



## Yearly Status Report - 2017-2018

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>		DHEMPE COLLEGE OF ARTS AND SCIENCE
Name of the head of the Institution		Dr. Vrinda Borker
Designation		Principal
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		08322461507
Mobile no.		9822129669
Registered Email		dhempe@rediffmail.com
Alternate Email		principal@dhempecollege.edu.in
Address		Dhempe College of Arts and Science, Miramar, Panaji-Goa
City/Town		Panaji
State/UT		Goa
Pincode		403001

<b>2. Institutional Status</b>	
Affiliated / Constituent	<b>Affiliated</b>
Type of Institution	<b>Co-education</b>
Location	<b>Urban</b>
Financial Status	<b>state</b>
Name of the IQAC co-ordinator/Director	<b>Dr. Shilpa Samant</b>
Phone no/Alternate Phone no.	<b>08322461507</b>
Mobile no.	<b>9422448557</b>
Registered Email	<b>iqac@dhempecollege.edu.in</b>
Alternate Email	<b>shilpazap@yahoo.com</b>

<b>3. Website Address</b>	
Web-link of the AQAR: (Previous Academic Year)	<a href="https://www.dhempecollege.edu.in/iqac/">https://www.dhempecollege.edu.in/iqac/</a>
<b>4. Whether Academic Calendar prepared during the year</b>	<b>Yes</b>
if yes, whether it is uploaded in the institutional website: Weblink :	<a href="https://www.dhempecollege.edu.in/academic-calender/">https://www.dhempecollege.edu.in/academic-calender/</a>

<b>5. Accrediation Details</b>					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	B+	79	2003	21-Mar-2003	27-Mar-2010
2	A	3.12	2010	28-Mar-2010	27-Mar-2015
3	A	3.20	2015	14-Sep-2015	13-Sep-2020

<b>6. Date of Establishment of IQAC</b>	<b>01-Jul-2003</b>
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<b>7. Internal Quality Assurance System</b>
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Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by	Date & Duration	Number of participants/ beneficiaries

IQAC		
National Seminar titled 'Recent Developments in Science and their Impact on Religion and Society: an Interdisciplinary Approach'	14-Feb-2018 02	50
National Conference in 'Knot Theory and related Topics'.	23-Feb-2018 02	23
State Level seminar on 'Birds as indicators of healthy Environment'.	26-Feb-2018 01	75
National Conference on 'Changing Environment - Challenges, Solutions and Strategies'.	08-Mar-2018 02	120
State- Level Workshop titled 'Prevention of Child Sexual Abuse: Breaking the Silence, Promoting Healing'.	10-Mar-2018 01	86
National Conference on 'The Role and Relevance of Media Ethics in Contemporary Society'.	20-Mar-2018 02	100
Presentations of Research done during the academic year 2017-2018 by faculty members	11-Mar-2018 02	49
RTI workshop for PIOs of Colleges and Higher Secondary Schools	07-Jul-2017 02	30
Workshop on Sports Broadcasting	13-Jul-2017 01	24
Green Day Celebration	28-Jul-2017 01	250
' Across the Boundaries': A workshop on careers and Education	11-Sep-2017 01	103
Anaemia Detection Camp	19-Sep-2017 03	625
State level workshop in Bioinformatics in collaboration with IIT Kharagpur (Spring Fest event) and Make Intern.	25-Sep-2017 02	96
Workshop on ' Paper setting and Evaluation'	20-Oct-2017 01	40
Workshop on 'Flipped Learning'	06-Nov-2017 02	35

National Conference on State Politics in India: Perspective from the Western Region	21-Nov-2017 01	46
State Level Workshop for Librarians/Assistant Librarians on 'E-books and E-Library (Kopykitab)'	07-Dec-2017 01	33
International workshop of Early Career researchers- Evolving global order and International Relations Perspective from Global South in collaboration with Goa University	08-Dec-2017 02	35
Science Exhibition 'Inspire the Next' in which more than 100 exhibits by all science departments were displayed	12-Dec-2017 02	600
Entrepreneurship Development programme 'Thousand Shades of Talents' one day exhibition cum sale and 'Food Festival' to develop entrepreneurial skills, group dynamism, leadership and organizing skills and philanthropy	15-Dec-2017 01	250
Certified professional course on Cyber security and Ethical hacking in collaboration with MSME-Technology Development Centre- Mumbai	18-Jan-2018 03	37
Science Exchange Programme with Toyo University, Japan, under Sakura Science Plan, funded by Japan Science Agency	02-Feb-2018 08	10
'Dnyan Daan' an initiative by the faculty members of the institution to grant financial assistance to needy students	21-Aug-2017 365	19
Structural audit of the college building was undertaken and structural retrofitting, repairing	16-Nov-2017 365	1044

and maintenance of the campus was undertaken		
Documentation audit was initiated and special financial provision was made for international travel seminars, conference stc.	20-Aug-2017 365	1044
Participation in NIRF	01-Dec-2017 1	1044
ISO certification	25-Apr-2018 1	1044
Green audit	16-Nov-2017 1	1044
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**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Dhempe College of Arts and Science	Project	DST & E	2018 01	300000
Dhempe College of Arts and Science	CPE	UGC	2017 05	10200000
Dhempe College of Arts and Science	Seminar/Workshop	Dhempe Charities Trust (Management)	2017 01	270000
Dhempe College of Arts and Science	Maintenance grant - Salaries	Goa Government	2017 01	120304131
Dhempe College of Arts and Science	Maintenance grant - Non Salary	Goa Government	2017 01	3017000
Dhempe College of Arts and Science	Corpus Fund	Dhempe Charities Trust (Management)	2017 01	1500000
Dhempe College of Arts and Science	RUSA	Government of India	2018 01	10286000
Dhempe College of Arts and Science	International Travel grant	DST	2018 01	150000
Dhempe College of Arts and Science	Minor Research Project	UGC	2017 02	442500
Dhempe College of Arts and Science	Project	DHE	2018 01	135000

Science

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**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

6

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

**11. Whether IQAC received funding from any of the funding agency to support its activities during the year?**

No

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

Systems and procedures followed in academics and administration of the College were documented and a Committee of external experts was appointed to advise the Green Campus Committee of the College.

Online feedback system was introduced for obtaining student feedback.

Software (Spectra) was developed for purpose of recording activities and achievements of faculty members and API claims of six faculty members were scrutinized.

Appropriate infrastructural and academic planning was undertaken to launch new postgraduate programme MSc. (Analytical Chemistry) from academic year 2018

Extensive discussions were held on the revised guidelines of NAAC for AQAR, SSR, etc. Shortfalls were identified and plans were drafted to address the deficiencies.

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**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action

Achivements/Outcomes

Development of social responsibility among students through social

As part of its social responsibility the College organized 23 extension

initiatives and outreach programmes	activities involving students and faculty members.
Alumni registration and activities	151 alumni registered and 14 activities involving alumni were conducted during the academic year
Infrastructure improvement	1. Structural audit of the college building was undertaken as planned. 2. Retrofitting of the main and annexure building was undertaken as planned. 3. Painting and electrical works were undertaken as planned. 4. WiFi connectivity enhanced as planned.
Introduction of blended learning	Workshop was organized to promote flipped learning methods. As a result, 15 faculty members adopted the flipped learning techniques in teaching.
Introduction of MOODLE	Phase wise faculty training program in MOODLE was conducted. The first Phase workshop in using MOODLE was conducted for 10 teachers and it will be used by the faculty in teaching
Activities to promote environment awareness among students	53 activities were organized to promote environment awareness
Development and upgradation of the college website	An interactive, user friendly and Android compatible website has been designed. Further, SPECTRA, an ERP has been developed to record activities and achievements of teachers, and has been integrated with the College website
Skill Development among students through minimum 15 Skill Development courses	The College conducted 20 Skill Development courses and 272 students benefitted from the courses
Encourage faculty participation in Seminars, workshops and conferences and presentation of papers at national and international level	43 teachers attended 7 International, 52 National, 45 State and 22 Local Seminars/Conferences. 21 teachers presented papers at twelve International, twenty National and three State level Conferences/Seminars.
Inculcation of values, social awareness among students	1. Under the aegis of Swaccha Bharat Abhiyan, the NSS, NCC and Students
Publication of Research output	17 research articles in peer reviewed journals, 5 in books, 2 individual books and 12 articles in newspapers and magazines. Publication of College Journal to promote quality research output. Three Faculty members got Doctorate degrees.
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14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
Local Managing Committee	30-Jul-2018
<b>15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?</b>	Yes
Date of Visit	14-Sep-2015
<b>16. Whether institutional data submitted to AISHE:</b>	Yes
Year of Submission	2018
Date of Submission	27-Feb-2018
<b>17. Does the Institution have Management Information System ?</b>	Yes
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>The College has a partial Management Information System that disseminates information to the Management as well as to the regulatory authorities such as Goa University and the Directorate of Higher Education, Government of Goa. The Management Information System comprises monthly reports by Heads of Departments and conveners of various committees to the Principal. The reports essentially contain a monthly account of curricular, cocurricular and extracurricular activities organized/attended by teachers/students of the respective departments. The departmental reports are compiled and a summative monthly report is filed by the Principal to the Management. Such reports are generally forwarded to the Principal Trustees by email. The Administrator appointed by the Management is the link between the Management and the College and provides regular inputs to the Management on activities of the College, quality initiatives and accomplishments, as well as on plans and activities that have a financial implication for the Management. The Principal and the Administrator generally exercise budgetary control, especially on receipts and expenditure from grant-in-aid of the State Government, and grants received from the Management or</p>

other sources. As a college affiliated to Goa University and grantinaid institution under the Government of Goa, the College also files periodic reports to the University and the Directorate of Higher Education. Most of the reporting to these authorities is through email, while some are through the University Management System (UMS) portal of Goa University.

## Part B

### CRITERION I – CURRICULAR ASPECTS

#### 1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

The curriculum delivered and prescribed by Goa University is implemented by the college through PDCA (Plan-Do-Check-Act) mechanism. This broadly involves the following: 1) At the commencement of each semester, the time-table framework committee prepares general timetables/academic schedules which are circulated to all HODs. The academic schedule includes the schedule of internal tests and assignments. 2) The Head of the respective department prepares departmental time-table based on the general time-table. Teaching/academic work is allocated to the respective departmental staff along with other duties and responsibilities. 3) Each faculty member prepares an academic lesson plan to be approved by the HOD. Lessons are delivered as per the approved plan. The HOD, the Vice Principal and the Principal monitor the delivery of lectures and completion of the syllabus. If, on account of any exigency, a lecture cannot be held as per the notified plan, it is rescheduled with proper justification duly recorded in the documented plan, and with the approval of the head of the department concerned. 4) Each faculty member also prepares plans for delivery of the course, including usage of education technology (Moodle, Flipped Learning, online learning resources, etc.), field trips, industrial visits etc. 5) Each department also notifies schedule for enrichment courses skill Development which are designed by the departmental faculty to impart specific skills to students. 6) Records of students' attendance are maintained systematically for each course and periodically communicated to the students. 7) Students granted admissions after the commencement of the academic session (First Year BA/BSc) are provided with additional teaching/instruction to cover the backlog of the syllabus. 8) Remedial sessions are conducted informally for the benefit of students deficient in academic performance. 9) As required under the Choice Based Credit System components related to gender, environment, sustainability etc., are integrated in the teaching-learning process, as well as in NSS, NCC and other co-curricular programmes (PEP Report). 10) Student feedback is obtained on teaching and PEP curriculum delivery. The Principal reviews the performance of teachers with a score of less than 3 (on 4-point scale), discusses individually with the teacher concerned and suggests remedies for improvement. With this approach, improvement in teachers' score has been observed.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
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Certificate course in practical approach in GST	06/01/2018	30	Employability in department of Accounts and commercial taxes. Scope for entrepreneurship	Ability to calculate input/output credit regarding GST. To educate people on benefits of GST.
Mathematical application in Economics	12/01/2018	30	Employability in banks, department of Accounts, statistics, planning corporate sector	Ability to tackle numerical problems in comparative exams

## 1.2 – Academic Flexibility

### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BA	Economics, English, History, Konkani, Marathi, Hindi, Philosophy, Political Science, Psychology	16/06/2017
BSc	Chemistry, Mathematics, Computer Science, Physics, Botany, Zoology, Geology, Biotechnology	16/06/2017
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### 1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BA	Economics, English, History, Konkani, Marathi, Hindi, Philosophy, Political Science, Psychology	16/06/2017
BSc	Chemistry, Mathematics, Computer Science, Physics, Botany, Zoology, Geology, Biotechnology	16/06/2017

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

	Certificate	Diploma Course
Number of Students	8	0

## 1.3 – Curriculum Enrichment

### 1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Blender	25/09/2017	16
Hadoop	04/12/2017	12
C	12/08/2017	26
PHP MySQL	01/08/2017	16
CPP	01/07/2017	12
Dreamweaver	01/08/2017	11
Freshwater fish culture In collaboration with Fisheries Department Govt. of Goa	10/08/2017	16
Value added seafood products In collaboration with Fisheries Department Govt. of Goa	30/01/2018	19
Advance Immunology ( Enrichment Programme )	06/02/2018	47
Written English	11/09/2017	9
Bridge Course in Language Learning and Enhancement	05/09/2017	10
Cracking the TOEFL and IELTS tests	07/02/2018	8
Certificate course on Microbial Techniques	02/05/2018	16
Remote Sensing and GIS	20/11/2017	13
Analytical Tools	07/05/2018	15
Determination of Physicochemical and Microbiological parameters in drinking water.	02/01/2017	15
Mathematical Typesetting LATEX	06/01/2018	8
Introduction to Archaeology	18/07/2017	9
Typing in Devanagari 'Mangal' font (Unicode)	05/07/2017	18
Journalistic Skills in Marathi	15/01/2018	12
Practical approach to GST	06/01/2018	4
Mathematical application to economics	12/01/2018	4
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### 1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field
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		Projects / Internships
BA	Department of Economics - 04projects	8
BSc	Department of Zoology - 05	15
BA	Department of English --- 02 Projects	8
BSc	Department of Botany ---- 02 Projects	7
BSc	Department of Geology ---- 03 Projects	14
BSc	Department of Chemistry ----12 Projects	59
BA	Department of History ---- 07 Projects	10
BA	Department of Konkani --- 04 Projects	12
BA	Department of Hindi ----- 03 Projects	13
BA	Department of Marathi ----- 02 Projects	7
BA	Department of Political Science ----- 08 Projects	21
BA	Department of Psychology ----- 04 Projects	16
BSc	Department of Zoology - Techniques in Pathology at Goa Medical College, Bambolim	3
BSc	Department of Biotechnology - JoBhiHo Servider Solutions Private Limited, Santa Cruz, Panaji, Goa (One Month) Nature of work done: Business background and customer relations	1
BSc	Department of Biotechnology - Shriprasad Diagnostic Laboratory, Ponda, Goa (15 days) Nature of work done: Analysis of blood, urine, semen and sputum, tests like HbA1C, kidney function test, liver function test, T3 and T4 tests, Coolm's tests.	1
BSc	Department of Biotechnology - Dr. Raghuwanshi's Diagnostics	3

	Centre, Panaji, Goa (20 days) Nature of work done: Operation of semi-automated instrument that carries out various blood tests and urine and stool analysis, ECG and TMT	
BSc	Department of Biotechnology - Micron Metropolis Pathology laboratory, Panaji, Goa (One Month) Nature of work done: Urine analysis, semen analysis, Peripheral smear, ESR and blood grouping.	1
BSc	Department of Biotechnology - Dr. Cardoso's Clinic Sai Diagnostic Laboratory, Merces, Goa (15 days) Nature of work done: Observation of clinical chemistry analyzer. Training in withdrawing blood from patients.	1
BSc	Department of Biotechnology - Department of Microbiology, Goa Medical College, Bambolim, Goa (15 days) Nature of work done: Microbiology tests like test for HIV, CD4 count, Widal test, noting the data of patients and preparation of medical reports	2
BSc	Department of Biotechnology - Mhadei Wildlife sanctuary, Valpoi, (Wild-life and Eco-tourism, North Division), Goa (07 days) Nature of work done: Wildlife census of tigers, direct sighting of big cats and other wildlife	1
BSc	Department of Biotechnology - Campal Health Services, Panaji, Goa (15 days) Nature of work done: Procedures for tests for malaria, blood grouping, pregnancy, etc.	1

BSc	Department of Biotechnology - Worldwide Veterinary Service India Hicks International Training Center, Assagao, Goa (07 days) Nature of work done: Training in wound treatment methods, giving vaccinations and intravenous injections to animal patients	1
BSc	Department of Biotechnology - Central Diagnostic Laboratory & Research Centre, Porvorim, Goa. (10 days each student) Nature of work done: Observation of the instruments like clinical chemistry analyzer, automated hematology analyzer	2
BSc	Department of Biotechnology - Indoco Remedies Limited, Verna, Goa (One Month) Nature of work done: Testing different samples for making eye drops and ear drops. Microbiology media preparations, Use of Colony counter.	1
BSc	Department of Biotechnology - Manda's Medi+Care Clinical Laboratory, Mapusa, Goa (14 days) Nature of work done: Semi-automatic and a fully automatic electron spectrophotometer.	1
BSc	Department of Biotechnology - Kaushalya Medical Foundation Trust Hospital, Thane, Maharashtra (One Month) Nature of work done: Widal tests and other kit experiments, Staining techniques for various microorganisms, Kidney function test etc	1
BSc	Department of Biotechnology - Department of Biotechnology, Goa	1

	University, Taleigaon Plateau, Goa (Two weeks) Nature of work done: Solution preparations, buffer preparations, media preparations, microbiology techniques etc	
BSc	Department of Biotechnology - SIDAD'S Pathology Laboratory, Vasco, Goa - (One Month) Nature of work done: Instruments like Fully Automatic Analyser, Semi-Automatic Analyser. Performed tests like HIV Test, Creatinine Test etc	1
BSc	Department of Chemistry- Characterisation of Microplastics at National Institute of Oceanography	10
BA	Department of English -National Association for the Blind	15
BA	Department of Psychology -WANGDA - Together in konkani ( For SYBA students at Disha School for Special children Panaji - Goa.)	12
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#### 1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	Yes
Parents	No

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?  
(maximum 500 words)

Feedback Obtained
Online feedback on curriculum is obtained from students at the end of each semester, on each course, with effect from December 2018. The feedback broadly covers curriculum delivery, lecturing methodology, teacher attributes, availability of resources, etc. The College considers the student feedback as an important document in the process of continuous quality enhancement. The feedback related to the relevance of the syllabus and course is communicated to the Goa University, informally through participation of our teachers in academic bodies such as Board of Studies, Academic Council, and Subcommittees etc for incorporating changes/corrections as and when required for the purpose

of syllabus up gradation. The data pertaining to the online student feedback on a course is collated in excel sheet and provides aggregate score of each teacher on a scale of 4. Each teacher is provided with a copy of the aggregate score against each parameter of evaluation, and is expected to analyze the feedback. While each teacher is expected to strive for continuous improvement in student ratings, teachers with summative score of <3 on a scale of 4 are required to analyze the results and discuss with the Principal strategies to address deficiencies and achieve higher ratings in the next semester. The Principal suitably guides the teacher and monitors the steps taken by the teacher to address the deficiencies. General improvement in student rating of teachers has been observed. Teachers who need improvement are advised to download videos and observe how a topic is dealt with by experts and the teaching methodology adopted. As part of the efforts to improve the teacher attributes in general, the College has initiated plans for deputation of teachers for training at institutions of eminence. Blending of Information and Communication Technology (ICT) with conventional methods is encouraged. Further, the College has adopted flipped mode of learning as a strategy for better studentteacher interaction. The College also takes into account the feedback of Students , Alumni / Employers /Teachers B.sc Teachers BA on curriculum and facilities/infrastructure etc. while planning infrastructure up gradation.

## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BSc	Botany, Geology, Computer Science, Physics, Biotechnology, Chemistry, Mathematics, Zoology	190	328	175
BA	English, Marathi, Hindi, Konkani, History, Economics, Psychology, Philosophy, Political Science	180	202	187
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### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses

2017	910	0	63	0	0
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## 2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
91	46	148	15	0	5
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2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Yes, the College has a well-established student mentoring programme which is designed to ensure that students realize their academic potential through academic mentoring by teachers, and, where required, through counseling to overcome personal problems that may otherwise impede the student's academic achievements. Objective: To provide each student with a teacher mentor who provides support in academic and other aspects of college life and helps students to set goals and develop action plans to achieve these goals. At the beginning of the academic year, the Mentoring Committee notifies the list of faculty mentors and the corresponding mentee students assigned to each mentor. The ratio of mentor: mentee is 1:10 for science and 1: 20 in the Arts section. Every student of the college is assigned a mentor, preferably a teacher currently teaching the mentee. This is done since feedback from the participants indicated that it is easier to build rapport and to meet the mentees if they were in their class. Two mentor's meetings are conducted every year, one each semester. During the first meeting, the convenor of the programme briefs new staff members regarding the mentoring process and all mentors are given their list of mentees, mentoring reports and personal action plans to be filled in as records, and for follow up. The second meeting is mainly for feedback suggestions and difficulties regarding the programme. • Each faculty mentor is provided with guidelines governing the mentorship programme. • Each faculty mentor is required to hold at least one meeting with the mentees per month. • Typically, one meeting is held upon notification of the list, and a review meeting is held at the end of the semester. During the interim period, the mentor may hold as many meetings with a mentee as may be required on case to case basis. • Each mentor is required to compile a report on each mentee regarding attendance, academic performance and a personal action plan. • Each faculty mentor is required to maintain the personal and academic record of every student mentee and a record of observations, advice and followup action. • Where required, the mentee student is referred to the counsellor. • The Convenor of the mentorship programme is faculty incharge of the programme, under the general supervision of the Principal. A report of the mentorship programme during 201718 (see here). The student mentorship programme bridges the gap between teachers and students, and creates a congenial learning environment where students can look up to their mentor teachers for both personal and academic guidance, advice and support for improvement in academic performance, motivation to pursue higher studies, etc.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
910	63	1:14

## 2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
7	7	0	7	3

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from	Designation	Name of the award, fellowship, received from

	state level, national level, international level		Government or recognized bodies
2017	Mrs. Majiri Barve, State Level	Vice Principal	Felicitated by InnerWheel Club of Panjim on the occasion of Teachers Day
2017	Dr Vrinda Borker, National Level	Principal	Best Educationist Award by International Institute of Education and Management, New Delhi, during National Seminar on Education and Industry Linkage
2017	Dr Vrinda Borker, National Level	Principal	National Mahila Rattan Gold Medal Award by Indian Solidarity Council, New Delhi,
2017	Dr. Ketan Govekar, National Level	Associate Professor	Third prize for National Competition on 'Annual case study' organized by IIPA, New Delhi
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## 2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester- end/ year- end examination
BSc	B.Sc	I(17/18)	03/11/2017	26/11/2018
BSc	B.Sc	III(17/18)	06/11/2017	18/12/2017
BA	B.A.	I(17/18)	03/11/2017	26/11/2018
BA	B.A.	III(17/18)	06/11/2017	18/12/2017
BSc	B.Sc	II(17/18)	27/04/2018	06/09/2018
BSc	B.Sc	IV(17/18)	30/04/2017	17/05/2018
BA	B.A.	II(17/18)	27/04/2018	06/09/2018
BA	B.A.	IV(17/18)	30/04/2018	17/05/2018
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As a College affiliated to Goa University, the College is bound by the Statutes and Ordinances laid down by the University from time to time. The College complies with the guidelines prescribed by the Ordinances related to periodical

assessments and semesterend examinations. At the institutional level, the College has initiated the following reforms with regard to continuous internal evaluation (CIE): Assignments are conducted on varied topics beyond the framework of the syllabus and focuses on indepth understanding of a topic. This helps in encouraging students to refer to eresources and book and compile the matter in the form of an assignment. Shortanswer testswithvariouslevelsofdifficulyareconductedtoassessthelearninglevelsofastudent. This also helps in identifying slow learners from the advanced learners. Students' skills are continually assessed in innovative ways as a part of the internal evaluation process on classbased performance in group and individual activities such as debates, discussions, paperpresentations and roleplay.

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

The College follows the academic calendar prescribed by Goa University. Typically, the academic calendar prescribes the dates of commencement of classes for odd and even semesters, dates of commencement of Semester End Examinations for odd and even semesters, the dates for winter and summer breaks. On the basis of the academic calendar prescribed by the University, the college prepares its schedule for continuous internal evaluation (CIE)which includes IntraSemester Assessment (ISA), practical sessions, etc. The first and second ISA is usually completed by the end of September for the Odd semester and by the end of March for the even semester. The Semesterend Examination (SEE) is conducted as per the schedule notified by the University.

## 2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<https://www.dhempecollege.edu.in/outcomes/>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
B.Sc	BSc	Botany, Geology, Computer Science, Physics, Bio technology, Chemistry, Mathematics, Zoology	123	101	82
B.A	BA	English, Marathi, Hindi, Konkani, History, Economics, Psychology, Philosophy, Political Science	104	92	88

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## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/student-satisfactory-survey-17-18.pdf>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Minor Projects	730	UGC	285000	195000
Minor Projects	730	UGC	275000	247500
Any Other (Specify)	1095	Department of Science and Technology	500000	300000
Any Other (Specify)	365	Department of Science and Technology	150000	150000
Any Other (Specify)	730	Department of Higher Education	270000	135000
No file uploaded.				

### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Operational Training for AAS, FTIR and UVVIS Spectrophotometer in collaboration with Toshvin Pvt. Ltd.	Department of Chemistry	21/07/2017

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
01	Entrepreneurship Development Cell	In collaboration with Centre for Incubation Business Acceleration(CIBA), Goa	Mirrorpixel	Photography	25/12/2017

01	Entrepreneurship Development Cell	In collaboration with Centre for Incubation business Acceleration(CIBA), Goa	Lets Get Crafting	Handicraft	11/07/2017
01	Entrepreneurship Development Cell	In Collaboration with Centre for Incubation Business Acceleration(CIBA), Goa	Trendyartz.ig	Imitation Jewelry	12/11/2017
No file uploaded.					

### 3.3 – Research Publications and Awards

#### 3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

#### 3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
0	0

#### 3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Chemistry	1	0
National	Zoology	1	0
International	Geology	1	0
International	Zoology	1	0
International	Chemistry	2	0
International	Hindi	2	0
No file uploaded.			

#### 3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Department of Economics	1
Department of Indian Languages(Marathi)	2
Department of English	2
No file uploaded.	

#### 3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
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Structure refinement of Zn and Prdoped Y BaCuoxides	Naik, M.S., Sarode, P.R., Priolkar, K.R., Prabhu, R.B.	AIP Conference Proceedings	2018	0	Dhempe College of Arts and Science	0
Understanding nature of empathy through the lens of service encounter: A phenomenological study on FLEs	Sony, M., Mekoth, N., Therisa, K.K.	International Journal of Productivity and Quality Management	2018	0	Dhempe College of Arts and Science	0
<a href="#">View File</a>						

### 3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Structure refinement of Zn and Prdoped Y BaCuoxides	Naik, M.S., Sarode, P.R., Priolkar, K.R., Prabhu, R.B.	AIP Conference Proceedings	2018	1	0	Dhempe College of Arts and Science
Understanding nature of empathy through the lens of service encounter: A phenomenological study on FLEs	Sony, M., Mekoth, N., Therisa, K.K.	International Journal of Productivity and Quality Management	2018	1	0	Dhempe College of Arts and Science
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### 3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	7	52	45	22
Presented papers	12	20	3	0
Resource	0	2	0	0

persons

[View File](#)**3.4 – Extension Activities**

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Carbon footprint calculation	Department of Economics	1	10
Societal Awareness Programme	Department of Philosophy	2	33
International Suicide Prevention Day: Street Play	Department of Philosophy	1	25
Release of short film on Suicide Prevention	Department of Philosophy with Alumni Association	4	30
Interreligious Meet: Skit presentation at Rachol Seminary	Department of Philosophy with Rachol Seminary	3	22
WANGDA programme: Visit to Disha School	Dept. of Psychology with Disha School for Special Children	2	50
WANGDA programme: Exhibition cum Sale of products made by students of Disha School	Department of Psychology with Disha School for Special Children	1	10
Jagruti: Mental Health Awareness Programme	Department of Psychology with Sangath, Goa	10	20
Voters' Awareness Rally	NSS unit with North Goa Collectorate	4	250
Extension Activity for the blind	Department of English with National Association for Blind	1	20
Extension Activity on 'Financial literacy'	Department of Economics	1	3
Street play : Ill effects of plastic	Department of Philosophy	1	25
Visit to Shanti AvedhanaSadan	Department of Philosophy with Shanti AvedhanaSadan for	1	20

	Cancer patients		
Jagruti: Mental Health Awareness Programme	Department of Psychology with Sangath, Goa, for NOMOZO and Our Lady of Merces HSS	3	20
Wangda programme: Internship	Department of Psychology with Disha School for Special Children	1	12
A Talk On Prevention Of Child Sexual Abuse	Department of Psychology with organization that aims for preventions of child abuse for Dr. K.B. Hedgewar High School Bambolim Goa	2	240
Visit To Old age Home	NCC Unit with Old Age Home and Asylum, Chimbhel, Goa	1	20
Visit To Orphanage	NCC Unit with Orphanage under Provedoria	1	20
Preparation and Distribution of Cloth Bags	NSS Unit	4	280
Street play: ill effects of tobacco consumption and drug abuse	NSS Unit	4	108
A workshop on craftmaking	NSS Unit	4	108
Blood Donation Camp	NSS Unit with HDFC Bank	4	50
Talk on Road Safety	NSS Unit	4	150
No file uploaded.			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
00	00	00	0
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities

SwaachBharat	NSS Special Camp	Cleanliness of Juvem fort and surrounding area, Khandola bus stand and Khandola market area	5	108
SwaachBharat	NSS Unit	Swachhta drive: Cleanliness of Childrens Park at Miramar and surrounding areas	4	200
SwaachBharat	NSS Unit	Extended cleanliness services: Cleaning Miramar Busstop	4	195
SwaachBharat	NSS Unit	Cleaning Miramar Bus stop and Awareness	4	200
SwaachBharat	NSS Unit	Cleaning the Miramar Circle and awareness	4	100
SwaachBharat	NSS Unit	Cleaning the area surrounding the college	4	135
SwaachBharat	NSS Unit	Cleaning the Miramar beach	4	210
SwaachBharat	NSS Unit	Streetplay by NSS volunteers on "Swaach Bharat, Sundar Bharat" on Gandhi Jayanti	4	210
SwaachBharat	NCC Unit	'Swachchata Awareness rally'	1	34
SwaachBharat	NCC Unit	Cleanliness Drive and Planting Sapling	4	130
NALSA (Legal Services to Senior Citizens) Scheme	NSS Unit and North Goa District Legal Services Authority	Awareness Programme on account of Senior Citizen Week	4	106
AIDS Awareness	NSS Unit	Rally on AIDS Day	4	150

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### 3.5 – Collaborations

#### 3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Exchange program with Toyo University, Japan under Sakura Science Plan	10	Japan Science and Technology Agency, Japan	08
Summer training at Sup Biotech, Paris	01	Selffinanced, at subsidized fee	21
Online short term course with Dr. Srinivas Kaveri, INSERM Paris France	46	Department funds and students fees	84
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#### 3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
MoU, Academic	Online short term course	INSERMParis, France	06/02/2018	05/05/2018	46
Internship / Training	Summer Training	JoBhiHo Servider Solutions Private Limited, Santa Cruz, Panaji, Goa (One Month)	28/04/2018	05/06/2018	01
Internship / Training	Summer Training	Shriprasad Diagnostic Laboratory, Ponda, Goa	28/05/2018	11/06/2018	01
Internship / Training	Summer Training	Dr.Raghuwanshi's Diagnostics Centre, Panaji, Goa (20 days each)	09/05/2018	29/05/2018	03
Internship / Training	Summer Training	Micron Metropolis Pathology laboratory, Panaji, Goa (One Month)	11/05/2018	10/06/2018	01

Internship / Training	Summer Training	Dr. Cardoso's Clinic Sai Diagnostic Laboratory, Merces, Goa (15 days)	16/05/2018	31/05/2018	01
Internship / Training	Summer Training	Mhadei Wildlife sanctuary, Valpoi, (Wildlife and Eco tourism, North Division), Goa (07 days)	30/04/2018	06/05/2018	01
Internship / Training	Summer Training	Department of Microbiology, Goa Medical College, Bambolim, Goa (15 days each student)	10/05/2018	24/05/2018	02
Internship / Training	Summer Training	Campal Health Services, Panaji, Goa (15 days)	10/05/2018	24/05/2018	01
Internship / Training	Summer Training	Worldwide Veterinary Service India Hicks International Training Center, Assagao, Goa(07 days)	28/05/2018	08/06/2018	01
Internship / Training	Summer Training	Central Diagnostic Laboratory Research Centre, Porvorim, Goa. (10 days each student)	14/05/2018	24/05/2018	02
Internship / Training	Summer Training	Indoco Remedies Limited, Verna, Goa (One Month)	14/05/2018	13/06/2018	01

Internship / Training	Summer Training	Kaushalya Medical Foundation Trust Hospital, Thane, Maharashtra (One Month)	10/05/2018	10/06/2018	01
Internship / Training	Summer Training	SIDADS Pathology Laboratory, Vasco, Goa - (OneMonth)	07/05/2018	06/06/2018	01
Internship / Training	Summer Training	Manda's MediCare Clinical Laboratory, Mapusa, Goa (14 days)	14/05/2018	28/05/2018	01
Internship	WANGDA(Together)	Disha school for special children	01/08/2017	02/04/2018	12
Interaction	WANGDA(Together)	Disha school for special children	21/07/2017	21/07/2017	26
MOU	Project work for TYBSc	NIO(National Institute of Oceanography)	01/08/2017	30/12/2017	15
Affiliated to Goa University	Project work for TYBSc	Goa University Department of Chemistry	01/08/2017	30/12/2017	15
Internship	Goa Medical College	Department of Pathology, Goa Medical College, Goa	21/05/2018	20/06/2018	03

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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Sangath, NGO involved in mental health research and counseling with resource persons of international repute	29/09/2017	Purpose: 1) To conduct outreach programmes for the benefit of the Community 2) To spread awareness about mental health.	25

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**CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES****4.1 – Physical Facilities**

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
9014000	8394150

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Class rooms	Newly Added
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Seminar halls with ICT facilities	Existing
Video Centre	Existing
Others	Existing
No file uploaded.	

**4.2 – Library as a Learning Resource**

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Software developed inhouse	Partially	1	2009

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	435	0	249	157054	684	157054
Reference Books	32936	2057936	38	11048	32974	2068984
e-Books	0	0	17	29975	17	29975
Journals	0	0	34	81116	34	81116
Digital Database	0	0	1	6450	1	6450
CD & Video	108	0	0	0	108	0
Others (specify)	0	0	28	55630	28	55630
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives &amp; institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			

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#### 4.3 – IT Infrastructure

##### 4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	122	39	122	6	13	11	53	12	0
Added	2	0	2	0	0	0	2	0	0
Total	124	39	124	6	13	11	55	12	0

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

21.5 MBPS/ GBPS

##### 4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
00	<a href="#">00</a>

#### 4.4 – Maintenance of Campus Infrastructure

##### 4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
7565000	6876424	1246000	1325176

##### 4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Institution has prescribed Procedures and policies for maintaining and utilizing physical, academic and support facilities laboratory, library, sports complex, computers, classrooms etc which is strictly followed by all the stakeholders. Student fraternity is made aware of it in the beginning of the academic year during the orientation process. They are also guided by the faculty members whenever needed. Various departments conduct library orientation at the starting of the year to acquaint students to the library facility and other facilities provided to them by the institution.

<https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/Guidelines-for-Maintenance-and-Usage-of-Infrastructure.pdf>

#### CRITERION V – STUDENT SUPPORT AND PROGRESSION

##### 5.1 – Student Support

##### 5.1.1 – Scholarships and Financial Support

Name/Title of the scheme	Number of students	Amount in Rupees
No Data Entered/Not Applicable !!!		
<a href="#">View File</a>		

##### 5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Language Laboratory	15/06/2017	60	Department of English, English language and literature learners and ICCR scholars
Internships at: a) Disha Special School b) National Association for the Blind	15/06/2017	27	a) Department of Psychology staff and students and Disha School/ b) Department of English staff and students and National Association for the Blind
20 Skill Development Courses of 30 hour duration each	15/06/2017	272	College departments and invited resource persons from industries, firms, distinguished alumni
Yoga	21/06/2017	50	National Service Scheme Unit and Department of Physical Education
Remedial Coaching	15/06/2017	30	Department of English staff, Department of History staff, ICCR scholars and History students
Social Etiquettes and Communication	04/09/2017	40	Department of Zoology
Mentorship Programme	15/06/2017	910	College Mentorship Committee and teaching staff as mentors
Soft Skills Development a) Soft Skills Development b) Basic operation of GChemPaint software	15/06/2017	66	a) Department of Biotechnology and Department of Science and Technology, Government of Goa Department of Chemistry and IIT Mumbai
Vocational Training	11/08/2017	16	Department of Zoology staff and students, Directorate of Fisheries, Govt. of

			Goa and Ela Farm
Bridge Courses English Language Learning and Enhancement	05/09/2017	10	Department of English staff and ICCR Scholars
Bridge Courses Chemistry Summer Course on Micro plastics	01/05/2017	15	Department of Chemistry staff and students and National Institute of Oceanography
Departmental Clubs	15/06/2017	910	College teaching staff, students and invited resource persons
Personal Counselling	15/06/2017	63	College Counselling Cell, Counselor, Mentors
175 Personality Enhancement Programmes	15/06/2017	910	College teachers, students and invited resource persons from industries, firms, distinguished alumni
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	"Building Bridges: Insights into the Job Market" (Journalism, Mass Media and Literature)	0	60	0	0
2017	Mentoring Programme for NET/SET organized by Directorate of Higher Education, Govt. of Goa, with - contributory faculty from college	14	0	2	0

2017	Paper Solving by Operon Club (Dept. of Biotechnology)	26	26	7	0
2017	Career Counselling by Genesis and Dept. of Zoology	0	102	0	0
2017	Workshop on Career Guidance by T.I.M.E. for final year students	0	40	0	0
2017	30 hour Value-added Course "Cracking the TOEFL and IELTS tests"	7	0	0	0
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
8	8	7

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Pluskar Industries Services Pvt. Ltd.	12	0	NA	0	0
No file uploaded.					

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

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	1	B.A. Psychology	Department of Psychology	Goa University	M.A. Psychology
2018	1	B.A. Psychology	Department of	St. Xavier's College,	M.A. Sociology

			Psychology	Mapusa-Goa	
2018	5	B.A. Psychology	Department of Psychology	Carmel College, Nuvem- Goa	M.A. Psychology
2018	1	B.A. Psychology	Department of Psychology	IGNOU	M.A.Sociology
2018	1	B.A. Psychology	Department of Psychology	IGNOU	M.A. Travel and Tourism
2018	1	B.A. Psychology	Department of Psychology	Punjab University	M.A. Psychology
2018	1	B.A. Psychology	Department of Psychology	Bangalore University	MSc Psychology
2018	1	B.A. Economics	Department of Economics	Goa University	M.A. Economics
2018	1	B.A. Economics	Department of Economics	Goa University	MBA
2018	1	B.A. Economics	Department of Economics	Govt College of Arts, Science and Commerce, Sa nquelim-Goa	M.A. Economics
2018	1	B.A. English	Department of English	Asian College of Teachers, New Delhi	International teaching Diploma in Nursery, Pre- primary and Montessori TEFL/ TESOL
2018	3	B.A. English	Department of English	Goa University	M.A. English
2018	1	B.A. English	Department of English	V M Salgaokar College of Law	L.L.B.
2018	1	B.A. English	Department of English	Don Bosco College	B.P.Ed
2018	1	B.A. English	Department of English	Abhinav College, Pune	B. Ed
2018	1	B.A. English	Department of English	Trade Wings	Aviation Course
2018	3	B.A. History	Department of History	Goa University	M.A. History
2018	1	B.A. History	Department of History	Sanjay School of Special	Special B.Ed.

				Education, Porvorim-Goa	
2018	2	B.A. Political Science	Department of Political Science	Goa University	M.A. Political Science
2018	2	B.A. Political Science	Department of Political Science	Salgaocar College of Law, Panaji- Goa	L.L.B
2018	1	B.A. Political Science	Department of Political Science	Sanjay School of Special Education, Porvorim	Diploma in Special Education
2018	1	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	Goa University	M.A. Konkani
2018	2	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	Goa University	M.A. Hindi
2018	2	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	Goa University	M.A. Marathi
2018	1	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	Nirmala Institute of Educaion	D.el.Ed.
2018	1	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	S P Chowgule College, Goa	Aviation Course
2018	1	BA Indian Languages (Hindi / Konkani / Marathi	Department of Indian Languages (Hindi / Konkani / Marathi)	Salgaocar College of Law, Panaji- Goa	L.L.B
2018	2	B.Sc. Biotec hnology	Department of Biotechno logy	University of Bern	M.Sc. Molecular Life Sciences

2018	1	B.Sc. Biotechnology	Department of Biotechnology	University of Copenhagen	M.Sc. in Biology- Biotechnology
2018	5	B.Sc. Biotechnology	Department of Biotechnology	Goa University	M.Sc. Biotechnology (general)
2018	1	B.Sc. Biotechnology	Department of Biotechnology	Goa University	M.Sc. Biochemistry
2018	2	B.Sc. Biotechnology	Department of Biotechnology	Manipal University (School of Life Sciences)(	M.Sc. Bioinformatics
2018	2	B.Sc. Biotechnology	Department of Biotechnology	Symbiosis School of Biological Sciences	M.Sc. Biotechnology
2018	1	B.Sc. Biotechnology	Department of Biotechnology	KLE Deemed University	M.Sc. Nutrition and Dietetics
2018	2	B.Sc. Biotechnology	Department of Biotechnology	Garden City University	M.Sc. Biotechnology
2018	1	B.Sc. Biotechnology	Department of Biotechnology	Vellore Institute of Technology	M.Sc. Biotechnology
2018	1	B.Sc. Biotechnology	Department of Biotechnology	Vellore Institute of Technology	M.Sc. in Applied Microbiology
2018	1	B.Sc. Biotechnology	Department of Biotechnology	D Y Patil School of Biotechnology and Bioinformatics	M.Sc. Food Science and Technology
2018	1	B.Sc. Biotechnology	Department of Biotechnology	University of Glasgow	M.Sc. Human Nutrition
2018	1	B.Sc. Biotechnology	Department of Biotechnology	Carmel College, Goa	M.Sc. Food Technology
2018	1	B.Sc. Physics	Department of Physics	Sheffield University, UK	M.S. Physics
2018	1	B.Sc. Physics	Department of Physics	Govt College of Arts, Science and Commerce, Saquelim-Goa	M.Sc. Maths
2018	1	B.Sc. Physics	Department of Physics	Kuvempu University,	M.Sc. Physics

				Shimoga, Karnataka	
2018	1	B.Sc. Physics	Department of Physics	Goa University	M.Sc. Physics
2018	2	B.Sc. Botany	Department of Botany	Goa University	M.Sc. Botany
2018	1	B.Sc. Botany	Department of Botany	Don Bosco College, Panaji-Goa	B.P.Ed.
2018	7	B.Sc. Zoology	Department of Zoology	Goa University	M.Sc. Zoology
2018	2	B.Sc. Zoology	Department of Zoology	Goa University	Post- Graduate Diploma in Clinical Genetics
2018	2	B.Sc. Zoology	Department of Zoology	MICE	Post- Graduate Diploma in Computer Applications
2018	1	B.Sc. Zoology	Department of Zoology	Manipur University	M.Sc. Zoology
2018	10	B.Sc. Geology	Department of Geology	Goa University	M.Sc. Geology
2018	1	B.Sc. Geology	Department of Geology	Goa University	B.P.ed
2018	1	B.Sc. Geology	Department of Geology	One School Goa, Goa	Photography and Film Making 3 Year Integrated programme
2018	1	B.Sc. Mathematics	B.Sc. Mathematics	Goa University	M.Sc. Maths
2018	1	B.Sc. Mathematics	B.Sc. Mathematics	Oxford University, Bangalore	M.Sc. Maths
2018	3	B.Sc. Mathematics	B.Sc. Mathematics	Govt College of Arts, Science and Commerce, Sa nquelim-Goa	M.Sc. Maths
2018	1	B.Sc. Mathematics	B.Sc. Mathematics	Govt College of Arts, Science and Commerce, Quepem-Goa	M.Sc. Maths
2018	8	B.Sc. Chemistry	Department of Chemistry	Goa University	M.Sc. Chemistry
2018	2	B.Sc.	Department	St. Xavier's	M.Sc.

		Chemistry	of Chemistry	College, Mapusa-Goa	Chemistry
2018	8	B.Sc. Chemistry	Department of Chemistry	Dhempe College of Arts & Science, Miramar-Goa	M.Sc. Analytical Chemistry
2018	2	B.Sc. Chemistry	Department of Chemistry	Parvaibai Chowgule College of Arts, Science and Commerce, Goa	M.Sc. Chemistry
2018	2	B.Sc. Chemistry	Department of Chemistry	Dnyan Prasarak Mandal's College and Research Centre, Goa	M.Sc. Chemistry
2018	1	B.Sc. Chemistry	Department of Chemistry	MICE	Course in computer
2018	1	B.Sc. Computer Science	Department of Computer Science	University of East London	M.Sc. Computer Science
2018	3	B.Sc. Computer Science	Department of Computer Science	Goa University	M.C.A.
2018	1	B.Sc. Computer Science	Department of Computer Science	Pune University	M.Sc. Computer Science
2018	2	B.A. Philosophy	Department of Philosophy	Goa University	M.A. Philosophy
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	1
SET	1
GRE	1
TOFEL	4
Any Other	2
No file uploaded.	

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

Activity	Level	Number of Participants
Heritage walk at MiramarDona Paula	FYBA	110

Street play on "Paryavaran vachva" and "Desh vachva"	FYBA, SYBA, FYBSc	13
Street play on "Nital Bharat, Sobit Bharat"	FYBA, SYBA, FYBSc	10
Street play on "Vyasamukta Bharat, Sudrudh Bharat" on Goa Liberation Day	FYBA, SYBA, FYBSc	10
Street Play on "Drugs ek Bhasmasur"	FYBA, SYBA, FYBSc	10
Poetry competition on Marathi Day	FY, SY, TYBA and BSc	100
Screening of movie "Dhoom dhadaka"	FYBA	16
Quiz on "Green Environment" with the theme "Emerald Q"	FY, SY, TYBA and BSc	98
Screening of movie "Aleesha Part I and Part II" and "O Maria"	FYBA, FYBSc	41
Poster competition on "Paryavaran"	FYBA, FYBSc, SYBA, TYBA	18
Skit on "SaimVachayat"	FYBA, SYBA	15
Screening of movie "Antarnad"	FYBA, FYBSc	43
Screening of movie "Jamle re Jamle"	FYBA, FYBSc	41
Poetry presentation "Manpakhham"	FYBA, FYBSc	41
Screening of movie "Sawariya dot com"	FYBSc	9
Screening of movie "The Help"	FYBA	16
Screening of movie "Oliver Twist"	SYBA	120
Screening of movie "English Vinglish"	FYBA	120
Screening of movie "Jane Eyre"	SYBA	120
Rangoli competition on Environmental Pollution	TYBSc	21
Carpe Diem	FY, SY and TYBA	150
Poetrywriting competition on "My relationship with nature"	SYBA	16
Play on "These are my children" by Damodar	FY and TYBA	10

Mauzo		
Musical performance on naturebased Konkani songs at Green Day Celebration	TYBA	6
Performance poetry titled "Voice it out"	SYBA	20
Spelling Bee contest	FYBA	60
Elocution competition on "Who is responsible for environmental protection"	FY, SY, TYBA and BSc	15
Screening of movie "PaltadchoMunis"	FYBA, FYBSc	41
Screening of play "O Bai"	FYBA, FYBSc	43
Screening of play "PremJagor"	FYBA, FYBSc	43
Screening of short plays "Bhognaar" and "Bhangadyo"	FYBA	10
Screening of Konkani tiatr "Ugdaas" and "Utar"	SYBA	10
Quiz on Environment	FY, SY, TYBA and BSc	30
Wealth out of waste exhibition	FY, SY, TYBA	25
Skit on "Awareness of saving our environment"	FY, SY, TYBA	20
Fashion show "Elements of nature and Gods and Goddesses"	FYBA,SYBA	20
Screening of movies "Gifted" and "My Sister's Keeper"	TYBA	15
The Annual Food Festival	FY, SY, TYBA and BSc	250
Exhibition cum sale "Thousand shade of TalentChapter Two"	FY, SY, TYBA and BSc	50
Fun week	FY, SY, TYBA and BSc	700
Dahi Handi	FY, SY, TYBA and BSc	250
Dance Competition	FY, SY, TYBA and BSc	80
National Sports Day	FY, SY, TYBA and BSc	132
Ebullience	FY, SY, TYBA and BSc	375
Badminton Tournament	FY, SY, TYBA and BSc	27
Table TennisTournament	FY, SY, TYBA and BSc	30
CarronTournament	FY, SY, TYBA and BSc	41
Beach FootballTournament	FY, SY, TYBA and BSc	60
ChessTournament	FY, SY, TYBA and BSc	13
Skipping Tournament	FY, SY, TYBA and BSc	67

Poster making competition	FY, SY, TYBA and BSc	24
Tug of war	FY, SY, TYBA and BSc	54
Arm wrestling	FY, SY, TYBA and BSc	60
Underarm cricket	FY, SY, TYBA and BSc	60
Joint sports meet	FY, SY, TYBA and BSc	42
Quiz on "Green Environment" with the theme "Emerald Q"	FY, SY, TYBA and BSc	98
No file uploaded.		

### 5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2017	Silver medal	National	1	0	201701890	Marushca Ribeiro
2017	Bronze medal	National	1	0	201701951	Prachi Kankonkar
No file uploaded.						

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

The College ensures multiple platforms for young minds to explore their potential through the activities of the Students' Council. All Intra and Intercollegiate activities are organized by the Students' Council are under the guidance of the Student Activity Committee. The Council also supervises participation of students in Intercollegiate events organized by other institutions A key event that the Council undertakes annually is the "Fun Week", where the event planning, budgeting and execution is handled exclusively by students. Students are encouraged to discover their creative side as well as bond with their fellowmates and learn teamspirit. Sportsman spirit and fitness is inculcated through a host of sports activities such as Cricket, Football Kabbadi, Swimming, Athletics, Karate, Yoga Gymnastics, Chess, Tabletennis, Tennis, Badminton, Carrom, etc The muchawaited annual intercollegiate megasports event "Ebullience" is planned and executed by the Sports Secretary and his team under the mentorship of the Assistant Director of Physical Education and Sports To further its efforts towards training students for realworld situations, the College engages students in academic and administrative processes of the College Student Council representation of students on the following academic administrative bodies/committees of the institution • IQAC • Antiragging Committee • Internal Complaints Committee Other Roles: • Green Ambassadors the Institutional Best Practice is to impart through various modes the need for environmentfriendly behaviour. 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. The Gender Champions exemplify equality among genders with their personal behavior, setting examples for their collegemates. They are also involved in awareness campaigns.

### 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Institution has an Alumni Association titled "Dhempe College Alumni Association" which is registered under the Societies Registration Act 1860. It works towards strengthening the Alumni college interface. The Executive Committee comprises the following members. President: Dr. Uday Khanolkar Vice president: Mr. Sunil Prabhudesai Secretary: Mr. Sunil Prabhu Joint Secretary: Ms. Vandana Sardesai Treasurer: Ms. Suchana Amonkar Joint Treasurer: Ms. Sonia Rao Member (Ex officio): Principal, Dhempe College of Arts and Science Member: Ms. Annie Rajan Member: Mr. Aresh Naik Member: Mr. Aditya Sardesai The Institution has also appointed an Alumni Committee comprising staff members who are alumnus of Dhempe College. The Committee performs the following duties: • Holds meetings to chalk out the plan of action for the academic year. • It ensures that the graduating batch enrol themselves in the Alumni Association of the institution and also orients the new members of the working of the association and helps them understand the different ways in which they could engage with the institution. • The committee works closely with experts who are the alumni of the institution so as to provide the current batch of students with interactive sessions with distinguished alumni. The Alumni are invited as guest lecturers, resource persons, judges for intra and inter collegiate events. • The committee works towards using the alumni resource both financial and nonfinancial productively for the benefit of the students.

5.4.2 – No. of enrolled Alumni:

151

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

94550

5.4.4 – Meetings/activities organized by Alumni Association :

3 meetings / 14 activities report of Alumni activities Referece Link  
<https://drive.google.com/file/d/1QsirKVF8e2zpBlpyEdSbSrmkH9Qj28s/view>

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1 – Institutional Vision and Leadership**

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The College is governed by a progressive and forward looking Management that actively supports and promotes participation of key stakeholders in evolving long term strategies for the College. The key link between the College and the Management, the Administrator appointed by the Management, actively participates in all important meetings, discussions at the College. The Administrator, the Principal, the IQAC Coordinator, Local managing committee, the Vice Principals and the Heads of Departments work as a team to develop plans, programmes and strategies for the advancement of the College. Examples of decentralization and participative management in the College (1) Project for renovation and upgradation of infrastructure of the College under RUSA Phase I. The proposal to undertake major renovation and upgradation of infrastructure of the College under RUSA Phase I was first discussed in the meeting of the faculty. The head of each department was requested to submit inputs regarding departmental requirements in terms of upgradation, in consultation with the faculty and nonteaching staff (such as laboratory assistants/attendants) of the respective departments. Inputs received from the heads of departments, in consultation with the respective departmental faculty, were then collated and submitted to the Infrastructure Committee of the College. Upon review of the departmental plans by the Infrastructure Committee, the consolidated plan for

upgradation/renovation works was submitted to the architect's/project management consultant appointed by the College for the purpose. On the basis of inputs received from the College, the architects/project management consultant prepared a plan and estimates for renovation and upgradation of infrastructure comprising structural retrofitting, civil, electrical and carpentry works. The estimate of the renovation and upgradation works was then placed before the Management for its sanction on expenditure over and above the limit of expenditure under RUSA. After the approval of the Management on total expenditure, the proposal for undertaking renovation and upgradation of the College was placed before the Local Managing Committee of the College for its approval on expenditure under RUSA. Upon completion of the process of tendering, the schedule for renovation/upgradation as devised by the Project Management Consultant was shared with the heads of department, faculty and staff to facilitate completion of the tasks in a phased manner, as per plan.

(2) Skill Development Courses The College encourages its faculty to design and deliver short duration certificate skill development courses for the benefit of students, in order to enrich the curriculum. These courses impart additional knowledge of a subject besides the academic syllabus which can give them an edge as they acquire additional skill along with a degree. Students are free to choose any course as per their interest, irrespective of their subjects and departments. The College presently offers about 20 Skill Development courses(30 Hours). Faculty members interested in offering a skill development course submits a proposal to the head of the department. The proposal is discussed at the departmental meeting and, if found suitable, submitted to the Principal. After Principals approval the planning, financing and management of the course is done by the course coordinator.

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

## 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	The strategy is to improve on the existing admission procedures with the aim to moving on to online admissions in the future. ? The Admissions Committee oversees the admission process and facilitates smooth conduct of admissions in accordance with the policies of the College and rules/regulations of the Government of Goa, as applicable. ? Efforts are made to ensure the admission process is studentfriendly, by setting up online notification of admissions to various courses. ? During admissions, separate counters are setup for admissions to the different streams such as B.A., B.Sc. (General), B.Sc. (Biotechnology). ? The College has created a database of all students admitted during the year 201718. This data is then digitally forwarded to Goa University.
Curriculum Development	The strategy with regard to the curriculum development, adopted by the

college, is adding further value to the already prescribed curriculum by the University, through innovative teaching practices. ? As an institution affiliated to Goa University, the college follows the curriculum prescribed by the University. ? The teachers of the College are members of the Board of Studies in various subjects, and hence contribute directly to curriculum development. Two Teachers are the Chairpersons of Board of Studies. ? At the institutional level, curriculum design and development is largely confined to the various value skill development courses (certificate programmes) offered by the College. Since most of the skill enhancement programmes designed to enhance employability of the students, the quality improvement policy for curricular development for such programmes includes sustained inputs from the industry and services sector, and periodical assessment of the value addition to the students. ? Quality improvement strategies for examination and evaluation are planned, slow learners are identified and extra attention is provided to them. ?

Teaching and Learning

The strategy adopted by the college with regard to teaching and learning is one of providing continuous training and skill improvement of the teaching faculty to be transmitted to the student community. ? Faculty members frame lesson plans based on the syllabus which are duly checked by the respective Heads of Departments and the Vice Principals. ? Though the teachinglearning process followed in the college is largely based on the traditional classroom CB (Chalk Board) approach, improvement in the teachinglearning process is brought about by increasing the use of ICT tools (audiovisual presentations, flipped learning techniques, Google Classroom, Smart Board, Kindle and Moodle). ? Students have access to internet facilities provided by the college to aid reference work. ? Each department has framed teaching and learning outcomes for their respective courses, which have been uploaded on the college website.

Examination and Evaluation

The strategy involves effectively

implementing relevant Goa University Statutes and Ordinances pertaining to examinations and evaluation, and making improvements wherever possible, using appropriate tools/ mechanisms. ? The examination work is facilitated by an Examination Committee. ? The examination committee ensures smooth conduct of examinations and evaluation, as well as declaration of results and issue of mark lists to the students, within the set deadlines. ? The TY final examination and evaluation is done at the University level. ? With regards to the FY and SY examination and evaluation, the college implements all the applicable ordinances through the Examination Cell. ? In order to provide timely results, an elaborate, wellplanned mechanism of exam schedules, assessment schedules and a marks entry mechanism is already in place. ? Appropriate software for generating results and mark lists is in place and is updated from time to time. ? Trained, full time administrative staff have been appointed exclusively for examination purposes to facilitate examination and evaluation work. The students' grievances with regard to examinations are redressed through a separately constituted Examination Grievance Redressal Committee. ?

Research and Development

As part of its quality improvement strategy, the Research Cell undertakes periodic training of faculty members in the working of instruments. ? The college Research Cell is led by faculty with rich research experience. ? As a part of its quality improvement strategy, the college encourages faculty members to attend workshops and seminars ad also organize in house training. ? The college has acquired highend research instruments and software to enhance research capacity, using RUSA funds. ? A qualified technician has been appointed to ensure the operation and maintenance of the instruments installed in the research room/instrumentation centre. The college encourages its faculty members to undertake research projects, pursue Ph.D. and Postdoctoral research, to help usher in a research culture and to provide better research guidance to the students of TYBA and TYBSc in their research projects.

Library, ICT and Physical  
Infrastructure / Instrumentation

The strategy adopted for library, ICT and infrastructure/ instrumentation is aimed at acquiring and implementing upto date soft wares, procedures and technologies. ? Students were given access to Infilibnet to help facilitate the research undertaken for their TY projects. ? Workshops on Kopy Kitab and Infilibnet were held to familiarize the staff and students with the same. ? Research journal subscriptions were renewed. Several rare books have been identified and have been earmarked for digitization. ? ICT tools like Moodle, Google Classroom, Polls Everywhere, Padlet, Edmodo, and Whatsapp are used to facilitate the transfer of reference material and important communications. ? Laptops and LCD projectors are used extensively by faculty members to support classroom teaching. ? Since the College building is nearly 60 years old, structural retrofitting was undertaken as part of ongoing renovation and upgradation of the infrastructure. Highend instruments were purchased using RUSA funds. ?

Human Resource Management

Continuous training and skill improvement is the strategy that the college adopts with regard to human resource management. ? The Principal underwent training in Education and Industrial Development. ? Orientation programs are conducted to familiarize new faculty members with the mode of conduct of examinations in accordance with relevant Goa University statutes and ordinances. ? Science teaching faculty members have been trained in the operational and technical aspects of instruments. ? Training of teachers for improvements in research paper writing capabilities has also been undertaken. NAAC related training by national level institutions has been attended by IQAC members. ? NAAC related training, by national level institutions, has also been attended by IQAC members. ? NSS orientation training was provided to new faculty members. ? The college aims at continuous enhancement of the knowledge and research capacities of the faculty by encouraging participation in workshops and conferences at various levels. ?

Industry Interaction / Collaboration

The strategy of the college is focused

on developing industryinstitution interface to benefit the faculty and students. ? Resource persons from various industries are invited to interact with students and deliver guest lectures. ? Industrial visits to pharmaceutical companies and various laboratories are conducted. Such visits expose students to new techniques and instrumentation, in various scientific disciplines. ? Various industries and organizations obtain data base of students from college for recruitment. ? MOUs with industry associations have been renewed. ? Internships for students have been initiated and the number of participants in existing internships has also increased. ? Handson training in industrial setup for faculty and students whenever possible. ?

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

E-governance area	Details
Administration	Customized ERP for administrative staff, faculty and students was developed for administrative purposes
Finance and Accounts	Tally 6 ERP is utilized for this purpose
Student Admission and Support	Student database has been generated and is maintained
Examination	Customized software has been developed by an expert agency

### 6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Mr. Raghav Gadgil	NSS Orientation Ahmednagar	Ahmednagar	2295
2018	Mr. Vishnu Chari	NSS Orientation Ahmednagar	Ahmednagar	2071
2018	Dr. Shilpa Bhonsle	NSS Orientation Ahmednagar	Ahmednagar	2071
2018	Ms. Palia Pandit	NSS Orientation Ahmednagar	Ahmednagar	3443
2017	Ms. Annie Rajan	Internship at International Institute of Information	Hyderabad	9186

		Technology Hyderabad		
2017	Mr. Pandurang Naik	Promotion Issues of Sports in GoaSridora	Caculo College of Commerce Economics Mgmt studies Sridora	300
2017	Mrs. Deepa Audi	3rd International young Scientist CongressNIO	CSIRNIO	1590
2017	Mrs. Deepa Audi	3rd International young Scientist Congress	International Science Community Assoc iationGujrat	7800
2017	Mrs. Deepa Audi	Advances in Chemical Sciences Kolhapur	Shivaji Univers ityKolhapur	16616
2017	Dr. Vrinda Borker	Education Industrial DevelopmentNew Delhi	International Institute of Education ManagementDelhi	20123
2017	Dr. Vrinda Borker	Crystal Ball Vision on Science Engineering for Upliftment -NIO	CSIR NIO	4000
2017	Dr. Vrinda Borker	Presenting Research Paper towards grants received from DSTJapan	Japan	150000
2017	Dr. Vrinda Borker	Higher Education in India: Vision T ransformationSh imla	AICPShimla	3000
2017	Dr. Mukta Karamadi	Crystal Ball Vision on Science Engineering for Upliftment NIO	CSIR NIO	4900
2017	Dr. Mukta Karamadi	Int. Conf. on Stress Management (ICSM 2017)Panaji	ISMA GPAPanaji	4000
2017	Dr. Manoj Ibrampurkar	Crystal Ball Vision on Science Engineering for Upliftment NIO	CSIR NIO	4000
2017	Dr. Shilpa	Crystal Ball	CSIR NIO	4900

	Samant	Vision on Science Engineering for Upliftment NIO		
2017	Dr. Purnima Ghadi	Crystal Ball Vision on Science Engineering for Upliftment NIO	CSIR NIO	4000
2017	Mr. Raghav Gadgil	Deccan Vlcanism Biotic Events Across K/T Boundary MP	Department of Applied Geology, Dr. H.S.Gour Vishwa vidyalaya, SagarMP	14542
2017	Dr. Shilpa Samant	Quality Education through Academic Administrative Audit	Sridora Caculo College of Commerce Economics Mgmt studies	750
2017	Mrs. Surekha Katkar	Digital Content elearning Module Developm entPonda	G.V.M's Dr. Dada Vaidya College of Education	3000
2017	Mrs. Surekha Katkar	Copyrights libr aries:Issues Concerns	VVM'S Govind Ramnath Kare College of Law	200
2017	Mrs. Surekha Katkar	Library Technology Conclave 2018	Informatics Publishing Ltd, Bengaluru Goa University	4720
2017	Mrs. Surekha Katkar	Transformation through Electronic Information Resources for digital society	Library Professionals Association Goa University	2000
2018	Mrs. Surekha Katkar	Library Automation with special reference to barcoding radio frequency Identification	College of Commerce EconomicsBorda, MargaoGoa	300
2017	Ms. Pratisha Salgaonkar	YuiazU`QMS,	Chowgule College Margao	1000
2017	Ms. Palia Pandit	Macaulay to Glo balisation:Shif ting Perspectives of English Classrooms in Indian Higher	Christ University Bengaluru	3650

		Education in the 21st Century Bengaluru		
2017	Dr. Miskil Naik	Condensed Matter Applied Physics (ICC2017) Bikaner	Govt Engineering College, Bikaner, Rajasthan	25394
2017	Mrs. Maria Suzana Miranda	SPSS Basics for Data Analysis Noida	Sharda University, Greater Noida	14852
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2017	Long term value addition course on Typing in Devanagari Mangal Font	Meant for teaching faculty only	17/07/2017	15/01/2018	3	0
2018	Moodle training	Meant for teaching faculty only	07/06/2018	09/06/2018	10	0
2018	Tutorial session on Inflibnet NList: User guide and tutorials on accessing e resources.	Meant for teaching faculty only	16/01/2018	16/01/2018	17	0
2017	Meant for Librarians /Assist and Librarians only	State level workshop for Librarians/Assist and Librarians on ebooks and e library	07/12/2017	07/12/2017	0	33

2017	Fire safety training including the use of fire extinguishers	Fire safety training including the use of fire extinguishers	08/09/2017	08/09/2017	25	16
2017	Flipped learning	Meant for teaching faculty only	06/11/2017	07/11/2017	35	0
2017	Preparation of Effective Micro organisms	Meant for teaching faculty only	04/10/2017	04/10/2017	21	0
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Refresher Course in Marathi at Human Resource Development Centre, University of Mumbai	1	31/08/2017	21/09/2017	22
Refresher course in Hindi at UGC sponsored Human Resource centre Goa University	1	01/09/2017	21/09/2017	21
128thNSS orientation Program at Ahmednagar College, Ahmednagar	2	24/10/2017	30/10/2017	07
Refresher course in Physical Education and yoga at UGC -Human Resource Development Centre, K University, Nainital.	1	12/03/2018	31/03/2018	20

130th NSS orientation Program at Ahmednagar College, Ahmednagar	4	13/11/2017	19/11/2017	07
UGC refresher course equivalent ,21 days residential 'Degree College Teachers Training Programme' organised by the Centre of Excellence in Science and Mathematics Education at Kudapura, Challakere, Karnataka	4	25/11/2017	15/12/2017	21
Short term course on 'Research Methodology' conducted by HRDC - Goa University	2	01/01/2018	08/01/2018	08
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
7	21	0	8

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
1.Travel Grants for Paper presentations at State/National and international seminars/ Conferences. 2. Maternity/ Paternity Leave. 3. Child care Leave. 4. Duty leave, Special Casual Leave, Study Leave. 5. Medical Reimbursement, 6.LTC, 7. Children Education Fees Reimbursement.	1.Festival advance, 2. Paternity/ Maternity Leave, 3. Child Care Leave,4. Duty Leave, 5. Medical Reimbursement, 6. LTC, 7. Children Education Fees Reimbursement.	Scholarships for EBC, Sc, ST, Orphan, Disabled, Dnyandaan Scholarship is instituted by faculty for faculty for needy students

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The institution undergoes a financial audit conducted by the chartered accountant every year, after the closing of the financial year. It prepares an audited balance sheet, income expenditure account and st receipt and payments accounts as on 31 March for the year. The auditor checks the bills, receipts and the payments made. The audited statements of accounts are submitted to Directorate of Higher Education in order to claim the maintenance grants for the college. Since the College is a grant in aid institution, an external financial audit is conducted by the Directorate of Accounts, Government of Goa, at regular intervals, after every five years. It assesses the grants released by the Government, the amount utilized by the Institution and whether the same has been utilized as per the pattern of assistance notified by the Directorate of Higher Education.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
DCT	3507496	15,00,000 Addition to existing corpus fund of 10 lakhs. 1737496 Non salary expenditure. 270000 Seminar /Conference/Workshop/ Student Activities
No file uploaded.		

6.4.3 – Total corpus fund generated

2500000

**6.5 – Internal Quality Assurance System**

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	N.A.	Yes	Principal/Vice Principal.
Administrative	Yes	ISO 9001:2008, United Registrar of Systems Certification( URS)	Yes	Internal ISO commitee

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

PTA committee meetings were held on 15/7/2018 and 27/4/2018 Open day was organized for parents of S.Y.B.A. B.Sc. on 03/03/2018 General Body meeting of PTA was held on 12/4/2018 General Body meeting of PTA was held on 20/10/2018 and elections were held to elect new office bearers. Support from PTA: Funds given to conduct student intercollegiate sports event named Ebullience - Rs. 14,000/

6.5.3 – Development programmes for support staff (at least three)

A fire safety training demonstration was held on "Fire safety and use of fire extinguishers" for laboratory attendants and laboratory assistants on Friday 8

th September 2017. Sixteen participants took part in the activity. Sustenance of fire was explained based on the concept of 'Fire Triangle' and how to extinguish fire using portable fire extinguishers. Participants used CO 2 and DCP type extinguisher to extinguish TYPEA fire.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

**Infrastructure Development:** The College has undertaken infrastructure upgradation through repairs, renovation of laboratories, classroom and ICT infrastructure, and through addition of new classrooms and learning spaces.

**Postgraduate programme:** Initiative was taken to offer postgraduate course M.Sc. (Analytical Chemistry) from the academic year 201819. Approval of Goa University was obtained and all groundwork including setting up of laboratories, classrooms, as well as establishment of industrial linkages, was completed in time for launch of the programme from the academic year 201819.

**International Collaboration/Exchange programmes (Sakura Science Plan):** Nine students of third year B.Sc. along with Mr. Vishnu R. Chari, Assistant Professor, visited Bio Nano Electronics Research Centre, Tokyo University, Japan, from February 02 to 09, 2018. The program was fully funded by Japan Science and Technology Agency. The main purpose of this student exchange programme was to introduce Indian students to Japanese Culture, as well as to the opportunities available in Japan for higher studies and career prospects.

**Dnyandaan:** During the year, the College formalized Dnyandaan, a new initiative to provide financial assistance by teachers of the College to needy students. This year 19 faculty members contributed towards it and the total amount accumulated was Rs.1,80,000.

**Instrumentation Room for strengthening of research capabilities:** The Instrumentation room is equipped with facilities like FT IR spectrophotometer, Atomic Absorption spectrophotometer, UVVIS spectrophotometer, Gas Chromatograph and Elevator rotary vacuum evaporator purchased through RUSA scheme. All equipment's are currently used for research activities undertaken by faculty and students of college from different departments.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	Yes
d) NBA or any other quality audit	Yes

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2017	International Collaboration/Exchange programmes (Sakura Science Plan)	02/02/2018	02/02/2018	09/02/2018	10
2017	Dnyandaan (for students)	19/06/2017	01/01/2018	31/12/2018	19
2017	Anaemia detection camp	19/09/2017	19/09/2017	26/09/2017	625

2017	Green Day celebrations	28/07/2017	28/07/2017	28/07/2017	250
2017	Workshops on Flipped Classroom	06/11/2017	06/11/2017	07/11/2017	35
2017	Infrastructure development 1. Structural audit of the institution's 55 years old building was undertaken 2. Retrofitting of campus was undertaken.	31/07/2017	16/11/2017	31/12/2018	1044
2017	Administrative changes 1. Documentation audit initiated. 2. Special financial provision for international travel, Seminars, Conferences, etc.	31/07/2017	23/08/2017	14/06/2018	1044
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## CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
"Gender Sensitization programme" Department of Geology organised a talk on Gender sensitization	29/03/2018	29/03/2018	55	42
"Gender Sensitization	29/06/2017	29/06/2017	60	29

awareness programme" organized by Department of philosophy, to create awareness about the issues of rape, molestation, eve teasing etc.				
Talk on "Women Empowerment" organized by Dept. of Philosophy	14/08/2017	14/08/2017	49	23
Discussion on "Prevalent Social Evils:Domestic Violence, Female infanticide, Dowry, Racism, Child Abuse and other organised Crime" organized by Dept. of Philosophy	17/08/2017	17/08/2017	49	23
Awareness programme on various schemes for the girl child, organized by the Women's Cell.	18/09/2017	18/09/2017	88	0
Competition on awareness of legal rights of women, organized by Women's Cell and sponsored by the NCW, Delhi.	27/11/2017	27/11/2017	50	20
Students of the College made a film on the theme "Beti Bachao, Beti Padhao" for a competition organised by	16/01/2018	16/01/2018	2	5



	ntages	local community					
2017	0	1	26/09/2017	1	Swachchat a Awareness Rally, Miramar, Goa (NCC Unit)	Displayed different slogans on Swachc hata Abhiyan	35
2017	0	1	26/12/2017	4	Annual Special Camp of NSS	1.Cleanli ness of Juvem Fort near by area Khandola Bus Stand its market area 2. Street play Awareness on the il leffects of tobacco c onsumptio n drug abuse. 3.Craft making workshop for villagers volunteer s	113
2017	0	1	03/08/2017	4	Cleanline ss Drive (NSS Unit)	Cleaning of Childr en's Park, Miramar, Goa	204
2017	0	1	07/08/2017	9	Cleanline ss Drive (NSS Unit)	Extended cleanline ss service to Miramar Bus Stop.	199
2017	0	1	27/09/2017	1	Cleanline ss Drive (NSS Unit)	Awareness among ongoers, Miramar Circle.	104
2017	0	1	28/09/2017	1	Cleanline ss Drive	To instill	139

					(NSS Unit)	the spirit value of cleanliness among students citizens around our College premise.	
2017	0	1	02/10/2017	1	Cleanliness Drive (NSS Unit)	To revive the beauty hygiene standards of Miramar Beach.	214
2017	0	1	07/10/2017	1	NALSA NSS Unit	Awareness program for Senior Citizen.	110
2017	0	1	01/12/2017	1	World AIDS Day (NSS Unit)	Rally on AIDS Awareness (Preventive Measures), Miramar, Goa	154
2017	0	1	04/07/2017	4	Carbon Footprint	Awareness about its calculation, importance method to reduce carbon footprint	11
2018	0	1	04/01/2018	2	Environmental Awareness	Pollution at Miramar Beach and Campal Lake, Malaria and Mosquito problem improper garbage disposal issue.	6

2018	0	1	04/04/2018	1	Financial literacy	Provide information on importance of having bank account and motivate them to open one. Also to create awareness about various government schemes available for them,	4
2017	0	1	29/06/2017	1	Societal Awareness Programme	Gender sensitization. Issues addressed were Rape, Molestation, Eve teasing	35
2017	0	1	09/09/2017	1	International Suicide Prevention Day	Suicide Prevention	110
2017	0	1	22/07/2017	1	Awareness on protection of nature with religious values and worship	Protecting nature with religious values and worship	21
2017	0	1	29/09/2017	2	Release of Short Film on suicide prevention and social media	Media's important role in generating awareness and working as prevention mechanism	34
2017	0	1	02/10/2017	1	Interreligious	Communal Harmony	25

					Meet Skit presentation at Rachol Seminary, Goa		
2017	0	1	10/10/2017	1	.'Jagruti' Mental Health Awareness program at Vithoba Temple, Betim for villagers of Penha de Franca	Various mental health disorders, social stigma, and myths associated with mental health. The signs, symptoms and causes of various mental	30
2017	0	1	10/12/2017	1	.'Jagruti' Mental Health Awareness. Along with Sangath, Goa at NOMOZO, Porvorim, Goa	Various mental health disorders, social stigma, and myths associated with mental health. The signs, symptoms and causes of various mental illnesses and sources of help available was taken up.	23
2018	0	1	10/02/2018	1	Jagruti' Mental Health Awareness at Our Lady of Merces School,	Various mental health disorders, social stigma, and myths associated	23

					Merces, Goa	d with mental health. The signs, symptoms and causes of various mental illnesses and sources of help available was taken up.	
2017	0	1	02/10/201 7	1	Interreli gious Meet Skit presentat ion at Rachol Seminary, Goa	Communal Harmony	25
2017	0	5	01/09/201 7	1	Uzwaad Street Play at Miramar Beach, Panjim Bus Stand, Betim, Dona PaulaGoa	Suicide P revention	26
2017	0	2	19/12/201 7	1	Street Play at Panjim Dona Paula	Ill effects of plastic on Health and Envir onment	26
2017	0	1	23/12/201 7	1	Visit to Palliativ e Care for Cancer Patients at Shanti Avedhana Sadan, Lotolim, Goa	Generatin g inclusive learning to do selfless service Social Service.	21
2017	0	1	24/11/201 7	1	Visit to Old Age	Donated dietary	21

					Home Asylum, Chimbel, Goa (NCC Unit)	articles and blankets.	
2017	0	1	26/11/2017	1	Visit to Orphanage, Provedoria, Goa (NCC Unit)	Donated dietary articles, story books toys	21
2017	1	0	01/08/2017	5	Visit to National Institute of Oceanography	Research project	25
2018	1	0	07/05/2018	5	Visit to National Institute of Oceanography	summer course	15
2017	1	0	18/07/2017	2	Visit to Goa State Museum	Introduction to Archaeology	10
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
1. Code of conduct ( Ethics ) for teachers prescribed by Goa University OrdinanceOA4	16/06/2017	The College Adheres strictly to the code of conduct /Ethics for teachers as prescribed by the Goa University in the Ordinance 04. Teachers assume the obligation to conduct himself/herself in accordance with the ideals of the profession. They respect the right and dignity of the student and act impartially to develop their personalities and contribute to community welfare by inculcating and understanding of our national heritage and national goals etc. They discharge their professional responsibilities by initiating steps through their own institutional body for change of any such rule detrimental for

		growth.
2. Pledge on Malpractices (see here) and Plagiarism framed by Dhempe College.	20/06/2017	The College considers plagiarism as a form of academic dishonesty and is committed to prevent all types of malpractices. The College has designed a pledge to refrain from malpractices and plagiarism. The first year students of the College at entry level are administered an oath to refrain from all malpractices during their study in the College. The College has formed Committees to monitor the occurrence of any malpractice and to create awareness among the students and teacher community about consequences of malpractices. The college also conducts programme like Intellectual Property Rights about the understanding of the same.
3. Act and Rules (prevention, Prohibition and Redressal) ACT 2013	16/06/2017	The ICC (Internal Complaints Committee) is mandated under the POSH Act 2013. The College has a policy of zero tolerance towards Sexual Harassment. ICC members, names and contact are displayed on the college website and premises. The College also has a Nodal officer and 10 Student volunteers as Gender Champions as per the directives of UGC (GOI, Ministry of Human Resource Development, Dept. of Higher education) dated 8th July, 2015. The college administers pledge on gender equity every year.
4. Attendance and Exam rules as per Goa University OA 17 and OC 45.4	16/06/2017	Minimum attendance for eligibility to appear for Examinations conducted by Goa University, Ordinance OA17 (Effective from 30th

November, 2007). To ensure regular attendance during every form of interactive instruction pertaining to the teaching of all the Undergraduate offered by Goa University. They shall be required to have a minimum cumulative attendance of 75 prescribed for the course during that Semester / Term / Year. The institution strictly follows these rules. Attendance is displayed on the notice board regularly and parents of the students are informed about it so that corrective measures can be undertaken to improve the attendance. OC45.4 Scheme of Examination (B. A. / B. Com. / B. Sc.) There are two modes of evaluation of the academic performance of the students namely, the IntraSemester Assessment (ISA) and the Semester End Examination (SEE). The institution strictly adheres to the rules prescribed by the university.

5. Code of conduct for the students.

20/06/2017

Students are required to maintain discipline, adhere to its rules code of conduct obey to the instructions issued by the Principal from time to time. The discipline committee of the institution ensures that they wear their identity cards on the College campus and are able produce it as and when asked for by any College authority. An orientation is given to the students regarding attendance rules, lectures/tutorials /practical as per the timetable on all working days. Students are

advised to abstain from indulging in activity like ragging, sexual harassment, pornography etc. They are well informed that If found guilty of such acts they will be liable for severe punishment in accordance with the ordinances.

6. Code of conduct for the administrative staff of the College.	20/06/2017	Administrative staff are expected to demonstrate courtesy and respect in all dealings with students, academic employees, and support staff. They are made aware that they are supposed to establish and maintain cooperative and collegial relationships with other administrative staff members and shall avoid any false, malicious, or indiscriminate injury to or criticism of the professional reputation or work of others. A failure to comply with this Code is viewed seriously and may lead to disciplinary action.
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7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Goa State Liberation Day celebrated	19/12/2017	19/12/2017	120
Talk and essay competition on life and values of Swami Vivekananda on the occasion of the Youth Day.	12/01/2018	12/01/2018	112
Republic Day celebration in the College by the staff and the students of the College.	26/01/2018	26/01/2018	110
Organised a programme to commemorate the Birth Anniversary of Marathi Author	27/02/2018	27/02/2018	100

Kusumagraj which is celebrated as Marathi Day wherein Inter Collegiate Poetry Competition was held			
Women's Day celebration	08/03/2018	08/03/2018	100
State level workshop on 'Prevention of Child Sexual Abuse: breaking the silence, promoting Healing'	10/03/2018	10/03/2018	86
Two day national conference on 'The Role and Relevance of Media Ethics in Contemporary Society'	20/03/2018	21/03/2018	100
Celebration of International Yoga Day	21/06/2017	21/06/2017	120
Commemoration of Gandhi Jayanti	02/10/2017	02/10/2017	150
Street Play on the topic 'Nitall Bharat, Sobit Bharat' staged on Gandhi Jayanti	02/10/2017	02/10/2017	20
Non Violence week	29/09/2017	05/10/2017	150
Awareness of Mental Health on the occasion of World Mental Health Day.	10/10/2017	10/02/2018	30
NCC day celebrated with posters and Essay competition.	22/11/2017	22/11/2017	35
Rally on AIDS awareness	01/12/2017	01/12/2017	140
Blood Donation Camp	08/12/2017	08/12/2017	50
Celebrate the Birthday of Major Dhyan Chand, the Indian Hockey legend on the occasion of National Sports Day by organizing various sports events for the staff and students	06/09/2017	06/09/2017	250

of the College.			
Commemoration of NSS day	24/09/2017	24/09/2017	300
Swachhata awareness rally	26/09/2017	26/09/2017	131
Hindi Day celebrated	29/09/2017	29/09/2017	80
Certificate professional course on Cyber security and Ethical hacking.	18/01/2018	20/01/2018	42
On occasion of Constitutional week department of Political Science organized special lecture on constitution of India	25/01/2018	25/01/2018	45
Organized a Programme to commemorate the 140 <sup>th</sup> Birth Anniversary of the Father of Konkani Literature Shennoi Goembab	23/06/2017	23/06/2017	90
Celebration of green week	28/07/2017	03/08/2017	600
Swachhata drives	01/08/2017	19/08/2017	200
Swachhata oath	15/08/2017	15/08/2017	443
Independence Day celebration in the College by the staff and students of the College.	15/08/2017	15/08/2017	130
Voters awareness rally	19/08/2017	19/08/2017	200
Sadhbhawana Diwas Celebration and oath on Communal Harmony	15/09/2017	15/09/2017	35
Celebration of National Science Day by quiz competition and exhibition/ demonstration of various experiments by the Science departments.	12/12/2017	13/12/2017	450

Talk on Human Rights	10/12/2017	10/12/2017	200
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Dhempe College of Arts Science is the first College in Goa to be awarded Green Certification GSCP012010 of Green Standard Certification Programme. During 201718, in light of the institution sustaining and upgrading its green practices, the College has been awarded level III of Green Certification. 2. Solar panels are installed on college roof top through which solar power is generated for lighting in parking area and in some area of the college. 3. For the group of students nominated as 'Green Ambassadors' various training programmes and field visits are organized. These students propagate this knowledge of promoting environmental awareness to other students. 4. Green Day is celebrated in the college. On this day various environmental related activities like quiz and poster competitions, talks by eminent environmentalists are organized by all the departments of the college. 5. Carbon footprint calculation is undertaken every year. 6. Energy audit of the college campus is undertaken by students as a part of T.Y.B.Sc. Physics Project. 7. The staff members of College has undertaken a project titled "Design and development of a photovoltaic and human power hybrid energy system for varied applications" (See here) funded by the Department of Science and Technology, Goa. 8. Talks and workshops (See here) related to various environmental issues organized for the benefit of students and staff. 9. Water quality assessment is undertaken once in every six months. 10. Research papers on dye degradation (See here) published/presented at national and international conferences. 11. Waste segregation, paper recycling and waste management is done in a proper way. (see here) 12. Tree plantations are done in college premises as well as in public spaces. 13. Cleanliness drives are carried out by students.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Describe at least two institutional best practices Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

1. Holistic Efforts towards Ecological Sustainability. In view of the responsibility of educational institution to kindle awareness among students and teachers about environmental sustainability, the College has undertaken a programme for Green Certification. The focus has been on creating responsiveness through workshops, seminars, awareness drives, value addition courses, active research, pilot projects and tree plantation initiatives. These initiatives have been extended to the society through vigorous handson collaborations and social welfare programmes mainly through activities by the NSS unit and NCC wing as well as Outreach cell. In 2015, following a systematic appraisal and audit of these efforts, the institution became the first College in Goa to be awarded Green Certification GSCP012010 of Green Standard Certification Programme. During 201718, in light of the institution sustaining and upgrading its green practices, the College has been awarded level III of Green Certification. 2. Blended learning In November 2017, following an intensive two day Workshop on 'Flipped Learning' conducted for faculty members by Prof. Vasudha Kamat, Former Vice Chancellor, SNDT University and Dr. Jayashree Shinde, Head, Department of Educational Technology, SNDT University at Dhempe College of Arts and Science, the College adopted Flipped Classroom methodology as one its pedagogical practices towards enhancing learning experience. Subsequently, various out of class activities, e resource learning tools and in class cooperative learning strategies were amalgamated

with lecture method towards attainment of higher learning objectives and course outcomes. The flipped classroom methodology reverses the traditional pedagogical setup by delivering instructional content, often online, outside of the classroom it shifts the paradigm by equipping the learner with subjectmatter or contentforlearningpriortothescheduledclass.andinclasstimeisutilisedforanindepthstudyofthetopic with increased student engagement through cooperative learning strategies.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/Best-Practice-blended-learning.pdf>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The institution aligns its vision with the pivotal needs of society and accordingly works in close juxtaposition. Per this, meaningful and relevant Extension programme forms the distinctiveness of the institution. In order to achieve the same, the College follows a tripartite module viz. (i) identifying problems (ii) ideating solutions (iii) initiating action. Expertise is resourced from faculty members towards blending research insight with social welfare. The value of social development is integrated within the holistic learning experience of students through immersive, crossover and participative pedagogies. Some of the nodal accomplishments in the sphere have been: (i) In response to growing pressures on agriculture, a faculty member from Botany Department has preserved 30 varieties of traditional Goan rice (that had been on the verge of extinction) which can grow in salty and fresh water. The said member drives an experimental farm to preserve the varieties and conducts programmes to motivate local farmers to take up their cultivation. (ii) In response to the imperative need for waterconservation, a faculty member from Geology Department has undertaken water analysis of spring and water bodies. Backed by notable research experience, the analysis pools in crossdisciplinary expertise from Chemistry Department and promotes studentengagement. Students acquire knowledge to estimate different physicochemical and biological parameters in drinking water for determination of hygiene and quality. The knowledge is used to analyse spring waters in their respective locality and make people aware of whether the water is fit for consumption or not. The study is expected to help governing bodies formulate an appropriate plan towards tapping sustainable water sources. (iii) In sync with the global mission to preserve cultural heritage, a faculty member from History Department has initiated a spectra of iterative programmes towards preservation and appreciation of heritage sites and insignia. An active member of Heritage Action Group, the member has been instrumental in conserving pertinent tangible and intangible heritage of Goa. The same value is inculcated in students through talks, trails, screening of documentaries and handson cleanliness drives. The said member has been honoured with recognition by nodal statelevel bodies for the same. (iv) Faculty member from Psychology Department spearheads initiatives towards promoting Mental Health Awareness in association with the renowned NGOsangath and professional expertise. The programmes have been implemented in villages. (v) Faculty member from Political Science Department is a noted resource person in matters pertaining to Right to Information Act. To spread awareness, he conducts training workshops for APIOs and PIOs of other institutions. (vi) Faculty member from Philosophy Department has instituted a socialwelfare group called UZWAAD towards raising awareness about important social and environmental issues. The activities foster active involvement of students through streetplays, roadshows and creation of messagedriven

documentaries. (vii) The institution supports DISHA School (for speciallyabled children) by hosting collaborative ventures, internship programmes and integrative learning activities. (viii) The institution renders support to the Management's 'Dempo Vishwa Gramshala' project towards advancement of rural schools. Faculty members have developed enriching interfaces to provide academic expertise to the flagship schools under the project. Students from the schools are hosted by the institution at the Science Exhibition held annually.

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Provide the weblink of the institution

<https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/Institutional->

## 8.Future Plans of Actions for Next Academic Year

Focusing on the mission of the institution of making education inclusive and to enhance education by technology and learnerfriendly pedagogy to develop employable citizens with humane values and social commitment, IQAC has planned following: 1. Post graduate program M.Sc. (Analytical Chemistry) (selffinancing) affiliated to Goa University. No Objection Certificate has been obtained from Directorate of Higher Education and permission has been obtained from Goa University to introduce the programme from AY 201819, with an intake of 20 students. The College has planned necessary infrastructure, recruitment of staff as well as collaboration with Goa Pharmaceutical Manufacturer's Association for onjob training, scholarships and placement. 2. Lecture series by inviting renowned scientists from IISER Pune to students of Dhempe College as well as Higher Secondary Schools and High Schools of Goa. 3. Active promotion of flipped learning technique. The Flipped learning workshops will be conducted for all the teachers. One of the faculty members will be master trainer after attending the advanced level workshop on flipped learning. At least 20 of the faculties will use MOODLE/ GOOGLE Classroom partially. Flipped Learning workshops will also be conducted for faculty members of other institutions in order to spread this new learnerfriendly pedagogy which can benefit students and make teaching learning more interesting. 4. To organize at least 15 extension service activities / outreach programme involving students and teaching faculty. 5. To conduct minimum 10 environment friendly activities with student's participation. 6. To organize at least 6 state level workshops for faculty, students and society at large, 1 International Conference involving scientists, eminent faculty members and students in the field of Nanotechnology and 1 National Seminar in order to enhance academic excellence. 7. To have at least 20 presentations from the faculty members for national and International conferences/ seminars in the next academic year. 8. To conduct at least 20 personality enhancement programmes related presentation skills, attitude and etiquettes, body language, etc., entrepreneurship development programmes involving boot camps, government schemes awareness, field trips to incubation centres, interaction with successful entrepreneurs, and skill enhancement activities like interview techniques, etc. are planned. 20 need based value added courses are planned. 9. To encourage alumni contribution by conducting 10 programmes involving alumni to enable current students interacting with them and sharing of experiences is planned. 10. To promote alumni registration through online alumni registration portal. 11. Five sessions on career guidance are planned to enable them make right choice' 12. Renovation and upgradation of classrooms, laboratories, electrical wiring, LAN, water pipelines etc. 13. Construction of new spaces through the funds from RUSA and management. 14. Promote scientific temperament and interact with academicians from reputed institutes by deputing teachers to renowned organizations as well as provide some seed money through management funds to carry out research activities.