



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	DEMPO CHARITIES TRUST'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	Miramar, Panjim- North Goa- 403001
• 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.	08322462376																								
• Alternate phone No.	08322461507																								
• 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/2020/12/AQAR_1920_resubmitted.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> </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	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																				
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
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	Star Award for teachers	Dempo Charities Trust	2020-2021	10,000/-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	Online courses for Administrative staff	Dempo Charities Trust	2020-2021	13,097/-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	International Symposium	Dempo Charities Trust	2020-2021	870/-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	Webinar on Business Brain	Dempo Charities Trust	2020-2021	2000/-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	RUSA Construction	Dempo Charities Trust	2020-2021	63,428/-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	Maintenance Grant Salary	Dempo Charities Trust	2020-2021	12,99,80,410 /-
DCT's Dhempe College of Arts and Science, Miramar Panaji Goa	Maintenance grant non-salary	Dempo Charities Trust	2020-2021	55,40,598/-

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 Data Mites.	
The College organized a National level Webinar on National Education Policy.	
Planned and organized lecture series in the Institution to commemorate 60 years of establishment of the College.	
Organized a workshop on Documentation and maintenance of documents in the Departments by creating a google link for standardized documents.	
Organized a one day workshop on Career Advancement for faculty members and scrutinized nine API files for CAS.	
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year	

Plan of Action	Achievements/Outcomes
To organize online induction programme for newly-admitted students.	Online Student Induction Programme for newly admitted students was held on 9th September, 2020 (F.Y.B.A./B.Sc.)
To adopt new effective modes of pedagogy.	Padlet, Video creation by PowToon, Poll everywhere, Mentimetre, Digital online board, Google Meet Platform were used as effective modes of pedagogies to facilitate online learning
To contribute in development of e-content for Digital Integrated System of Holistic Learning and Virtual Orientations (DISHTAVO) - an initiative of Directorate of Higher Education, Government of Goa, India.	Modules recorded during 2020-2021 Modules recorded by faculty: 722 Faculty as coordinators: 23
To create awareness regarding COVID-19 and help society fight against it through academic outreach and extension services	Social media was used to create awareness. Videos on COVID19 were prepared, distribution of sanitization kits, groceries, plasma donation done by the faculty members during the pandemic
To implement more modules of CAMU, a comprehensive Learning and Campus Management System, for attendance, lesson plans, time table, teaching learning process and assessment in addition to the admission process.	Directorate of Higher Education has launched the IAIMS (Integrated Academic information Management System) portal, which contains details of faculty profile, self-appraisal, academic management, lesson plan, attendance modules and examination process modules. This contains all the fields of CAMU and faculty members have been uploading the details on annual basis
To create awareness about the new National Education Policy amongst teachers, students and	A National level webinar "NEP-2020 Higher Education (Planning for implementation)"

general public through webinars and YouTube videos.	was organized on 9th December, 2020 on Google meet platform. YouTube videos were created by the students on the importance of NEP to create awareness on the same
To encourage faculty participation in Faculty Development Programmes.	26 faculty participated for Faculty Development Programmes
To emphasize on Skill development activities and organize courses including soft skills, life skills and professional skills.	04 Skill Development Courses were conducted for the benefit of the students. 04 sessions of Spoken tutorials were conducted. 75 students were benefitted
To organize a webinar series for students through the Institutions Innovation Council for entrepreneurship development.	01 International webinar, 06 national webinars, 04 state level webinars, 01 national level workshop, 01 state level workshop and 2 National events were organised. KAPILA, collaborative entrepreneurship drive, visit to Incubation Centre, orientation session by innovation ambassador and Internship awareness drive was also organized
To organize Personality Enhancement Programmes (PEP) for students	13 PEP programmes were organized.
To collaborate with industry, research and educational institutes by signing MoU	MOU was signed with 'Data Mites
To motivate departments to organise workshops/seminars/conferences for students and faculty members	Conferences: 01 Webinars: 12 Online workshops: 03 Total events: 16
To organize online cosplay events for students to foster interest in curriculum in the digital mode.	Department of English organized Shenanigans- A cosplay event on 31/10/2020

To organize extension activities	16 activities were organized under outreach and extension
To implement Unnat Bharat Abhiyan, Ek Bharat Shreshth Bharat Abhiyan and Swachhta Mission	Organized awareness about NEP by creating YouTube Videos and forwarded those videos to adopted villages, organized talks on heritage monuments for the villagers, created and uploaded videos on COVID19, importance of masks, hygiene, vaccination and forwarded to the adopted villages. The College also distributed masks, sanitization kits to the villagers
To continue with 'Dynandaan'- an initiative to support students from economically weaker sections by paying annual fees	Faculty members contribute willingly towards to 'Dynandaan'
To conduct workshop on Documentation	The Documentation workshop was planned in May 2021 and will be organized in the month of September, 2021.
To organise CONCLAVE 2021	CONCLAVE 2021 was planned in August 2021 and will be organized in November ,2021

13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
Local Managing Committee	27/01/2021

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-2021	20/01/2022

Extended Profile

1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	376
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	1189
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	143
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	345
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	75
File Description	Documents
Data Template	No File Uploaded

3.2	75
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	74.80868
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	157
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 being affiliated to the Goa University adheres to the curriculum and the academic process prescribed by the University. The College ensures effective curriculum delivery through a Plan-Do-Check-Act mechanism. Before the commencement of each semester, general timetable is prepared by the time table committee. The Heads of Departments (HoDs) prepare the departmental time-table and allocate syllabus to the departmental faculty along with other duties and responsibilities.

Each faculty member prepares a lesson plan endorsed by HoD, lectures are delivered as per the approved plan. The missed lectures are rescheduled with the approval of HoD and recorded in the lesson plan. The completion of the syllabus in the prescribed number of lectures is authenticated by HoDs and Vice Principal. The feedback is given by the students. Skill Development Courses are designed by the faculty to impart specific technical and life skills to students, and the same are notified in the prospectus and the College website.

Remedial sessions were conducted. The visually impaired students were provided with recorded audio lectures, whereas regular lectures were conducted online mode and practicals were conducted in offline mode.

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 prescribed by the Goa University. The academic calendar contains the dates of commencement of lectures for Odd and Even semesters, dates of commencement of Semester End Examinations for Odd and Even semesters and the dates for winter and summer breaks.

Due to Covid - 19 pandemic, the academic year 2020 - 21 commenced from 1st September 2020.

On the basis of the academic calendar, the Examination Committee of the College prepared its schedule for continuous internal evaluation (CIE) which includes Intra - Semester Assessment (ISA) and practical examination. The ISAs for the Odd Semester were completed in the month of October whereas for the Even Semester ISAs were conducted during the month of March 2021.

The Semester End Examination (SEE) was conducted as per the schedule notified by the University. The Semester End Examinations for Odd Semesters were held in January 2021 and those for Even Semesters in July 2021.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/academic-calender/#1604819640708-731c0d21-414e

1.1.3 - Teachers of the Institution participate in following activities related to curriculum

A. All of the above

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

26

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)

4

File Description	Documents
Any additional information	View File
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

78

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 by the departments of History, English and Psychology. The syllabus of Indian Languages also focus on gender and human values through their texts.

Environmental education and sustainability are incorporated as compulsory courses components in B.A./B.Sc. curriculum at the First Year, Green Chemistry at Third Year, Water Quality Assessment for Geology students, Environmental Biotechnology on protecting endangered species, Plant Biodiversity, History of Ecology and Environment as part of the curriculum.

Human values and Professional Ethics are addressed 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.

In the Third Year projects, students are guided on topics related to

gender, environment and sustainability and human values.

The College makes efforts in addressing these issues as part of curriculum delivery through co-curricular activities by organizing talks, screening films, celebrating days of national and importance, through value-added courses. 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

16

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
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

364

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	Nil
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/2022/05/Student-Satisfaction-Survey-2020-21-2.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

421

File Description	Documents
Any additional information	No File Uploaded
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

143

File Description	Documents
Any additional information	No File Uploaded
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 Intra-Semester Assessments, Semester-End Evaluation, participatory activities in class, one-on-one interaction during laboratory sessions and mentorship programme.

Programmes are designed for diverse learners: advanced and slow. For slow learners remedial lectures are conducted beyond regular class hours. Difficulty solving sessions are conducted by the faculty. Study material, question bank and PPT lectures are provided.

Learning material is made available on Google Classroom.

Flipped Classroom methods are used to promote peer discussion among mixed groups of learners.

Skill-development courses are conducted. One course on Critical Reading was self-paced to help students develop this value-added skill at their own pace.

E-content has been created under state project DISHTAVO to

facilitate online learning of diverse learners.

Workshops in Research Methodology are conducted to guide advanced learners in undertaking systematic research. One advanced learner from Biotechnology has published 18 scientific reports/articles in journal/book.

Student-led Webinar Series 'Conclave' is conducted for advanced learners.

Students are guided in undertaking internships and participating in co/extra-curricular activities.

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

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

Number of Students	Number of Teachers
1189	75

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 through:

- Practical sessions conducted in hybrid mode. Teachers also recorded laboratory experiments and sent videos/YouTube links to students.
- Guidance in using online modes of data collection, survey and interviews for projects and assignments.
- Guidance in analyzing case studies for projects.
- Online roleplay and cosplay sessions.

- Facilitation of internship programmes.

Participative learning through:

- Use of cooperative learning strategies in online classes viz. group presentations, discussions, debates and games.
- Use of e-tools viz. Padlet and Poll Everywhere for students' perspectives.
- Organization of online co-curricular competitions, quizzes etc.
- Organization of Student Webinar series 'Conclave'.

Problem-solving through

- Organization of Webinars under the aegis of IIC on innovation, product-design and development.
- Guidance to students in undertaking Third Year research projects on contemporary issues and problems.
- Guidance to students in applicative research and presenting/publishing output.
- Helping students understand that lack of awareness is the key problem in social issues; facilitation of awareness through videos created by students.

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

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

In view of the pandemic, the College procured G-Suite services for smooth adaptation to online classes. All teachers completed the syllabus in a timely manner by conducting classes on Google Meet. Additional material, quizzes etc. were uploaded on Google Classroom.

E-tools such as Padlet, Poll Everywhere etc. were used to increase student interaction.

Customized videos were created by some faculty members.

Skill Development Courses were also held in online mode; one of these was self-paced.

All teachers created curriculum-based e-content as part of the state project 'Digital Integrated System of Holistic Teaching and Virtual Orientations (DISHTAVO)' by the Directorate of Higher Education, Government of Goa, which is accessible to students on website.

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

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

2.3.3.1 - Number of mentors

83

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	No File Uploaded

2.4 - Teacher Profile and Quality

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

75

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

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

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

31

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	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

731

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 institution is bound by Statutes and Ordinances laid down by the university from time to time. The college complies with guidelines prescribed by Ordinances related to intra-semester assessments (ISA) and semester-end examinations (SEE). From the academic year 2017-18, Goa University adopted the Choice Based Credit System (CBCS). Accordingly, the institution also follows the CBCS system from 2017-18.

In view of the pandemic, all exams were held in online mode as per guidelines stipulated by Goa University. Answer sheets were assessed in a timely manner and students were informed about their marks.

Two Intra-Semester Assessments were conducted. In 2020-21, Third Year Semester End Examinations were also conducted by the institution as per University instructions.

First ISA is a written/typed test conducted during lecture time. For the second ISA, students are given topics for assignments of contemporary relevance.

Some departments follow class presentation as mode of assessment.

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 a student is not satisfied with their result on personal verification of their answer book, they are informed to submit an application to the College Grievance Committee within a week of completion of Personal 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 concerned, the committee then 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.

Most of the cases were reported and resolved at the level of verification.

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.

As a college affiliated to Goa University, the institution adheres to Course Outcomes prescribed in the syllabus implemented by the Board of Studies instituted by the University.

Course Outcomes of Skill Development Courses offered by the College are designed by the faculty concerned.

Programme and Course Outcomes are displayed on the College website. They are also communicated to students during lecture hours at the beginning of the Semester.

Question Papers are designed in sync with Course Outcomes and Bloom's Taxonomy.

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

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

Two assessment methods viz. direct and indirect are followed in measuring PO, PSO and CO:

Direct measure

The attainment of PO and PSOs are based on the COs. The direct measure makes use of Intra Semester Assessments (ISAs), Semester End Examination (SEEs) and Practical Examination. This measure helps in evaluating the knowledge domain and skills of students.

Indirect measure:

The indirect method of assessment is based on the report of student learning as perceived by students themselves. This is done through an online feedback mechanism via Student Satisfaction Survey conducted at the end of every year.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.dhempecollege.edu.in/outcomes/

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**

314

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	No File Uploaded
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/2022/05/Student-Satisfaction-Survey-2020-21-2.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****1**

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****Nil**

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

The IIC was established under MHRD's Innovation cell. It organizes activities to promote creativity, ideation and entrepreneurship. Webinars on Business Brians, NEP 2020 Higher Education, start-ups, Intellectual Property Rights, IP Management, Innovation, Incubation opportunities, Innovations, Start-up Ecosystem were organized. Industrial visits to EDC-Ignite and Centre for Incubation and Business Acceleration(CIBA), Verna, Goa', National event KAPILA, MeWo Collaboration-Entrepreneurship Drive, Workshop on Prototyping/product design in 3D printing and Business Model Canvas were organized.

Testing Facility: The College Research Laboratory is equipped with high-end equipments such as UV-Visible Spectrophotometer (UV 2600 Shimadzu); FTIR Spectrophotometer (IR Affinity 1S Shimadzu); Atomic Absorption Spectrometer (AA-6880 Shimadzu); Elevator Rotary Vacuum Evaporator (Equiptron) and Gas Chromatograph (GC 2014 AF Shimadzu), High Performance Liquid Chromatography (HPLC) which are utilized for purpose of advanced research and experimental demonstrations.

Skill Development Cell (SDC): Four SDC were organized to equip students with hands-on experiential learning.

File Description	Documents
Upload any additional information	No File Uploaded
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

13

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	Nil
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	No File Uploaded

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**

5

File Description	Documents
Any additional information	No File Uploaded
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**

4

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

The Academic Year 2020-2021 was the year of COVID19 Pandemic, so extension activities were mostly organized online. These activities helped students to become alert and proactive in handling themselves and helping others during the pandemic period. Various extension activities helped students to shape their personalities in a holistic manner.

Students were sensitized with awareness on issues related to environment, Education, cultural diversity, gender equality, preservation of heritage, life and human dignity, hygiene and sanitization.

Through the outreach activities students were provided with an opportunity to be part of awareness programme on national education policy. Students created and released videos about NEP on social media platforms such as YouTube, Instagram and Facebook.

Activities related to heritage protection, created awareness about the values of our rich heritage and there by safeguarding and protecting them for future generations.

Cleanliness drives, Swachhta Abhiyaan- cleanliness activity in surrounding have inculcated healthy practices of keeping the environment clean and also taking care of the natural habitats.

Street plays, talks, poster competitions, slogan competitions on social related issues, Nationwide covid-19 vaccination campaign, have created awareness among students regarding their rights and their role as citizens of the country.

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**1**

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****40**

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****1151**

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

21

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, e-Shodhsindhu, KopyKitab to staff and students.

Wi-Fi is available in the classrooms, laboratories and staffrooms. The teachers use YouTube, videos and PPTs as part of blended learning. The Institution has a health care centre, counselling room and gymkhana with gymnasium facilities. Twenty one classrooms are equipped with LCD projectors with Wi-Fi facility. The science faculty and students have access to high-end instrumentation centre, 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. Spoken Tutorials were conducted in collaboration with IIT-Bombay. The college also houses the IGNOU Study Center.

File Description	Documents
Upload any additional information	View File
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. For outdoor sports events the Santa Cruz village

panchayat ground and Sports Authority of Goa(SAG) grounds are hired. Gymkhana provides students with internet facility to access sport techniques available online. The Institution has a volleyball, basketball and badminton court. Extracurricular activities are organized in the seminar hall and on stage in the College quadrangle.

Sr. No.

Facility

Year/date of establishment

Area in sq.m

1.

gymkhana hall and Gymkhana office

1962

113.03

2.

volleyball court 1

(volleyball Court and Open Space)

2012

314.5

3.

Volleyball Court 2 (West Annex)

1995

541.25

4.

College Quadrangle 1 (East): stage, Badminton and open space

2020(Badminton)

729.959

5.

College Quadrangle 2 (West Annex): Stage, Basketball Court, open space

1995

1646.4

6.

gymnasium

2012

95.53

No. of beneficiaries 2020-2021: Nil (due to pandemic)

File Description	Documents
Upload any additional information	View File
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.

24

File Description	Documents
Upload any additional information	View File
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)

21.61712

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)

- Name of ILMS software : KOHA
- Nature of automation (fully or partially) : Partially
- Version: 20.11.04.00
- 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)

2.67039

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

21.98

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 updates its IT infrastructure. The obsolete machines are replaced with new on regular basis. The upgradation details are given below.

computers added:14

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

CCTV: 00

Projectors: 00

Printers: 05

Upgradation(if any):

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

4.3.2 - Number of Computers

157

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	View File
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)

53.19156

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 following is broad policy framework:

Classrooms and Laboratories: The time-table committee prepares the academic schedule for lectures and practicals. The examination committee allocates classrooms to conduct examinations.

Instrumentation Centre has high-end instruments for teachers and students for research projects.

Seminar Hall / Audio-Visual Room: Used for organizing invited lectures/seminars/conferences/meetings, etc.

Library / Browsing Centre: The library is also equipped with "KOHA" an open sourced Integrated Library Management System (ILMS). The desktops are available for preview/reference of e-books, e-journals subscribed.

Gymkhana is accessible to the students during the working hours.

IT Network: The IT policy is available on the college website.

Health care centre is equipped with First-aid facilities, and laboratories are provided with First-aid boxes. In emergency situations doctors are called and the student is referred to nearest hospitals.

Safety and security facilities: 04 security personnel "24'7". and 88 CCTV cameras on campus. The periphery of the campus is well-lit. Corridors and laboratories are fitted with portable fire extinguishers as a statutory requirement.

Maintenance: equipment and instruments are covered by an annual maintenance contract, warranty, extended warranty as the case may be. The IT Assistant shall be responsible for general maintenance and upkeep of the IT infrastructure.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

229

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 benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

40

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.dhempecollege.edu.in/wp-content/uploads/2022/05/Criteria-5.1.3.pdf
Any additional information	No File Uploaded
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

1331

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

1331

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

5.1.5 - The Institution has a transparent

A. All of the above

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

24

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
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

172

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

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

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

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.

6

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)

Annually, an election process to instate Students Council is conducted governed by Goa University Ordinances. While an election process could not be conducted this year to put in place a Students' Council, due to the Pandemic, students were kept engaged giving them leadership roles and exposure through the online medium.

Student representatives on College bodies:

Statutory bodies:

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

Other Committees:

- Institutional Innovation Council
- Magazine Committee
- Library committee
- Canteen committee

Other Roles:

- **Green Ambassadors-** the Institutional Best Practice is to impart through various modes the need for environment-friendly behavior. To ensure that this principle is put into practice, Student Green Ambassadors have been appointed. They play a pivotal role in sensitizing their peers about green practices.

- **Gender Champions-** Equality amongst all genders and behaviour that speaks of no discrimination is the need of the hour. The Gender Champions exemplify this attitude with their personal behavior; setting examples for their college-mates.

They are also involved in awareness campaigns and are part of activities under National Missions like Ek Bharat Shreshta Bharat, Unnat Bharat Abhiyan.

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**

33

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 the Societies Registration Act 1860. It enables a dynamic interface between past and current pupils. Alumni offer career-based, extra-curricular, financial and other support.

An internal Alumni Committee is also in place.

Alumni online engagement with students during the pandemic:

- Sanjeev Verenkar- 'Meet the Author' program, (Indian Languages) 9th November 2020.
- Claniffa Almeida- Plenary session on Art and Aesthetics at the National Conference, (English) 11th November 2020.
- Prof Vasudha Kamat, Member, National Education Policy Draft Committee, (Former Vice Chancellor, SNDT) National Webinar "NEP-2020 Higher Education" 9th December 2020.
- Tanvi Bambolkar- Translation and Editing (English)- Bridging the Gap on 21st December 2020.
- Farhan Sheikh- Study prospects of Geology in the Heriot-Watt University, Edinburgh campus -17th March 2021.
- Pooja Ghadi- "Fascinating world of Fossils" (Geology) 31st March 2021.
- Naresh Shetti- "Careers in Photography and Content Creation" (Physics) 16th April 2021.
- Shilpa Kandolkar Geologist, Geological Survey of India- "Work Nature and Opportunities in GSI" (Geology) 30th April 2021.
- Mahesh Patankar, Sr. Manager (Geology), Vedanta Resources Ltd.- "Field Mapping and Drilling Techniques" 22nd April 2021.
- Magnolia Miranda submitted a proposal for a MOOC course in Environmental Geology in collaboration with the Department of Geology 30th April 2021.

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 was revised in2019-20 to include a specific and relevant outlook. The statement emphasizes onholistic approach to education through learning, innovation, creation, inclusion, and outreach activities. To achieve the goals set out, a prospective strategic plan was drafted recommending broad outlines for the same, after following a process of stakeholder consultation and being approved by the governing body.

The governance of the Institution was streamlined to be in tune with its Vision and Mission. With due support from the Management, several initiatives were taken towards online learning. During recruitment, strict adherence to the guidelines prescribed by the government has been maintained.

College Admission was kept open for students from all strata of society and also from other countries. The Management of the College encourages outreach and extension activities done by Faculty and students. Under Unnat Bharat Abhiyan, many online activities were undertaken for the villages adopted by training villagers in creating sanitizers, making masks at home, and maintaining social distancing and hygiene during the pandemic.

At the general body meetings and the meetings with Heads of Departments, the faculty members participate in the decision-making

process by providing valuable suggestions.

File Description	Documents
Paste link for additional information	https://www.dhempecollege.edu.in/
Upload any additional information	View File

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

Case study: Personality Enhancement Programme

The Institution has always strived to ensure all round development of its students as well as faculty members through Personality Enhancement Programme. In tune with the mission of the College, this Personality Enhancement Programme fosters creativity, cooperation, develops analytical minds and pertinent skills there by sharing responsibility in developing a balanced personality of students inculcating leadership qualities in them.

The teachers and students together chalk out programmes such as debates, talks by eminent personalities, screening of movies, field trips, workshops, etc. Once the programme is proposed by the faculty or a group of students, it is discussed with the head of the respective department. It is then planned and conducted by the faculty who proposed the same. Students are also allowed to helm the co-curricular event. These events are supported by the institution.

The overall development in students is evident as they become active participants in classrooms as well as intra and inter-collegiate events. The institution has received positive feedback from parents in PTA meetings and this positive response from students, teachers and parents has led to strengthen this programme over a time.

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

The Institutional Strategic/ perspective plan has accorded top priority to faculty development and capacity building of the teaching faculty. The College encourages participation of teachers in, and organization of, conferences/seminars/workshops. The Institution promotes organization of in-house faculty development programmes, deputing teachers to reputed institutions and collaborations with institutions of repute. The Management extends financial assistance to the faculty for research purpose.

In the Academic year 2020-2021, due to the prevailing pandemic conditions, faculty members attended, as well as organized many State, National and International webinars and FDP programmes.

The respective staff members draft a proposal for the Seminar/ Conference/ workshop with the approval of the Head of Department which is then submitted to the Principal for her consent.

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.

In accordance with Goa University statutes , a Governing Body is constituted to manage effective functioning. The Chairman, with members of the Governing Body, makes all major policy decisions for the College development. Moreover, a Local Managing Committee is constituted and has 11 members including 02 faculty representatives, the Principal, the Chairman and others. The Governing Body and the Local Managing Committee has a secretary, designated as the Administrator, who serves as a facilitator between both management bodies, the IQAC and the Principal and Vice-principal.

The Principal, who is the executive head of the College, is assisted by the Vice-Principal. The College IQAC is coordinated by an Associate professor. It includes six faculty members, two student representatives, two Industry representatives and one member each from Alumni, Parent and NGO. The IQAC works in tandem with the Principal and the Vice-principal.

The teaching departments number 16 ,one PG level (MSc Analytical Chemistry), UG level- 7 from Arts and 8 Science streams with their HODs, faculty members and technical staff function under the Principal. Head Clerk in charge of the Administrative section and Accountant the head of Accounts Section, with their respective staff are placed directly below the Principal, assisted by the Vice-principal.

The statutory and non- statutory college committees 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:** The teaching staff are motivated to develop a research acumen by providing International grants for presenting papers in International 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.**

Non-teaching Staff:

- **Festival advance:** The College gives festival advance to the non-teaching staff.
- **Felicitation for retired staff:** The College felicitates retired non-teaching staff for their dedicated years of service and immense contribution to the institution.
- **Gymnasium:** The College has a well-equipped gymnasium with a variety of equipment such as table tennis tables, carrom boards and so on that are utilized even by the teachers.

Provision from Government

All staff members are entitled to avail LTA, Maternity and Paternity leave, Child Care Leave, Half Pay leave, Study Leave, Sabbatical Leave, Children Education Allowance, Cancer Leave, Earned Leave and Sick Leave.

The faculty members can avail Duty Leave and Travel Allowance and Registration Fees for attending/presenting papers at seminar/conferences and workshops within India.

Leave under FDP for Ph.D. 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**

12

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**

5

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**

25

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

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

The staff members are required to submit annually a self-appraisal report in the format provided by the College during the academic year. It includes qualifications, designation and teaching experience of faculty members. It also includes courses taught and workload, teaching and evaluation methods applied, contribution to COSIP and COHSSIP schemes, academic and professional growth, participation in extra-mural activities, help rendered in College administration by membership of various committees during the respective 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 for faculty. It is scrutinized by the IQAC- API Scrutiny committee.

The non-teaching staff also submit Annual Confidential Report to the Head of each section. It is forwarded with comments to the Vice Principal who in turn peruses through the report and forwards it to the Principal with his/her comments. The above-mentioned appraisal report forms the basis for the career advancement and promotions of respective staff members.

In case the confidential reports are not found to be satisfactory then the staff is informed and instructed to improve upon his/her performance.

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

Institution conducts internal and external financial audits regularly

Internal financial audit is conducted every year in the College. The audit is undertaken by the Principal and the Accountant of the College while also consulting the Administrator. An audited balance sheet, income & expenditure account and receipt and payments accounts are prepared for the year by the 31st of March. The auditor scrutinizes the bills, receipts and the payments made.

The external financial audit of the college is conducted annually by an auditing firm appointed by the Management. The Accountant of the College makes available all relevant and authenticated records of financial transactions of the College and attends to all queries of the auditors.

Moreover, the college also conducts an external audit by the Audit Cell of the Directorate of Higher Education, Government of Goa, wherein all receipts and payments, financial protocol, service records including fixation of pay, promotion, increments, leave, allowances/benefits, and so on are thoroughly checked.

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)

0.45280

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 and receives salary and non-salary grants from the Government. The Management has been funding infrastructure development and staff welfare schemes.

Funds for conferences, workshops and seminars have been drawn from Management.

Funding for publication of books and research papers by faculty members has been made available from Dempo Charities Trust.

The financial resources received from the management of the college have been put to optimal use to provide infrastructure and necessary equipment required for learning. Moreover, infrastructural facilities like new computers, display screen and racks for the library were procured using government grants.

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

Knowledge-creation- IQAC and College Management fosters a dynamic research climate by providing financial support to paper-presentations .Faculty members have presented their research findings on several national and global platform.

Sessions on areas related to research were organized.

During the lockdown period, IQAC organized webinars, involving faculty, students, alumni, industry experts and academicians. Conclave was one such initiative for students.

CONCLAVE 2020 - Learn Together to Grow Together' is a Web Series organized by IQAC from 23rd to 31st May 2020. 22 student presenters hosted presentations on 21 various topics. Each student presenter was mentored by a faculty member.

Awareness regarding Implementation of National Education Policy Under the aegis of IQAC and the Institutions Innovation Council (IIC) of the College organized a National level webinar on 9th December 2020 on NEP-2020 Higher Education (Planning for implementation). Prof Vasudha Kamat, Member, National Education Policy Draft Committee, (Former Vice Chancellor, SNDT Women's University), was invited as resource person.

Under UBA, activities were conducted wherein, students worked towards spreading awareness regarding (NEP) in the adopted villages. They prepared several videos and posters and uploaded them on YouTube. Panchayat heads were requested to circulate the same among the villagers. Door to door campaign was also undertaken.

File Description	Documents
Paste link for additional information	https://www.dhempecollege.edu.in/iqac/#1530256884021-8908f669-428b
Upload any additional information	View File

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

Flipped Classroom

Flipped Classroom mode has been adopted by the institution in a phase-wise manner to empower teaching goals and strengthen learning experience. This method reverses the traditional pedagogical set-up by delivering out-classroom instructional content, often online.

During the pandemic year, flipped classroom model was adopted wholly

in online mode. New techniques such as the Jigsaw method were adopted using platforms like Google Classroom, Moodle, Google forms, Padlet and Easy class. E-tools such as Poll Everywhere and Mentimeter were utilized for learner participation. Teachers of the Institution have started creating customized e-content in order to enhance the flipped process. Videos and podcasts are being created using multimedia tools.

Blended Learning

During 2020-21, the teaching learning process was in online mode. The lectures were conducted on Google Meet platform, which combined with online tools and creative programmes enhanced learner-engagement.

- **Creative activities:** Due to the pandemic, faculty members used different online tools such as padlet for self-expression. Activities such as poetry recitation was organized through google meet.

- **Experiential Learning:** Online field trips for F.Y. B.Sc. were conducted wherein students were shown specially prepared powerpoint presentations displaying photographs of plants clicked by the faculty members.

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

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	https://www.dhempecollege.edu.in/igac/
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

SENSITIZATION

[1] Curricular and Co-curricular activities:

Sensitization programmes on International Women's Day:

- Street play on 'Women: Choose to Challenge'
- Class discussion on 'Should there be separate rights for women? Current gender issues faced by women.'
- Poster-making on 'Beti Bachao Beti Padhao'.

Awareness through class discussion on 'Gender roles and Stereotypes' & 'Discrimination against the LGBTQAI community'.

Awareness through webinars and class-discussions on the topics:

- 'Understanding Connect- Women and Mental Health'.
- 'Women's Health challenges and Solutions'.

Quiz on the reproductive system of women.

Proactive participation by:

- NCC Girls Wing in Republic Day Camp, Thal Sainik Camp, Ek Bharat Shreshtha Bharat (online EBSB Webinar, EBSB Phase IV).
- NSS volunteers in poster-making on International Women’s Day, screening of a movie on women empowerment and ‘Walk for Equality’.

SAFETY AND SECURITY:

- **CCTV Surveillance:** 88 functioning CCTV cameras are installed.
- **Security Personnel:** There is 24-hour surveillance in College Campus.
- The College has an Internal Complaints Committee, Anti-ragging Cell and Grievance Cell. No cases were reported.

WELL-BEING

The College houses a Common Room for girl students. Ladies’ washrooms are equipped with sanitary pad vending machines and incinerators.

Poster-making competition on ‘vector-borne diseases’ was organized for awareness.

Deworming Day was observed through distribution of deworming tablets.

File Description	Documents
Annual gender sensitization action plan	https://www.dhempecollege.edu.in/wp-content/uploads/2022/05/AQAR-7.1.1-2020-2021-18.1.22.docx.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/2022/05/AQAR-7.1.1-2020-2021-18.1.22.docx.pdf

7.1.2 - The Institution has facilities for

B. Any 3 of the above

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

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

(i) Solid waste management

- Segregation at source: Provision of separate dustbins for paper, plastic and glass waste.
- Biogas generation through food waste.
- Standardized Disposal mechanism through regular collection of segregated waste by Panaji Municipal Corporation.
- Compost and Reuse through the compost site within college campus where garden waste, plant litter etc. is disposed of and used as manure .
- Promotion of e-communication and re-use of utilized papers for writing and printing to reduce paper-wastage.
- Awareness through talk on 'waste management' for teaching and administrative staff on July 14, 2021.

(ii) Liquid waste management

- Chemical waste in laboratories neutralized and discharged in the drain.
- Use of sprinklers in college garden
- Regular checking of pipelines and taps to avoid water wastage.

(iii) E-waste management:

- **Handing over e-waste to approved body Global E-Waste Management System, Salcete, Goa. (due to pandemic e-waste collection was not undertaken)**

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
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 following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	View File
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).

Inclusivity is embedded in the Vision and Mission statement of the institution as the College caters to a diverse student profile.

Cultural diversity was celebrated through activities such as Deeksharambha induction programme, Shenanigans - online cosplay, Two-Day Online National Student Conference on Indian Art, Literature and Aesthetics etc. NSS volunteers participated in programmes on 'Unity in Diversity' while NCC cadets celebrated cultures through Republic Day Camp, Thal Sainik Camp and activities under Ek Bharat Shreshtha Bharat.

A special Faculty Advisor has been appointed for ICCR Afghan scholars in an institutional effort to address regional diversity.

Special facilities have been instituted for Divyangjan viz. lifts, ramps and tactile walking surfaces to enable easy access.

The flagship initiative of 'Dynandaan' was carried out by faculty members towards provision of annual fees for students in need of financial aid, especially in view of economic crises caused by the pandemic.

Empathy-building and inclusive values were inculcated through webinars on topics such as 'Applied fields of Psychology and beyond' and 'Minding our Minds during COVID-19'.

An oath in observance of communal harmony was undertaken on Sadbhawana Diwas.

Institutional Foundation Day was celebrated by providing

contribution to Goa Youth Sikh Group towards pandemic relief activities.

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

Sensitization to constitutional values undertaken through awareness programmes and social welfare:

Responsibility towards environment and biodiversity through

- plantation of saplings
- online talk: 'Ecosystem services provided by the environment'
- National Webinar: 'Conservation of Nature - a way of life'
- State-level drawing and essay competition 'Zentagled'
- Art competition on Global Tiger Day

Efforts in contributing to national progress through 'Make in India' and entrepreneurial culture:

- National Webinar: 'Intellectual Property Rights and IP Management for start-up'
- National Webinar: 'Building an innovative start-up: Upcycling Carbon'.
- Online workshop on e-portfolio.

Awareness regarding National Education Policy through videos,

presentations and posters by NSS volunteers.

Contribution to the vision of 'Clean India, Healthy India' through

- Cleanliness drives
- Plogging Runs
- Videos on sanitization
- Essay writing and poster competition on Swachhta

Efforts towards national integrity:

- Celebration of Armed Forces Flag Day by taking pledge.
- Undertaking Integrity Pledge.
- Undertaking Jan Andolan COVID-19 appropriate behaviour pledge, posters on COVID awareness, participation in nationwide COVID-19 vaccination campaign, participation in 'Fitness ka Dose, Aadha Ghanta Roz' to help the nation fight pandemic effectively.
- Celebration of Azaadi ka Amrut Mahotsav and National Youth Day through extension activities
- Awareness campaign regarding HIV-AIDS on World Aids Day; awareness on International Day against Drug Abuse and Illicit Trafficking .

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	https://www.dhempecollege.edu.in/wp-content/uploads/2022/07/AQAR7.1.9-2020-21.docx.pdf

7.1.10 - The Institution has a prescribed code

C. Any 2 of the above

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

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

Significant commemorative days are celebrated to help students imbibe life-values of leadership, integrity, solidarity, harmony and justice:

A Online Quiz was conducted on Hindi Day, Hosted a show for Prudent Media on Unity Day, Celebration of Parakram Divas, International Yoga Day", the KAPILA program to commemorate the birth anniversary of former President Dr A.P.J Abdul Kalam, Online Quiz on the theme Indian National Movement as part of 75th Independence year celebration on Independence Day, Webinar titled 'Shennoi Goembab, Online National level Quiz on Sant Tulsidas & Premchand Quiz , staff members took the National Integrity pledge to Celebrate Rashtriya Ekata Divas, Commemorated Marathi Day, International Mother Tongue Day through Online portal Google Meet. The birth Anniversary celebration of Swami Vivekananda in the College premises.

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: 2020-21

Title: Efforts towards Ecological Sustenance through Green Certification

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

•The Context:In light of the Institution's sustaining and upgrading its green practices,level III of Green Certification has been achieved.

The Practice:

Green Activities: various green activities were organized

Rainwater harvesting: the Rainwater is stored in a tank and used in garden for medicinal plants.

Calculation of Carbon Footprint for the year 2020-21 (72.209).

Green Audit on 8th September 2020

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

Problems Encountered And Resource Required:restricted activities were organized due to pandemic.

Best Practice 2:

Title: Skill Development Programmes

Objectives of the practice: The Skill Development Courses are designed to enhance various skills among students.

The context: Every department is encouraged to conduct Skill Development Courses

The practice:04 Skill Development Courses through online mode due to pandemic

Evidence of Success:Courses have developed employable skills of students

Problems Encountered And Resource Required: restrictions in organizing more courses due to pandemic (Covid 19).

File Description	Documents
Best practices in the Institutional website	https://www.dhempecollege.edu.in/wp-content/uploads/2022/05/Best_Green_20_21_AQAR-.pdf
Any other relevant information	https://www.dhempecollege.edu.in/wp-content/uploads/2022/05/Best-Practices_Extra-report.pdf

7.3 - Institutional Distinctiveness

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

The College lays emphasis on its commitment to social welfare. Teachers of the institution lend their expertise for social development through individual commitment in key areas of:

Language Development - Teacher from Department of Computer Science has been working towards digitization of Konkani language. She undertakes interactive sessions and seminars; presents and publishes research papers in the area.

Water Assessment: Teacher from Department of Geology has initiated

activities in water quality assessment in villages of Goa. For his efforts, he has been appointed on Committee for preparing 'Goa State Biodiversity Action Plan' and Member of drafting committee to revise Goa State Water Policy.

Promotion of Environmental Sustainability and Biodiversity: Teacher from Department of Botany is appointed member of expert committee of Goa State Pollution Control Board for his activities in ecological sustenance. Two teachers are involved in identification of plant specimens.

Heritage Conservation: Teacher from Department of History is involved in sensitizing school students towards heritage conservation through talks and trails.

Awareness on Social Issues: Teacher from Department of Philosophy undertakes awareness campaigns in women empowerment, mental health, reduction in plastic consumption etc.

Faculty members rendered expertise in state project Economic Revival Plan.

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

7.3.2 - Plan of action for the next academic year

The IQAC has planned the following activities for the academic year 2021-2022.

1. To encourage faculty members to publish papers on Scopus Indexed Journals, Web of Science and UGC care listed journals.
2. To adopt more ICT based techniques for teaching and learning.
3. To organize outcome based extension activities.
4. To organize lecture series by inviting eminent personalities to commemorate the 60 years of establishment of the Institution.
5. To design skilled development courses for the students in relation to aims and objectives of National Education policy.

6. To organize activities through placement cell.
7. To organize a webinar series for students through the Institutions Innovation Council.
8. To sign more MoUs, for collaborative research.
9. To organize a minimum of 10 Personality Enhancement Programmes.
10. To organize minimum of 08 outcome based green activities.
11. To encourage faculty members to submit proposals for minor/major projects for funding under various national/govt/non-govt. agencies.
12. To organize seminars/webinars/conferences for students and faculty members.
13. To identify rare books collection.
14. To organize Conclave 2021 a webinar series for students.
15. To encourage faculty members and students to undertake Swachh Bharat Summer Internship.