



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution	
	DCT's Dhempe College of Arts and Science
• Name of the Head of the institution	Prof. Vrinda Borker
• Designation	Principal
• 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 Shilpa Samant																														
• Phone No.	08322461507																														
• Alternate phone No.	08322462376																														
• Mobile	9422448557																														
• IQAC e-mail address	iqac@dhempecollege.edu.in																														
• Alternate Email address	shilpasamant@dhempecollege.edu.in																														
3.Website address (Web link of the AQAR (Previous Academic Year))	https://www.dhempecollege.edu.in/wp-content/uploads/2022/09/AQAR-2020-21_20440-Dhempe-College-1.pdf																														
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																															
<table border="1"> <thead> <tr> <th>Cycle</th> <th>Grade</th> <th>CGPA</th> <th>Year of Accreditation</th> <th>Validity from</th> <th>Validity to</th> </tr> </thead> <tbody> <tr> <td>Cycle 1</td> <td>B+</td> <td>79</td> <td>2003</td> <td>21/03/2003</td> <td>27/03/2010</td> </tr> <tr> <td>Cycle 2</td> <td>A</td> <td>3.12</td> <td>2010</td> <td>28/03/2010</td> <td>27/03/2015</td> </tr> <tr> <td>Cycle 3</td> <td>A</td> <td>3.20</td> <td>2015</td> <td>14/09/2015</td> <td>13/09/2020</td> </tr> <tr> <td>Cycle 4</td> <td>A</td> <td>3.01</td> <td>2022</td> <td>27/02/2022</td> <td>27/02/2027</td> </tr> </tbody> </table>		Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to	Cycle 1	B+	79	2003	21/03/2003	27/03/2010	Cycle 2	A	3.12	2010	28/03/2010	27/03/2015	Cycle 3	A	3.20	2015	14/09/2015	13/09/2020	Cycle 4	A	3.01	2022	27/02/2022	27/02/2027
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to																										
Cycle 1	B+	79	2003	21/03/2003	27/03/2010																										
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Cycle 3	A	3.20	2015	14/09/2015	13/09/2020																										
Cycle 4	A	3.01	2022	27/02/2022	27/02/2027																										
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
Dhempe College	Star Award for Teachers	Dempo Charities Trust	2020-2021	10,000/-
Dhempe College	Vasantrao Dempo Lecture series on the occasion of Diamond Jubilee	Dempo Charities Trust	2020-2021	2,74,270/-
Dhempe College	International webinar	Dempo Charities Trust	2021-2022	21,901/-
Dhempe College	Award for research journal publishing to Teachers	Dempo Charities Trust	2021-2022	1,25,000/-
Dhempe College	Sponsorship for Student's activities	Swetang Naik (Alumni)	2021-2022	10,000/-
Dhempe College	Sponsorship for Student's activities	Dr.K.K.Theresa (Faculty)	2021-2022	10,000/-
Dhempe College	Maintenance Grant Salary	Goa Government	2021-2022	13,92,35,580 /-
Dhempe College	Maintenance grant non-salary	Goa Government	2021-2022	32,31,811/-

8.Whether composition of IQAC as per latest NAAC guidelines	Yes
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File

9.No. of IQAC meetings held during the year	5	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
The Institution signed Memorandum of Understanding with St. Aloysius College and GIPARD, Ela Goa.		
Organized a workshop on 'Outcome Based Education: Assignments and attainments of Course and Program Outcomes.		
Planned and organized lecture series (four) in the Institution to commemorate 60 years of establishment of the College.		
Upgradation of faculty and Administrative staff: a) Organized a workshop on 'Etiquette and manners at workplace for non-teaching staff b) 09 faculty members were deputed to attend FDPs at GIPARD, Ela Goa.		
To enhance the presentation and research skills of students, Webinar series (5 sessions) delivered by students (34) : Conclave 2.0 was organized by IQAC		
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 encourage faculty members to publish papers on Scopus Indexed Journals, Web of Science and UGC care listed journals.	05 papers were published in Scopus Indexed Journals.
To adopt more ICT based techniques for teaching and learning.	Faculty members have recorded 1630 syllabus-based videos of which 269 are in regional language Konkani. 03 teachers are involved in developing Massive Open Online Courses (MOOCs) in Geology.
To organize extension activities towards the society.	82 faculty members clocked in 7416 hours of extension activities to mark Azadi ka Amrut Mahotsav.
To organize lecture series by inviting eminent personalities to commemorate the 60 years of establishment of the Institution.	04 lectures were organized under Vassantrao Dempo Lecture series, by inviting eminent personalities to commemorate the 60 years of establishment of the Institution. conferences/talks/workshops were organized inviting 08 International, 11 National and 47 state level resource persons
To organize seminars/webinars/conferences for students and faculty members.	(33)Conferences/webinars/seminars/workshops were organized inviting 08 International, 11 National and 47 state level resource persons
To organize career-guidance oriented programmed for student fraternity	13 activities in career guidance were organised.
To organize a webinar series for students through the Institutions Innovation Council for entrepreneurship development.	02 Workshops, 02 Webinars, 14 Lectures, 01 Field Visit and 03 Online Repository building activities were organised by Institution's Innovation Council for entrepreneurship development.

To sign more MoUs and Linkages	02 Memorandum of Understanding with St. Aloysius College, Jabalpur and GIPARD, Ela Goa. In all 16 functional MOU's.
To organize a minimum of 10 Personality Enhancement Programmes.	54 Personality Enhancement Programmes were organized
To organize a minimum of 08 green activities.	11 green activities were organized.
To identify rare books collection and allot a separate section for rare books.	The library, along with all the Departments, undertook an exercise to identify rare books from 06 June to 01 July 2022. 99 rare books were identified and a separate section was allotted
To organize Conclave 2021 a webinar series for students.	Conclave 2021 a webinar series for students. From 20/11/2021 to 22/12/2021. 34 students presented papers for the webinar series.
To encourage faculty members and students to undertake Swachh Bharat Summer Internship.	Three nodal teams headed by Faculty Mentors, undertook Swachh Bharat Summer Internship and organized activities related to sanitation and hygiene, green activities and remedial classes for underprivileged children. Their efforts were recognized by Hon'ble Governor of Goa and they secured: 2nd place in merit list for SBSI 2021-22 and 2nd consolation place in merit list for SBSI 2021-22 at College Level
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
Local Managing Committee	16/12/2021

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-2022	15/02/2023

15. Multidisciplinary / interdisciplinary

- 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.
- Students of B.Sc. and B.A. are offered Generic Elective courses besides their core subjects. Generic Electives include basic knowledge of subjects that are distinct from their Discipline Specific Electives.
- Students of both B.Sc. and B.A. are offered Ability Enhancement Core Courses in Spoken English and Environmental Education. Students of M.Sc. are trained in communicative English through a course certified by Goa University.
- Students of TYBSc and TYBA undertake compulsory research projects; many of these are related to environment and other pressing social issues.
- Talks and workshops of inter/multidisciplinary nature are conducted on topics such as biodiversity conservation, environmental sustainability, intellectual property rights and IP management, ecosystem services, computational linguistics, mental health, human rights, etc.
- The institution offers 2-credit courses beyond curricular activities.
- The institution appointed NEP coordinator to monitor various curricular activities for the implementation of NEP 2020. In addition, Teaching, Learning and Educational Technologies Cell and Research Development and Innovation Cell were also established.
- Directorate of Higher Education conducted two Webinars on 9th and 10th August, 2021 on Research Innovation and Ranking and Use of Technology for staff and students.
- Directorate of Higher Education (DHE) organized two days state level seminar on NAAC orientation and NEP2020 for Principals and IQAC Coordinators of various colleges on 11th and 12th August 2021.
- The students and faculty members participated in the webinars on the theme of NEP 2020 organized by HRD Ministry in August,

2021.

- The Director of Higher Education, Govt. of Goa, delivered a session on implementation of NEP 2020 for Management and Principals of various college on 19th April, 2022.
- Goa Chamber of Commerce and Industry organized two lectures on 11th August, 2022, to get an insight into the 'Need for NEP and the Various Aspects Involving It' attended by Principal, IQAC Coordinator and NEP Coordinator.
- The College follows Choice Based Credit System. Students of B.Sc. and B.A. program are offered Generic Elective courses which are different from their core subjects.
- They are also offered Ability Enhancement Core Courses in Spoken English and Indian languages. Environmental Education is a compulsory course for all students. Students of M.Sc. are trained in communicative English through a course certified by Goa University. All the above components are multidisciplinary in nature. The institution offers 2-credit courses beyond curriculum open for all students, approved by Goa University as skill development courses which are multidisciplinary in nature.
- The program B.Sc. Biotechnology is Interdisciplinary in nature. Syllabi of some programs have interdisciplinary courses.
- Talks and workshops of inter/multidisciplinary nature are conducted on topics such as Biodiversity Conservation, Environmental Sustainability, Intellectual Property Rights and Intellectual Property Management (IPM), Ecosystem Services, Computational Linguistics, Mental Health, Human Rights, etc.
- All students of Goa University undertake compulsory research project in the final year which is a requirement of NEP: 2020
- ulum open for all students, approved by Goa University as a multidisciplinary approach.

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 is in process. The students will register themselves on Academic Bank of Credits.
- Since the College is affiliated to Goa University, flexibility with regard to multiple entries and exits are in process in lines with NEP: 2020 guidelines. However, offering additional credits to students who have taken admission from other colleges to overcome shortfall is and will be practiced by the institution.

17.Skill development:

- The college has Skill Development Cell which offers two credit courses of multi-disciplinary nature. The syllabi of five courses have been certified by Goa University.
- Higher Education Institutions cluster for multidisciplinary/skill development is in progress.
- 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.
- Under the aegis of CBCS, the institution offers Skill Enhancement Courses to BA and BSc students at third and fourth semester to develop vocational and soft skills.
- The institution undertakes skill development in continuous mode 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 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. Administrative staff is also deputed for training programs.

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

- The institution has a Department of Indian Languages wherein BA programmes are offered in Konkani, Marathi and Hindi. Various subjects have integrated Indian knowledge system to impart learning in topics 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 such as Kautilya, Sri Aurobindo and Swami Vivekananda. Departments of Science conduct exhibitions, talks, etc. to promote natural heritage of India. The science students are offered one course in Indian languages.
- As part of Directorate of Higher Education project, faculty members have started developing e-content for bilingual curriculum transaction in regional language Konkani.

- Faculty members work towards increasing awareness and preserving the rich historical and cultural heritage through trails, walks, lectures, 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):

- Faculty members designed COs for courses in the B.Sc. and B.A. programs including self-financing programs. Subsequently, these were integrated into the syllabus designed by the Boards of Studies at Goa University.
- Faculty members design course outcomes (COs) as part of the curricula of skill development courses.
- Workshops on OBE by subject experts for alignment of COs, PSOs and POs for holistic education of learners have been conducted by the college on 3rd June, 2022.
- The process of designing the attainment matrix as per COs, PSOs and POs is in process under the aegis of Teaching-Learning NEP Cell.

20.Distance education/online education:

- College has Wi-Fi facility to conduct online sessions. Google Meet is used to conduct webinars. Google Classroom has been being used as Learning Management System to facilitate remote learning.
- IAIMS portal is used for academic management.
- Owing to prior training in flipped and blended modes of learning, faculty members integrate interactive e-tools in online teaching.
- The college has conducted skill development courses in hybrid mode involving scientists from INSERM France.
- E-content under DISHTAVO is available to students for self-paced and distance learning.
- Strategic plan for implementation of NEP has been designed as part of the Institutional Developmental Plan.
- The college has in house IGNOU centre to cater the needs of diversity of students.

Extended Profile

1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	435
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	1110
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	155
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	302
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	74
File Description	Documents
Data Template	View File

3.2	74
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	27
Total number of Classrooms and Seminar halls	
4.2	9167746
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	92
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 the academic processes prescribed by Goa University. The College ensures effective curriculum delivery through a Plan-Do-Check-Act mechanism. General timetables and academic schedules are prepared by the time table committee. The Heads of Departments (HoDs) prepare the departmental time-table and allocate academic work to the departmental staff. Based on this, the lesson plan is prepared by individual faculty and approved by the respective HoD. The completion of the syllabus as per the prescribed number of lectures is ensured by the faculty members and authenticated by HoDs and Vice Principal.

If a lecture cannot be executed, it is rescheduled and justification is duly recorded on the lesson plan.

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

Since 2021-22, the College has been uploading the day-to-day academic lesson plan for B.A and B.Sc on Integrated Academic Information Management Systems (IAIMS) portal deployed by DHE.

Remedial sessions are conducted for students on need-basis.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/outcomes/

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 of classes for odd and even semesters, Semester End Examinations for both semesters as well as dates for vacation.

The academic year 2021-22 commenced from 1st September 2021 for B.A./B.Sc. and from 20th September 2021 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 both 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 both the semesters.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/academic-calender/#1639492373795-72cdf93c-82ad

1.1.3 - Teachers of the Institution participate in A. All of the above 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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

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

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

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

8

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

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

201

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

1.3 - Curriculum Enrichment

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

Gender related issues such as Women movement, literary criticism, women's writing, gender issues are discussed in different papers in the B.A. syllabus 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 courses components in B.A./B.Sc. curriculum Green Chemistry, Water Quality Assessment for Geology students, Environmental Biotechnology on protecting endangered species, Plant Biodiversity, History of Ecology and Environment, Environmental Pollution and its Control Measures are incorporated in the MSc curriculum. Human values and Professional Ethics in Moral Philosophy, Philosophy of Values, Environmental Ethics and Philosophy of Human Rights. Political Science courses address issues related to protest movements, environment, Sustainable Development Goals, rising global inequality, criminalisation of politics, gender politics, women movement, women education and property rights.

Environmental Economics is offered as in Economics curriculum. In the Third Year, projects on topics related to gender, environment and sustainability and human values are undertaken. The College also makes efforts in addressing the cross cutting issues as part of curriculum delivery through co-curricular activities. Students are given awareness on plagiarism and ethical research.

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

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

18

File Description	Documents
Any additional information	View File
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	View File

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

928

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

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/1.4.1_2.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

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	No File Uploaded
URL for feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/1.4.1_2.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

1110

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

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

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

126

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

2.2 - Catering to Student Diversity

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

The institution assesses learning levels through internal assessments and class activities. Following activities were conducted for diverse learners: A student-led webinar series 'Conclave' was organized as institutional outreach programme. 34 advanced learners, guided by faculty mentors, made presentations on topics of scientific and social value. Students were provided guidance in research and innovation through 33 seminars, workshops and conferences. 05 advanced learners made presentations at a National E-Conference. 01 advanced learner published 14 scientific articles in various publications. Students were guided for national-level representation through training in critical thinking and public speaking. 02 advanced learners were speakers at the National Youth Parliament. Remedial classes were conducted on need-basis for slow learners. An Induction Program titled 'Deaf Blindness - Interventions and Services' by Caritas was organised by the Department of Psychology to help students understand special learning needs. 1361 syllabus-based videos have been created for self-paced learning, especially among slow learners. This e-content features visual aids and transcripts. Mentorship is conducted on a regular basis to address learners' needs. Cooperative Strategies such as debates, group discussions, group presentations etc. are used to facilitate peer-learning among diverse students. Group

counseling sessions were conducted by the college counselor before exams .

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

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

Number of Students	Number of Teachers
1110	74

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Experiential learning: 29 field visits and activities were organised in Faculties of Arts and Science to improve understanding of syllabus-topics. Laboratories are well-equipped with instrumentation facilities for experiential learning. Science exhibition, Entrepreneurship exhibition and Food festival were organised to provide experiential learning in creation of scientific prototypes, presentation skills, marketing and management. The Institution's Innovation Council (IIC) conducted hands-on workshops in business model canvas, prototype process, design, development and field-exposure visit to Pre-Incubation Unit to enhance entrepreneurial skills among students. Students completed internships with 03 national and 01 state-level organization. Participative learning: Cooperative strategies and flipped methodology through debates, group discussions, role-play, cosplay, presentations were used to increase classroom participation. Under the guidance of IIC mentors, students participated in building online repositories under Innovation Cell, MoE, Government of India. Students participated in value-based education through outreach activities under NSS, NCC, Swachh Bharat Student Internship and Green Ambassador program.

Problem-solving: Through intra-semester class assignments and Third Year projects, students are guided to identify research problems and

address them. IIC organised a workshop on problem solving and ideation for young entrepreneurs. 25 SBSI students guided by 06 faculty mentors participated in activities addressing social problems of cleanliness, sanitation, education for underprivileged children, awareness on nutrition etc.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/2.3.1.pdf

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

All teachers blend ICT in the form of PowerPoint presentations/videos etc. with classroom teaching.

Teachers were involved in the development of curriculum-based e-content as part of state project DISHTAVO. Students access the same for self-paced learning.

Google Classroom was used as Learning Management System for effective curriculum transaction.

The Department of English provided audio lectures to visually-impaired students.

08 Skill Development Courses were conducted in hybrid mode for effective learning among participants.

03 teachers are involved in developing MOOC in Geology.

File Description	Documents
Upload any additional information	View File
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

74

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

2.4 - Teacher Profile and Quality**2.4.1 - Number of full time teachers against sanctioned posts during the year**

74

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)**2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

29

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

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

2.4.3.1 - Total experience of full-time teachers

752

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

2.5 - Evaluation Process and Reforms

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

As a college affiliated to Goa University, the college is bound by the Statutes and Ordinances laid down by the university from time to time. The college complies with the guidelines prescribed by the Ordinances related to internal semester assessments (ISAs) and semester-end examinations (SEEs). From the academic year 2017-18, the institution also follows the CBCS system adopted by the University. College has initiated various reforms with regard to the continuous internal evaluation process (CIE) which constitutes 20% of total marks across all courses. The first ISA is a written test conducted during lecture hours according to prescribed guidelines. The second ISA is conducted as assignments, presentations etc. Timetable of the ISA schedule, the syllabus prescribed for the written test and topics allotted for assignments are shared with students beforehand to aid their preparation. After evaluation, students are shown their ISA papers and feedback is provided. SEE is conducted as per the academic calendar prescribed by the University. Questions are designed as per Bloom's Taxonomy.

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

All examination related grievances are dealt with by the College Grievance Committee set up in accordance with the Ordinances of Goa University. If students are not satisfied with their result, on

verification of the answer book, they are informed to submit an application to the College Grievance Committee within a week of completion of verification. The committee then invites a reply to the allegation, if any, made by the aggrieved student from the faculty concerned. After considering the reply of the faculty, the committee recommends a course of action in writing to the Principal. The Principal informs the student of the findings of the committee and takes appropriate action that may also include reassessment of the answer book by examiners outside college. No grievances were received during the academic year.

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.

POs, PSOs and COs are displayed on the website. In 2021-2022, the College organised a Workshop on 'Outcome-based Education' for all teachers. Programme Outcomes (POs) and Programme Specific Outcomes (PSOs) were re-framed as per the guidelines of NEP 2020.

Course Outcomes have been designed by the Board of Studies of the respective subjects. The same are followed. Question papers are set as per Bloom's Taxonomy to measure attainment of COs.

08 Skill Development Courses (SDCs) conducted by the College had clearly defined COs as per the objectives of the course; they were designed as per Bloom's Taxonomy.

The Principal discusses the Outcomes and attainment strategies with teachers during General Body Meetings. Students are also informed of the same during the induction programme and in classrooms at the beginning of the semesters.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.dhempecollege.edu.in/outcomes/
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 College uses direct and indirect methods to measure the level of attainment.

Direct measure

Attainment-evaluation is being done in a phase-wise manner. POs and PSOs have been reframed keeping NEP vision in view. Question papers are set as per Bloom's Taxonomy.

Under the NEP Cell of Teaching-Learning and Evaluation, the College is in the process of designing an attainment-matrix and mapping the outcomes. The marks scored by students in ISAs and SEEs are used for direct measure of attainment.

Indirect measure

- Number of placements and progression to higher education. 68% students have either progressed to higher education or have been placed in employment.
- Employer feedback and alumni feedback are positive.

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

302

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	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/2023/02/Student-Satisfaction-Survey-2021-22-Final.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)

Nil

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

3.1.2 - Number of 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	View File
Institutional data in prescribed format	View File

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

0

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

3.2 - Innovation Ecosystem

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

Ecosystem for innovation:

The College is part of Research Cluster of Science Colleges and has a research centre in the Department of Chemistry; one student is registered for Ph.D.

The Research Laboratory has high-end equipment besides the instruments for regular practicals for advanced research and experimental demonstrations. Hands-on training is conducted for B.Sc./M.Sc. students for usage in research projects. An MSc student has published a paper in Springer (Impact Factor 2.478.)

Activities under the Institution's Innovation Council under MHRD (estd. 2019):

- 17 workshops, webinars and lectures on business model canvas, problem solving and ideation, innovation and prototype

validation, design thinking, IPR and IP Management for start-ups, linkages with Innovation Ambassador for mentorship support, angel investment and venture capital..

- Student-participation in building online repositories and IMPACT lecture series sponsored by MoE’s Innovation Cell and AICTE.
- Pre-incubation and field visits to industries and EDC-IGNITE (Incubation Centre).

Creation and Transfer of Knowledge: Research of one faculty member on conservation of rice varieties has been transferred to local farmers and school students.

Management has facilitated:

- Award of INR 25,000/- to faculty members for publication in Scopus-indexed journals.
- Seed money (INR 50,000/-) for research.

File Description	Documents
Upload any additional information	View File
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

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

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	https://www.dhempecollege.edu.in/dhemperesea_rch/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

7

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

3.3.3 - 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

8

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

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

Awareness programme by UZWAAD, NSS on social issues, rallies on social issues and rallies on ethical voting.

25 student interns under Swachh Bharat Student Internship guided by faculty mentors engaged in outreach activities such as: teaching children from underprivileged backgrounds, seed preservation, suicide prevention and safety for all. Students received 2nd place at state level for their work and have been felicitated by the Governor of Goa.

254 NSS volunteers, 69 cadets of NCC army and navy wing were sensitized through engagement in programmes such as swachhta drives, waste segregation, plogging, blood donation camps, celebration of days of national importance, making paper bags to reduce plastic-use.

Students of the college, guided by a teacher, run an animal-welfare group called 'Happy Tails'. Several street dogs were vaccinated and some puppies were adopted.

Holistic development of school students was undertaken through skill development camps, workshops in science, and sessions on stress-management.

Green campaign involving students was undertaken in Merces village through installation of biodigester and awareness regarding waste management for the villagers.

As part of Azadi ka Amrut Mahotsav, 82 teachers completed 7416 hours of extension work and sensitized students towards issues such as biodiversity conservation, cleanliness, awareness about social and environmental hazards, gender equality, ethics, heritage

preservation, language development, mental health awareness amongst the general public.

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

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

2

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

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

112

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

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****1394**

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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****58**

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	View File

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****14**

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institution provides facilities for teaching learning as per the specified requirement by statutory bodies. The College has ICT classrooms and well-equipped laboratories, Digital Language Laboratory and Skill Development Centre (DLLSDC) with state-of-the-art infrastructure, computer laboratories with updated softwares, tissue culture laboratory, audio-visual/recording room, seminar hall and partially automated library with textbooks, reference books, E-resources, magazines, newspapers, remote access to INFLIB-NET, eShodhsindhu, KopyKitab to staff and students. Wi-Fi is available in the classrooms, laboratories and staff rooms. The teachers use YouTube, videos and PPTs as part of blended learning. The Institution has a health care center, counseling room and gymkhana with gymnasium facilities. 26 classrooms are equipped with LCD projectors with Wi-Fi facility. The science faculty and students have access to high-end instrumentation center, a separate research room in the laboratory that enables to carry out their research work effectively. The laboratories are equipped with necessary chemicals and instruments. The Geology department has a museum with a wide collection of rocks, minerals and fossils. The College also has a botanical garden and a green-house. The college also houses the IGNOU Study Center.

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 has adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga and cultural activities. The Institution organizes coaching and training programs for football, volleyball, cricket, kabaddi, badminton, table tennis, basketball, weight lifting, power lifting and best physique. These facilities help students to develop their sporting skills and talents. In gymkhana there is sufficient space for the indoor games such as chess, carrom and table tennis. Gymkhana provides students with internet facility to access sport techniques which are available online. The Institution has a volleyball, basketball and badminton court. Extracurricular activities as well as Yoga and meditation are organized in the seminar hall, and on the stage 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)	View File

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

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

36.19935

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

Data requirement for year: Upload a description of library with, • Name of ILMS software KOHA • Nature of automation (fully or partially) Partially • Version 21.11.01.000 • Year of Automation 2019

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

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

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

1,65,555

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

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

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

68

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The Institution regularly upgrades and maintains its IT infrastructure. The obsolete machines are replaced with new ones on a regular basis. The upgrade details are given below.

Computers added: 11 Internet speed: 13 Mbps 1:1 leased line GWave, 100Mbps GBBN, 1 Mbps Jio network.

CCTV: 00

Projectors: 02

Printers: 01

25 GB Server space upgradation on website

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

4.3.2 - Number of Computers

92

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	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

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

55.47811

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The college time-table and examination committee allots classrooms, laboratories for lectures, practicals and examinations. The incharge of the instrumentation centre/ HoD maintains the log book for the use of instruments and allocates the time to teachers and students.

HoD is responsible for the repair of instruments. Corridors and laboratories are fitted with portable fire extinguishers as a safety measure and are timely refilled.

Seminar Hall / Audio-Visual Room: Used for organizing invited lectures/seminars/conferences/meetings, etc. The usage register is maintained by the head of office.

Library / Browsing Centre: The library is equipped with "KOHA" , an open source (ILMS). The Librarian updates and supervises the use of KOHA.The desktops are available for preview/reference of e-books, e-journals subscribed.

Gymkhana is accessible to the students. The Physical Education director maintains the record of usage of equipment by students and gets them repaired if required.

Health care centre and laboratories are equipped with First-aid facilities.

Maintenance: There is a maintenance grant in the annual budget for upkeep of infrastructure and equipment. The high end equipment and instruments are covered by an annual maintenance contract. The IT Assistant is responsible for general maintenance and upkeep of the IT infrastructure.

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 benefited by scholarships and free ships provided by the Government during the year

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

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

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

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

33

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

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

A. All of the above

File Description	Documents
Link to Institutional website	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1110

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

1110

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

33

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

174

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

7

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

5.3 - Student Participation and Activities

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

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

27

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

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

Since classes were online at the beginning of the academic year, elections could not be held. So, the Students' Council was nominated by the Principal and senior staff. Student representation on academic and administrative bodies: Statutory bodies:

- IQAC
- Anti-ragging Committee
- National Service Scheme
- Internal Complaints Committee

Other Committees:

- Institution's Innovation Council
- Magazine Committee
- Library committee
- Canteen committee

Other Roles:

- Green Ambassadors
- Gender Champions

- Swachh Bharat Student Internship
- Azadi Ka Amrut Mahotsav
- Kaushalya Saptak

Intra-collegiate Events- Inaugural of the Students' Council, Orientation and Etiquettes Workshop, Freshers' Welcome, Fun Week, Food Festival, Entrepreneurship Exhibition and other competitions, Cultural Event for NAAC Peer Team, Farewell, Badminton and Volleyball Championships and Sports Day The 1st State Inter-Collegiate Volleyball Championship for Men was organized. Our students participated in Inter-collegiate events and won prizes.

- Co-Curricular- Quizzes, Book Reviews, Seminars and paper/poster presentations
- Extra-Curricular- Cultural and skill-based competitions showcasing fashion design, dance, photography, music etc...

The institution facilitated students to represent at the following sports events:

- International (Netherlands- Frisbee, Nepal- Cricket), National (Uttar Pradesh, Bihar, Nagpur, Ahmedabad- Cricket, Gujarat- Karate, Bihar- Rugby, Odisha- National Para Badminton Championship)
- State level- Weightlifting, Tennis, Futsal, Football, Cricket, Kabaddi, Handball, Volleyball, Chess and Powerlifting

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

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

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

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

"Dhempe College Alumni Association" is registered under Societies Registration Act, 1860. The College inducts an internal Alumni Committee to strengthen the interface between current and past pupils. Alumni support this endeavour engaging lectures, mentoring Students' Council and offering financial support. Alumni Resource Persons: October-

- Sobita Kudtarkar, actor and Neeraj Sureshkumar judged: Cosplay event

November-

- Reuben DeSouza, Biotechnologist on 'The World of Viruses'

December-

- Ameena Bukhari on 'Problem Solving, Ideation'
- Aaftab Ladji inaugurated 'Ramanujan Club' on Mathematics Day

January-

- Lourdes Botelho, Counsellor on 'Exam Preparation', 'Enhancing Relationships' and 'Study Techniques; Exam Stress'
- Kimberly Monteiro, Mental Health Professional on 'Breath-work Techniques'
- Prajal Sakhardande, historian spoke on National Youth Day

February-

- Dr. Neha Khadpe on Cancer Awareness

March-

- Prajal Sakhardande on 'Introduction, Film Studies'
- Amreen Sheikh, activist and Prajal Sakhardande on 'Sacred Groves, Goa'
- Ninad Panse, CEO, Sakal Group on '21st Century Careers'
- Malliksaab Chapparband, boxer and Raul Rametri, fitness expert conducted an 8 -day Self-defense Course

April-

- Dr. Samiksha Volvaiker, Scientist NIO/CSIR on 'Physical Processes along the Coast'

August-

- Sameer Shaikh on 'Lean Start-ups'

Placement- based Counseling initiatives facilitated by Alumni-

- Merwyn Miranda of Fifteen 73 Media
- Alfia Beig of CII Model Centre

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The Vision and Mission statement of the institution includes a specific and relevant outlook for the Institution in the era of information technology and multidisciplinary education. The statement emphasizes an integrated approach to education through learning, innovation, creation, inclusion, and outreach activities.

The governance of the institution was streamlined to be in tune with its Vision and Mission. During recruitment, strict adherence to the guidelines prescribed by the government for inclusion of reserved category as staff, has been maintained.

College Admission has been kept open for students from all strata of society and also from other countries, as well as for those who are differently abled.

The Management of the College encourages outreach and extension activities done by faculty and students. In this year emphasis was laid on outreach activities conducted by faculty members as a part of the Government initiative to commemorate the 75th year of Indian Independence, Azadi Ka Amrut Mahotsav (7416 hours by 82 faculty).

At the general body meetings and the meetings with heads of departments, the faculty members provide valuable suggestions thus participating in the decision-making process.

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.

Upgradation of the library is a practice involving decentralization and participative management. The College Library Committee is headed by a senior faculty and assisted by other teachers. The librarian, along with the assistant librarian Grade One, are ex-officio members. The committee has been facilitating the upgradation of the library through its suggestions. The College makes annual budgetary provisions allocating funds for each department and also has been investing in upgrading the library infrastructure. Suggestions from teachers are taken by the librarian to ensure that the latest books, e-books, periodicals and journals are procured.

After discussing with faculty members of respective departments, the Heads of the departments prepare the list of required books and journals to be purchased, keeping in mind the budget allocated annually. After acquiring the authorization of the Principal, the list is submitted to the librarian who does the purchase or subscription with the assistance of the Library MTS staff. The bills, with the accession numbers entered against each item, are then processed for payment. This procedure is certified by the Librarian and the bills are forwarded to the Accounts Section. With the permission of the Principal, the account section makes the payments.

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

Faculty Advancement and Upgradation

The Institutional Strategic/ Perspective Plan has accorded top priority to faculty development and capacity building of the teaching faculty. The Institution promotes organization of in-house faculty development programmes, deputing teachers to reputed institutions and collaborations with such institutions.

The faculty members have been encouraged to attend training programmes under Goa Institute of Public Administration and Rural Development (GIPARD). This year, five Faculty members attended the training.

The College promotes collaborations with reputed institutions and signs MoUs with the same. This year three MoU's were signed with Aloysius College, Mangaluru, GIPARD and Forest Department of Goa

To upgrade the research skills of the faculty and motivate them for publication of research papers in journals indexed under Scopus or Web of Science, the Management of the College has introduced the DCT Scheme for Incentive for Publications, in which the incentive of Rs. 25,000/- each was awarded to five faculty members.

To felicitate the faculty in recognition of their successful

development in various fields such as research, leadership in the committees involved, and new innovative teaching learning strategies, the College acknowledged two faculty members as Star Faculty for the current academic year.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
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 undertakes 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, the 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 Alumni, PTA 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.

Head Clerk is in charge of the Administration and Accountant is the head of Accounts Section. Both sections operate under the purview of 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	https://www.dhempecollege.edu.in/about-dct-2/
Upload any additional information	No File Uploaded

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

Provision by Dempo Charities Trust, Management

Teaching Staff

- International grants for paper presentation for presenting papers in seminars and conferences.
- Seed money for teaching staff to encourage and promote research
- Financial assistance for Faculty development for attending online webinars ,workshops ,MOOC courses, FDP programmes and orientation/Refresher courses.
- Cash incentive of Rs 25000-/- for publishing papers in SCOPUS indexed journals under the DCT Scheme, availed by 05 faculty members.
- Two faculty members are felicitated with the Star Faculty

Award annually.

- A breast Cancer Detection Camp and counseling health camps were held.

Non-teaching Staff

- Festival advance: for Administrative staff .
- Felicitation for retired staff: for their dedicated years of service.
- Training Programmes: Non-teaching 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, Sabbatical , Cancer leave, Children Education Allowance, Earned and Sick Leave, Earned Leave encashment of ten days on availing LTC for Non-teaching staff.
- 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

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

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

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

11

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

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

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

31

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

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

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 heads 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.

Internal 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 2022 to finalize the Audited Statement of Accounts for 2021-22.

External Government Audit is conducted to assess the Maintenance grants for Salary and Non-Salary sanctioned and disbursed by the Government.

Books, Consumables, and Dead Stock Registers are as per Government 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 salary is verified on the basis of NOC/approvals granted. Excess grants, if any, are recovered by the Government through the statement of assessment of grant.

The Government audit also verifies the expenditure made under Non-Salary in accordance with the pattern of assistance 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)

Rs. 3,33,833/-

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

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

Dhempe College is a grant-in-aid institution under the Government of Goa. The College prepares the annual budget and it is tabled before the LMC for approval. Budget takes care of optimal utilization of resources. The budget figures salary and non-salary grants received from DHE. The non-salary grants are mobilized for conducting seminars, conferences and workshops.

Funds are also mobilized by the Management which are put to optimal use by:

- Providing funds to researchers presenting papers across the globe.
- Encouraging publications in Scopus indexed journals through DCT Scheme for Incentive for Publications.
- Aiding upgradation of laboratories and other Infrastructure such as library including Koha software.
- Motivating faculty to undertake various extension activities.

Funds are also mobilized through various other ways:

- By conducting skill development and self-financing courses, which are then used to procure equipment, and other instruments.
- Through registrations received for seminars, conferences etc. organized by the College.
- Through the faculty contribution in the Dyandaan scheme
- Through funds received from industry and other external bodies

like AFA and Colorcon.

- Through alumni contribution in events and activities.
- By faculty towards extension activities on occasions like Foundation Day, Annual Prize Distribution Ceremony, Christmas Celebration.
- Through prizes for the activities organized by Departmental Clubs.

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

Steps towards Implementation of National Education Policy

The College appointed a NEP Co-ordinator to oversee the process of implementation. In order to look into the areas of teaching and learning the College proposed to constitute a separate cell for the same. To further this initiative, a workshop on 'Outcomes Based Education: Assignment and attainment of Course and Program Outcomes' was conducted by Prof. (Dr.) Niyan Marchon, on 3rd June 2022.

Online academic content based on the syllabus of B.A/B.Sc was undertaken in Konkani as a part of DISHTAVO.

Skill Enhancement - Strengthening Human Resources through Continuous Training Programs

The institution has always given importance to skill enhancement of faculty members and administration staff. Hence, the IQAC of the College has institutionalized the practice of encouraging the staff to undergo continuous training and upskilling.

Faculty members attended a total of 31 faculty development programmes and training courses. A total number of 162 workshops,

seminars and webinars were attended by the teaching faculty of the College.

The IQAC of the College under the aegis of the Skill Development Cell floats courses in various disciplines which are open to both students and the faculty of the College.

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

IQAC Reviews Teaching- Learning process and Result Analysis

Faculty members draft lesson plans, according to the workload allotted to them. These are checked by the HoDs followed by an internal review by the IQAC and an external review through the ISO audit.

The question papers set in line with Bloom’s taxonomy are checked by HoDs before submission. When the semester end results are out, the IQAC reviews the results and initiates interventions. Departments undertake result analysis followed by departmental meetings. Proper action is taken based on the result analysis, whereby teaching practices are reviewed and remediation tools, if needed, are introduced. Simultaneously, mentors meet their mentees and discuss the difficulties faced by the students.

Several tools like cooperative learning strategies were used to enhance learning experience.19 field trips, many training programmes for instrumentation, factory visits were organized.

Dishtavo videos were also shared with students.

Econtent creation - DISHTAVO in Regional Languages

The faculty members are involved in creating curriculum-based e-content through the initiative taken by the Directorate of Higher Education, called DISHTAVO. This year with the National Education Policy’s emphasis on promoting regional languages, the faculty

members were involved in recording e-content in Konkani.

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

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

A. All of the above

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

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Safety and security

- 88 CCTV Surveillance cameras.
- Four security personnel ensure strict surveillance of the campus and monitor entry and exit.
- The College has an Internal Complaints Committee (SHPC for women), Anti-ragging Cell, Grievance Cell and Discipline committee.

Counselling and Mentorship

- Provision of a counselling room with a counsellor.
- Mentorship program to provide guidance to students.

Common Rooms

- Provision of Girls' Common Room.
- Ladies' washrooms equipped with sanitary pad vending machines & incinerators.

Sensitization in curricular and co-curricular activities Webinars and Online Talks on:

- Myths related to menstruation and women's hygiene
- HIV, mental health and psycho-social support.
- Prevention of Sexual Harassment at Workplace.
- Challenging Conventional Narratives - a Gender Dialogue.
- Effect of diet on PCOD and dietary solutions.
- Gender & sexual orientation of LGBTQ+ community.
- Cancer awareness in women.

Quizzes, Workshops and other on-campus activities:

- Online quiz on anemia under Poshan Abhiyan.
- E-quiz to celebrate International Women's Day.
- A workshop on child sexual abuse, sex trafficking and preventive measures.
- Health camp on breast cancer screening.

Activities by NCC cadets (Girls Wing):

- Fit India Freedom Run.
- Pre-RD Camp.
- Inauguration of Goa Police Pink Force.
- Sail parade during the Honorable Prime Minister's visit at Miramar.
- Puneet Sagar Abhiyan.

File Description	Documents
Annual gender sensitization action plan	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.1-Action-Plan-2021-22-as-on-26th-June-23.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.1-promotion-of-gender-equity.pdf

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

B. Any 3 of the above

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

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

Segregation at source:

- Provision of separate dustbins to dispose 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 by Panaji Municipal Corporation.

Liquid waste management

- The wet-waste is collected in the biodigester and the biogas generated is used in the canteen.

Biological waste management

- Waste such as used sanitary napkins are disposed of by using incinerators installed in the ladies toilets. Used agarose gels are autoclaved at 121 degrees in biohazard bags and disposed off.

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.
- A shredder machine has been installed in the college. The shredded paper is handed over to the paper collection centre at Panaji.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **C. Any 2 of the above**

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **A. Any 4 or All of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
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

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. Any 3 of the above

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

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

A. Any 4 or all of the above

5.

Provision for enquiry and information :
Human assistance, reader, scribe, soft copies of
reading material, screen reading

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

Cultural diversity is reflected in: skill development course in 'Intertwining Ethics and Religion: Sacred Groves of Goa' on ecocultural conservation; and participation in Langar Seva, etc. NCC cadets celebrated cultures through Republic Day Camp. In celebration of institutional foundation day, teaching and administrative staff contributed funds towards pandemic relief through Goa Youth Sikh group.

In collaboration with Swachh Bharat Student Internship (SBSI) Unit activities like remedial classes for children from underprivileged socioeconomic background was conducted. The flagship initiative of 'Dnyandaan' - provision of annual fees for students in need of financial aid by faculty members was undertaken.

Rashtriya Ekta Diwas was observed by NSS volunteers by taking pledge to uphold the spirit of tolerance and harmony.

Special facilities for Divyangjan viz. lifts, ramps and tactile paths are provided. Empathy-building and inclusive values were inculcated through students supporting activities of DISHA school for the specially-abled.

Under Indian Council for Cultural Relations (ICCR) scholarship,

admissions are open to students of other nationalities.

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

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

Upholding India’s distinction as the largest democracy:

- Students and employees undertook the ethical voting pledge.
- NSS volunteers conducted voter awareness rallies.
- Employees participated in the smooth functioning of the election process in various capacities.

Efforts in contributing to national progress:

- Celebration of World IP day in collaboration with the Ministry of Education Innovation Cell (MIC, AICTE, DPIIT and Indian patent office) on Intellectual property awareness.
- Webinar on Entrepreneurship skill, ideation and prototyping.

For national integrity:

- State level webinar on Social Media for good.
- Celebration of Armed Forces Flag Day (pledge).
- Undertaking Integrity Pledge on Ekta Diwas.
- Celebration of Azaadi ka Amrut Mahotsav, National Youth Day through extension activities

India’s ecological sustainability:

- Awareness of biodiversity through the release of a calendar by students and teachers depicting Fauna of Goa.
- Etalk on Earth Day.
- Celebration of World Wetland Day through e-poster competition.
- Contribution to the vision of 'Clean India, Healthy India' through active participation in Puneet Sagar Abhiyan -A Nationwide campaign.

Healthcare and wellbeing for a Fit India:

- New India at 75, HIV, TB, Blood Donation awareness campaign phase II.
- Display of Posters on the ill-effects of Tobacco.
- National Deworming Day to students..

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.9-Sensitization-of-students-and-employees-on-27th-July-2023.pdf
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** B. Any 3 of the above

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

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

- Celebration of anti-tobacco day by NCC army wing cadets by displaying posters and an awareness video.
- Organizing a talk on the life and ideology of Swami Vivekananda on the occasion of National Youth Day.
- Screening of documentary on the occasion of 143rd Birth Anniversary of Father of Konkani literature Shennoi Goembab through Google meet.
- Celebration of Constitution day.
- Participation of students for the online address of Honorable Prime Minister on the occasion of Foundation Day of National Commission for Women.
- Street play and competition on Mandala Art Therapy for psychological well-being on World Mental Health Day.
- Celebration of Gandhi Jayanti and Lal Bahadur Shastri Jayanti.
- One minute video competition and street play on International Women's Day.
- Celebration of International Yoga Day and Goa liberation day.
- Commemorated National Library Day and National Mathematics Day.
- Tree plantation drive and blood donation camp on the occasion of NCC Day.
- Celebration of Rastriya Ekta diwas by taking online pledge.
- Celebration of Republic Day and Sports day.
- Participation of NCC Navy Cadets for cyclothon on World bicycle day.
- Online quiz on occasion of World Malaria Day.
- Interactive session on World Suicide Prevention Day.
- E-poster presentation on World Wetland Day.

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

7.2 - Best Practices

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

Best Practice 1: Efforts towards Ecological Sustenance through Green Certification

Objectives: Contribute to a greener environment, to make the campus eco friendly, to reduce the energy consumption, to minimize water usage, chemical pollutants, create awareness about environment policy.

The Context: The Institution was awarded Green Certification GSCP-01-2010 in 2015, level III of Green Certification has been achieved.

The Practice:

- **Rainwaterharvesting:** Rainwater is accumulated on the rooftop/terrace, stored in a tank and used for college garden by drip irrigation system.
- **Waste management Training.**
- **Vermicomposting from biological waste is used for garden.**
- **Beach cleanup.**
- **Calculation of Carbon Footprint**
- **Green report 2021-2022**

Evidence of Success: Certification: GSCP-01-2010 of Green Standard Certification Programme of level III.

Problems Encountered and Resource Required: Due to pandemic few activities were organized.

Best Practice 2: Skill Development Courses (SDC)

Objectives of the practice: The SDC are introduced to enhance employability, entrepreneurship and life skills, soft skills, community service, counselling and technical skills.

The context: Each department is encouraged to conduct SDC.

The practice: 08 SDCs were conducted and 201 students were benefitted. (Click for details) .

Evidence of Success: These courses enhance the skills of students.

Problems Encountered And Resource Required: Due to covid-19 SDC were limited in number.

File Description	Documents
Best practices in the Institutional website	https://www.dhempecollege.edu.in/wp-content/uploads/2023/02/Report-of-Skill-Development-courses-2021-22_compressed.pdf
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

Faculty of the institution lend their expertise for social development through individual commitment in key areas of:

- Faculty from Department of Computer Science has developed an online, first-of-its-kind tool for checking spelling in Konkani, the State language in Devnagari script, www.konkanispellcheck.com
- Faculty from Department of English has designed hands-on referencing and citation modules as per MLA 9th edition for students. Her video on the same has received 659 views so far.
- Faculty from Department of Botany is an appointed member of the expert committee of Goa State Pollution Control Board as an expert for Mangrove biodiversity awareness trails under "shorelore program of World Wide Fund" Goa.

- Faculty from Department of History is involved in sensitizing school students towards heritage conservation through talks and trails.
- Two faculty members have been conferred with State award and community recognition for outstanding contribution in academic field.
- Teacher from Department of Philosophy undertakes awareness campaigns for social and environmental issues through street plays. Training of student-leaders in initiating such awareness campaigns.
- Faculty of Department of Psychology organized workshops for parents and students of schools in Keri and Guleli villages on 'Positive parenting and managing adolescents' problems' and 'Enhancing study habits, self-esteem and resilience among adolescents'

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 the academic processes prescribed by Goa University. The College ensures effective curriculum delivery through a Plan-Do-Check-Act mechanism. General timetables and academic schedules are prepared by the time table committee. The Heads of Departments (HoDs) prepare the departmental time-table and allocate academic work to the departmental staff. Based on this, the lesson plan is prepared by individual faculty and approved by the respective HoD. The completion of the syllabus as per the prescribed number of lectures is ensured by the faculty members and authenticated by HoDs and Vice Principal.

If a lecture cannot be executed, it is rescheduled and justification is duly recorded on the lesson plan.

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

Since 2021-22, the College has been uploading the day-to-day academic lesson plan for B.A and B.Sc on Integrated Academic Information Management Systems (IAIMS) portal deployed by DHE.

Remedial sessions are conducted for students on need-basis.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/outcomes/

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 of classes for odd and even semesters, Semester End Examinations for both semesters as well as dates for vacation.

The academic year 2021-22 commenced from 1st September 2021 for B.A./B.Sc. and from 20th September 2021 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 both 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 both the semesters.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/academic-calender/#1639492373795-72cdf93c-82ad

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	View File
Any additional information	View File

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

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

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

8

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

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

201

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

1.3 - Curriculum Enrichment

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

Gender related issues such as Women movement, literary criticism, women's writing, gender issues are discussed in different papers in the B.A. syllabus 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 courses components in B.A./B.Sc. curriculum Green Chemistry, Water Quality Assessment for Geology students, Environmental Biotechnology on protecting endangered species, Plant Biodiversity, History of Ecology and Environment, Environmental Pollution and its Control Measures are incorporated in the MSc curriculum. Human values and Professional Ethics in Moral Philosophy, Philosophy of Values, Environmental Ethics and Philosophy of Human Rights. Political Science courses address issues related to protest movements, environment, Sustainable Development Goals, rising global inequality, criminalisation of politics, gender politics, women movement, women education and property rights. Environmental Economics is offered as in Economics curriculum. In the Third Year, projects on topics related to gender, environment and sustainability and human values are undertaken. The College also makes efforts in addressing the cross cutting issues as part of curriculum delivery through co-curricular activities. Students are given awareness on plagiarism and ethical research.

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

1.3.2 - Number of courses that include experiential learning through project work/field

work/internship during the year

18

File Description	Documents
Any additional information	View File
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	View File

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

928

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

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/1.4.1_2.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

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	No File Uploaded
URL for feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/1.4.1_2.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

1110

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

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

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

126

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

2.2 - Catering to Student Diversity

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

The institution assesses learning levels through internal assessments and class activities. Following activities were conducted for diverse learners: A student-led webinar series 'Conclave' was organized as institutional outreach programme. 34 advanced learners, guided by faculty mentors, made presentations on topics of scientific and social value. Students were provided guidance in research and innovation through 33 seminars, workshops and conferences. 05 advanced learners made presentations at a National E-Conference. 01 advanced learner published 14 scientific articles in various publications. Students were guided for national-level representation through training in critical thinking and public speaking. 02 advanced learners were speakers at the National Youth Parliament. Remedial classes were conducted on need-basis for slow learners. An Induction Program titled 'Deaf Blindness - Interventions and Services' by Caritas was organised by the Department of Psychology to help students understand special learning needs. 1361 syllabus-based videos have been created for self-paced learning, especially among slow learners. This e-content features visual aids and transcripts. Mentorship is conducted on a regular basis to address learners' needs. Cooperative Strategies such as debates, group discussions, group presentations etc. are used to facilitate peer-learning among diverse students. Group counseling sessions were conducted by the college counselor before exams.

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

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

Number of Students	Number of Teachers
1110	74

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Experiential learning: 29 field visits and activities were organised in Faculties of Arts and Science to improve understanding of syllabus-topics. Laboratories are well-equipped with instrumentation facilities for experiential learning. Science exhibition, Entrepreneurship exhibition and Food festival were organised to provide experiential learning in creation of scientific prototypes, presentation skills, marketing and management. The Institution's Innovation Council (IIC) conducted hands-on workshops in business model canvas, prototype process, design, development and field-exposure visit to Pre-Incubation Unit to enhance entrepreneurial skills among students. Students completed internships with 03 national and 01 state-level organization. **Participative learning:** Cooperative strategies and flipped methodology through debates, group discussions, role-play, cosplay, presentations were used to increase classroom participation. Under the guidance of IIC mentors, students participated in building online repositories under Innovation Cell, MoE, Government of India. Students participated in value-based education through outreach activities under NSS, NCC, Swachh Bharat Student Internship and Green Ambassador program.

Problem-solving: Through intra-semester class assignments and Third Year projects, students are guided to identify research problems and address them. IIC organised a workshop on problem solving and ideation for young entrepreneurs. 25 SBSI students guided by 06 faculty mentors participated in activities addressing social problems of cleanliness, sanitation, education for underprivileged children, awareness on nutrition etc.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/2.3.1.pdf

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

All teachers blend ICT in the form of PowerPoint presentations/videos etc. with classroom teaching.

Teachers were involved in the development of curriculum-based e-content as part of state project DISHTAVO. Students access the same for self-paced learning.

Google Classroom was used as Learning Management System for effective curriculum transaction.

The Department of English provided audio lectures to visually-impaired students.

08 Skill Development Courses were conducted in hybrid mode for effective learning among participants.

03 teachers are involved in developing MOOC in Geology.

File Description	Documents
Upload any additional information	View File
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

74

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

2.4 - Teacher Profile and Quality

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

74

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

29

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

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

2.4.3.1 - Total experience of full-time teachers

752

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

2.5 - Evaluation Process and Reforms

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

As a college affiliated to Goa University, the college is bound by the Statutes and Ordinances laid down by the university from time to time. The college complies with the guidelines prescribed by the Ordinances related to internal semester assessments (ISAs) and semester-end examinations (SEEs). From the academic year 2017-18, the institution also follows the CBCS system adopted by the University. College has initiated various reforms with regard to the continuous internal evaluation process (CIE) which constitutes 20% of total marks across all courses. The first ISA is a written test conducted during lecture hours according to prescribed guidelines. The second ISA is conducted as assignments, presentations etc. Timetable of the ISA schedule, the syllabus prescribed for the written test and topics allotted for assignments are shared with students beforehand to aid their preparation. After evaluation, students are shown their ISA papers and feedback is provided. SEE is conducted as per the academic calendar prescribed by the University. Questions are designed as per Bloom's Taxonomy.

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

All examination related grievances are dealt with by the College Grievance Committee set up in accordance with the Ordinances of Goa University. If students are not satisfied with their result, on verification of the answer book, they are informed to submit

an application to the College Grievance Committee within a week of completion of verification. The committee then invites a reply to the allegation, if any, made by the aggrieved student from the faculty concerned. After considering the reply of the faculty, the committee recommends a course of action in writing to the Principal. The Principal informs the student of the findings of the committee and takes appropriate action that may also include reassessment of the answer book by examiners outside college. No grievances were received during the academic year.

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.

POs, PSOs and COs are displayed on the website. In 2021-2022, the College organised a Workshop on 'Outcome-based Education' for all teachers. Programme Outcomes (POs) and Programme Specific Outcomes (PSOs) were re-framed as per the guidelines of NEP 2020.

Course Outcomes have been designed by the Board of Studies of the respective subjects. The same are followed. Question papers are set as per Bloom's Taxonomy to measure attainment of COs.

08 Skill Development Courses (SDCs) conducted by the College had clearly defined COs as per the objectives of the course; they were designed as per Bloom's Taxonomy.

The Principal discusses the Outcomes and attainment strategies with teachers during General Body Meetings. Students are also informed of the same during the induction programme and in classrooms at the beginning of the semesters.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.dhempecollege.edu.in/outcomes/
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 College uses direct and indirect methods to measure the level of attainment.

Direct measure

Attainment-evaluation is being done in a phase-wise manner. POs and PSOs have been reframed keeping NEP vision in view. Question papers are set as per Bloom's Taxonomy.

Under the NEP Cell of Teaching-Learning and Evaluation, the College is in the process of designing an attainment-matrix and mapping the outcomes. The marks scored by students in ISAs and SEEs are used for direct measure of attainment.

Indirect measure

- Number of placements and progression to higher education. 68% students have either progressed to higher education or have been placed in employment.
- Employer feedback and alumni feedback are positive.

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

302

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	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/2023/02/Student-Satisfaction-Survey-2021-22-Final.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)

Nil

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

3.1.2 - Number of 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	View File
Institutional data in prescribed format	View File

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

0

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

3.2 - Innovation Ecosystem

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

Ecosystem for innovation:

The College is part of Research Cluster of Science Colleges and has a research centre in the Department of Chemistry; one student is registered for Ph.D.

The Research Laboratory has high-end equipment besides the instruments for regular practicals for advanced research and experimental demonstrations. Hands-on training is conducted for B.Sc./M.Sc. students for usage in research projects. An MSc student has published a paper in Springer (Impact Factor 2.478.)

Activities under the Institution's Innovation Council under MHRD (estd. 2019):

- 17 workshops, webinars and lectures on business model canvas, problem solving and ideation, innovation and

prototype validation, design thinking, IPR and IP Management for start-ups, linkages with Innovation Ambassador for mentorship support, angel investment and venture capital..

- Student-participation in building online repositories and IMPACT lecture series sponsored by MoE’s Innovation Cell and AICTE.
- Pre-incubation and field visits to industries and EDC-IGNITE (Incubation Centre).

Creation and Transfer of Knowledge: Research of one faculty member on conservation of rice varieties has been transferred to local farmers and school students.

Management has facilitated:

- Award of INR 25,000/- to faculty members for publication in Scopus-indexed journals.
- Seed money (INR 50,000/-) for research.

File Description	Documents
Upload any additional information	View File
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

17

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

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	https://www.dhempecollege.edu.in/dhemperesearch/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

7

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

3.3.3 - 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

8

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

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

Awareness programme by UZWAAD, NSS on social issues, rallies on social issues and rallies on ethical voting.

25 student interns under Swachh Bharat Student Internship guided by faculty mentors engaged in outreach activities such as: teaching children from underprivileged backgrounds, seed preservation, suicide prevention and safety for all. Students received 2nd place at state level for their work and have been felicitated by the Governor of Goa.

254 NSS volunteers, 69 cadets of NCC army and navy wing were sensitized through engagement in programmes such as swachhta drives, waste segregation, plogging, blood donation camps, celebration of days of national importance, making paper bags to reduce plastic-use.

Students of the college, guided by a teacher, run an animal-welfare group called 'Happy Tails'. Several street dogs were vaccinated and some puppies were adopted.

Holistic development of school students was undertaken through skill development camps, workshops in science, and sessions on stress-management.

Green campaign involving students was undertaken in Merces village through installation of biodigester and awareness regarding waste management for the villagers.

As part of Azadi ka Amrut Mahotsav, 82 teachers completed 7416 hours of extension work and sensitized students towards issues such as biodiversity conservation, cleanliness, awareness about

social and environmental hazards, gender equality, ethics, heritage preservation, language development, mental health awareness amongst the general public.

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

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

2

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

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

112

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

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**

1394

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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**

58

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	View File

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**

14

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institution provides facilities for teaching learning as per the specified requirement by statutory bodies. The College has ICT classrooms and well-equipped laboratories, Digital Language Laboratory and Skill Development Centre (DLLSDC) with state-of-the-art infrastructure, computer laboratories with updated softwares, tissue culture laboratory, audio-visual/recording room, seminar hall and partially automated library with textbooks, reference books, E-resources, magazines, newspapers, remote access to INFLIB-NET, eShodhsindhu, KopyKitab to staff and students. Wi-Fi is available in the classrooms, laboratories and staff rooms. The teachers use YouTube, videos and PPTs as part of blended learning. The Institution has a health care center, counseling room and gymkhana with gymnasium facilities. 26 classrooms are equipped with LCD projectors with Wi-Fi facility. The science faculty and students have access to high-end instrumentation center, a separate research room in the laboratory that enables to carry out their research work effectively. The laboratories are equipped with necessary chemicals and instruments. The Geology department has a museum with a wide collection of rocks, minerals and fossils. The College also has a botanical garden and a green-house. The college also houses the IGNOU Study Center.

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 has adequate facilities for sports, games (indoor, outdoor), gymnasium, yoga and cultural activities. The Institution organizes coaching and training programs for football, volleyball, cricket, kabaddi, badminton, table tennis, basketball, weight lifting, power lifting and best physique. These facilities help students to develop their sporting skills and talents. In gymkhana there is sufficient space for the indoor games such as chess, carrom and table tennis. Gymkhana provides students with internet facility to access sport techniques which are available online. The Institution has a volleyball, basketball and badminton court. Extracurricular activities as well as Yoga and meditation are organized in the seminar hall, and on the stage 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)	View File

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

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

36.19935

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

Data requirement for year: Upload a description of library with,
 • Name of ILMS software KOHA • Nature of automation (fully or partially) Partially • Version 21.11.01.000 • Year of Automation 2019

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

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

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

1,65,555	
File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

68	
File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The Institution regularly upgrades and maintains its IT infrastructure. The obsolete machines are replaced with new ones on a regular basis. The upgrade details are given below.

Computers added: 11 Internet speed: 13 Mbps 1:1 leased line GWave, 100Mbps GBBN, 1 Mbps Jio network.

CCTV: 00

Projectors: 02

Printers: 01

25 GB Server space upgradation on website

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

4.3.2 - Number of Computers

92

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	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

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

55.47811

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The college time-table and examination committee allots classrooms, laboratories for lectures, practicals and examinations. The incharge of the instrumentation centre/ HoD maintains the log book for the use of instruments and allocates the time to teachers and students. HoD is responsible for the repair of instruments. Corridors and laboratories are fitted with portable fire extinguishers as a safety measure and are timely refilled.

Seminar Hall / Audio-Visual Room: Used for organizing invited lectures/seminars/conferences/meetings, etc. The usage register is maintained by the head of office.

Library / Browsing Centre: The library is equipped with "KOHA" , an open source (ILMS). The Librarian updates and supervises the use of KOHA. The desktops are available for preview/reference of e-books, e-journals subscribed.

Gymkhana is accessible to the students. The Physical Education director maintains the record of usage of equipment by students and gets them repaired if required.

Health care centre and laboratories are equipped with First-aid facilities.

Maintenance: There is a maintenance grant in the annual budget for upkeep of infrastructure and equipment. The high end equipment and instruments are covered by an annual maintenance contract. The IT Assistant is responsible for general maintenance and upkeep of the IT infrastructure.

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 benefited by scholarships and free ships provided by the Government during the year

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

98

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

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

33

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

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

A. All of the above

File Description	Documents
Link to Institutional website	Nil
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1110

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

1110

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

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

33

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

174

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

7

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

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

27

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

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

Since classes were online at the beginning of the academic year, elections could not be held. So, the Students' Council was nominated by the Principal and senior staff. Student

representation on academic and administrative bodies: Statutory bodies:

- IQAC
- Anti-ragging Committee
- National Service Scheme
- Internal Complaints Committee

Other Committees:

- Institution's Innovation Council
- Magazine Committee
- Library committee
- Canteen committee

Other Roles:

- Green Ambassadors
- Gender Champions
- Swachh Bharat Student Internship
- Azadi Ka Amrut Mahotsav
- Kaushalya Saptak

Intra-collegiate Events- Inaugural of the Students' Council, Orientation and Etiquettes Workshop, Freshers' Welcome, Fun Week, Food Festival, Entrepreneurship Exhibition and other competitions, Cultural Event for NAAC Peer Team, Farewell, Badminton and Volleyball Championships and Sports Day The 1st State Inter-Collegiate Volleyball Championship for Men was organized. Our students participated in Inter-collegiate events and won prizes.

- Co-Curricular- Quizzes, Book Reviews, Seminars and paper/poster presentations
- Extra-Curricular- Cultural and skill-based competitions showcasing fashion design, dance, photography, music etc...

The institution facilitated students to represent at the following sports events:

- International (Netherlands- Frisbee, Nepal- Cricket), National (Uttar Pradesh, Bihar, Nagpur, Ahmedabad- Cricket, Gujarat- Karate, Bihar- Rugby, Odisha- National Para Badminton Championship)
- State level- Weightlifting, Tennis, Futsal, Football, Cricket, Kabaddi, Handball, Volleyball, Chess and

Powerlifting

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

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year****92**

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

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

"Dhempe College Alumni Association" is registered under Societies Registration Act, 1860. The College inducts an internal Alumni Committee to strengthen the interface between current and past pupils. Alumni support this endeavour engaging lectures, mentoring Students' Council and offering financial support.
Alumni Resource Persons: October-

- Sobita Kudtarkar, actor and Neeraj Sureshkumar judged: Cosplay event

November-

- Reuben DeSouza, Biotechnologist on 'The World of Viruses'

December-

- Ameena Bukhari on 'Problem Solving, Ideation'
- Aaftab Ladji inaugurated 'Ramanujan Club' on Mathematics Day

January-

- Lourdes Botelho, Counsellor on 'Exam Preparation', 'Enhancing Relationships' and 'Study Techniques; Exam Stress'
- Kimberly Monteiro, Mental Health Professional on 'Breath-work Techniques'
- Prajal Sakhardande, historian spoke on National Youth Day

February-

- Dr. Neha Khadpe on Cancer Awareness

March-

- Prajal Sakhardande on 'Introduction, Film Studies'
- Amreen Sheikh, activist and Prajal Sakhardande on 'Sacred Groves, Goa'
- Ninad Panse, CEO, Sakal Group on '21st Century Careers'
- Malliksaab Chapparband, boxer and Raul Rametri, fitness expert conducted an 8 -day Self-defense Course

April-

- Dr. Samiksha Volvaiker, Scientist NIO/CSIR on 'Physical Processes along the Coast'

August-

- Sameer Shaikh on 'Lean Start-ups'

Placement- based Counseling initiatives facilitated by Alumni-

- Merwyn Miranda of Fifteen 73 Media
- Alfia Beig of CII Model Centre

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

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The Vision and Mission statement of the institution includes a specific and relevant outlook for the Institution in the era of information technology and multidisciplinary education. The statement emphasizes an integrated approach to education through learning, innovation, creation, inclusion, and outreach activities.

The governance of the institution was streamlined to be in tune with its Vision and Mission. During recruitment, strict adherence to the guidelines prescribed by the government for inclusion of reserved category as staff, has been maintained.

College Admission has been kept open for students from all strata of society and also from other countries, as well as for those who are differently abled.

The Management of the College encourages outreach and extension activities done by faculty and students. In this year emphasis was laid on outreach activities conducted by faculty members as a part of the Government initiative to commemorate the 75th year of Indian Independence, Azadi Ka Amrut Mahotsav (7416 hours by 82 faculty).

At the general body meetings and the meetings with heads of departments, the faculty members provide valuable suggestions thus participating in the decision-making process.

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.

Upgradation of the library is a practice involving decentralization and participative management. The College Library Committee is headed by a senior faculty and assisted by other teachers. The librarian, along with the assistant librarian Grade One, are ex-officio members. The committee has been facilitating the upgradation of the library through its suggestions. The College makes annual budgetary provisions allocating funds for each department and also has been investing in upgrading the library infrastructure. Suggestions from teachers are taken by the librarian to ensure that the latest books, e-books, periodicals and journals are procured. After discussing with faculty members of respective departments, the Heads of the departments prepare the list of required books and journals to be purchased, keeping in mind the budget allocated annually. After acquiring the authorization of the Principal, the list is submitted to the librarian who does the purchase or subscription with the assistance of the Library MTS staff. The bills, with the accession numbers entered against each item, are then processed for payment. This procedure is certified by the Librarian and the bills are forwarded to the Accounts Section. With the permission of the Principal, the account section makes the payments.

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

Faculty Advancement and Upgradation

The Institutional Strategic/ Perspective Plan has accorded top priority to faculty development and capacity building of the teaching faculty. The Institution promotes organization of in-house faculty development programmes, deputing teachers to reputed institutions and collaborations with such institutions.

The faculty members have been encouraged to attend training programmes under Goa Institute of Public Administration and Rural Development (GIPARD). This year, five Faculty members attended the training.

The College promotes collaborations with reputed institutions and signs MoUs with the same. This year three MoU's were signed with Aloysius College, Mangaluru, GIPARD and Forest Department of Goa

To upgrade the research skills of the faculty and motivate them for publication of research papers in journals indexed under Scopus or Web of Science, the Management of the College has introduced the DCT Scheme for Incentive for Publications, in which the incentive of Rs. 25,000/- each was awarded to five faculty members.

To felicitate the faculty in recognition of their successful development in various fields such as research, leadership in the committees involved, and new innovative teaching learning strategies, the College acknowledged two faculty members as Star Faculty for the current academic year.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
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

undertakes 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, the 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 Alumni, PTA 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.

Head Clerk is in charge of the Administration and Accountant is the head of Accounts Section. Both sections operate under the purview of 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	https://www.dhempecollege.edu.in/about-dct-2/
Upload any additional information	No File Uploaded

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

Provision by Dempo Charities Trust, Management

Teaching Staff

- International grants for paper presentation for presenting papers in seminars and conferences.
- Seed money for teaching staff to encourage and promote research
- Financial assistance for Faculty development for attending online webinars ,workshops ,MOOC courses, FDP programmes and orientation/Refresher courses.
- Cash incentive of Rs 25000-/- for publishing papers in SCOPUS indexed journals under the DCT Scheme, availed by 05 faculty members.
- Two faculty members are felicitated with the Star Faculty Award annually.
- A breast Cancer Detection Camp and counseling health camps were held.

Non-teaching Staff

- Festival advance: for Administrative staff .
- Felicitation for retired staff: for their dedicated years of service.
- Training Programmes: Non-teaching 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, Sabbatical , Cancer leave, Children Education Allowance, Earned and Sick Leave, Earned Leave encashment of ten days on availing LTC for Non-teaching staff.
- 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

7

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

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

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

11

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

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

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

31

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

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

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 heads 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.

Internal 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 2022 to finalize the Audited Statement of Accounts for 2021-22.

External Government Audit is conducted to assess the Maintenance grants for Salary and Non-Salary sanctioned and disbursed by the Government.

Books, Consumables, and Dead Stock Registers are as per Government 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 salary is verified on the basis of NOC/approvals granted. Excess grants, if any, are recovered by the Government through the statement of assessment of grant.

The Government audit also verifies the expenditure made under Non-Salary in accordance with the pattern of assistance 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)

Rs. 3,33,833/-

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

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

Dhempe College is a grant-in-aid institution under the Government of Goa. The College prepares the annual budget and it is tabled before the LMC for approval. Budget takes care of optimal utilization of resources. The budget figures salary and non-salary grants received from DHE. The non-salary grants are mobilized for conducting seminars, conferences and workshops.

Funds are also mobilized by the Management which are put to

optimal use by:

- Providing funds to researchers presenting papers across the globe.
- Encouraging publications in Scopus indexed journals through DCT Scheme for Incentive for Publications.
- Aiding upgradation of laboratories and other Infrastructure such as library including Koha software.
- Motivating faculty to undertake various extension activities.

Funds are also mobilized through various other ways:

- By conducting skill development and self-financing courses, which are then used to procure equipment, and other instruments.
- Through registrations received for seminars, conferences etc. organized by the College.
- Through the faculty contribution in the Dyandaan scheme
- Through funds received from industry and other external bodies like AFA and Colorcon.
- Through alumni contribution in events and activities.
- By faculty towards extension activities on occasions like Foundation Day, Annual Prize Distribution Ceremony, Christmas Celebration.
- Through prizes for the activities organized by Departmental Clubs.

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

Steps towards Implementation of National Education Policy

The College appointed a NEP Co-ordinator to oversee the process of implementation. In order to look into the areas of teaching and learning the College proposed to constitute a separate cell for the same. To further this initiative, a workshop on 'Outcomes Based Education: Assignment and attainment of Course and Program Outcomes' was conducted by Prof. (Dr.) Niyan Marchon, on 3rd June 2022.

Online academic content based on the syllabus of B.A/B.Sc was undertaken in Konkani as a part of DISHTAVO.

Skill Enhancement - Strengthening Human Resources through Continuous Training Programs

The institution has always given importance to skill enhancement of faculty members and administration staff. Hence, the IQAC of the College has institutionalized the practice of encouraging the staff to undergo continuous training and upskilling.

Faculty members attended a total of 31 faculty development programmes and training courses. A total number of 162 workshops, seminars and webinars were attended by the teaching faculty of the College.

The IQAC of the College under the aegis of the Skill Development Cell floats courses in various disciplines which are open to both students and the faculty of the College.

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

IQAC Reviews Teaching- Learning process and Result Analysis

Faculty members draft lesson plans, according to the workload allotted to them. These are checked by the HoDs followed by an internal review by the IQAC and an external review through the ISO audit.

The question papers set in line with Bloom's taxonomy are checked by HoDs before submission. When the semester end results are out, the IQAC reviews the results and initiates interventions. Departments undertake result analysis followed by departmental meetings. Proper action is taken based on the result analysis, whereby teaching practices are reviewed and remediation tools, if needed, are introduced. Simultaneously, mentors meet their mentees and discuss the difficulties faced by the students.

Several tools like cooperative learning strategies were used to enhance learning experience. 19 field trips, many training programmes for instrumentation, factory visits were organized.

Dishtavo videos were also shared with students.

Econtent creation - DISHTAVO in Regional Languages

The faculty members are involved in creating curriculum-based e-content through the initiative taken by the Directorate of Higher Education, called DISHTAVO. This year with the National Education Policy's emphasis on promoting regional languages, the faculty members were involved in recording e-content in Konkani.

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

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

A. All of the above

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

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Safety and security

- 88 CCTV Surveillance cameras.
- Four security personnel ensure strict surveillance of the campus and monitor entry and exit.
- The College has an Internal Complaints Committee (SHPC for women), Anti-ragging Cell, Grievance Cell and Discipline committee.

Counselling and Mentorship

- Provision of a counselling room with a counsellor.
- Mentorship program to provide guidance to students.

Common Rooms

- Provision of Girls' Common Room.
- Ladies' washrooms equipped with sanitary pad vending machines & incinerators.

Sensitization in curricular and co-curricular activities Webinars and Online Talks on:

- Myths related to menstruation and women's hygiene
- HIV, mental health and psycho-social support.
- Prevention of Sexual Harassment at Workplace.
- Challenging Conventional Narratives - a Gender Dialogue.
- Effect of diet on PCOD and dietary solutions.

- Gender & sexual orientation of LGBTQ+ community.
- Cancer awareness in women.

Quizzes, Workshops and other on-campus activities:

- Online quiz on anemia under Poshan Abhiyan.
- E-quiz to celebrate International Women's Day.
- A workshop on child sexual abuse, sex trafficking and preventive measures.
- Health camp on breast cancer screening.

Activities by NCC cadets (Girls Wing):

- Fit India Freedom Run.
- Pre-RD Camp.
- Inauguration of Goa Police Pink Force.
- Sail parade during the Honorable Prime Minister's visit at Miramar.
- Puneet Sagar Abhiyan.

File Description	Documents
Annual gender sensitization action plan	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.1-Action-Plan-2021-22-as-on-26th-June-23.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.1-promotion-of-gender-equity.pdf

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

B. Any 3 of the above

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

7.1.3 - Describe the facilities in the Institution for the management of the following types of

degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Segregation at source:

- Provision of separate dustbins to dispose 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 by Panaji Municipal Corporation.

Liquid waste management

- The wet-waste is collected in the biodigester and the biogas generated is used in the canteen.

Biological waste management

- Waste such as used sanitary napkins are disposed of by using incinerators installed in the ladies toilets. Used agarose gels are autoclaved at 121 degrees in biohazard bags and disposed off.

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.
- A shredder machine has been installed in the college. The shredded paper is handed over to the paper collection centre at Panaji.

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

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

C. Any 2 of the above

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

7.1.5 - Green campus initiatives include

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

- 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	View File
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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the

B. Any 3 of the above

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

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

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

A. Any 4 or all of the above

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

Cultural diversity is reflected in: skill development course in 'Intertwining Ethics and Religion: Sacred Groves of Goa' on ecocultural conservation; and participation in Langar Seva, etc. NCC cadets celebrated cultures through Republic Day Camp. In celebration of institutional foundation day, teaching and administrative staff contributed funds towards pandemic relief through Goa Youth Sikh group.

In collaboration with Swachh Bharat Student Internship (SBSI) Unit activities like remedial classes for children from underprivileged socioeconomic background was conducted. The flagship initiative of 'Dnyandaan' - provision of annual fees for students in need of financial aid by faculty members was undertaken.

Rashtriya Ekta Diwas was observed by NSS volunteers by taking pledge to uphold the spirit of tolerance and harmony.

Special facilities for Divyangjan viz. lifts, ramps and tactile paths are provided. Empathy-building and inclusive values were inculcated through students supporting activities of DISHA school for the specially-abled.

Under Indian Council for Cultural Relations (ICCR) scholarship, admissions are open to students of other nationalities.

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

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

Upholding India's distinction as the largest democracy:

- Students and employees undertook the ethical voting pledge.
- NSS volunteers conducted voter awareness rallies.

- Employees participated in the smooth functioning of the election process in various capacities.

Efforts in contributing to national progress:

- Celebration of World IP day in collaboration with the Ministry of Education Innovation Cell (MIC, AICTE, DPIIT and Indian patent office) on Intellectual property awareness.
- Webinar on Entrepreneurship skill, ideation and prototyping.

For national integrity:

- State level webinar on Social Media for good.
- Celebration of Armed Forces Flag Day (pledge).
- Undertaking Integrity Pledge on Ekta Diwas.
- Celebration of Azaadi ka Amrut Mahotsav, National Youth Day through extension activities

India's ecological sustainability:

- Awareness of biodiversity through the release of a calendar by students and teachers depicting Fauna of Goa.
- Etalk on Earth Day.
- Celebration of World Wetland Day through e-poster competition.
- Contribution to the vision of 'Clean India, Healthy India' through active participation in Puneet Sagar Abhiyan -A Nationwide campaign.

Healthcare and wellbeing for a Fit India:

- New India at 75, HIV, TB, Blood Donation awareness campaign

phase II.

- Display of Posters on the ill-effects of Tobacco.
- National Deworming Day to students..

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.dhempecollege.edu.in/wp-content/uploads/2023/07/7.1.9-Sensitization-of-students-and-employees-on-27th-July-2023.pdf
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

B. Any 3 of the above

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

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

- Celebration of anti-tobacco day by NCC army wing cadets by displaying posters and an awareness video.
- Organizing a talk on the life and ideology of Swami Vivekananda on the occasion of National Youth Day.
- Screening of documentary on the occasion of 143rd Birth Anniversary of Father of Konkani literature Shennoi Goembab through Google meet.
- Celebration of Constitution day.
- Participation of students for the online address of Honorable Prime Minister on the occasion of Foundation Day of National Commission for Women.
- Street play and competition on Mandala Art Therapy for psychological well-being on World Mental Health Day.
- Celebration of Gandhi Jayanti and Lal Bahadur Shastri Jayanti.
- One minute video competition and street play on International Women's Day.
- Celebration of International Yoga Day and Goa liberation day.
- Commemorated National Library Day and National Mathematics Day.
- Tree plantation drive and blood donation camp on the occasion of NCC Day.
- Celebration of Rastriya Ekta diwas by taking online pledge.
- Celebration of Republic Day and Sports day.
- Participation of NCC Navy Cadets for cyclothon on World bicycle day.
- Online quiz on occasion of World Malaria Day.
- Interactive session on World Suicide Prevention Day.
- E-poster presentation on World Wetland Day.

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

7.2 - Best Practices

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

Best Practice 1: Efforts towards Ecological Sustenance through Green Certification

Objectives: Contribute to a greener environment, to make the campus eco friendly, to reduce the energy consumption, to minimize water usage, chemical pollutants, create awareness about environment policy.

The Context: The Institution was awarded Green Certification GSCP-01-2010 in 2015, level III of Green Certification has been achieved.

The Practice:

- **Rainwater harvesting:** Rainwater is accumulated on the rooftop/ terrace, stored in a tank and used for college garden by drip irrigation system.
- **Waste management Training.**
- **Vermicomposting** from biological waste is used for garden.
- **Beach cleanup.**
- **Calculation of Carbon Footprint**
- **Green report 2021-2022**

Evidence of Success: Certification: GSCP-01-2010 of Green Standard Certification Programme of level III.

Problems Encountered and Resource Required: Due to pandemic few activities were organized.

Best Practice 2: Skill Development Courses (SDC)

Objectives of the practice: The SDC are introduced to enhance employability, entrepreneurship and life skills, soft skills, community service, counselling and technical skills.

The context: Each department is encouraged to conduct SDC.

The practice: 08 SDCs were conducted and 201 students were

benefitted. (Click for details) .

Evidence of Success: These courses enhance the skills of students. **Problems Encountered And Resource Required:** Due to covid-19 SDC were limited in number.

File Description	Documents
Best practices in the Institutional website	https://www.dhempecollege.edu.in/wp-content/uploads/2023/02/Report-of-Skill-Development-courses-2021-22_compressed.pdf
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

Faculty of the institution lend their expertise for social development through individual commitment in key areas of:

- Faculty from Department of Computer Science has developed an online, first-of-its-kind tool for checking spelling in Konkani, the State language in Devnagari script, www.konkanispellcheck.com
- Faculty from Department of English has designed hands-on referencing and citation modules as per MLA 9th edition for students. Her video on the same has received 659 views so far.
- Faculty from Department of Botany is an appointed member of the expert committee of Goa State Pollution Control Board as an expert for Mangrove biodiversity awareness trails under "shorelore program of World Wide Fund" Goa.
- Faculty from Department of History is involved in sensitizing school students towards heritage conservation through talks and trails.
- Two faculty members have been conferred with State award and community recognition for outstanding contribution in academic field.
- Teacher from Department of Philosophy undertakes awareness campaigns for social and environmental issues through street plays. Training of student-leaders in initiating such awareness campaigns.
- Faculty of Department of Psychology organized workshops for

parents and students of schools in Keri and Guleli villages on 'Positive parenting and managing adolescents' problems' and 'Enhancing study habits, self-esteem and resilience among adolescents'

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. To organize SDC's for students in line with NEP 2020.
2. To organize international/national/state level workshops, seminars and conferences, research methodology, IPR and academic writing.
3. To depute teaching faculty and administrative staff to attend FDP.
4. To encourage faculty members to submit major and minor research proposals for funding and apply for Ph.D. guideship.
5. To promote green activities.
6. To organize extension and outreach activities by involving students and providing career guidance.
7. To collaborate with reputed organizations and institutions for research and internship by signing MoUs.
8. To conduct workshops on geriatrics and adolescent mental health, peer support for divygyan students
9. To conduct activities under the aegis of IIC.
10. To organize the annual student webinar series Conclave, Literary Fest and cultural heritage fest.
11. To provide experiential learning through field visits and internships.
12. To strengthen the mentorship programme and conduct remedial classes.
13. To organize a workshop for Administrative staff to enhance their skills.
14. To organize programme on health and wellness, stress management techniques and cyber safety.
15. To strengthen the Alumni participation.
16. Developing an ecosystem for multidisciplinary education by forming a cluster.
17. To encourage teachers to engage themselves in creating bilingual e-content and MOOCs.
18. To improvise the documentation process of the institution

by conducting workshops and AAA.