type: none"> • Adoption of an automated library management system- 'NewGenLib' • Barcoding of books • A single barcode-based ID

	issued to staff and students, for library access and resource borrowing facility. • Daily computerized check-in / check-out system for all members
Dempo Centre for Skill Development (DCSD)	<ul style="list-style-type: none"> • Over 7000 Online courses offered through a MoU with IBM Skillbuild CSR box (Dempo Centre for Skill Development-DCSD) • 'Advanced GST Practitioner Training' certificate course (MCom) • Online certificate course in Banking, Finance and Insurance (CPBFI) by Bajaj Finserv (Career Guidance & Placement Cell)
State/ National/ International activities	<ul style="list-style-type: none"> • Inter-collegiate online B-Plan Competition 'Utopia' (IIC) • Webinar on 'Art of Storytelling' for various State level colleges (MTTM) • International Webinar on 'Adding value to your professional profile through IATA airport operations and IATA revenue management courses' (MTTM)

13. Whether the AQAR was placed before statutory body? Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC	25/04/2022

14. Whether institutional data submitted to AISHE

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
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• Mobile No:	9422439876
• Registered e-mail	principal@dempocollege.edu.in
• Alternate e-mail	rsnayak3@gmail.com
• Address	Deendayal Integrated School Complex, Cujira
• City/Town	Bambolim
• State/UT	Goa
• Pin Code	403202
2.Institutional status	
• Type of Institution	Co-education
• Location	Rural
• Financial Status	UGC 2f and 12(B)
• Name of the Affiliating University	Goa University
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• Phone No.	08322976649

• Alternate phone No.	08322976646				
• Mobile	9922313267				
• IQAC e-mail address	aruna.noronha@dempocollege.edu.in				
• Alternate e-mail address	tone.angel@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://dempocollege.edu.in/wp-content/uploads/pdf/AQAR_2019-20.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://dempocollege.edu.in/wp-content/uploads/pdf/Academic_Calendar_20-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	0	2003	21/03/2003	20/03/2008
Cycle 2	B	2.77	2011	16/09/2011	15/09/2016
Cycle 3	A	3.30	2017	02/05/2017	01/05/2022
6.Date of Establishment of IQAC			01/07/2003		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	00	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
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<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
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<ul style="list-style-type: none"> If yes, mention the amount 		
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<p>1. Mental health Policy: Mental health, being the key to overall well-being, there was a need to design a mental health policy with the objective of encouraging students with mental health difficulties to seek help and to support students who might experience emotional and psychological distress. The 'Mental Health Policy' of the institution came into effect on 23rd August 2021.</p> <p>2. Automation of the library: In order to improvise on the existing library management system, the IQAC initiated the automation of the library and 'NewGenLib (NGL) Library Management Software: NewGenLib EE v3.2 version' was incorporated. All library books have been barcoded, a single barcode-based ID has been issued to staff and students, for library access and resource borrowing facility. The library OPAC system is available to all members of the library and access has also been enabled through QR codes. The library has also incorporated a daily check-in / check-out system for all members.</p> <p>3. Skill development: The academic year 2020-21 began with teaching-learning activities in online mode during the COVID-19 Pandemic. At the time, a number of online skill-based certificate courses were already being offered through reputed virtual platforms. The IQAC initiated a plan for 'online courses' as well as promotion and revival of the Dempo Centre for Skill Development (DCSD). The institution entered into a MOU with 'IBM Skills Build CSR BOX' to offer around 7000 free online learning courses covering 'Essential skills', 'Professional skills' and 'Job-readiness skills'. 132 students enrolled for various courses offered under the MOU</p>		

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<p>Updation of the Library Management System</p>	<ul style="list-style-type: none"> • Adoption of an automated library management system- 'NewGenLib' • Barcoding of books • A single barcode-based ID issued to staff and students, for library access and resource borrowing facility. • Daily computerized check-in / check-out system for all members
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<p>13. Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>
<ul style="list-style-type: none"> • Name of the statutory body 	
<p>Name</p>	<p>Date of meeting(s)</p>
<p>IQAC</p>	<p>25/04/2022</p>

14. Whether institutional data submitted to AISHE	
Year	Date of Submission
2020-2021	18/01/2022
15. Multidisciplinary / interdisciplinary	
16. Academic bank of credits (ABC):	
17. Skill development:	
18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)	
19. Focus on Outcome based education (OBE): Focus on Outcome based education (OBE):	
20. Distance education/online education:	

Extended Profile

1. Programme

1.1 261

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	View File

2. Student

2.1 1649

Number of students during the year

File Description	Documents
Data Template	View File

2.2 336

Number of seats earmarked for reserved category as per GOI/
State Govt. rule during the year

File Description	Documents
Data Template	View File

2.3 559

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 55

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 55

Number of Sanctioned posts during the year

Extended Profile	
1.Programme	
1.1	261
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	View File
2.Student	
2.1	1649
Number of students during the year	
File Description	Documents
Data Template	View File
2.2	336
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	559
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	55
Number of full time teachers during the year	
File Description	Documents
Data Template	View File

3.2	55
Number of Sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	51
Total number of Classrooms and Seminar halls	
4.2	1,76,41,072.41
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	407
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The institution's academic curriculum and delivery of programmes are governed by the guidelines defined by the Goa University. Teachers appointed into the BoS participate in syllabus revision when required. For curriculum delivery, an Academic Calendar is prepared and circulated among the faculty members and students with schedule of commencement of classes, internal evaluation, co curricular activities, tentative examinations and is displayed on the college website. Faculty members accordingly prepare session plans for the semester and ensure its implementation.

Departmental meetings are regularly held and presided over by the Head of Department (HoD) and Programme Coordinators. HoDs and PCs ensure proper allocation of subjects among teachers as per their expertise. The time table committee draws up the time table for the semester by considering the number of sessions required for engaging each subject.

The institution adopts various means of digital pedagogy and blended form of instructions aided by audio visual technology and advanced ICT. Experiential learning is facilitated by inviting industry professionals as guest speakers and visiting faculty and through industrial visits and field trips. Continuous assessments are held through tests, assignments, projects, viva-voce and case studies. Activities conducted by departments/committees are reported and documented through collegesoftware"Prapti".

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The college appoints a committee of teachers to devise an Academic Calendar. The teachers prepare the Academic Calendar by considering the academic terms as communicated by the Goa University, under which the college is affiliated.

The Academic Calendar of the institution contains information regarding the following for each of the programmes offered:

1. Date of commencement of semester and end of semester
2. Dates of Internal Semester Assessments 1 and 2
3. Dates marked for various college functions like annual day, founder's day, etc.
4. Dates for co-curricular activities
5. List of public holidays
6. Commencement and end of semester end examination

After due approval from the Principal, the Academic Calendar is displayed on the website of the college which enables the teachers to proceed with preparation of session plans. Such academic calendar also forms as a guide to students in knowing well in advance about the schedule of internal assessments and examination dates.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

6

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

0

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

0

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

0

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Several courses offered in the college relate to ethics, environment, rights, etc. being part of the curriculum, are adequately covered in the courses. These courses envisage that all the under graduates coming out of our college system are aware of these issues and their linkage to society and in day-to-day life

Environmental Studies emphasises on socio-economic dimensions of the environment, with special emphasis on the environmental pollution and social issues related to the environment. It also highlights the influence of the environment on human population, along with tourism and its consequences on the environment.

Computer Application course which is introduced in Semester I creates an awareness on computer ethics, Intellectual property rights, plagiarism, fair use, software licensing, piracy among other aspects which helps students to evolve themselves into a constructive citizen and enables them to create an awareness in the society.

Course on Entrepreneurship Development motivate the students to be self-employed. From the syllabus students get theoretical knowledge on how to start an enterprise of their own including information on women entrepreneurs.

Economics of Resources, Practice of Insurance, Business Environment, Business Communication and Event Management impart knowledge on important issues on ethics, skills and safety of an individual

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

1.3.3 - Number of students undertaking project work/field work/ internships

850

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/1.4.2.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

660

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

118

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

Slow learners and advanced learners are identified by the college and the college caters to specific student needs.

Advanced learners:

Advanced learners are guided and encouraged to maintain their good academic record by course teachers and mentors. They are guided towards pursuing courses, answering competitive examinations such as CA, MBA etc., selecting appropriate professional institutions and overall career development.

Advanced learners are encouraged to participate in various academic and cocurricular activities. Such students are also provided with opportunities for leadership and organizational responsibility such as editorship of the college magazine - Dempoite. The college has a 'Dempo Wizards Club' that mainly fosters critical thinking and hones leadership skills of such learners.

Apart from this college has collaboration with IBM SkillsBuild which provides industry specific skills based certification courses which are self-paced.

Slow learners:

Extra coaching, individual attention and conduct of remedial classes are some practices followed for the benefit of slow learners.

Remedial classes are conducted for slow learners that may require additional assistance with specific courses. Bridge classes are conducted to bridge the gaps in knowledge in certain courses such as Financial Statement Analysis for students from a non commerce background conducted by the BBA department.

File Description	Documents
Link for additional Information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.2.1_Special_Programmes_Advanced_Slow_Learners.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
1649	55

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The institution has adopted innovative student centric teaching and learning pedagogies across the programmes.

The BCom (Hons), MCom, IMCom, MTTM, and PGDM-EM students interned at various functional levels to apply their learning at work as part of experiential learning.

T.Y.BCom students have project paper wherein they prepared a report on relevant commercial and economic issues.

The BBA department has interactive sessions with industry professionals that allow students to gain practical insights from guest lectures. Problem solving methods include case analysis, and assignments.

The MCom department organised student development programmes through industry interaction. The department also organised webinars on e-entrepreneurship, applying and succeeding banking exams, agriculture commodity derivatives market, and managing personal finance as a form of participative and problem-based learning method.

The IMCom students were divided into five groups and assigned

projects to inculcate participative learning and problem-based learning.

The MTTM department introduced problem-based learning to identify issues and challenges of Adventure Tour Operators through a study tour to Dandeli. Participative learning was introduced through gamebased learning, mnemonics, padlet, storyboarding, mind-mapping and organisation of events. The department uses case analysis, problem-cause-solution, and comparative analysis as problem solving approach. The students interacted with tourism industry professionals through webinars.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.3.1_Student_centric_methods.pdf

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Faculty uses different ICT enable tools for effective teaching-learning process. During the pandemic, additional online educational platforms suitable for the programmes offered were being explored.

To enhance learning experience and seamless flow of teaching, the teaching faculty have made use of Google Meet, Zoom, Google Classroom, and ICT-based applications such as MS One Note, MS PowerPoint, and MS Excel were used to enable students to connect with the discussions in classes. Testmoz.com was adopted to conduct online tests for internal assessment (ISA/ITA).

Faculty used Pen-Tablets to enhance the teaching-learning process for papers like accounting, cost, finance, and mathematics.

All students were registered on official WhatsApp groups administered by the faculty members to enable active communication and enhance learning through additional inputs.

MCom Students were exposed to specialized Software used in analytics, such as SPSS, Jamovi, Eviews, and CMIE.

IMCom faculty used the Speedexam.net portal to conduct online video proctored entrance tests for students seeking admission to IMCom Programme and adopted a licensed version of Microsoft Teams to conduct online classes.

MTTM faculty used Google Earth to teach Geography.

Event Management faculty used ICT Tools such as CorelDRAW, Photoshop (graphic designing software), Flash studio, and Camerastudio.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.3.2_ICT_enabled_tools_used_by_teachers.pdf

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

55

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

55

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

15

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

515

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The institution regularly conducts internal assessments for all programmes as per schedule published in the college calendar and college website. To ensure transparency and to enable the students to prepare well for upcoming exams, the pattern of assessment and schedule of examination is communicated to the students well in advance. The BCom, MCom, MTTM and PGDM-EM departments follow the Intra Semester Assessments (ISA), while BBA and IMCom follow the Intra Term Assessment (ITA) systems. The information about conduct of ISA/ITA is provided during orientation programmes and shared through online lectures and on google classrooms and subject whatsapp groups. The assessments are robust in the frequency of administration and conducted within the duration of a semester or term.

The mode of assessment followed for continuous internal evaluation for ISA/ITAs are written assessment, practical, viva-voice, presentation, reports, role play and case analysis. The ISA/ITA scores are shared with the students prior to conduct of Semester End Examinations/End Term Assessment (SEE/ETA).

The SEE/ETA's are internally administered at the end of each term or semester and the time tables are shared prior to the examinations for BCom, BBA, MTTM and PGDM-EM. The time tables are shared on notice boards, google classrooms and college website.

File Description	Documents
Any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.5.1.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The conduct of internal examination is governed by the respective Ordinances of Goa University for each programme. The grievance redressal committee is set up every year and informed to the students through notice boards or whatsapp class group to ensure transparency in dissemination of information.

Written grievance is received by the grievance redressal committee. The process of redressal takes around 3 days to 4 weeks (as per the governing ordinances) to resolve the issue depending on the intensity of the grievance.

During the academic year 2020-21 the BCom programme received a notification from Goa University for conduct of the third-year exams at the college level and also to allow the students to verify their scores in case of any queries.

Internal assessment systems followed by all the self-financing programmes are robust in a manner that they allow their students sufficient attempts at their internal examinations, while the graded answer sheets of SEE are totaled, checked and consent signed by the students before compiling them to be further processed by Goa University Examination Section.

File Description	Documents
Any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/Ordinances_combined.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The programme outcomes and course outcomes of the institution are well stated and displayed. The institution follows the following mechanism for communicating the programme and course outcomes to teachers and students:

1. The institution website displays the programme and course outcomes along with the structure and syllabus of the various programmes and courses offered by the institute.
2. The outcomes and syllabus is also made available to the students through the annual prospectus made available on the institution website.
3. At the beginning of each academic year, the programme and course outcomes are explained by the principal and the course coordinators at the orientation programme for the students.
4. The course outcomes are discussed in detail by the subject teacher in the classroom at during each semester/ term.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.6.1Programme_and_Course_Outcomes.pdf
Upload COs for all courses (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The college uses the performance of students in examination as an important criterion to record student progress and attainment of programme outcomes and course outcomes.

1. The results of the university examinations and college exams are analysed.
2. Regular class tests and quizzes, Intra Semester/Trimester Assessments, student interaction, class participation and Semester/Trimester End Exams facilitate monitoring of student's progress.
3. All programmes use a variety of teaching and evaluation methods such as student presentations, flipped classrooms, practical assignments, role plays etc. help to assess and ensure attainment of different elements of course objectives and outcomes.
4. At the BBA programme course outlines are designed for every course by the respective faculty members which define specific course objectives and details out how every session will be conducted, the teaching methodology along with a proposed method of evaluation. At the end of the course the faculty has to provide details of how the evaluation methodology was completed with the achievement of the course outcomes and competencies in mind.
5. PG management programmes such as MTTM and PGDM-EM also use placements of students as an indicator of achieving of programme outcomes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.6.2_Attainment_of_Programme_Outcomes_and_Course_Outcomes.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

523

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://dempocollege.edu.in/agar.php

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.7_StudentSatisfactionSurvey20-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

23

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

3

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

01

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The college undertakes an array of extension activities under various clubs, cells, and schemes. The NSS unit of the college conducted various activities to create awareness about Covid-19 and the precautions stop the spread of Covid-19 pandemic.

The NCC unit of the college focussed on health and fitness of the society and actively promoted the message about staying fit and healthy by conducting cycle rallies and Fit India Run events. They also conducted a campaign on banning Single Use Plastic to create awareness about the harmful effects of plastic on the ecosystem.

The Unnat Bharat Abhiyan Cell organised a number of activities to create awareness about various social issues faced by the general public. These includes a drive to create awareness about the various postal facilities available at village post office through the broadcast of digital posters on various social media platforms. They also distributed jute bags to discourage people from using plastic bags and conducted Health camp for women.

Goa Khadi and Village Industries Board in association with Eco Kshatriya Foundation, a registered NGO of our college organised a three-day capacity building training on beekeeping for agriculturists and lay persons from across Goa.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	No File Uploaded

3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

14

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

362

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

47

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

05

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The total campus area of the institution is 10,000 sq. mts. with building admeasuring 9,279 sq. mts.

The institution provides facilities for teaching learning as per the specified requirement by statutory bodies. College has 49 classrooms/tutorial rooms that are ICT enabled with mounted LCD projectors, cameras, black board, white board and notice board. Classrooms seat 60 students. Tutorial rooms seat 40 students.

There are 04 ICT-enabled air-conditioned computer labs- one for each Program, 02 seminar halls, 01 Flash studio/video Centre, 01 Commerce lab, 01 Economics lab and 01 conference room and 01Research Centre.

Laptops were provided to 20 teachers for teaching, research and college work in the year 2020-21

Lbrary has a reading room that seats 150 users and a browsing station with 12 ICT enabled terminals. The Public Address System covers the entire campus.

Staffroom provides for individual work desk with charging points for 56 teachers.

Administrative setup comprises of offices for the Principal, Vice-Principal, College administration, Examination, IQAC and College Director of Physical Education and Sports.

Rest rooms are located on each floor.

An elevator is provided to facilitate barrier free entry for the physically challenged.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/facilities.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The college has dedicated offices for the N.S.S. Unit, N.C.C, Placement Cell, Counselling Cell, Wellness Centre, activity rooms for club activities

Sports

The campus has a fully equipped, CCTV-monitored Gymkhana/Fitness Centre (with a gym area measuring 12.95 X 9.60 meters and TT area measuring 11 x 10.90 meters). The gym was established in the year 2019.

Students are provided expert training in both indoor and outdoor games. Outdoor games include football, basketball, volley ball, hand ball, khokho, kabaddi, baseball, swimming, badminton, etc. Indoor games include table tennis, chess, badminton, powerlifting, best physique.

Separate washrooms/changing rooms are available for male and female sports students of the college.

Cultural Activities:

The infrastructure for cultural activities includes 1 well-

equipped auditorium with a seating capacity of 250 to 300 persons (18.50 x 10.80 m), 01 open-air Amphitheatre with a seating capacity of 1000 to 1200 persons. The foyer area is used for small events. The open space on the campus is utilized when major intercollegiate events are organized.

Parking space provides for 250 two-wheelers and 40 four-wheelers.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/4.1.2facilitie_s.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

51

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

51

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/4.1.3 Master t ime table 2020-21.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

31,12,595

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library was automated partially using MIS in-house developed library module since 2011.

Library adopted ILMS software NewGenLib EE v3.2 version in 2021.

Following NewGenLib modules are made functional :-

- Technical processing consisting primary cataloguing, with import catalogue records service and printing of barcodes and spine labels. All library books are barcoded inhouse using barcode printer.
- Circulation system includes Check-out (Issue), Check-in (Return), Renew items on loan, auto reminder for renewal and auto overdue notices with email facility.
- OPAC facilitates browsing of book catalogue and details of borrowings with individual log- in facility to users.
- Various types of reports like accession register, circulation transactions and other reports are generated.
- Daily visitor's data is collected through computerised 'check-in and check-out' system.

- Library web page on the college website developed by using NewGenLib front end user interface is available at <http://180.233.149.134:8081/newgenlibtxt/Home?Id=1&theme=3>. On the same web page, Question papers, Subscribed e-resources J-Gate and N-LIST, new arrivals, links to faculty PhD theses, subject gateways, open access journals and newspapers are available.
- ID cards of the students and staff with an imprinted barcode is used as library card.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://180.233.149.134:8081/newgenlibtxt/Home?Id=1&theme=3

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

13.29

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

128

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The Institution employs ICTs for various activities and ensures the constant upgrading of its ICT Infrastructure. All the classrooms are ICT-enabled with projectors and connectivity.

The Institution has a high-speed, reliable Wi-Fi and LAN connection with its reach throughout the campus, providing a seamless and uninterrupted experience to the students and the staff. On 11th March 2021, the Institution increased its internet speed to 100 MBPS to support increased usage.

Each department has a dedicated computer lab that is fully equipped. Computers are updated to higher required specifications. Following computers were purchased during the year:

- September 2020, 14 Computers (students use)
- 23rd January 2021, 16 computers (students use)
- 13th November and 1st December 2020, 20 laptops (faculty)
- 34 computers for other use.

The library runs Integrated Management Information System to

coordinate, control, analyze, and visualize information. On 9th August 2020, the Institution purchased Dell Server to host library automation software (NewGenLib) and another server on 20th November 2020 to facilitate centralized software deployment on computers.

The Institution frequently updates its website and mobile application 'Dempo College,' available on Google Play Store and IOS.

Subscription of CMIE Prowess Database is renewed for continuous access to students and faculty in research.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Number of Computers

257

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

3,73,324

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Allocation of class rooms and laboratories are based on the time table of the year. The functioning and monitoring of laboratories are fully handled by the concerned assistants.

Conference Room / Audio-Visual Room shall be available for use by faculties and students subject to approval of the principal.

All faculties and students shall have full access to the library resources and the browsing centre during the working hours provided browsing centre use only for collection of academic resources.

The Gymkhana shall be accessible to the students during working hours of the college under the supervision and guidance of the Assistant Director of Physical Education and Sports.

IT services comprise access to Internet and email (dempocollege.edu), and intra-college network (Prapti). Damage of IT resources by any student, the amount for the same will be recovered from security deposit submitted by the student.

Maintenance of equipments shall be the responsibility of the Head of the Department concerned. To the extent possible, it shall be covered by an annual maintenance contract, warranty/extended warranty, etc.

The College shall make available its premises to social, commercial and academic organizations for purpose of conducting their activities subject to approval of the Principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/ProceduresandPolicies.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

56

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

7

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to institutional website	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.1.3 Capacity building and skills enhancement initiatives.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

638

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

638

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

9

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

76

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

34

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

1

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Student's Council

Due to Covid-19 Pandemic, there was no student's representation on college student's council. Faculty student council incharge oversaw the Student Council activities. During the year student council organised a poster making competition on the topics such as Learning Boon or Bane, Impact of Covid 19 on Goan Economy and Goa Liberation march into the 60th year. Also, the Annual pooja was conducted at the college premises.

Other committees of the institution.

National Cadet Corps (NCC)

- Online orientation was held for NCC cadets
- Rifle demonstration was organised in November
- Map reading was scheduled for December
- Cadets participated in Goa Liberation Day marchpast, republic Day marchpast
- Cleaning drive at Ribandar
- Cadets participated in national-level digital posters making competition
- Cadets participated in Fit India Run 2.0 to commemorate the 75th Azadi ka Amrit Mahotsav
- Cadets performed a dance (Mando) in the presence of the Honourable Governor of Goa o the occasion of Azadi ka Amrit Mahotsav

National Service Scheme (NSS)

- Health and Fitness
- Plastic Free Campaign-volunteers stitched around 1835 cloth bags
- E-Waste awareness talk
- Poster making on Road Safety Awareness
- Observation of Important National and International Days such as Rashtriya Ekta Diwas and Samvidhan Divas

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.3.2.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

3

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The alumni association has been duly registered under the society's registration act, 1860 on 14th December 2012, consisting of an eight-member Executive Committee.

Alumni Association works to encourage Alumni to foster and promote close relations between the College and its Alumnus. Dempo alumni are a part of the state's political, social, and industrial aspects. The Institution benefits socially, academically, and professionally by building a positive relationship with the alumni, as alumni contribute to several developmental projects of the Institution.

Non-Financial Contributions

- Contribution towards quality assurance of the Institution
- Eminent alumni who can conduct skill development workshops, training, and mentoring sessions and share their unique expertise with college students are invited through a Lecture series.
- Alumni render career guidance to students in their respective areas of the profession.
- Alumni join the Institution by being a part of the teaching staff or the administrative section.

Financial Contribution

- Alumni are aiding contributions towards sponsoring various events of the Institution and being available as resource persons for seminars and workshops.
- Alumni have contributed to academic activities by providing scholarships and prizes to recognise students' academic and extracurricular activities.
- Every year accounts of Alumni Associated are audited to provide financial statements

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.4.1.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year D. 1 Lakhs - 3Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The primary objective of the college is to create, nurture a pool of educated citizens, who are proficient, competent and possess moral character, who will contribute in the field of commerce and trade, and various industries. The alumni

composition testifies to the fulfillment of the vision and mission of this institution.

In order to meet the changing demands of the industry, the college provides a number of programs. Apart from Bachelors of Commerce (BCom), there is Bachelor of Business Administration (BBA), Post Graduate programs such as Tourism and Travel Management (MTTM) and Event Management (PGDM-EM). Integrated Post Graduate Program in Commerce (IMCOM), is innovative and provides exhaustive training in accounts and finance to take up managerial positions as well as qualify themselves for certification in professional courses such as CA, CS, CMA and CFA. Short term skill based courses are also being provided.

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/6.1.1.pdf
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The college has always adopted a democratic set up in its functioning and is very much evident in the Organisational Chart. There are various departments pertaining to subjects, as also numerous academic and non-academic bodies such as Councils, Committees and Cells, which meet regularly to discuss, deliberate, suggest and address grievances if any, and thus ensure that the academic and non academic goals and objectives are achieved. The Principal and Vice Principal are updated on regular basis, on such developments and they in turn update the Administrator and Trustees during the Governing Body meetings and Local Committee meetings.

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/Organogram_20-21.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College has a perspective plan derived from the strategic plan of the management comprising of short term, medium term and long term goals that include programs for faculty and staff development, incentives for enhancement of research output, support for new teaching and research programs, introduction of value-added skill development courses and introduction of innovative teaching-learning paradigms.

In this context, 11 Faculty Enrichment Programmes, 23 webinars were conducted. A 3-day training programme by Venus Solutions Pvt.Ltd relating to NewGenLib library software was conducted for library and other support staff. Book publication co-authored by 2 faculty members and 4 research publications under Scopus/UGC CARE list indexed journals, 8 paper presentations in conferences were undertaken.

To promote skill development amongst students, MoU was signed with IBM SkillsBuild country partner CSRBOX,132 students enrolled under it and completed 455 courses. New skill-based courses under the aegis of the Dempo Centre for Skill Development were offered to students.

Ground work was initiated for introduction of BVoc programme for which NoC was obtained from the Directorate of Higher Education.

Teachers were provided new laptops for online classes during the pandemic year and to access e-journals. Auditorium and gymkhana were upgraded.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The Institution, managed by the Trustees, Governing Body and

Local Managing Committee of the Dempo Charities Trust, ensure the smooth functioning of the Institution. The Administrator serves as a vital link between the Management and the Principal. Principal as a head of the institution, assisted by the Vice-Principal and the heads of various sections, looks after the administrative and teaching- learning process and pays special attention for smooth functioning of administrative and academic activities. The HoDs, Committee Heads and faculty members look into the academic and co-curricular activities of the institution. In the administrative section the Head Clerk and Accountant, UDC, LDC and other support staff handle work related to admission, examination, eligibility, daily record maintenance, interacting with stakeholders, University, Government offices, etc. The library is headed by the Librarian, assisted by Librarian Grade I and Library Assistants. The students' council is a democratically elected body, having a UCR, UFR, general secretary, class representatives, ladies representative, sports and cultural secretary and gender champions.

The recruitment procedure, promotional policies and service rules are as per the rules of Directorate of Higher Education, Government of Goa, Goa University and the guidelines of UGC for appointments in Private Aided colleges of Goa.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/Organogram_20-21.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

As an institution aided by the Government through a well-defined pattern of assistance, the regular employees of the College appointed under grant-in-aid courses are entitled to several benefits of the State Government schemes/measures such as:

1. Welfare fund,
2. Study Leave (FIP),
3. Sabbatical Leave
4. Leave Travel Concession,
5. Medical Reimbursement,
6. Group Insurance,
7. Reimbursement of Tuition fees,
8. Pension Scheme (old),
9. New (NRD),
10. Festival Advance,
11. Child Care Leave

In addition, the Management also endeavours to provide all additional welfare measures which are not admissible under the government schemes, for the welfare of its staff (including staff of self-financing programmes):

1. Free Health Check for staff above 50 years of age.
2. Financial support for international travel for presentation of research papers in international conferences.
3. Reimbursement of expenditure for attending State, National Conferences, Workshops and Short-term courses, if not admissible under pattern of assistance.
4. Reimbursement of expenditure for attending refresher,

orientation courses, if not admissible under pattern of assistance.

5. Incentive of Rs. 25,000/- for each research paper published in Scopus or Web of Science indexed journals.

In addition, the College provides welfare facilities such as Child Care room, Health Care room, and Gymkhana to promote physical fitness and health of its staff.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

08

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

10

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

15

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Considering the importance of continuous improvement in ensuring better teaching-learning opportunities, the Institution has a well-established mechanism for the evaluation of teaching and

non-teaching staff.

Self-appraisal for teaching staff: At the end of each academic year, the full-time faculty members fill in and submit, an Annual Performance Assessment Report as per Statute SC-16.6.4., Table 1 of Goa University, which includes information details of their qualification, workload, academic and professional achievements, leadership roles. The Self Appraisal reports and Academic Performance Index are taken into consideration for Career Advancement Scheme for faculty.

Performance Appraisal of Non -Teaching staff: The Annual Performance Assessment Reports are maintained for the non-teaching staff as per the format prescribed by Directorate of Higher Education, Government of Goa. The self-appraisal reports of the non-teaching staff and their performance review is conducted by the Head of the Institution.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The College has an established mechanism for conducting Internal and External Financial audit every year to ensure Financial Compliance.

Internal Audit

Internal Audit (statutory financial audit) of the College is carried out at the end of the financial year in accordance with all rules & regulations. After that, the audited statement is prepared and duly signed by S.J. Thaly & Co., Chartered Accountant.

The Local Managing Committee approves the Audited statements of Accounts of all programmes, after which the audited statement of accounts of the B.Com programme are sent to the Directorate of

Higher Education.**External Audit**

The Directorate of Higher Education carries out Government Audit at regular intervals to verify expenditure as per the pattern of assistance.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)**6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)**

NIL

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources**Mobilization of funds:**

On the basis of student intake, faculty requirements, Lab/Library/material need and infrastructural need, the details of funds requirement are examined and a Budget is prepared based on estimated Receipts, Expenses and Deficits

College receives non-salary grant and salary grant from the Directorate of Higher Education. The salary grant is for the purpose of B.Com. salary and non-salary grant is utilized as per the pattern of assistance issued by Directorate of Higher

Education. Deficit of Self-financed courses, i.e., PGDM, MTTM and MCom, are met are met by BBA funds.

For non-salary expenses, College is entitled to an annual grant of Rs. 35 lakhs from the Directorate of Higher Education. An additional amount of Rs. 15 lakhs may be spent on housekeeping and security services in addition to collection of students fees.

Utilisation of funds:

When bill presented for payment for items delivered, the concerned Accounts section scrutinizes the purchase orders and bills/invoices/vouchers. Once the verification/evaluation of items is completed, bill details are entered in the Dead Stock/Consumables Register, and it is sent to the Principal for approval of payment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC has contributed towards quality enhancement through the following initiatives:

1. An institutional 'Mental health Policy' was introduced on 23rd August 2021, to encourage students facing mental health difficulties to seek help and, to support students who might experience emotional and psychological distress.

2. The college library was automated with the 'NewGenLib (NGL) Library Management Software'. Through this, it has completed barcoding of books, bar-coded ID cards for staff and students for daily check-in / check-out, Online Public Access Catalogue (OPAC) book search, Kiosk PC for OPAC and NGL Mobile App (OPAC).

3. For skill development opportunity to students, the IQAC

initiated a plan for 'online certificate courses' through the Dempo Centre for Skill Development (DCSD). The institution entered into a MOU with 'IBM Skills Build CSR box' offering around 7000 free online courses which benefitted interested students during the year.

4.A 'Digital Learning Readiness Survey' was carried out at admissions for all students of the college. The objective was to assess the preparedness of students for online learning mode during the ongoing pandemic. The survey results helped to decide on the duration of the online lectures, mode of resource sharing and the type of student support to be provided.

File Description	Documents
Paste link for additional information	https://forms.gle/KBMCnAxxsP5HiJbZ8
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The teaching-learning process is regularly reviewed through IQAC meetings. During the academic year 2020-21, the IQAC discussed the challenges in identifying slow and advanced learners particularly during the pandemic year of online learning. Customisation of the 'Student Satisfaction Survey' (SSS) for the pandemic year was also discussed.

The IQAC reviewed the action-taken on the following plans specific to the pandemic year: 1. Skill development initiatives- The free online courses offered through a MoU with 'IBM Skills Build CSR box' and the extent to which students have benefitted; Bridge course offered to the FY BCom students through a certificate course in 'Applied Accounting'. 2. Experiential learning through student internships. 3. Student mentoring practices followed during the previous academic year and compliance with the college mentoring policy.

The initiative of the IQAC in carrying out a 'Digital Learning Preparedness' Survey for students at the commencement of the academic year to understand the online learning needs of students was discussed, analysed and documented

The IQAC discussions recorded the incremental improvement in the performance of the Dempo Centre for Skill Development (DCSD) towards skill enhancement; mentoring practices and efforts of the institution towards understanding the change in student learning needs.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institution is committed to ensuring that students are

sensitized to issues of gender discrimination and the importance of gender equity. Each year, two student representatives, a boy and a girl, are appointed as "Gender champions".

- The Gender Champions Cell, Centre for Equal Opportunity and Counselling Cell organized an online session, "Film Talk on Gender Equality", to initiate a healthy discussion on the topic of gender equality.
- On International Women's Day, the NSS Unit carried out a social media awareness program, promoting the importance of gender equity. A Kite Flying activity was conducted for the women staff members.
- CCTV cameras installed on the campus monitor activities and ensure the safety of all students and stakeholders.
- At the time of admission, students attend an orientation about the anti-ragging policy and sign an anti-ragging undertaking.
- A full-time Counsellor provides a safe and confidential environment for students to deal with issues and conducts regular sessions on mental health and motivation.
- The Institution has a separate common room for boys and girls, besides 9 separate washrooms for boys and girls respectively.
- Sanitary napkin vending machines and incinerators are installed.
- A well-equipped daycare facility is available on campus.

File Description	Documents
Annual gender sensitization action plan	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/7.1.1_Annual_gender_sensitization_action_plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/7.1.1_Safety_and_Security.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy

D. Any 1 of the above

Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Solid Waste Management:

The institution has appointed a dedicated housekeeping agency for the maintenance of a clean and eco-friendly campus. The agency undertakes the task of the timely disposal of solid waste generated on the premises. Waste bins are systematically placed at corners of corridors, classrooms, washrooms, laboratories, and the canteen. The problem of the generation of a huge quantity of waste paper in the student-feedback process was resolved by adopting an online student-feedback system. Students are also encouraged to submit their assignments on digital platforms subscribed to by the institution.

Bio-Medical Waste Management:

The institution is not involved in any clinical experiments. The biomedical waste generated through the administering of First Aid is negligible. The institution has installed incinerators in the women's washrooms for the disposal of sanitary pads.

Radioactive Waste Management:

Since the institution primarily offers business programs requiring no facility of science labs and scientific and bio-materials, it does not generate hazardous waste of this nature.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	Nil
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. Landscaping with trees and plants

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and E. None of the above

energy initiatives are confirmed through the following
1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution has 1649 students enrolled from different cultural and social backgrounds, as well as other states. Integration of cultural and regional diversity is evident as students from all across the country enrol in various courses. Students from the reserved category who apply are admitted on the basis of the quota allotted and a merit list is not required.

The college organised various competitions depicting cultural integration such as an Annual dance competition and a cultural video competition.

The self-financed programmes, namely BBA, IMCOM, MTTM, MCOM and PGDM in Event Management offer students from disadvantaged economic backgrounds the option of paying fees in 2 or 3 instalments over the duration of the term.

The college also organises annual Pooja and mass for the divine blessings of health, prosperity and education.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The college makes a concerted effort to raise knowledge of the constitution's essential values, duties and responsibilities.

To uphold and respect the constitution's ideals an online quiz competition was organised on 'Constitutional values' to create awareness on the preamble of constitution, fundamental rights and duties.

To create awareness regarding the constitutional rights three sessions of talks on Right to Information were organised. A Two-Day Webinar on the theme 'Intellectual Property Rights and IP

Management' was conducted.

To imbibe patriotism an online seminar on the topic "India's Freedom Struggle" was organised. A special book display "Azadi ka Amrut Mahotsav" was also organised.

To encourage harmony and promote a spirit of equality, an online poster competition was conducted for students on the occasion of International Women's Day.

To adhere to the values of the constitution digital posters were prepared on Fundamental Rights and Duties. A quiz on constitution of India was also conducted.

To encourage humanism, session on Stress Management were conducted. To protect the environment and save natural resources presentations on water conservation were done.

Students have rendered invaluable service after the COVID-19 outbreak by preparing masks and distributing them to their family, friends and neighbourhood.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	View File

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The institution celebrates important International days, National days, and festivals including memorial days announced by the Ministry of Education, UGC, Goa University, and the Directorate of Higher Education.

Rashtriya Ekta Diwas

Online pledges were taken to foster national unity.

World No Tobacco Day

Digital poster contest on deadly effects of tobacco use.

World AIDS day

A national webcast was attended to commemorate the efforts of the workforce engaged in the National AIDS program.

International Women's Day

Digital poster competition on "Women in leadership: Achieving an equal future in COVID-19 world".

World Environment Day

Digital poster on nature conservation.

International Yoga Day

Virtual yoga session by Art of Living foundation.

International day against drug abuse and illicit trafficking

Digital posters on social media.

Republic Day

Flag hoisting ceremony by NCC and NSS unit.

Book Exhibition on the occasion of Goa Liberation Day

Book exhibition of over 250 books on 'My Goa' in the library.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice I

Title

Faculty Enrichment Sessions

Objectives

Promoting a culture of knowledge sharing and enhancing teaching skills.

Context

In a developing country like India, faculty enrichment sessions keep the teaching faculty abreast to latest developments in teaching and research.

The Practice

Promotes pedagogical skills, research culture and latest technology to build a strong foundation for quality education.

Evidence of Success

Faculty members discussed new ideas and technology and kept pace with the changed scenario.

Problems Encountered and Resources Required

Several academic programs conducted simultaneously made it difficult to achieve cent percent of attendance.

Best Practice - II

Title

ICT Enhanced Learning

Objectives

Maintaining flexibility and responsiveness to changing environments.

The Context

Covid-19 in India necessitated the dissemination of knowledge through online mode.

The Practice

Regularly upgraded courses, pedagogy, and infrastructure ensure responsiveness to the changing needs. Lecture plans, attendance, and results uploaded on the IAIMS portal provided easy access to students. Zoom, Google Meet platforms, and the E-Content developed by teachers were helpful.

Evidence of Success

Regular attendance at online classes. Students' success at online exams.

Problems Encountered and Resources Required

Voltage fluctuation. Internet connectivity at students' homes.

Monitoring students online is difficult.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Collaborating institution for drafting retail policy documents for the Government of Goa.

S.S. Dempo College of Commerce and Economics was appointed to collaborate with Goa Chamber of Commerce and Industries, a well-known non-profit, networking organization that provides support services to the business community of the state, to draft the retail policy document for submission to the Government of Goa. The college believes in contributing to the betterment of its stakeholders i.e., the trade and commerce establishments. Ours is a premier commerce college in the state was entrusted with the prestigious responsibility of drafting the retail policy for the Government of Goa. The retail policy was designed keeping in mind the following objectives: 1. Examining the need for a State Retail Policy and challenges faced in the retail business. 2. Assessing the role of the State government and opportunities for retail trade in Goa. 3. Studying the existing provisions and procedures for financing, licensing and inspection, supply chain and logistics, metrology, and identifying scope for improvement. 4. Studying the existing regulations for employment, compensation and employee welfare, and skill development. 5. Interacting with retailers within the State of Goa and other stakeholders for identifying specific issues of retail in Goa and drawing suggestions.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The institution's academic curriculum and delivery of programmes are governed by the guidelines defined by the Goa University. Teachers appointed into the BoS participate in syllabus revision when required. For curriculum delivery, an Academic Calendar is prepared and circulated among the faculty members and students with schedule of commencement of classes, internal evaluation, co curricular activities, tentative examinations and is displayed on the college website. Faculty members accordingly prepare session plans for the semester and ensure its implementation.

Departmental meetings are regularly held and presided over by the Head of Department (HoD) and Programme Coordinators. HoDs and PCs ensure proper allocation of subjects among teachers as per their expertise. The time table committee draws up the time table for the semester by considering the number of sessions required for engaging each subject.

The institution adopts various means of digital pedagogy and blended form of instructions aided by audio visual technology and advanced ICT. Experiential learning is facilitated by inviting industry professionals as guest speakers and visiting faculty and through industrial visits and field trips. Continuous assessments are held through tests, assignments, projects, viva-voce and case studies. Activities conducted by departments/committees are reported and documented through collegesoftware"Prapti".

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The college appoints a committee of teachers to devise an Academic Calendar. The teachers prepare the Academic Calendar by considering the academic terms as communicated by the Goa University, under which the college is affiliated.

The Academic Calendar of the institution contains information regarding the following for each of the programmes offered:

1. Date of commencement of semester and end of semester
2. Dates of Internal Semester Assessments 1 and 2
3. Dates marked for various college functions like annual day, founder's day, etc.
4. Dates for co-curricular activities
5. List of public holidays
6. Commencement and end of semester end examination

After due approval from the Principal, the Academic Calendar is displayed on the website of the college which enables the teachers to proceed with preparation of session plans. Such academic calendar also forms as a guide to students in knowing well in advance about the schedule of internal assessments and examination dates.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

6

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

0

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

0

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on

programs during the year

0

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Several courses offered in the college relate to ethics, environment, rights, etc. being part of the curriculum, are adequately covered in the courses. These courses envisage that all the under graduates coming out of our college system are aware of these issues and their linkage to society and in day-to-day life

Environmental Studies emphasises on socio-economic dimensions of the environment, with special emphasis on the environmental pollution and social issues related to the environment. It also highlights the influence of the environment on human population, along with tourism and its consequences on the environment.

Computer Application course which is introduced in Semester I creates an awareness on computer ethics, Intellectual property rights, plagiarism, fair use, software licensing, piracy among other aspects which helps students to evolve themselves into a constructive citizen and enables them to create an awareness in the society.

Course on Entrepreneurship Development motivate the students to be self-employed. From the syllabus students get theoretical knowledge on how to start an enterprise of their own including information on women entrepreneurs.

Economics of Resources, Practice of Insurance, Business Environment, Business Communication and Event Management impart knowledge on important issues on ethics, skills and safety of an individual

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

6

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

1.3.3 - Number of students undertaking project work/field work/ internships

850

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/1.4.2.pdf
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	
2.1.1.1 - Number of sanctioned seats during the year	
660	
File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

118

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

Slow learners and advanced learners are identified by the college and the college caters to specific student needs.

Advanced learners:

Advanced learners are guided and encouraged to maintain their good academic record by course teachers and mentors. They are guided towards pursuing courses, answering competitive examinations such as CA, MBA etc., selecting appropriate professional institutions and overall career development.

Advanced learners are encouraged to participate in various academic and cocurricular activities. Such students are also provided with opportunities for leadership and organizational responsibility such as editorship of the college magazine - Dempoite. The college has a 'Dempo Wizards Club' that mainly fosters critical thinking and hones leadership skills of such learners.

Apart from this college has collaboration with IBM SkillsBuild which provides industry specific skills based certification courses which are self-paced.

Slow learners:

Extra coaching, individual attention and conduct of remedial

classes are some practices followed for the benefit of slow learners.

Remedial classes are conducted for slow learners that may require additional assistance with specific courses. Bridge classes are conducted to bridge the gaps in knowledge in certain courses such as Financial Statement Analysis for students from a non commerce background conducted by the BBA department.

File Description	Documents
Link for additional Information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.2.1_Special_Programmes_Advanced_Slow_Learners.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
1649	55

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The institution has adopted innovative student centric teaching and learning pedagogies across the programmes.

The BCom (Hons), MCom, IMCom, MTTM, and PGDM-EM students interned at various functional levels to apply their learning at work as part of experiential learning.

T.Y.BCom students have project paper wherein they prepared a report on relevant commercial and economic issues.

The BBA department has interactive sessions with industry professionals that allow students to gain practical insights

from guest lectures. Problem solving methods include case analysis, and assignments.

The MCom department organised student development programmes through industry interaction. The department also organised webinars on e-entrepreneurship, applying and succeeding banking exams, agriculture commodity derivatives market, and managing personal finance as a form of participative and problem-based learning method.

The IMCom students were divided into five groups and assigned projects to inculcate participative learning and problem-based learning.

The MTTM department introduced problem-based learning to identify issues and challenges of Adventure Tour Operators through a study tour to Dandeli. Participative learning was introduced through gamebased learning, mnemonics, padlet, story-boarding, mind-mapping and organisation of events. The department uses case analysis, problem-cause-solution, and comparative analysis as problem solving approach. The students interacted with tourism industry professionals through webinars.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nac_archive/2020-21/2.3.1_Student_centric_methods.pdf

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Faculty uses different ICT enable tools for effective teaching-learning process. During the pandemic, additional online educational platforms suitable for the programmes offered were being explored.

To enhance learning experience and seamless flow of teaching, the teaching faculty have made use of Google Meet, Zoom, Google Classroom, and ICT-based applications such as MS One Note, MS PowerPoint, and MS Excel were used to enable students to connect with the discussions in classes.

Testmoz.com was adopted to conduct online tests for internal assessment (ISA/ITA).

Faculty used Pen-Tablets to enhance the teaching-learning process for papers like accounting, cost, finance, and mathematics.

All students were registered on official WhatsApp groups administered by the faculty members to enable active communication and enhance learning through additional inputs.

MCom Students were exposed to specialized Software used in analytics, such as SPSS, Jamovi, Eviews, and CMIE.

IMCom faculty used the Speedexam.net portal to conduct online video proctored entrance tests for students seeking admission to IMCom Programme and adopted a licensed version of Microsoft Teams to conduct online classes.

MTTM faculty used Google Earth to teach Geography.

Event Management faculty used ICT Tools such as CorelDRAW, Photoshop (graphic designing software), Flash studio, and Cameras.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.3.2 ICT_enabled_tools_used_by_teachers.pdf

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

55

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

55

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

15

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

515	
File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File
2.5 - Evaluation Process and Reforms	
2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.	
<p>The institution regularly conducts internal assessments for all programmes as per schedule published in the college calendar and college website. To ensure transparency and to enable the students to prepare well for upcoming exams, the pattern of assessment and schedule of examination is communicated to the students well in advance. The BCom, MCom, MTTM and PGDM-EM departments follow the Intra Semester Assessments (ISA), while BBA and IMCom follow the Intra Term Assessment (ITA) systems. The information about conduct of ISA/ITA is provided during orientation programmes and shared through online lectures and on google classrooms and subject whatsapp groups. The assessments are robust in the frequency of administration and conducted within the duration of a semester or term.</p> <p>The mode of assessment followed for continuous internal evaluation for ISA/ITAs are written assessment, practical, viva-voice, presentation, reports, role play and case analysis. The ISA/ITA scores are shared with the students prior to conduct of Semester End Examinations/End Term Assessment (SEE/ETA).</p> <p>The SEE/ETA's are internally administered at the end of each term or semester and the time tables are shared prior to the examinations for BCom, BBA, MTTM and PGDM-EM. The time tables are shared on notice boards, google classrooms and college website.</p>	

File Description	Documents
Any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.5.1.pdf

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The conduct of internal examination is governed by the respective Ordinances of Goa University for each programme. The grievance redressal committee is set up every year and informed to the students through notice boards or whatsapp class group to ensure transparency in dissemination of information.

Written grievance is received by the grievance redressal committee. The process of redressal takes around 3 days to 4 weeks (as per the governing ordinances) to resolve the issue depending on the intensity of the grievance.

During the academic year 2020-21 the BCom programme received a notification from Goa University for conduct of the third-year exams at the college level and also to allow the students to verify their scores in case of any queries.

Internal assessment systems followed by all the self-financing programmes are robust in a manner that they allow their students sufficient attempts at their internal examinations, while the graded answer sheets of SEE are totaled, checked and consent signed by the students before compiling them to be further processed by Goa University Examination Section.

File Description	Documents
Any additional information	View File
Link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/Ordinances_combined.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the

Programmes offered by the institution.

The programme outcomes and course outcomes of the institution are well stated and displayed. The institution follows the following mechanism for communicating the programme and course outcomes to teachers and students:

1. The institution website displays the programme and course outcomes along with the structure and syllabus of the various programmes and courses offered by the institute.
2. The outcomes and syllabus is also made available to the students through the annual prospectus made available on the institution website.
3. At the beginning of each academic year, the programme and course outcomes are explained by the principal and the course coordinators at the orientation programme for the students.
4. The course outcomes are discussed in detail by the subject teacher in the classroom at during each semester/ term.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.6.1Programme_and_Course_Outcomes.pdf
Upload COs for all courses (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The college uses the performance of students in examination as an important criterion to record student progress and attainment of programme outcomes and course outcomes.

1. The results of the university examinations and college exams are analysed.
2. Regular class tests and quizzes, Intra Semester/Trimester Assessments, student interaction, class participation and Semester/Trimester End Exams facilitate monitoring of student's progress.

3. All programmes use a variety of teaching and evaluation methods such as student presentations, flipped classrooms, practical assignments, role plays etc.help to assess and ensure attainment of different elements of course objectives and outcomes.
4. At the BBA programme course outlines are designed for every course by the respective faculty members which define specific course objectives and details out how every session will be conducted, the teaching methodology along with a proposed method of evaluation. At the end of the course the faculty has to provide details of how the evaluation methodology was completed with the achievement of the course outcomes and competencies in mind.
5. PG management programmes such as MTTM and PGDM-EM also use placements of students as an indicator of achieving of programme outcomes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.6.2_Atta_inment_of_Programme_Outcomes_and_Course_Outcomes.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

523

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://dempocollege.edu.in/aqar.php

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/2.7_StudentSatisfactionSurvey20-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION**3.1 - Resource Mobilization for Research**

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

23

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

3

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.2.2 - Number of books and chapters in edited volumes/books published and papers

published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

01

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The college undertakes an array of extension activities under various clubs, cells, and schemes. The NSS unit of the college conducted various activities to create awareness about Covid-19 and the precautions stop the spread of Covid-19 pandemic.

The NCC unit of the college focussed on health and fitness of the society and actively promoted the message about staying fit and healthy by conducting cycle rallies and Fit India Run events. They also conducted a campaign on banning Single Use Plastic to create awareness about the harmful effects of plastic on the ecosystem.

The Unnat Bharat Abhiyan Cell organised a number of activities to create awareness about various social issues faced by the general public. These includes a drive to create awareness about the various postal facilities available at village post office through the broadcast of digital posters on various social media platforms. They also distributed jute bags to discourage people from using plastic bags and conducted Health camp for women.

Goa Khadi and Village Industries Board in association with Eco Kshatriya Foundation, a registered NGO of our college organised a three-day capacity building training on beekeeping for agriculturists and lay persons from across Goa.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	No File Uploaded

3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

14

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above during

the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

362

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

47

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

05

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

The total campus area of the institution is 10,000 sq. mts. with building admeasuring 9,279 sq. mts.

The institution provides facilities for teaching learning as per the specified requirement by statutory bodies. College has 49 classrooms/tutorial rooms that are ICT enabled with mounted LCD projectors, cameras, black board, white board and notice board. Classrooms seat 60 students. Tutorial rooms seat 40 students.

There are 04 ICT-enabled air-conditioned computer labs- one for each Program, 02 seminar halls, 01 Flash studio/video Centre, 01 Commerce lab, 01 Economics lab and 01 conference room and 01Research Centre.

Laptops were provided to 20 teachers for teaching, research and college work in the year 2020-21

Lbrary has a reading room that seats 150 users and a browsing station with 12 ICT enabled terminals. The Public Address System covers the entire campus.

Staffroom provides for individual work desk with charging points for 56 teachers.

Administrative setup comprises of offices for the Principal, Vice-Principal, College administration, Examination, IQAC and College Director of Physical Education and Sports.

Rest rooms are located on each floor.

An elevator is provided to facilitate barrier free entry for the physically challenged.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/facilities.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The college has dedicated offices for the N.S.S. Unit, N.C.C, Placement Cell, Counselling Cell, Wellness Centre, activity rooms for club activities

Sports

The campus has a fully equipped, CCTV-monitored Gymkhana/Fitness Centre (with a gym area measuring 12.95 X 9.60 meters and TT area measuring 11 x 10.90 meters). The gym was established in the year 2019.

Students are provided expert training in both indoor and outdoor games. Outdoor games include football, basketball, volley ball, hand ball, khokho, kabbadi, baseball, swimming, badminton, etc. Indoor games include table tennis, chess, badminton, powerlifting, best physique.

Separate washrooms/changing rooms are available for male and female sports students of the college.

Cultural Activities:

The infrastructure for cultural activities includes 1 well-equipped auditorium with a seating capacity of 250 to 300 persons (18.50 x 10.80 m), 01 open-air Amphitheatre with a seating capacity of 1000 to 1200 persons. The foyer area is

used for small events. The open space on the campus is utilized when major intercollegiate events are organized.

Parking space provides for 250 two-wheelers and 40 four-wheelers.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/4.1.2facilities.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

51

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

51

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/4.1.3 Master time table 2020-21.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

31,12,595

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Library was automated partially using MIS in-house developed library module since 2011.

Library adopted ILMS software NewGenLib EE v3.2 version in 2021.

Following NewGenLib modules are made functional :-

- Technical processing consisting primary cataloguing, with import catalogue records service and printing of barcodes and spine labels. All library books are barcoded inhouse using barcode printer.
- Circulation system includes Check-out (Issue), Check-in (Return), Renew items on loan, auto reminder for renewal and auto overdue notices with email facility.
- OPAC facilitates browsing of book catalogue and details of borrowings with individual log- in facility to users.
- Various types of reports like accession register, circulation transactions and other reports are generated.

- Daily visitor's data is collected through computerised 'check-in and check-out' system.
- Library web page on the college website developed by using NewGenLib front end user interface is available at <http://180.233.149.134:8081/newgenlibtxt/Home?Id=1&theme=3>. On the same web page, Question papers, Subscribed e-resources J-Gate and N-LIST, new arrivals, links to faculty PhD theses, subject gateways, open access journals and newspapers are available.
- ID cards of the students and staff with an imprinted barcode is used as library card.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://180.233.149.134:8081/newgenlibtxt/Home?Id=1&theme=3

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

13.29

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)**4.2.4.1 - Number of teachers and students using library per day over last one year****128**

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure**4.3.1 - Institution frequently updates its IT facilities including Wi-Fi**

The Institution employs ICTs for various activities and ensures the constant upgrading of its ICT Infrastructure. All the classrooms are ICT-enabled with projectors and connectivity.

The Institution has a high-speed, reliable Wi-Fi and LAN connection with its reach throughout the campus, providing a seamless and uninterrupted experience to the students and the staff. On 11th March 2021, the Institution increased its internet speed to 100 MBPS to support increased usage.

Each department has a dedicated computer lab that is fully equipped. Computers are updated to higher required specifications. Following computers were purchased during the year:

- September 2020, 14 Computers (students use)

- 23rd January 2021, 16 computers (students use)
- 13th November and 1st December 2020, 20 laptops (faculty)
- 34 computers for other use.

The library runs Integrated Management Information System to coordinate, control, analyze, and visualize information. On 9th August 2020, the Institution purchased Dell Server to host library automation software (NewGenLib) and another server on 20th November 2020 to facilitate centralized software deployment on computers.

The Institution frequently updates its website and mobile application 'Dempo College,' available on Google Play Store and IOS.

Subscription of CMIE Prowess Database is renewed for continuous access to students and faculty in research.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Number of Computers

257

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****3,73,324**

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Allocation of class rooms and laboratories are based on the time table of the year. The functioning and monitoring of laboratories are fully handled by the concerned assistants.

Conference Room / Audio-Visual Room shall be available for use by faculties and students subject to approval of the principal.

All faculties and students shall have full access to the library resources and the browsing centre during the working hours provided browsing centre use only for collection of academic resources.

The Gymkhana shall be accessible to the students during working hours of the college under the supervision and guidance of the Assistant Director of Physical Education and Sports.

IT services comprise access to Internet and email (dempocollege.edu), and intra-college network (Prapti).

Damage of IT resources by any student, the amount for the same will be recovered from security deposit submitted by the student.

Maintenance of equipments shall be the responsibility of the Head of the Department concerned. To the extent possible, it shall be covered by an annual maintenance contract, warranty/extended warranty, etc.

The College shall make available its premises to social, commercial and academic organizations for purpose of conducting their activities subject to approval of the Principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/ProceduresandPolicies.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

56

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

7

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to institutional website	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.1.3_Capacity_building_and_skills_enhancement_initiatives.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

638

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

638

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

9

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

76

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil

Services/ State government examinations) during the year

34

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year****5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

1

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)**Student's Council**

Due to Covid-19 Pandemic, there was no student's representation on college student's council. Faculty student council incharge oversaw the Student Council activities. During the year student council organised a poster making competition on the topics such as Learning Boon or Bane, Impact of Covid 19 on Goan Economy and Goa Liberation march into the 60th year. Also, the Annual pooja was conducted at the college premises.

Other committees of the institution.

National Cadet Corps (NCC)

- Online orientation was held for NCC cadets
- Rifle demonstration was organised in November
- Map reading was scheduled for December
- Cadets participated in Goa Liberation Day marchpast, republic Day marchpast
- Cleaning drive at Ribandar
- Cadets participated in national-level digital posters making competition
- Cadets participated in Fit India Run 2.0 to commemorate the 75th Azadi ka Amrit Mahotsav
- Cadets performed a dance (Mando) in the presence of the Honourable Governor of Goa o the occasion of Azadi ka Amrit Mahotsav

National Service Scheme (NSS)

- Health and Fitness
- Plastic Free Campaign-volunteers stitched around 1835 cloth bags
- E-Waste awareness talk
- Poster making on Road Safety Awareness
- Observation of Important National and International Days such as Rashtriya Ekta Diwas and Samvidhan Divas

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.3.2.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

3

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The alumni association has been duly registered under the society's registration act, 1860 on 14th December 2012, consisting of an eight-member Executive Committee.

Alumni Association works to encourage Alumni to foster and promote close relations between the College and its Alumnus. Dempo alumni are a part of the state's political, social, and industrial aspects. The Institution benefits socially, academically, and professionally by building a positive relationship with the alumni, as alumni contribute to several developmental projects of the Institution.

Non-Financial Contributions

- Contribution towards quality assurance of the Institution
- Eminent alumni who can conduct skill development workshops, training, and mentoring sessions and share their unique expertise with college students are invited through a Lecture series.
- Alumni render career guidance to students in their respective areas of the profession.
- Alumni join the Institution by being a part of the teaching staff or the administrative section.

Financial Contribution

- Alumni are aiding contributions towards sponsoring various events of the Institution and being available as resource persons for seminars and workshops.
- Alumni have contributed to academic activities by providing scholarships and prizes to recognise students' academic and extracurricular activities.
- Every year accounts of Alumni Associated are audited to provide financial statements

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/5.4.1.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

D. 1 Lakhs - 3Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The primary objective of the college is to create, nurture a pool of educated citizens, who are proficient, competent and possess moral character, who will contribute in the field of commerce and trade, and various industries. The alumni composition testifies to the fulfillment of the vision and mission of this institution.

In order to meet the changing demands of the industry, the college provides a number of programs. Apart from Bachelors of Commerce (BCom), there is Bachelor of Business Administration (BBA), Post Graduate programs such as Tourism and Travel Management (MTTM) and Event Management (PGDM-EM). Integrated Post Graduate Program in Commerce (IMCOM), is innovative and provides exhaustive training in accounts and finance to take up managerial positions as well as qualify themselves for certification in professional courses such as

CA, CS, CMA and CFA. Short term skill based courses are also being provided.

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/6.1.1.pdf
Upload any additional information	View File

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The college has always adopted a democratic set up in its functioning and is very much evident in the Organisational Chart. There are various departments pertaining to subjects, as also numerous academic and non-academic bodies such as Councils, Committees and Cells, which meet regularly to discuss, deliberate, suggest and address grievances if any, and thus ensure that the academic and non academic goals and objectives are achieved. The Principal and Vice Principal are updated on regular basis, on such developments and they in turn update the Administrator and Trustees during the Governing Body meetings and Local Committee meetings.

File Description	Documents
Paste link for additional information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/Organogram_20-21.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College has a perspective plan derived from the strategic plan of the management comprising of short term, medium term and long term goals that include programs for faculty and staff development, incentives for enhancement of research output, support for new teaching and research programs, introduction of value-added skill development courses and introduction of innovative teaching-learning paradigms.

In this context, 11 Faculty Enrichment Programmes, 23 webinars were conducted. A 3-day training programme by Venus Solutions Pvt.Ltd relating to NewGenLib library software was conducted for library and other support staff. Book publication co-authored by 2 faculty members and 4 research publications under Scopus/UGC CARE list indexed journals, 8 paper presentations in conferences were undertaken.

To promote skill development amongst students, MoU was signed with IBM SkillsBuild country partner CSRBOX,132 students enrolled under it and completed 455 courses. New skill-based courses under the aegis of the Dempo Centre for Skill Development were offered to students.

Ground work was initiated for introduction of BVoc programme for which NOC was obtained from the Directorate of Higher Education.

Teachers were provided new laptops for online classes during the pandemic year and to access e-journals. Auditorium and gymkhana were upgraded.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The Institution, managed by the Trustees, Governing Body and Local Managing Committee of the Dempo Charities Trust, ensure the smooth functioning of the Institution. The Administrator serves as a vital link between the Management and the Principal. Principal as a head of the institution, assisted by the Vice-Principal and the heads of various sections, looks after the administrative and teaching- learning process and pays special attention for smooth functioning of administrative and academic activities. The HoDs, Committee Heads and faculty members look into the academic and co-curricular activities of the institution. In the

administrative section the Head Clerk and Accountant, UDC, LDC and other support staff handle work related to admission, examination, eligibility, daily record maintainance, interacting with stakeholders, University, Government offices, etc. The library is headed by the Librarian, assisted by Librarian Grade I and Library Assistants. The students' council is a democratically elected body, having a UCR, UFR, general secretary, class representatives, ladies representative, sports and cultural secretary and gender champions.

The recruitment procedure, promotional policies and service rules are as per the rules of Directorate of Higher Education, Government of Goa, Goa University and the guidelines of UGC for appointments in Private Aided colleges of Goa.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://dempocollege.edu.in/wp-content/uploads/nac_archive/2020-21/Organogram_20-21.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

As an institution aided by the Government through a well-defined pattern of assistance, the regular employees of the College appointed under grant-in-aid courses are entitled to several benefits of the State Government schemes/measures such as:

1. Welfare fund,
2. Study Leave (FIP),
3. Sabbatical Leave
4. Leave Travel Concession,
5. Medical Reimbursement,
6. Group Insurance,
7. Reimbursement of Tuition fees,
8. Pension Scheme (old),
9. New (NRD),
10. Festival Advance,
11. Child Care Leave

In addition, the Management also endeavours to provide all additional welfare measures which are not admissible under the government schemes, for the welfare of its staff(including staff of self-financing programmes):

1. Free Health Check for staff above 50 years of age.
2. Financial support for international travel for presentation of research papers in international conferences.
3. Reimbursement of expenditure for attending State, National Conferences, Workshops and Short-term courses, if not admissible under pattern of assistance.
4. Reimbursement of expenditure for attending refresher, orientation courses, if not admissible under pattern of assistance.
5. Incentive of Rs. 25,000/- for each research paper published in Scopus or Web of Science indexed journals.

In addition, the College provides welfare facilities such as Child Care room, Health Care room, and Gymkhana to promote physical fitness and health of its staff.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

08

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

10

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

15

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Considering the importance of continuous improvement in ensuring better teaching-learning opportunities, the Institution has a well-established mechanism for the

evaluation of teaching and non-teaching staff.

Self-appraisal for teaching staff: At the end of each academic year, the full-time faculty members fill in and submit, an Annual Performance Assessment Report as per Statute SC-16.6.4., Table 1 of Goa University, which includes information details of their qualification, workload, academic and professional achievements, leadership roles. The Self Appraisal reports and Academic Performance Index are taken into consideration for Career Advancement Scheme for faculty.

Performance Appraisal of Non -Teaching staff: The Annual Performance Assessment Reports are maintained for the non-teaching staff as per the format prescribed by Directorate of Higher Education, Government of Goa. The self-appraisal reports of the non-teaching staff and their performance review is conducted by the Head of the Institution.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The College has an established mechanism for conducting Internal and External Financial audit every year to ensure Financial Compliance.

Internal Audit

Internal Audit (statutory financial audit) of the College is carried out at the end of the financial year in accordance with all rules & regulations. After that, the audited statement is prepared and duly signed by S.J. Thaly & Co., Chartered Accountant.

The Local Managing Committee approves the Audited statements of Accounts of all programmes, after which the audited

statement of accounts of the B.Com programme are sent to the Directorate of Higher Education.

External Audit

The Directorate of Higher Education carries out Government Audit at regular intervals to verify expenditure as per the pattern of assistance.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

NIL

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

Mobilization of funds:

On the basis of student intake, faculty requirements, Lab/Library/material need and infrastructural need, the details of funds requirement are examined and a Budget is prepared based on estimated Receipts, Expenses and Deficits

College receives non-salary grant and salary grant from the

Directorate of Higher Education. The salary grant is for the purpose of B.Com. salary and non-salary grant is utilized as per the pattern of assistance issued by Directorate of Higher Education. Deficit of Self-financed courses, i.e., PGDM, MTTM and MCom, are met by BBA funds.

For non-salary expenses, College is entitled to an annual grant of Rs. 35 lakhs from the Directorate of Higher Education. An additional amount of Rs. 15 lakhs may be spent on housekeeping and security services in addition to collection of students fees.

Utilisation of funds:

When bill presented for payment for items delivered, the concerned Accounts section scrutinizes the purchase orders and bills/invoices/vouchers. Once the verification/evaluation of items is completed, bill details are entered in the Dead Stock/Consumables Register, and it is sent to the Principal for approval of payment.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC has contributed towards quality enhancement through the following initiatives:

1. An institutional 'Mental health Policy' was introduced on 23rd August 2021, to encourage students facing mental health difficulties to seek help and, to support students who might experience emotional and psychological distress.

2. The college library was automated with the 'NewGenLib (NGL) Library Management Software'. Through this, it has completed barcoding of books, bar-coded ID cards for staff and students for daily check-in / check-out, Online Public Access Catalogue (OPAC) book search, Kiosk PC for OPAC and NGL

Mobile App (OPAC).

3. For skill development opportunity to students, the IQAC initiated a plan for 'online certificate courses' through the Dempo Centre for Skill Development (DCSD). The institution entered into a MOU with 'IBM Skills Build CSR box' offering around 7000 free online courses which benefitted interested students during the year.

4.A 'Digital Learning Readiness Survey' was carried out at admissions for all students of the college. The objective was to assess the preparedness of students for online learning mode during the ongoing pandemic. The survey results helped to decide on the duration of the online lectures, mode of resource sharing and the type of student support to be provided.

File Description	Documents
Paste link for additional information	https://forms.gle/KBMCnAxxsP5HiJbZ8
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The teaching-learning process is regularly reviewed through IQAC meetings. During the academic year 2020-21, the IQAC discussed the challenges in identifying slow and advanced learners particularly during the pandemic year of online learning. Customisation of the 'Student Satisfaction Survey' (SSS) for the pandemic year was also discussed.

The IQAC reviewed the action-taken on the following plans specific to the pandemic year: 1. Skill development initiatives- The free online courses offered through a MoU with 'IBM Skills Build CSR box' and the extent to which students have benefitted; Bridge course offered to the FY BCom students through a certificate course in 'Applied Accounting'. 2. Experiential learning through student internships. 3. Student mentoring practices followed during the previous academic year and compliance with the college mentoring policy.

The initiative of the IQAC in carrying out a 'Digital Learning Preparedness' Survey for students at the commencement of the academic year to understand the online learning needs of students was discussed, analysed and documented

The IQAC discussions recorded the incremental improvement in the performance of the Dempo Centre for Skill Development (DCSD) towards skill enhancement; mentoring practices and efforts of the institution towards understanding the change in student learning needs.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES**7.1 - Institutional Values and Social Responsibilities****7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year**

The institution is committed to ensuring that students are sensitized to issues of gender discrimination and the importance of gender equity. Each year, two student representatives, a boy and a girl, are appointed as "Gender champions".

- The Gender Champions Cell, Centre for Equal Opportunity and Counselling Cell organized an online session, "Film Talk on Gender Equality", to initiate a healthy discussion on the topic of gender equality.
- On International Women's Day, the NSS Unit carried out a social media awareness program, promoting the importance of gender equity. A Kite Flying activity was conducted for the women staff members.
- CCTV cameras installed on the campus monitor activities and ensure the safety of all students and stakeholders.
- At the time of admission, students attend an orientation about the anti-ragging policy and sign an anti-ragging undertaking.
- A full-time Counsellor provides a safe and confidential environment for students to deal with issues and conducts regular sessions on mental health and motivation.
- The Institution has a separate common room for boys and girls, besides 9 separate washrooms for boys and girls respectively.
- Sanitary napkin vending machines and incinerators are installed.
- A well-equipped daycare facility is available on campus.

File Description	Documents
Annual gender sensitization action plan	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/7.1.1_Annual_gender_sensitization_action_plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://dempocollege.edu.in/wp-content/uploads/nnac_archive/2020-21/7.1.1_Safety_and_Security.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Solid Waste Management:

The institution has appointed a dedicated housekeeping agency for the maintenance of a clean and eco-friendly campus. The agency undertakes the task of the timely disposal of solid waste generated on the premises. Waste bins are systematically placed at corners of corridors, classrooms, washrooms, laboratories, and the canteen. The problem of the generation of a huge quantity of waste paper in the student-feedback process was resolved by adopting an online student-feedback system. Students are also encouraged to submit their assignments on digital platforms subscribed to by the institution.

Bio-Medical Waste Management:

The institution is not involved in any clinical experiments. The biomedical waste generated through the administering of First Aid is negligible. The institution has installed incinerators in the women's washrooms for the disposal of sanitary pads.

Radioactive Waste Management:

Since the institution primarily offers business programs requiring no facility of science labs and scientific and bio-materials, it does not generate hazardous waste of this nature.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	Nil
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

1.Restricted entry of automobiles 2.Use of Bicycles/ Battery powered vehicles 3.Pedestrian Friendly pathways 4.Ban on use of Plastic 5.landscaping with trees and plants	
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	E. None of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded
7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading	C. Any 2 of the above

**software, mechanized equipment 5.
Provision for enquiry and information :
Human assistance, reader, scribe, soft
copies of reading material, screen
reading**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution has 1649 students enrolled from different cultural and social backgrounds, as well as other states. Integration of cultural and regional diversity is evident as students from all across the country enrol in various courses. Students from the reserved category who apply are admitted on the basis of the quota allotted and a merit list is not required.

The college organised various competitions depicting cultural integration such as an Annual dance competition and a cultural video competition.

The self-financed programmes, namely BBA, IMCOM, MTTM, MCOM and PGDM in Event Management offer students from disadvantaged economic backgrounds the option of paying fees in 2 or 3 instalments over the duration of the term.

The college also organises annual Pooja and mass for the divine blessings of health, prosperity and education.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The college makes a concerted effort to raise knowledge of the constitution's essential values, duties and responsibilities.

To uphold and respect the constitution's ideals an online quiz competition was organised on 'Constitutional values' to create awareness on the preamble of constitution, fundamental rights and duties.

To create awareness regarding the constitutional rights three sessions of talks on Right to Information were organised. A Two-Day Webinar on the theme 'Intellectual Property Rights and IP Management' was conducted.

To imbibe patriotism an online seminar on the topic "India's Freedom Struggle" was organised. A special book display "Azadi ka Amrut Mahotsav" was also organised.

To encourage harmony and promote a spirit of equality, an online poster competition was conducted for students on the occasion of International Women's Day.

To adhere to the values of the constitution digital posters were prepared on Fundamental Rights and Duties. A quiz on constitution of India was also conducted.

To encourage humanism, session on Stress Management were conducted. To protect the environment and save natural resources presentations on water conservation were done.

Students have rendered invaluable service after the COVID-19 outbreak by preparing masks and distributing them to their family, friends and neighbourhood.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	View File

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff

4. Annual awareness programmes on Code of Conduct are organized

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The institution celebrates important International days, National days, and festivals including memorial days announced by the Ministry of Education, UGC, Goa University, and the Directorate of Higher Education.

Rashtriya Ekta Diwas

Online pledges were taken to foster national unity.

World No Tobacco Day

Digital poster contest on deadly effects of tobacco use.

World AIDS day

A national webcast was attended to commemorate the efforts of the workforce engaged in the National AIDS program.

International Women's Day

Digital poster competition on "Women in leadership: Achieving an equal future in COVID-19 world".

World Environment Day

Digital poster on nature conservation.

International Yoga Day

Virtual yoga session by Art of Living foundation.

International day against drug abuse and illicit trafficking

Digital posters on social media.

Republic Day

Flag hoisting ceremony by NCC and NSS unit.

Book Exhibition on the occasion of Goa Liberation Day

Book exhibition of over 250 books on 'My Goa' in the library.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice I

Title

Faculty Enrichment Sessions

Objectives

Promoting a culture of knowledge sharing and enhancing teaching skills.

Context

In a developing country like India, faculty enrichment sessions keep the teaching faculty abreast to latest developments in teaching and research.

The Practice

Promotes pedagogical skills, research culture and latest technology to build a strong foundation for quality education.

Evidence of Success

Faculty members discussed new ideas and technology and kept pace with the changed scenario.

Problems Encountered and Resources Required

Several academic programs conducted simultaneously made it difficult to achieve cent percent of attendance.

Best Practice - II

Title

ICT Enhanced Learning

Objectives

Maintaining flexibility and responsiveness to changing environments.

The Context

Covid-19 in India necessitated the dissemination of knowledge through online mode.

The Practice

Regularly upgraded courses, pedagogy, and infrastructure ensure responsiveness to the changing needs. Lecture plans, attendance, and results uploaded on the IAIMS portal provided easy access to students. Zoom, Google Meet platforms, and the E-Content developed by teachers were helpful.

Evidence of Success

Regular attendance at online classes. Students' success at online exams.

Problems Encountered and Resources Required

Voltage fluctuation. Internet connectivity at students' homes. Monitoring students online is difficult.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Collaborating institution for drafting retail policy documents for the Government of Goa.

S.S. Dempo College of Commerce and Economics was appointed to collaborate with Goa Chamber of Commerce and Industries, a well-known non-profit, networking organization that provides support services to the business community of the state, to draft the retail policy document for submission to the Government of Goa. The college believes in contributing to

the betterment of its stakeholders i.e., the trade and commerce establishments. Ours is a premier commerce college in the state was entrusted with the prestigious responsibility of drafting the retail policy for the Government of Goa. The retail policy was designed keeping in mind the following objectives: 1. Examining the need for a State Retail Policy and challenges faced in the retail business. 2. Assessing the role of the State government and opportunities for retail trade in Goa. 3. Studying the existing provisions and procedures for financing, licensing and inspection, supply chain and logistics, metrology, and identifying scope for improvement. 4. Studying the existing regulations for employment, compensation and employee welfare, and skill development. 5. Interacting with retailers within the State of Goa and other stakeholders for identifying specific issues of retail in Goa and drawing suggestions.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. Skill-enhancement courses: Virtual stock trading, Digital marketing, and data analytics, Stock trading, GST practitioner, Tally, Excel. 2. Guest lectures: Scientific management in industries, Entrepreneurship, Stress management, Probability, and statistics. 3. Webinars: Entrepreneurship, IPR/GR/Trade secrets, IPR in Sports, Human/Women's rights. 4. Sessions: Career guidance, Social media content-creation, Digital marketing, 3D printing, E-waste, DTP, Mental health and well-being, Heart health, Financial literacy, Meditation, Gender sensitivity. 5. Exploring talents: Essay / Poetry writing, Debates, Mime / Monologue, Elocution, Fancy dress, Stand-up comedy, Video-making, Fashion, Singing, Dance, Drama, Photography, Case study, Management, Rangoli, Quiz on constitutional values / IT / Marketing and Accounting, eco-friendly festival decoration, Mehendi. 6. Skill-enhancement workshops: Basics of research, Business etiquettes, Personality grooming, Public speaking, Photography, Street play. 7. Faculty training: Research methodology and Literature review, Tax

planning and filing returns, Soft-skills in teaching-learning, ICT for online teaching, Statistical software, and Ethical research. 8. Industry-Academia interaction: Industrial visits, 'Walk-the-Talk' series. 9. Community engagement: Awareness programs for seniors/ differently-abled /destitute women and specially-abled students, Distribution of sanitary pads; plastic awareness and distribution of eco-friendly bags, dengue awareness and cleanliness drives, and Leadership training for school students. 10. Physical and Mental well-being programs for faculty/students. 11. Geo-tagging of plantations 12. Institutional Club activities

NAAC