



## YEARLY STATUS REPORT - 2022-2023

### Part A

#### Data of the Institution

##### 1. Name of the Institution

DCT's Dhempe College of Arts and Science, Miramar Panaji Goa

- Name of the Head of the institution **Prof. Vrinda Borker**
- Designation **Professor**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no. **08322461507**
- Mobile no **9822129669**
- Registered e-mail **dhempe@rediffmail.com**
- Alternate e-mail **principal@dhempecollege.edu.in**
- Address **Dhempe College of Arts and Science, Miramar, Panaji, Goa**
- City/Town **Panaji**
- State/UT **Goa**
- Pin Code **403001**

##### 2. Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Grants-in aid**
- Name of the Affiliating University **Goa University**
- Name of the IQAC Coordinator **Dr. Mukta Karamadi**
- Phone No. **083261507**
- Alternate phone No. **08322462376**
- Mobile **8788290230**
- IQAC e-mail address **iqac@dhempecollege.edu.in**
- Alternate Email address **muktakaramadi@dhempecollege.edu.in**

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

### 4. Whether Academic Calendar prepared during the year? **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: <https://www.dhempecollege.edu.in/academic-calender/>

### 5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B+</b>	<b>79</b>	<b>2003</b>	<b>21/03/2003</b>	<b>27/03/2010</b>
<b>Cycle 2</b>	<b>A</b>	<b>3.12</b>	<b>2010</b>	<b>28/03/2010</b>	<b>27/03/2015</b>
<b>Cycle 3</b>	<b>A</b>	<b>3.20</b>	<b>2015</b>	<b>14/09/2015</b>	<b>13/09/2020</b>
<b>Cycle 4</b>	<b>A</b>	<b>3.01</b>	<b>2022</b>	<b>27/02/2022</b>	<b>27/02/2027</b>

### 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
<b>Dhempe College</b>	<b>Workshop/Seminar sponsored by</b>	<b>Dempo Charities Trust</b>	<b>2022-23</b>	<b>2,74,270/-</b>

	DCT			
Dhempe College	Sponsorship for Students Activities	Swetang Naik (Alumini)	2022-23	10,000/-
Dhempe College	1st Installment for project "Freshwater Fish Diversity in protected Areas of Goa"	Goa Forest Department	2022-23	1,50,000/-
Dhempe College	Sponsored by AICTE	AICTE	2022-23	12,000/-
Dhempe College	2nd Installment for project "Freshwater Fish Diversity in protected Areas of Goa"	Goa Forest Department	2022-23	2,00,000/-
Dhempe College	Maintenance Grant Salary	Goa Government	2022-23	16,35,75,148 /-
Dhempe College	Maintenance Grant non Salary	Goa Government	2022-23	Nil
Dhempe College	Vasantrao Dempo Education & Research Foundation	Goa Government	2022-23	1,02,000/-
Dhempe College	Vasantrao Dempo Education & Research Foundation	Dempo Charities Trust	2022-23	50,000/-

**8. Whether composition of IQAC as per latest NAAC guidelines** **Yes**

- Upload latest notification of formation of IQAC [View File](#)

**9. No. of IQAC meetings held during the year** **5**

- 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 **No File Uploaded**

**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)**

02 workshops on Research methodology were organized. (a) 'Research Paper Writing' on 21st April, 2023 by inviting resource person from BITS Pilani Prof. Narendra Nath Ghosh. (b) 'Selection of a Journal for Research Publication' on 24th April, 2023 International Webinar in association with Meijo University Japan and BITS Pilani, K.K. Birla Goa Campus on 'Innovations and Applications in Material Chemistry' on 21st March, 2023. Closing ceremony of Vasant Rao Dempo Diamond Jubilee Lecture Series 'Where Ideas Converge' on 22nd July, 2022. Shri Jayant Sinha, Honourable M.P. delivered a lecture on the theme 'Getting to the Green Frontier: A Net Zero Development Model for India'. Two Memorandum of Understanding were signed: (1) DCT's Dhempe College of Arts and Science Miramar Goa and BITS Pilani, K.K. Birla Goa Campus on 2nd February, 2023. (2) Ashawadi Prakashan, Navi Mumbai Maharashtra, India on 13th May, 2023. To enhance presentation skills and encourage scientific temper among students Conclave 3.0 webinar and Science Exhibition were organized for the students and by the students of the institution.

**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
To organize SDC's for students in line with NEP 2020.	11 Skill Development Courses were conducted of 30 hours duration, 241 students successfully completed these courses.
To organize international/national/state level workshops, seminars and conferences, research methodology, IPR and academic writing.	06 workshop on Research methodology 01 Entrepreneurship IPR lecture for students 06 National Level Symposium and webinar 03 state level workshops 21 Institutional/local level workshops
To depute teaching faculty and administrative staff to attend FDP.	20 faculty members attended Faculty Development Programmes. 07 faculty members attended Refresher courses 01 faculty member attended Short Term Courses 04 Administrative staff were deputed to attend faculty development programme
To encourage faculty members to submit major and minor research proposals for funding and apply for Ph.D. guideship	Total 12 faculty members submitted major (5) and minor (7) research proposals for funding from various agencies.
To promote green activities.	Green Audit was conducted, the college received a Level-3 certification. Carbon Footprint calculation training programme Orientation program, Training programme on Waste Management, Mojo filmmaking workshop and QUIZ ON 'CLIMATE CHANGE-Awareness today for a better tomorrow' were organized
To organize extension and outreach activities by involving students and providing career guidance	63 extension and outreach activities by involving students and faculty members were organized. 18 activities related to career guidance for students.

<p>To collaborate with reputed organizations and institutions for research and internship by signing MoUs.</p>	<p>Two Memorandum of Understanding were signed: (1) DCT's Dhempe College of Arts and Science Miramar Goa and BITS Pilani, K.K. Birla Goa Campus on 2nd February, 2023. (2) Ashawadi Prakashan , Navi Mumbai Maharashtra, India on 13th May, 2023.</p>
<p>To conduct workshops on mental health related topics</p>	<p>11 workshops on various topics such as Cyber Safety, Self love for greater wellbeing, Self regulation, legal and ethical aspects of mental health and substance abuse, neurodiversity to parents of special children, mental health in an unequal world and mental health of deafblind individuals etc.</p>
<p>To organize the annual student webinar series Conclave, Literary Fest and cultural heritage fest.</p>	<p>22 students from Arts and Science were guided by faculty members to present papers for Conclave 3.0 on diverse topics such as pandemic crisis, physical fitness, mental wellbeing, environment, sustainability<sup>13</sup> and creative thinking.</p>
<p>To provide experiential learning through field visits and internships.</p>	<p>07 field visits and 04 internships were organized to provide experiential learning through field visits and internships.</p>
<p>To strengthen the mentorship programme and conduct remedial classes.</p>	<p>41 mentors were assigned to 575 B.Sc. students and 27 mentors were assigned to 511 B.A. students, 4 mentors are allocated to 68 M.Sc. students. Heritage trail for the BSC students on 27th October 2022. Mentoring Day celebration on 27th October 2022 Mentoring day was celebrated by organizing</p>

	talk on - 'Mentoring and Mental Well-being'. Talk on 'Legal and Ethical Aspects of Mental Health and Substance Abuse'
To organize a workshop for Administrative staff to enhance their skills.	Organized a training programme on Waste Management for cleaning staff of the college and Green Ambassadors This training program was conducted by Goa Waste Management Corporation in collaboration with The Energy Research Institute (TERI) and Corporation of City of Panaji (CCP)
To organize programme on health and wellness, stress management techniques and cyber safety.	Activity based workshop on "Mental Health: A priority for all"
To strengthen the Alumni participation.	Regular conduct of guest lecturers, entrepreneur-building activities, career-guidance sessions and other interactions. Alumni studying and working at National and International Institutions share experiences. Distinguished alumni are invited for intra- collegiate events and "Creations". Dhempe Alumnus, former Chief Minister for Goa State Shri. Laxmikant Parsekar visited the Campus with his batch-mates on 19th November, 2022.
To encourage teachers to engage themselves in creating bilingual e-content and MOOCs.	03 teachers were deputed by Directorate of Higher Education for creating MOOC Courses. 01 faculty member was deputed for 6 months
To improvise the documentation process of the institution by conducting workshops and AAA.	Timely support and guidance is provided by the IQAC coordinator to improvise the documentation process of the institution. ISO audit is conducted to audit the overall functioning of the

	college.
To conduct activities under the aegis of IIC.	13 activities such as successful innovators, start-up founder, entrepreneurship and innovation, as a career

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Board	28/03/2023

**14. Whether institutional data submitted to AISHE**



## Part A

### Data of the Institution

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<b>14. Whether institutional data submitted to AISHE</b>					
<table border="1"> <thead> <tr> <th>Year</th> <th>Date of Submission</th> </tr> </thead> <tbody> <tr> <td>2021-2022</td> <td>Nil</td> </tr> </tbody> </table>		Year	Date of Submission	2021-2022	Nil
Year	Date of Submission				
2021-2022	Nil				
<b>15. Multidisciplinary / interdisciplinary</b>					
<p>The institution offers Bachelor's degree programmes in Science - including B.Sc. Biotechnology (Self-financed) - and Arts as well as Master's degree programme in Chemistry following the syllabus prescribed by Goa University. Multi disciplinary Course (MC) which facilitates students from Arts to opt for MC paper in Science and vice versa will be offered by the college. Multidisciplinary Course of 03 credits will be offered for FYBA/B.Sc. students which will be of interdisciplinary nature from the academic year 2023-2024. The institution will be offering Value Added Courses of interdisciplinary and multidisciplinary nature to both B.A and B.Sc students designed as per the guidelines of NEP 2020. 11 faculty members from the science stream and 04 faculty members from the Arts stream being members of the Board of studies in their respective subjects were actively involved in drafting and framing of syllabus for FYBA/B.Sc. syllabus that was to be implemented from the academic</p>					



year 2023- 2024. In addition 04 faculty members were also invited as special invitee in framing the syllabus under NEP 2020. The syllabus for Major, Minor and Value Added Course (VAC) was framed by the different Board of studies in their respective subjects. The Department of Philosophy and the Department of Economics were hosts to organize state level workshops in drafting syllabus under NEP 2020 during the academic year.

#### **16.Academic bank of credits (ABC):**

The institutional preparedness in implementation of Academic Bank of Credit is dependent on the guidelines by Goa University and Directorate of Higher Education, Government of Goa, which is in process. A notification was sent by DHE to enroll all students for digilocker and create an ABC ID. UGC-NAD/ABC Bureau has developed and approved 04 videos regarding Academic Bank of Credits (ABC) programs and these have been posted on the college website for students reference. All students were intimated through Email to create their ABC ID in view of implementation of NEP 2020. Necessary steps and assistance was provided by the college office to students to create ABC ID and required data was sent to DHE in a timely manner whenever was asked for. Since the College is affiliated to Goa University, flexibility with regard to multiple entries and exits are in process in line with NEP: 2020 guidelines.

#### **17.Skill development:**

Under NEP 2020 Skill Enhancement Courses (SEC) will be offered at the first and second year of the undergraduate programme. The different courses under SEC in different subjects were finalized by BoSS and approved by the Goa University. These courses have one credit for theory and 2 credits for practical components. The college has a Skill Development Cell which offers courses of multi-disciplinary nature. The syllabi of four courses have been certified by Goa University. During the academic year 2022-2023, 11 Skill Development courses were conducted in accordance with the objective of NEP 2020. The institution undertakes skill development through hands-on workshops, seminars, interactive sessions and Personality Enhancement Programmes (PEP). The Institution's Innovation Council has organized workshops by inviting industry experts on ideation, prototyping and entrepreneurship. Internship is facilitated for students in industries and media houses. The College has a Research and Development Cell. The Cell informs faculty members about research-related workshops, submission of proposals for major/minor projects to funding bodies etc. in a timely manner. IQAC

facilitates faculty participation in Faculty Development and Enrichment Programs.

**18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)**

The Institution has a Department of Indian Languages. B.A programme also offers Graduation in Konkani Honors and General Degree with Marathi and Hindi under the aegis of CBCS. Various courses have integrated Indian knowledge system such as the rich sahitya in Indian literature and culture, Indian Philosophy, Indic studies, Indian ways of good life, discourses on Indian political and social thinkers namely Kautilya, Sri Aurobindo and Swami Vivekananda. Science departments conduct exhibitions, workshops, talks, etc. to promote the natural heritage of India. BSc students are offered one course in the Indian language. As part of the Directorate of Higher Education project, faculty members have started developing e-content for bilingual curriculum transactions in regional language Konkani. Faculty members work towards increasing awareness and preserving the rich historical and cultural heritage through trails, walks, lectures, and cultural programs in the form of festivals. Yoga day and commemoration of national days and birth/ death anniversaries of noted personalities in the field of science, technology, sports and global harmony is undertaken to uphold India's contribution to humanitarian development. Talks highlighting ecological practices in festivals were organized to transfer knowledge about sustainability-values embedded in native Indian ways of life, to the younger generation.

**19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):**

The institution is affiliated to Goa University and the curriculum of all the programmes and courses are designed by the University with the help of Boards of Studies. The faculty members have contributed to the design of curriculum as members of Boards of Studies and also as special invitees. The institution has adopted Outcome-based education (OBE) to align the curriculum with defined learning outcomes. The process begins with faculty members collaborating to set clear, measurable learning outcomes for each course and program. Faculty members designed COs for courses in B.Sc. and B.A. programs. Subsequently, these were integrated into the syllabus designed by the Boards of Studies at Goa University. Faculty members have also framed course outcomes (COs) for the curricula of skill development courses. The curriculum is then mapped to these outcomes to pinpoint where and how each is addressed across the

courses. Changes may include the redesign of assessments to more effectively measure desired competencies, the introduction of new teaching methods like project-based or experiential learning, and the addition of interdisciplinary study opportunities. Efforts to integrate outcome-based education (OBE) into teaching and learning practices at the institution involve an approach, focusing on enhancing institutional strategies, assessment methods, and student support mechanisms to align with desired learning outcomes. Some of the initiatives are: Adopting learner-centered pedagogies, Incorporating real-world applications, Utilizing technology-enhanced learning, Student support services and Aligning assessments with outcomes. The institution has adopted: 1. Continuous feedback for improvement: Regular feedback mechanisms from students as stakeholders and faculty enable ongoing monitoring and improvement in the courses being offered. 2. Integrating technology: Plans are in place to utilize educational technology and platforms to improve the delivery and effectiveness of outcome based education.

**20.Distance education/online education:**

The Institution has a Wi-Fi facility to conduct online sessions. Google Meet platform was used to conduct webinars. Google Classroom has been used as a Learning Management System to facilitate remote learning. Faculty members integrate interactive e-tools in online teaching E-content (video recordings of modules) in English as well as regional language Konkani under DISHTAVO project is available to students for self paced and distance learning. The college has an in-house IGNOU centre to impart distance education..

**Extended Profile**

**1.Programme**

1.1 435

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

File Description	Documents
Data Template	<a href="#">View File</a>

**2.Student**

2.1 1135

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2 143

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

File Description	Documents
Data Template	<a href="#">View File</a>

2.3 304

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	<a href="#">View File</a>

### 3.Academic

3.1 77

Number of full time teachers during the year

File Description	Documents
Data Template	<a href="#">View File</a>

3.2 77

Number of sanctioned posts during the year

<b>Extended Profile</b>	
<b>1.Programme</b>	
1.1 Number of courses offered by the institution across all programs during the year	<b>435</b>
File Description	Documents
Data Template	<a href="#">View File</a>
<b>2.Student</b>	
2.1 Number of students during the year	<b>1135</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	<b>143</b>
File Description	Documents
Data Template	<a href="#">View File</a>
2.3 Number of outgoing/ final year students during the year	<b>304</b>
File Description	Documents
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1 Number of full time teachers during the year	<b>77</b>
File Description	Documents
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3.2	77
Number of sanctioned posts during the year	

File Description	Documents
Data Template	<a href="#">View File</a>

<b>4.Institution</b>	
4.1	28
Total number of Classrooms and Seminar halls	
4.2	10,611,090/-
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	96
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 College adheres to the curriculum and academic schedule prescribed by Goa University. General timetable and academic schedule are prepared by respective committees. The Heads of Departments (HoDs) prepare the departmental time-table and allocate academic work to the departmental staff. The lesson plan is prepared by individual faculty and approved by the respective H.o.D. The completion of the syllabus as per prescribed number of lectures is ensured by the faculty members and authenticated by HoDs and Vice Principal. The Institution has evolved a structured educational process with defined objectives which facilitates attainment of educational outcomes. The flowchart describing the teaching learning process has been prepared and circulated to all the departments.

The faculty members use various teaching pedagogies in addition to conventional chalk and talk methods such as field trips, heritage trails, study tours, ICT, blended learning and google

classroom platform for effective curriculum delivery.

The feedback on curriculum delivery is obtained at the end of the semester from the students. Feedback on teachers is also taken from the students. Skill development courses are designed by the faculty to impart specific technical skills. Workshops are conducted and are notified in the prospectus and on the college website.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	<a href="https://www.dhempecollege.edu.in/outcomes">https://www.dhempecollege.edu.in/outcomes</a> /

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

The College follows the academic calendar issued by Goa University, which prescribes the dates of commencement and closure of classes for odd and even semesters, Semester End Examinations as well as dates for vacation.

The academic year 2022-23 commenced from 20th July 2022 for B.A./B.Sc. and from 28th August, 2022 for M.Sc. (Analytical Chemistry).

On the basis of the academic calendar, the Examination Committee prepares the schedule for Continuous Internal Evaluation (CIE) which includes Intra-Semester Assessment (ISA), and Semester End Examinations (SEE).

The PG department of the College prepares the timetable for M.Sc. Analytical Chemistry ISAs and SEE (theory and practicals).

The two ISAs (test and assignment) as well as SEE in the respective subjects, as per the schedule notified by the Goa University were successfully completed for B.A./B.Sc. for all the semesters.

As per the schedule notified by the Goa University, three ISAs (tests) and SEE were successfully completed for M.Sc. Analytical Chemistry for all the semesters.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	<a href="https://www.dhempecollege.edu.in/academic-calender/">https://www.dhempecollege.edu.in/academic-calender/</a>

**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**

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
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**

25

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>



**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)**

11

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

241

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

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

Gender related issues such as women movement, literary criticism, women's writing, gender issues are discussed in different papers in the B.A. courses of History, English and Psychology. The syllabi of Indian Languages also focus on gender and human values.

Environmental education and sustainability are incorporated as compulsory course components in B.A./B.Sc. curriculum.

Green Chemistry, Water Quality Assessment, Environmental Biotechnology, Plant Biodiversity, History of Ecology and Environment, Environmental Pollution and its Control Measures are incorporated in the B.Sc. and M.Sc. curriculum.

The Bachelor of Arts program through its subjects, viz, Philosophy, Psychology, Economics, Political Science, History, English and the Indian Languages, ensures that students receive education that addresses cross-cutting issues. The curriculum nurtures ethical awareness, human values, women rights, social responsibility, and environmental consciousness among students, preparing them to be responsible professionals.

In the Third Year, research projects on topics related to gender, environment sustainability, carbon footprint calculations and human values are undertaken by the students. Awareness about plagiarism and ethical research is created among students.

The College also makes efforts in addressing cross-cutting issues through co-curricular and extra curricular activities.

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.	<a href="#">View File</a>

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

28

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
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

1232

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

**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	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**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	<a href="#">View File</a>
URL for feedback report	Nil

**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 students admitted during the year**

462

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

**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**

143

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

**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

The Institution evaluates the learning capabilities of the students, through comprehensive assessments including ISAs, class tests, SEEs, besides interactive class sessions, one-on-one interaction during practical, and active mentorship programs. The Institution gains insights into the diverse learning levels among students, enabling the development of teaching strategies to address the needs of both advanced and slow learners.

For advanced learners, enriching learning experiences are provided, catering to their intellectual curiosity and thirst for knowledge . These students are offered challenging coursework, opportunities for research and publication, participation in seminars, workshops and conferences organized by the IIC, IQAC, etc. of the college and other institutions, facilitating academic excellence. Through these initiatives, advanced learners are empowered into their areas of interest and reach their full potential.

For slow learners, the teachers offer targeted interventions aimed at providing personalized support and guidance. Students are encouraged to refer to e-modules and other online videos for revisiting the topics for understanding. Repeat practicals are conducted to help students overcome academic obstacles and build essential skills at their own pace. By addressing individual learning needs and providing a supportive learning environment, the institution ensures that every student has the opportunity to succeed and thrive academically.

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

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

Number of Students	Number of Teachers
1135	77

File Description	Documents
Any additional information	<a href="#">View File</a>

**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 provides a platform for experiential learning to the students by conducting curriculum-based experiments, providing advanced infrastructure and software solutions for language acquisition, hosting annual science exhibitions, entrepreneurship programs, role-play exercises etc. Internship programs and research projects facilitate knowledge and skill development in students.

Field visits were organized directly engaging students with concepts and ideas in real-world contexts. This approach encourages students to reflect on their experiences, draw connections between theory and practical, and apply their knowledge in various situations.

Participative learning fosters, team work, meaningful interactions with the peers and collective construction of knowledge in the regular classroom activities. Students are encouraged to participate in discussions, debates, group activities, and peer-to-peer teaching. Through seminars, workshops, expert talks, guest lectures etc., students are encouraged to interact with the experts in various fields.

Students are encouraged to learn, devise, and implement problem-solving strategies throughout their academic journey through research projects, assignments, quizzes, curriculum-based experiments, statistical analysis of data, etc.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

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

All the classrooms and laboratories are equipped with LCD projector. Faculty members use blended learning methods, revolutionizing traditional teaching methods by integrating digital tools and online resources into classroom instruction. Teachers use powerpoint presentations and online videos, e-learning platforms like Mindmap, Trello, and Quizlet to aid conceptual understanding. Faculty members use diverse tools such as SlideShare, Chems sketch, ChemDraw and Milanotes to enrich learning experiences, fostering deeper comprehension and application of knowledge.

Students are motivated to responsibly utilize online resources to expand their domain knowledge, accessing customized e-content and audio lectures tailored for enhanced retention and application. Interactive e-tools like Poll Everywhere and Mentimeter empower students to actively engage in discussions and share viewpoints, promoting a dynamic learning environment.

Teachers use Google classroom platform for conducting webinars, sharing the learning materials, and videos. The faculty members' involvement in the development of e-modules showcases their commitment to impart knowledge to the students. Faculty members have contributed to development of curriculum-based videos in

English and Konkani. Additionally, Skill Development Courses integrate ICT tools, offering access to Spoken Tutorials from IIT Mumbai and software for language training. This comprehensive approach enhances academic learning and also equips students with vital digital skills.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

### 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

77

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

### 2.4 - Teacher Profile and Quality

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

77

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

**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**

31

File Description	Documents
Any additional information	No File Uploaded
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)	<a href="#">View File</a>

**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**

790

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

**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.

Two ISAs per semester, per course are conducted following the Goa University guidelines. Guidelines of the Goa university ordinances regarding the assessment criteria and standards are communicated to students and faculty members via email and notices.

During the induction programme at the entry level, details about the examinations are conveyed to the students by the examination committee convenor. Students are provided with information about how assessments will be conducted, including the weightage for



different assessments and the grading scale used by the respective subject departments. Institutional exam committee provides clarification about the assessment process to the queries of the students.

Institutional exam committee shares the ISA timetable with students in advance for them to prepare well for the exam. In addition to ISAs, teachers conduct class tests, quiz, presentations, etc. Assessed question papers and assignments are shown to the students and feedback is provided.

Providing regular and constructive feedback to students allows them to understand their strengths and areas for improvement. Institution ensures that assessments are conducted in a fair and just manner. HODs and ISA committees monitor and prevent over or under marking.

Diverse Assessment Modes accommodate different learning styles and a broader range of student abilities.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

The College Grievance Committee, established as per Goa University Ordinance, handles all examination-related grievances. If the students are dissatisfied with their result, they have the option to personally verify their answer book. If a student is still dissatisfied after the personal verification, then, the student can approach the College Grievance Committee within a week. The committee then seeks a response from the concerned faculty regarding any allegations made by the aggrieved student.

After considering the faculty's reply, the committee provides written recommendations to the principal. These recommendations may include a reassessment of the answer book by another teacher from a different college. Further, if the allegations of the student are deemed genuine, the committee records the reasons and takes suitable action against the faculty, as per ordinance OA-5.2.6 of Goa University.

Besides, the Head of Department resolves the grievance that is in the department's purview. The Institution ensures the redressal of the grievances of students if any, in a time-bound manner.

There were no examination grievances reported by the students during the academic year 2022-23.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Institution has displayed the program outcomes and course outcomes along with the syllabus for all the academic programs offered, on the website. The program outcomes and course outcomes are discussed during the departmental meetings to create awareness among the staff members, and also emailed to the departmental faculty members.

POs and COs are communicated to the students during the departmental induction program. Each course teacher also communicates the objectives and course outcomes to the students in the class during their lecture. Syllabus and COs of all the courses are shared with the students via google classrooms by respective teachers.

These outcomes serve as clear benchmarks for assessing the knowledge, skills, and competencies students are expected to acquire throughout their academic journey. By publicly stating these objectives, the institution fosters accountability and aligns stakeholders' expectations.

Furthermore, teachers and students receive explicit communication regarding these outcomes, ensuring they understand the goals of their educational pursuits. This clarity aids teachers in structuring their curriculum delivery and assessments, to facilitate student learning and achievement.

Overall, this transparent dissemination of program and course outcomes underscores the institution's commitment to quality education and empowers both educators and learners to work towards shared objectives.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

The Institution evaluates the attainment of both program outcomes and course outcomes to ensure the quality and effectiveness of its educational pursuits. This evaluation process serves as a vital feedback mechanism to gauge the extent to which students have achieved the intended learning objectives. Through various assessment methods such as ISA, SEE examinations, projects, presentations, and practical demonstrations, learning outcomes are measured.

Lesson plan execution is assessed by each department for all courses. Systematic planning and blended teaching pedagogy used by the faculty members ensure achievement of course outcomes. Feedback is taken from students, alumni and employers to assess the attainment of POs and COs.

Faculty members set the question papers following Bloom's taxonomy, giving due weightage to measure all the course outcomes.

Result analysis is done for each course by respective departments, and the examination committee carries out result analysis and prepares the graphical representation of students' attainments.

The attainment of POs and COs by the Institution is clearly evident in the successful progression of the students to PG programs by clearing the entrance exams. More than 80% of our students go for higher studies to various universities in India

and abroad.

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

### 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

304

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	Nil

### 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://www.dhempecollege.edu.in/wp-content/uploads/2024/02/Student-Satisfaction-Survey-2022-23.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)

13364463

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

### 3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

#### 3.1.2.1 - Number of teachers recognized as research guides

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

7

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The institution is part of the Research Cluster of Science

Colleges in Goa, and has a research center, which has enabled the students/faculty to register for PhD. in Chemistry.

The Research Laboratory has high-end equipment for advanced research. Hands-on training is conducted for students for usage of the equipment in research projects. Laboratory provides sample analysis services for students and faculty of other institutions.

Research and Development Cell creates awareness among faculty about various research funding schemes thereby promoting research projects. Faculty members publish research articles in quality journals.

Workshops on research methodology are conducted to improve the research skills and competencies among teachers and students.

Management has facilitated the award and seed money to faculty for publication in Scopus-indexed journals and research projects.

To inculcate the spirit of innovation and entrepreneurship, the Institution's Innovation Council (IIC), regularly organizes workshops, seminars and boot-camps for students. Two students have won the prize for their innovative model at the 7th Annual festival of innovation.

'Audio Pustakam' developed by the computer science faculty of the Institution is used by schools to provide additional support to the learners and strengthen their understanding of basic concepts.

Science exhibitions are held annually for school students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

**3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year**

**3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year**

**18**

File Description	Documents
Report of the event	No File Uploaded
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

**3.3 - Research Publications and Awards****3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year****1**

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year****3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year****14**

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

**3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

5

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

Social responsibility is paramount for the Institution. The National Service Scheme (NSS) and National Cadet Corps (NCC) are the key student units for extension and outreach. Through these units, 14 cleanliness drives and awareness campaigns around water bodies such as rivers and beaches were carried out by 86 NCC Cadets and 239 NSS volunteers under programmes such as Swachh Bharat, Puneet Sagar Abhiyaan and Azadi ka Amrit Mahotsav.

The institution also prioritizes health, both physical and mental, thereby contributing to social welfare. Students actively participate in blood donation camps conducted in the institution and also beyond. Under the guidance of faculty mentors, they undertake awareness sessions on lifestyle and mental health in educational institutions. Street plays on suicide prevention and public rallies against human trafficking are used as alternate means to create awareness among the masses.

75 students have volunteered for Purple Fest, a week-long event celebrating inclusivity and diversity organised by Goa State Commission for Persons with Disabilities.

The Institution adheres to the fundamental duty of generating a scientific temperament among school students by organizing the annual Science Exhibition. Students also create awareness on the importance of education and gender equity as part of community service through street theater.



File Description	Documents
Paste link for additional information	<a href="https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/EXTENSION-2022-2023-FULL_compressed.pdf">https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/EXTENSION-2022-2023-FULL_compressed.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

#### 3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

### 3.4.3 - 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

#### 3.4.3.1 - 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

39

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	<a href="#">View File</a>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**

**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

1001

File Description	Documents
Report of the event	No File Uploaded
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**3.5 - Collaboration**

**3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year**

**3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

104

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

**3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year**

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

17

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## 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 College is well equipped with facilities and resources to cater to the teaching and learning. The classrooms and laboratories are spacious and are equipped with updated technologies.

26 classrooms are Wi-Fi and ICT enabled which foster a culture of learning and innovations.

The laboratories in various science departments and Psychology laboratory are well equipped with high end instruments and tools to conduct practicals of undergraduate and post graduate programmes.

The institution has a seminar hall, audio-visual/recording room, which is utilized to organize workshops, seminars, conferences and screening documentaries for students under aegis of educational clubs. The language laboratory with state-of-the art infrastructure is equipped with computers with updated software that enables students to upgrade their language skills.

The Geology department has a museum with a wide collection of rocks, minerals and fossils. The library has a reading room and is partially automated with ILMS software KOHA, Version 21.11.01.000, extensive collection of textbooks, reference books, magazines, e-journals accessible through INFLIBNET and N-List.

The College has a botanical garden, a green house and a biogas unit for experiential learning.

IGNOU center is also housed in the institution to cater to academic needs of diverse citizens.

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

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

The Institution was established in 1962, with campus area of 2.760661 acres, with a built-up area of 6657.29 sq mts. It has adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga and cultural activities and all have 100 percent usage.

The Physical Education department provides coaching and training for outdoor games such as football, volleyball, cricket, kabaddi, badminton, basketball and indoor games such as chess, carrom, table tennis, weight lifting, power lifting and best physique. These facilities help students to develop their sporting skills and talents. Gymkhana is equipped with an internet facility which provides online access to sport techniques. The Institution also houses a volleyball, basketball and badminton court. Yoga and Meditation sessions are organized in the College quadrangle, and seminar hall respectively.

The cultural committee organizes many cultural programs. The seminar hall serves as a venue for hosting activities for students. It is equipped with WiFi connection, video conferencing facilities, collar and cordless microphones and podium. The students activity committee manages various competitions, with teachers offering guidance and training to participate in inter collegiate events.

Open stage activities like street play, demonstrations, and celebration of various events are organized in the college quadrangle.

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

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

28

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 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)

2915106

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

## 4.2 - Library as a Learning Resource

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

The college library has an extensive collection of 37,666 books. During the academic year 2022-2023, 506 new books were added to

the collection. The library also offers a range of services that include daily circulation of books, access to e-journals, e-books through Inflibnet, N-List membership, syllabus for all subjects, including current and old ones. In addition, the library provides access to old question papers, internet browsing facilities, newspaper section, reading room and journal section.

The library reading room is equipped with 05 computers for browsing and 03 computers are kept as stack computers. These are for online reading and educational purposes.

In 2019, the institute installed KOHA 21.11.01.000 Integrated Library Management System (ILMS) to make the library partially automatic. This package of library service has several functions such as speedy book circulation, search engines, book tags, ID card and Bar Code generation support, flexibility with circulation policy and annual stock verification. By means of this software all books are barcoded to reduce the transaction time for book issue and return.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	Nil

**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**

B. Any 3 of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**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)****356515**

File Description	Documents
Any additional information	<b>No File Uploaded</b>
Audited statements of accounts	<a href="#">View File</a>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

**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****91**

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<b>No File Uploaded</b>

**4.3 - IT Infrastructure****4.3.1 - Institution frequently updates its IT facilities including Wi-Fi****Computers added: 04****Internet speed: 25 Mbps 1:1 leased line GWave/Jetway, 100Mbps GBBN, 1 Mbps Jio network.****CCTV: 02****Projectors: 00****Printers: 02****The college constantly puts in efforts to update its IT facilities including WiFi. The college has a total of 140**

computers out of which 96 are available for academic purposes. The Computer lab has 34 desktops, all the desktops are with the latest configuration. In addition, there are 15 printers and 26 LCD projectors. The computers are supported with LAN and WiFi connectivity. Four desktops were added during the academic year 2022-2023 .The internet speed is 25 Mbps 1:1 LeaseLine GWave/Jetway, 100 Mbps. GBBN, 11Mbps Jio network. The college has appointed a System Administrator to look after computers, network, and CCTV surveillance maintenance of the ICT infrastructure. The computer hardware and Software in the labs and other departmental labs are upgraded with latest software and hardware along with the printing and scanning facilities.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

#### 4.3.2 - Number of Computers

96

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

#### 4.3.3 - Bandwidth of internet connection in the Institution

C.10 - 30MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 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)



7339469

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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.

The institute ensures regular maintenance and upkeep of all infrastructural facilities. Maintenance of building is outsourced to take care of extra workload.

The maintenance committee provides suggestions and chalks out the repair work and maintenance of physical infrastructure.

The necessary items such as equipment, furniture and necessary goods are purchased on a regular basis, upon the approval of the Principal, Heads of Departments and Head Clerk.

08 housekeeping staff are appointed for maintaining the cleanliness of premises and maintaining hygiene in girls and boys common rooms.

The librarian takes care of the overall maintenance of the library.

The equipment in the laboratories are checked and maintained by the laboratory assistant.

Gardener is appointed for the maintenance of botanical and college gardens.

Workers on daily wages are called for maintenance work such as electric work, plumbing and furniture repairs.

A contract for maintenance of the elevator and IT facility is signed for timely servicing.

Efficient technicians are called for maintenance of air conditioners and fire extinguishers.

The physical education department looks after maintenance of the sports infrastructure.

The canteen committee provides suggestions for compiling the menu as well as supervises the overall cleanliness and hygiene of the canteen.

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

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

103

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

#### 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**

67

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

**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	Nil
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

969

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

969

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**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	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

**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**

**45**

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

## 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

198

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

## 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

10

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

## 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.**

23

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
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)	<a href="#">View File</a>

**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 )**

The Students' Council is instated annually through part election and part nomination as per the rules of Goa University. The General Secretary, Sports Secretary, Cultural Secretary, Lady Representative, Grievance Secretary, Media Coordinators, Class Representatives and the Council team are responsible for the well-being of the students at large. They take charge of Intra and Inter-collegiate activities.

The election for the internal College Students' Council is appended by an election for UCRs- University Class Representatives who in turn elect the UFR, University Faculty Representatives (Arts/Science).

An Orientation Programme and Etiquettes Workshop is conducted for the council members to prepare them for ambassadorship of the institution.

The Council plans, budgets and executes 'Creations'- the annual Inter-collegiate cultural extravaganza, the oldest inter-collegiate in Goa that saw its first edition in 1984.

Other annual events hosted are the Fresher's Welcome and Talent Hunt, Janmashtami, Fun Week and Farewell.

Student representatives are on the following College bodies:

Statutory bodies:

- IQAC
- Anti-ragging Committee
- Internal Complaints Committee

Other Committees:

- National Service Scheme
- Institutional Innovation Council
- Magazine Committee
- Library committee
- Canteen committee

Other Roles:

- Green Ambassadors - imparting environment-friendly behaviour among the student fraternity.
- Gender Champions

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**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**

48

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
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)	<a href="#">View File</a>

**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 Institution's Alumni Association "Dhempe College Alumni Association" is registered under the Societies Registration Act 1860. It functions to strengthen a vibrant interaction between past and current pupils of the institution; where distinguished Alumni offer academic, career-based, extra-curricular, financial contributions benefitting current pupils and the institution.

The Executive Committee includes the President, Secretary, Joint Secretary, Treasurer and Joint Treasurer. The Institution has also appointed an Alumni Committee composed of staff members who are Dhempe alumni.

**Contribution of Expertise**

- Regular conduct of guest lecturers, entrepreneur-building activities, career-guidance sessions and other interactions.
- Alumni studying and working at National and International Institutions share experiences.
- Distinguished alumni are invited for intra- collegiate events and "Creations".



**Special Alumni Meet**

Dhempe Alumnus, former Chief Minister for Goa State Shri. Laxmikant Parsekar visited the Campus with his batch-mates on 19th November, 2022.

**Financial contribution**

- In-house faculty (Dhempe alumni) have contributed to DnyanDaan- the institution's teacher-initiative to ensure free education to deserving students.
- Alumni have contributed towards the institution's inter-collegiate cultural extravaganza- Creations.
- Alumni have also instituted endowment prizes to recognise the efforts of students.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

**5.4.2 - Alumni contribution during the year (INR in Lakhs)** E. <1Lakhs

File Description	Documents
Upload any additional information	<a href="#">View File</a>

**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 Vision - Learning, Innovation, Creation, Inclusion. Empowering Society through Multidisciplinary and Holistic education. The Mission statement emphasizes on promoting applicative research, humane values and outreach activities.

In this regard, the Institution's Innovation Council along with

IQAC conducts seminars and workshops that promote the students to think innovatively and work towards startups and entrepreneurship. The IIC includes 14 faculty members and two students. In the current academic year 13 different activities were conducted by the IIC ranging from Informative sessions, Motivational talks by founders of various startups, Boot Camps, Exhibitions, Panel Discussions, Workshops and Field Visits.

The IQAC cell takes policy and quality decisions along with all the department HoDs and NAAC criteria convenors regarding research, teaching -learning pedagogies, skill development, infrastructure etc.

The management, principal and members of the research cell take collective decisions to promote research among faculty members, to publish research papers and undertake major or minor research projects. A record of the same is maintained by the cell. The research cell also creates awareness about state and national funding agencies. The Management provides Cash incentive to faculty for publishing papers in SCOPUS indexed journals.

Students are actively engaged in outreach activities reflecting social responsibility.

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

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

**Co-curricular activities for students to enhance academic experience**

The College conducts co-curricular activities for students beyond the syllabus prescribed by Goa University.

- The Principal permits the departments to organize several co-curricular activities for the students. Certain activities such as seminars, conferences and workshops are financially supported by the management.

- HoDs conduct a meeting with the department members, to plan the activities for each semester, inputs for the same are taken from the faculty.
- Department members take initiatives to conduct different types of activities, and coordinate them after getting prior approval from the HoD.
- A yearly plan is made at the beginning of the academic year, charting out the activities to be conducted in the staff meeting taking inputs from all departments
- Co-curricular activities conducted by departments include:
  - Seminars, conferences and webinars
  - Workshops
  - Skill Development Courses
  - Field trips, industrial visits, heritage trails - by both Arts and Science Departments
  - Science exhibition - by all Science Departments
  - Career guidance sessions
  - Internships

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

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

### Enhancement of Research

The Institution emphasizes on research, and has increased the research output using the strategic plan.

The Research and Development Cell was set up to cater to the research output of the college faculty. The Cell motivates the faculty to undertake Research projects as well as Paper Publications. The Management provides Cash incentive of Rs 25000-/- for publishing papers in SCOPUS indexed journals. List of research funding agencies are provided to the staff for obtaining research projects.

The institution is part of the Research Cluster of Science Colleges in Goa, and has a research center, which has enabled the students/faculty to register for PhD. in Chemistry. The Research Laboratory has high-end equipment for advanced research.

There were 12 research publications in the current year and 3 research projects undertaken. Total Proceedings/Books/Chapters Published were 10. Papers Presented by Faculty members were 11 at International, National and State Conferences/ Seminars/Webinars, and 03 by students.

Under Star DBT college strengthening scheme 11 minor projects have been sanctioned of which 04 are multidisciplinary in nature.

The Research Cell carried out various research related workshops and webinars in association with the Science and Arts Departments to promote research activity.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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.

**Organizational Structure:**

In Accordance with statutes of Goa University, Governing Body has been constituted in the College. The Chairman, with nine members, makes all major policy decisions for the College. A

Local Managing Committee is constituted of 11 members including 02 faculty representatives, the Principal, the Chairman and others. The Governing Body and the LMC has a secretary, designated as the Administrator, who serves as a facilitator between management bodies, the IQAC, the Principal and Vice-principal.

The Principal, executive head of the College, is assisted by the Vice-Principal. The College IQAC is coordinated by an Associate Professor, along with six faculty members, two student representatives, two Industry representatives and one member each from Education, Alumni, and NGO.

The 15 teaching departments at UG level with HODs, faculty members and technical staff, function under the Principal. One PG level (MSc Analytical Chemistry) Department also functions directly under the Principal.

The Head Clerk is in charge of the Administration and the Accountant is the head of Accounts Section. Both with their respective staff are placed directly below the Principal, assisted by the Vice-principal.

The various statutory and non- statutory college committees along with their convenors work under the guidance of the Principal.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

<b>6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination</b>	A. All of the above
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File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

Provision by Dempo Charities Trust, Management

#### Teaching Staff

- Grants for paper presentation in seminars and conferences at National/ International level.

Seed money for teaching staff to promote research

- Financial assistance for Faculty development for attending online webinars, MOOC courses, FDP programmes and Orientation/Refresher courses.

- Cash incentive of Rs 25000-/- for publishing papers in SCOPUS indexed journals under the DCT Scheme for Incentive for Publications.

- Workshop on Menstrual Hygiene Management Program, awareness on Organ Donation , Cancer Prevention and Anaemia organized by the Health centre

- Two faculty members are felicitated with Star Faculty Award annually.

#### Administrative Staff

- Festival advance: for Administrative staff .

- Felicitation for retired staff: for their dedicated years of service.

- **Training Programmes:** Administrative staff are deputed for training programmes to update their skills

- **Gymnasium:** well-equipped gymnasium with a variety of equipment.

**Provision from Government**

All staff members are entitled to avail LTA, Maternity and Paternity leave, CCL, Half pay, Study leave, Sabbatical, Cancer leave, Children Education Allowance, Earned Leave and Sick Leave. The faculty members can avail Duty Leave and Travel Allowance and Registration Fees for attending/presenting papers at seminar/conferences. Leave under FDP for PhD research work completion

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

**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**

18

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**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****08**

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	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

**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****20**

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



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

The teaching faculty and non-teaching staff, are required to submit on an annual basis a self -appraisal report in the format provided by the College. It includes the teacher profile. It also includes courses taught and workload, teaching and evaluation methods applied, academic and professional growth, participation in extra-mural activities, help rendered in college administration by membership of various committees during the academic year. It is then endorsed by the respective HoDs and Principal. These self-appraisal reports are taken into consideration during career advancement screening of the faculty. The Academic Performance Index also forms a basis for CAS of faculty. It is scrutinized by the IQAC- API Scrutiny committee. API-CAS for Associate Professor and Professor is scrutinized by the Goa University Committee.

The non-teaching staff members also submit Annual Performance Assessment Report (APAR) to the Head of each section. It is forwarded with comments to the Vice Principal who in turn peruses through the comments and reports to the Principal with his/her comments. The above-mentioned appraisal report forms the basis for the Modified Assured Career Progression (MACP) and promotions of respective staff members.

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

## 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 institution conducts Internal and External financial audits regularly.

External Audit is conducted by M/s S.J. Thaly & co to audit the books of Accounts for finalization of Audited Statement of Accounts. The last audit was conducted in September 2023 to finalize the Audited Statement of Accounts for 2022-23. External

Audit is conducted by the Government to assess the Maintenance grants for salaries and Non-Salaries sanctioned and disbursed by the Government and to verify the Service Books, consumables, and Dead Stock Register in accordance with the guidelines. The last external audit was conducted by the Government in November 2020 for the year 2017-18 and 2018-19. The Audit is conducted to assess the grants disbursed and the actual payments made as per the audited statement of accounts. The Government. audit verifies approvals granted by the Government for the Appointment of Teaching and Administrative staff. The expenditure on Salaries is verified on the basis of NOC/approvals granted. The excess grants with the college if any are recovered by the Government through the statement of Assessment of Grant. The Government audit also verifies the expenditure made under Non-Salaries grants and gives suggestions to make expenditures in accordance with the rules.

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

#### 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)

629027.8

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

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

- Under DBT Star College Scheme amount of Rs. 1,20,41263 grants was sanctioned
- Dr. Trupti Jadhav - minor research project - Rs 50,0000 sanctioned by Forest Department, Government of Goa
- A total amount of Rs. 6,29027 received from Philanthropers such as Alumni, NGOs and outside agencies.
- Rs. 1,65,000 received as sponsorship from different agencies for Creations 2023

Dhempe College, a grant-in-aid institution under the Government of Goa receives salary and non-salary grants from the Government. The Management has funded infrastructure development and staff welfare schemes.

Funds for International, National and State level conferences, workshops and seminars are received from Dempo Charities Trust for organizing and participation. Grants of Rs. 2,99,439.80 were received from the Management for seminars, workshops as well as Ebullience.

Funding for publication of books and research papers by faculty members made available from the scheme called DCT Scheme for Incentive for Publications introduced by the Management in which an incentive of Rs. 25,000/- has been awarded to faculty members. Two faculty members received this award. Vasantrao Dempo Education and Research Foundation funded a major research project - 34,21,200

Dempo Charities Trust funded a minor research project - 1,02,000

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

### Strengthening NEP

In lieu of the National Education Policy to be implemented in the next academic year, IQAC conducted workshops and sessions, to familiarize the faculty members with the new policy.

17 teachers contributed to syllabus framing as members of the Board of studies. In order to strengthen implementation of NEP the following steps were undertaken:

- Internships for students encouraged.
- Research and Development cells formed.
- Faculty encouraged to participate in FDPs, 20 teachers participated in FDPs.
- 1 Faculty member sent for training at institute of eminence
- Faculty from the Geology Department was part of a MOOC course in Geology
- Developed online academic content through Dishtavo in the Regional Language Konkani.

### Faculty Training and Skill Upgradation

IQAC has taken initiatives to upgrade the skills of faculty, by organizing in-house faculty development and training programmes, and deputing teachers to reputed institutions.

08 professional development programs were organized for the teaching staff and 01 training programme for the non-teaching staff. 20 teaching faculty participated in FDPs.

05 Faculty members attended training programmes under Goa Institute of Public Administration and Rural Development (GIPARD).

IQAC in collaboration with the Staff Guild organized two seminars on Research Methodology on 21st and 24th April, 2023.

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

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

#### Field trips and Crossover Learning

The IQAC reviews and checks the monthly reports based on the activities conducted by each department. In doing so the IQAC has fixed headers under which information must be provided, these headers include Crossover Learning Initiative which covers field visits and industry interfaces. These headers are a prerequisite for the department reports; it encourages the teaching faculty to adopt newer teaching pedagogies and take teaching beyond the conventional classroom set up. 07 field trips were organized by the departments.

#### IQAC Reviews Learning Outcomes

The IQAC of the college reviews teaching and learning process and the learning outcomes, in light of this a new cell called the Teaching, Learning and Educational Technologies Cell (TLET) was established under the aegis of IQAC. In order to review the learning outcomes, the faculty members were introduced to the Learning Outcome - Course Outcome ( LO CO) Mapping of question papers. The faculty members were asked to set the papers following the guidelines of Bloom's Taxonomy and identify how different cognitive levels are tested in the ISA as well as the SEE. This mapping ensures that a course is taught keeping in mind both the learning outcomes and course outcomes.

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**

**A. All of the above**

**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)**

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

## **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

#### **Safety and security**

- 88 CCTV cameras.
- Three security personnel to ensure strict surveillance of the campus and monitor entry and exit.
- Internal Committee (SHPC for women), Anti-ragging Cell, Grievance Cell, and Discipline Committee.

#### **2. Counseling and Mentorship**

- Provision of a counseling room and a counselor.
- Mentorship program

### 3. Common Rooms

- Provision for Girls' and Boys' Common Room
- Ladies' washrooms are equipped with sanitary pad vending machines; incinerators.

### 4. Sensitization in curricular and co-curricular activities

The Institution organized Seminars, lectures, talks and activities on:

- Good mental health.
- Anemia
- Menstrual Hygiene Management.
- Gender Equity.
- Debate on 'Should there be reservations for the LGBT Community?'
- Queer sensitization through art.
- International Women's day.
- Making Equality A Reality.

NSS Activities: Celebration of:

- Poshan Maah included sessions on vector-borne diseases, and climate change.
- Talk on Ayushman Bharat Pradhan Mantri Jan Arogya Yojna.

NCC cadets (Girls Wing) Activities:

- Goa Liberation Day parade
- Republic Day parade

**Sports Activities**

- 33rd Senior National Fencing Championships in the event Women- SABRE.
- Sports competition for Women on International Women’s day

File Description	Documents
Annual gender sensitization action plan	<a href="https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.1.pdf">https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.1.pdf</a>
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	<a href="https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.1 -Promotion-of-Gender-Equity.docx-1 compressed.pdf">https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.1 -Promotion-of-Gender-Equity.docx-1 compressed.pdf</a>

**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**

**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

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

**Segregation at source:**

- Provision of separate dustbins for disposal of paper, plastic, glass and electronic waste in classrooms, laboratories, staff rooms and corridors.

**Solid waste management**



- Standardized Disposal mechanism through regular collection of segregated waste generated in the College by Panaji Municipal Corporation.

#### Liquid waste management

- The wet-waste is collected in the biodigester and the biogas generated is used in the canteen.
- The organic waste matter is deposited in the vermicomposting unit for generation of compost.

#### Biological waste management

- Waste such as used sanitary napkins is disposed off by using incinerators installed in the ladies' toilets. Bio hazardous waste such as used agarose gels are autoclaved at 121 degrees in biohazard bags and discarded.

#### E-waste management:

- E-waste generated in the Institution is collected at source and handed over to an approved E-waste management body for proper disposal.

#### Waste Recycling system

- The compost generated through the vermicompost pit located in the College campus is used as manure for the garden.
- A shredder machine has been installed in the College. The shredded paper is handed over to the paper collection center at Panaji, Goa.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	<a href="#">View File</a>

**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	<a href="#">View File</a>
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:**

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

<p><b>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</b></p>	<p><b>B. Any 3 of the above</b></p>
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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	<a href="#">View File</a>

<p><b>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</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
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	No File Uploaded

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).

Inclusive environment is reflected in the vision of the Institution. Students from diverse backgrounds are enrolled. Scholarship scheme was provided for Scheduled Tribe (ST) students by the government under the various scheme Bursery Scheme, Gagan Bharari Shiksha Yojana, centrally sponsored scheme of post matric scholarship for ST students-Goa, (promotion of science scheme) and Inspire Programme.

A Christmas Party for underprivileged children was organized.

Dyaan Daan scholarship is provided for economically backward students. Rashtriya Ekta Diwas was observed by NSS volunteers by taking pledge to uphold the spirit of tolerance and harmony. Students of the College volunteered for Purple fest- Annual festival for specially abled people.

Special facilities for Divyangjan viz. lifts, ramps and tactile paths are provided. Empathy-building and inclusive values were inculcated through students supporting (as described in 7.1.7) activities with DISHA school for the specially-abled under WANGDA programme.

Mou with Ashawadi Prakashan, a poetry recitation program and a skill development course on 'training in translation' and a ten day Sambhashan Shibiram was organized and launching of 'audiopustakam'- An audio format of a textbook in local language at the Purple fest was organized to uphold linguistic diversity. Langar seva was carried out to promote communal harmony.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	<a href="#">View File</a>

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

Inculcating sense of national integrity and unity:

- Students and employees took the ethical voting pledge and National Unity Day Pledge.
- The national preamble was read on National Constitution Day.
- A cross-cultural festival included multi-cultural performances and culinary exhibits.
- Upholding linguistic diversity of India.
- Motivating youth towards civil services.
- Celebration of Gandhi Jayanti to promote Gandhiji's thoughts and values.

#### Efforts towards a cleaner Nation:

- Clean-up drive at the heritage sites of Goa.
- Seed saving and tree plantation activity.
- NSS unit organized a tree plantation activity.
- Swachhta rally by the NSS Volunteers.
- Waste management and mushroom cultivation.
- Training in biomanagement.
- Program on 'Importance of Mangrove and Coastal ecosystem in mitigation of climate change.

#### Healthcare and mental wellbeing for a Fit India:

- An exhibition on 'Mighty Millets' to familiarize the students and faculty members about the benefits of millets was organized.
- NSS unit conducted an awareness session on road safety to avoid accidents and casualties.

- Mental health among deaf and blind individuals.
- Mental health awareness for school and small scale industries.
- Celebration of Yoga Day for fitness.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.9_Final.pdf">https://www.dhempecollege.edu.in/wp-content/uploads/2024/04/7.1.9_Final.pdf</a>
Any other relevant information	Nil

**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**

A. All of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
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	No File Uploaded
Any other relevant information	<a href="#">View File</a>

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

and festivals

The Institution celebrated the following events:

1. Children's Day by demonstrating exhibits and museum models to nearby school children.
2. Constitution Day by reading the preamble.
3. Gandhi Jayanti and Shastri Jayanti- street play, rally and plogging activity.
4. Independence Day - Historical talk and poster competition.
5. Republic Day celebration.
6. International Coastal Cleanup Day - A beach cleaning drive.
7. International Women's Day -Sports event for female staff members.
8. Goa Liberation Day.
9. National Education Day- Online Quiz.
10. National Innovation Day-Exhibition on Innovative Model/Idea presentation.
11. National Library Day.
12. National NSS Day -Planting tree saplings.
13. Opinion Poll Day - Heritage Quiz on Goa and competition on Heritage Food of Goa and workshop on Heritage Games of Goa.
14. Rashtriya Ekta Diwas by taking the Unity pledge.
15. State Road Safety Week.
16. Swami Vivekanand Jayanti.
17. World Day Against Trafficking in Persons by holding a rally.

18. World Entrepreneurs day -Online quiz on 'Innovation and Entrepreneurship'.
19. World Mental Health Day -A street play.
20. World Rivers Day by holding a rally.
21. Mentorship day to celebrate the mentoring activities in the College.
22. Chemistry Day, -Birth anniversary of Shri. Prafulla Chandra- Father of Hindu Chemistry.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
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.

**Title:** Fostering Excellence through Mentoring Program

**Objective:** To promote holistic development of the students by instilling core values and providing personalized guidance.

**Context:** Students need to transform themselves into knowledgeable and responsible members of society.

**The Practice:** Mentoring program pairs 15/20 students with a teacher mentor. Monthly meetings focus on academic support, personal development, and integration of values.

**Outcomes:** Improved academic performance, and commitment towards the society among the students.

**Challenges:** Time constraints pose challenges in executing the



**planned activities**

**Title:** Structuring the Educational Process

**Objective:** To ensure efficient curriculum delivery through a structured educational process.

**Context:** Organization of education processes involves, defining learning objectives, incorporating diverse teaching methods, planning and analyzing efficiency of curriculum delivery, and regularly assessing students' progress, to ensure positive learning outcomes.

**The Practice:** The institution has evolved and implemented a systematic educational process.

**Outcomes:** The structured education process has facilitated the institution to achieve the following:

- Enhanced efficacy in curriculum delivery.
- Timely completion of syllabus by all teachers.
- Enhanced students' satisfaction.

**Challenges:** The institution hosts a variety of co-curricular and extra-curricular activities for holistic development of students. It becomes challenging for teachers to integrate schedule changes into the formal lesson plan.

File Description	Documents
Best practices in the Institutional website	<a href="https://www.dhempecollege.edu.in/wp-content/uploads/2024/02/BEST-PRACTICE-REPORT.pdf">https://www.dhempecollege.edu.in/wp-content/uploads/2024/02/BEST-PRACTICE-REPORT.pdf</a>
Any other relevant information	Nil

**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

The Institution prioritizes environment and sustainability in tandem with the United Nations Sustainable Development Goals.

The institution was the first College in Goa to be awarded Green Certification GSCP-01-2010. The institution consistently focuses on sustaining and upgrading its green practices. The college is awarded with level III Green Certification. Green Audit committee of the college nominates students as green ambassadors and are given orientation to propagate environmental consciousness among fellow students. Training programmes on Calculation of Carbon Footprint and Waste Management are conducted for staff and students.

Apart from this, film making workshop, Quiz and Awareness Campaigns on climate change, demonstration of seed bomb preparation, Green School, Green College Campaigns are also held. Faculty members are actively involved in 'Seed Saving, Seed Sharing' event in collaboration with Uzwaad NGO. Faculty member and environment activist Mr. Prajal Sakhardande spearheaded state-wide discussions on environmental double tracking, disposal of plastic, on 'Mhadei Bachao' and was felicitated for his efforts in preservation and conservation of heritage.

Faculty and students have undertaken environmental research projects related to Hybrid Energy, Environmental Ethics, Water Quality Assessment of the state, Micro plastics, Dye degradation etc. Carbon footprint calculations for the College campus are carried out every year.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	No File Uploaded

### 7.3.2 - Plan of action for the next academic year

#### FUTURE PLANS OF THE INSTITUTION

##### 2023-2024

1. To organize Skill Development Courses for students
2. To organize international/national/state level workshops, seminars and conferences.
3. To organize activities under the Star DBT Scheme.

4. To organize Faculty Development Programs.
5. To increase research output, innovation and start-ups in the institution.
6. To organize workshops on research methodology, research writing for students and teachers.
7. To promote green activities in the campus.
8. To organize extension and outreach activities by involving students.
9. To collaborate with reputed organizations and institutions for research, conferences, internship and placements, by signing MoUs.
10. To organize workshops to provide career guidance to the students.
11. To organize the annual student seminar series-'Conclave' and Science Exhibition.
12. Conduct workshops on stress management, Yoga and Meditation, mental health.
13. To strengthen the mentorship programme.
14. To organize a workshop for Administrative staff to enhance their skills.
15. To strengthen the Alumni participation and organize collaborative activities.