YEARLY STATUS REPORT - 2023-2024

Part A
Data of the Institution

1.Name of the Institution	DCT's Dhempe College of Arts and Science, Miramar Panaji Goa
• Name of the Head of the institution	Prof. Vrinda Borker
• Designation	Professor
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322462376
• Mobile no	9822129669
• Registered e-mail	dhempe@rediffmail.com
• Alternate e-mail	principal@dhempecollege.edu.in
• Address	Dhempe College of Arts and Science, Miramar, Panaji, Goa
• City/Town	Panaji
• State/UT	Goa
• Pin Code	403001
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Grants-in aid**
• Name of the Affiliating University	**Goa University**
• Name of the IQAC Coordinator	**Dr. Mukta Karamadi**
• Phone No.	**08322462376**
• Alternate phone No.	**08322461507**
• Mobile	**8788290230**
• IQAC e-mail address	**iqac@dhempecollege.edu.in**
• Alternate Email address	**muktakaramadi@dhempecollege.edu.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.dhempecollege.edu.in
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.dhempecollege.edu.in/academic-calender/#1711271317906-6b8bfa8e-bd67

5.Accreditation Details

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

6.Date of Establishment of IQAC	**01/07/2003**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Dhempe College	Workshop/Seminar sponsored by DCT	Dempo Charities Trust	2023-2024	188214/-
Dhempe College	Sponsorship for Students Activities	Swetang Naik (Alumni)	2023-2024	10,000/-
Dhempe College	Research Project	Goa Forest Department	2023-2024	1,40,000/-
Dhempe College	Sponsored by AICTE	AICTE	2023-2024	20,000/-
Dhempe College	DST Project in Chemistry	Dept. of Science & Technology	2023-2024	4,00,000/-
Dhempe College	Maintenance Grant Salary	Goa Government	2023-2024	18,23,23,755/-
Dhempe College	Maintenance Grant non Salary	Goa Government	2023-2024	53,02,598/-
Dhempe College	Research Project	Vasantrao Dempo Education & Research Foundation	2023-2024	2,84,645/-

8.Whether composition of IQAC as per latest NAAC guidelines	Yes
• Upload latest notification of formation of IQAC	[View File](#)
9.No. of IQAC meetings held during the year	6
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes

• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**	
• If yes, mention the amount		

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

1. Organized a workshop on 'Har Ghar Dhyan: Yoga and Meditation for Health and Wellness' on 22nd July, 2023 in collaboration with Art of Living Foundation.

2.Two Memorandum of Understanding were signed: (1) EDUAVISE, Overseas Educational Consultancy on 30/8/2023 (2) Zonal Championship (Training Partner with E-Cell Khargpur) on 8/01/2024

3.To enhance presentation skills and encourage scientific temper among students Seminar Series Conclave 4.0 was organized from 4th February 2024 to 24th February 2024 and Student Research Symposium was organized on 16th March 2024 .

4.Organized various sessions/seminars for faculty development: (i) Training Session on 'Outcome Based Education: Course and Programme Attainment' for the HODs on 11/9/2023. (ii) A seminar on 'Imparting Value Education through Mentoring Programme' on 9/3/2024 (iii) 'Preparation for Successful Implementation of National Education Policy' on 24th April 2024 (iv) 'Measuring and Mapping Course Outcomes' on 25th April, 2024 (v) 'Writing a Research Proposal' on 26th April, 2024 (vi) 'Academic Leadership' on 27th April 2024.

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

Plan of Action	Achievements/Outcomes
1. To organize Skill Development Courses for students	12 Skill Development Courses were organized
2. To organize international/national/state level workshops, seminars and conferences.	01 International Symposium was organized 11 state/ national level workshops and seminars were organized.
3. To organize activities under the Star DBT Scheme.	• 74 equipments were procured • 15 training programs were organized for faculty and students. • 08 T.Y. B.C. projects were undertaken under the Star DBT Scheme. • 35 talks and seminars were organized • 05 awareness and outreach programs were organized • 14 visits to various organizations were organized to facilitate experiential learning • 03 workshops were organized to upgrade skills of the support staff.
4. To encourage and depute faculty members to participate in Faculty Development Programs.	21 faculty members attended FDPs, Academic Leadership programs, Refresher courses, Short Term Courses, NEP Orientation and Sensitization, Induction/Orientation Programme.
5. To increase research output, innovation and start-ups in the institution..	• Visit to incubation centre at the innovation hub-incubation unit of the Science centre was organized • 02 Major project proposals were submitted to Goa State Research Foundation, Govt. of Goa. • 03 Minor research projects in science and 02 Minor research projects in social science were submitted to GSRF, Govt. of Goa for funding. • 01 ongoing major project in Chemistry for 05 years funded by Vasantrao Dempo Education and

	Research Foundation. • Startup of Rs.5,00,000/- sanctioned by GSRF, Govt. of Goa for faculty in Chemistry for 02 years.
6. To organize workshops on research methodology, research writing for students and teachers	04 workshops on: Research methodology and plagiarism; Research methodology; Emerging trends in research; Seminar series on research methodology and advanced instrumentation were organized in the Institution.
7. To promote green activities in the campus.	• 63 students registered as green ambassadors Following events were conducted: • Orientation programme for green ambassadors • E-waste collection drive. • Survey on transport of faculty and support staff and calculation of carbon foot prints. • Green Audit was conducted • Talk on Climate Change • Seminar on 'Physics of Splendid Sunset. • National Workshop on 'Our Dynamic Planet: Climate Change and Navigating the future". • Hands on workshop on 'Bio-enzymes: an Entrepreneur Approach'.
8. To organize extension and outreach activities by involving students.	37 extension and outreach activities such as clean up drives, tree plantation, blood donation, awareness rally on water conservation, street plays on social issues, visit to old age homes, Caritas Centre for Deafblind, mental health rehabilitation centre and others were organized by the college.
9. To collaborate with reputed organizations and institutions for research, conferences, internship and placements, by	Two Memorandum of Understanding were signed: (1) EDUAVISE, Overseas Educational Consultancy on 30/8/2023 (2) Zonal

signing MoUs.	Championship (Training Partner with E-Cell Khargpur) on 8/01/2024
10. To organize workshops to provide career guidance to the students.	11 activities to provide career guidance such as workshops, orientation on career opportunities after graduation, seminars on education and career opportunities overseas, career and entrepreneurship programme, panel discussion on start-up enablers, workshop on importance of non-verbal communication, careers in psychology, entrepreneurship and innovation as career opportunities were organized.
11. To organize the annual student seminar series-'Conclave' and Science Exhibition.	• To enhance presentation skills and encourage scientific temper among students Seminar Series Conclave 4.0 was organized from 4th February 2024 to 24th February, 2024. • The Science Exhibition was held in January 2024.
12. Conduct workshops on Stress management, Yoga and Meditation, Mental health.	Har Ghar Dhyan: Yoga and Meditation for health and Wellness on 22nd July, 2023 in collaboration Art of Living Foundation. • Exploring Ayurvedic Wisdom for balanced living • International Day of Yoga celebrated with a yoga session • Talk on Mental Health Awareness in Adolescence by Department of Psychology • Talk on 'Health is Wealth' by NSS unit
13. To strengthen the mentorship programme.	• "Chrysalis"- an induction programme for First year BA and BSc students on 23rd& 24th June 2023. • Orientation programme for mentors on 4th August 2023.

	• Mentorship week was organised from 21st -26th, August 2023 • Session on 'Mentoring Minds' for the mentees on 2nd September 2023. • Session on Imparting Value Education through Mentoring Programme on 9th March 2024.
14. To organize workshops for Administrative staff to enhance their skills.	• Training program on excel • Computer and internet essential for MTS • Workshop on mushroom cultivation • Workshop on mission zero- a step towards zero waste • Gardening skills • Session on code of conduct • Session on yoga and meditation
15. To strengthen the Alumni participation and organize collaborative activities.	A total 14 activities were organized by inviting Alumni as resource persons to: • 11 talks and guest lectures on topics: To the Moon and Back, Career Opportunities in Directional Drilling, Careers in Oil fields, Role of Students in Nation Building, Extreme expeditions, Guardians Spirits of Goa. • 01 Literary Cultural Trail in the Latin Quarters. • 02 GUART coaching sessions in the subjects of English and Philosophy

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Board	**18/04/2024**

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2023-2024	06/03/2024

15. Multidisciplinary / interdisciplinary

The institution offers Bachelor's degree programmes in Arts and Science, including B.Sc. Biotechnology (self-financed). It also offers a Master's degree programme in Analytical Chemistry. As a College affiliated to Goa University, the institution follows syllabus prescribed by the Board of Studies in respective disciplines. The academic structure of NEP 2020 was implemented in a phase-wise manner starting with First Year BA/BSc in 2023-24. As part of this, 03-credit Multidisciplinary Courses (MC) were offered. Faculty members across disciplines were involved in designing these courses as members and special invitees. Students enrolled in FYBA could choose their MC from a diverse range of subjects viz.: Mathematical Techniques in Competitive Examinations, Emerging Trends in Computers, Kitchen Gardening, Introduction to Chemistry, The Dynamic Earth, History of Physics, Food, Nutrition and Health, Descriptive Statistics, Cyber Security Essentials, Ecosystem Biodiversity, Introduction to Chemistry, Physical Geology, Indian Contribution to Physics and Public Health and Hygiene. Students enrolled in FYBSc could choose their MC from the spectra of the following subjects: Sustainable Development, Indigenous Heritage of Goa, Ethics and Contemporary Issues, Contemporary Issues in India, Psychology of Adjustment, Globalisation, Women in Goan History, Introduction to Human Rights, Environmental Psychology and Psychology of Adjustment. In addition to this, the institution offered Skill Development Courses as multidisciplinary value-addition components to students to bridge curriculum gaps. These were: Basics in Python Programming, Introduction to Translation, Latex: The Mathematical Typesetting, Basic Statistics and Introductory Econometrics, Determination of Physico Chemical and Microbiological Parameters in drinking water, Apada Mitra/Apada Sakhi, Digital Marketing, Intertwining Ethics and Religion: Sacred Groves of Goa, Spoken Tutorials by IIT Bombay, Fungi as food, biofertilizers and biocontrol agents and Devanagari Typing in Mangal Font. To instill a multidisciplinary outlook among students, the institution has hosted workshops for students of both Science and Arts viz.: Careers in Aviation Industry (technical and communication), Preparation for Overseas Education by EduAdvise etc.

16. Academic bank of credits (ABC):

Institutional preparedness in implementation of Academic Bank of Credits is bound by guidelines prescribed by Goa University and the Directorate of Higher Education, Government of Goa from time-to-time. A notification was sent by DHE to enroll all students for digilocker and create an ABC ID. The institution facilitated the same through its robust mentoring programme. Assistance videos created by UGC-NAD/ABC Bureau were linked on the college website. An email of intimation was sent to students and necessary follow-up was undertaken. Due guidance was also provided by the institutional System Administrator. ABC ID and required data was sent to DHE and Goa University to aid registration for exams in a timely manner. Since the College is affiliated to Goa University, flexibility with regard to multiple entries and exits are aligned with NEP 2020 guidelines.

17. Skill development:

Skill Development has been adopted as one of the distinctive practices of the institution and features prominently in its mission statement. This endeavour is also aligned with the vision of NEP. As part of the phase-wise implementation of NEP academic structure at First Year level, Skill Enhancement Courses were offered in all Major subjects. The SECs feature 01-credit theory and 02-credit practical components to provide heuristic learning experience to students. In the next phase of implementation, SECs will be offered at the second year level in the academic year 2024-25. In addition to this, the institution offered Skill Development Courses as multidisciplinary value-addition components to students to bridge curriculum gaps. These were: Basics in Python Programming, Introduction to Translation, Latex: The Mathematical Typesetting, Basic Statistics and Introductory Econometrics, Determination of Physico Chemical and Microbiological Parameters in drinking water, Apada Mitra/Apada Sakhi, Digital Marketing, Intertwining Ethics and Religion: Sacred Groves of Goa, Spoken Tutorials by IIT Bombay, Fungi as food, biofertilizers and biocontrol agents and Devanagari Typing in Mangal Font. Apart from this, the College fosters skill development through hands-on workshops, seminars, interactive sessions and Personality Enhancement Programmes (PEP). The Institution's Innovation Council has organized workshops by inviting industry experts on ideation, prototyping and entrepreneurship. Internship is facilitated for students in industries and media houses.

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

The Institution has a Department of Indian Languages. B.A programme

also offers Graduation in Konkani Honours and General Degree with Marathi and Hindi under the aegis of CBCS. Under the newly implemented NEP academic structure, students can pursue Single Major in Konkani and Double Major in Hindi. Various MCs offered at First Year level, such as Indian Contribution to Physics, Indigenous Heritage of Goa etc., aim towards acquainting students with salient features of Indian Knowledge System. Values of IKS have also been conduited through courses featuring the rich sahitya of Indian literature and culture, Indian philosophy, Indic studies, Indian ways of wellness and sustainability, discourses on Indian political thought and social thinkers such as Kautilya, Sri Aurobindo and Swami Vivekananda. Skill Development Courses offered by the institution as value-addition components are also oriented towards promoting IKS through topics such as 'Introduction to Translation', 'Devanagari Typing in Mangal Font', 'Apada Mitra/Apada Sakhi' and 'Intertwining Ethics and Religion: Sacred Groves of Goa'. The Departments of Science conduct exhibitions, workshops, talks, etc. to promote the natural heritage of India. BSc students are offered one course in the Indian language. As part of the Directorate of Higher Education project, faculty members have started developing e-content for bilingual curriculum transactions in regional language Konkani. Faculty members have also been involved in major translation projects under the aegis of Committee for Scientific and Technical Terminology, Directorate of Official Languages, Goa and People's Linguistic Survey of India. Faculty members work towards increasing awareness and preserving the rich historical and cultural heritage through trails, walks, lectures, and cultural programs in the form of festivals. Yoga day and commemoration of national days and birth/ death anniversaries of noted personalities in the field of science, technology, sports and global harmony is undertaken to uphold India's contribution to humanitarian development. Talks highlighting ecological practices in festivals were organized to transfer knowledge about sustainability-values embedded in native Indian ways of life to the younger generation.

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

As an institution affiliated to Goa University, the College follows the curriculum prescribed by the university. As such, the College follows the syllabus and course outcomes designed by the Board of Studies of respective subjects. As members and special invitees of BoS, faculty members have contributed to the design and development of COs. Aligned with these course outcomes as well as the vision of National Education Policy 2020, the College has outlined seven Programme Outcomes for the BA and BSc programmes. The common POs for the three-year BA and BSc Programmes are: Knowledge, Problem

Analyses and Designing Solutions, Communication and Soft Skill Development and Ethics and Environmental Sustainability. In the BSc programme, Science and Society and Life-long Learning feature as PO6 and PO7 respectively while in the BA Programme, emphasis is placed on the POs, Employability/Entrepreneurship and Commitment to Society. POs and COs are displayed on the college website. At the start of the academic year, students are acquainted with the POs during the induction programme. At the start and end of each semester, teachers of individual subjects apprise student-learning with regard to the attainment of COs. The College organized two workshops for the faculty members to train them in mapping and calculating CO attainment. For the year 2023-24, The college evaluated COs in two softwares; one provided by the Directorate of Higher Education and the other developed by the institution itself. The latter was designed to offer flexibility in calculating outcomes for SEC papers. In order to enhance outcome-attainment, the institution has initiated several measures such as: learner-centred teaching approaches, ICT-integration, organization of workshops, seminars, crossover learning opportunities, regular field-trips, internships at nodal organizations, training in research methodology, session in entrepreneurship and innovation, visits to industries, guidance to participate in academic and research events of state, national and international stature etc.

20.Distance education/online education:

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

Extended Profile

1.Programme

1.1   **423**

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

File Description	Documents
Data Template	[View File]

2.Student

2.1   **385**

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2   **155**

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

File Description	Documents
Data Template	[View File](#)

2.3   **345**

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	[View File](#)

3.Academic

3.1   **77**

Number of full time teachers during the year

File Description	Documents
Data Template	[View File](#)

3.2   **77**

Number of sanctioned posts during the year

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**423**

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	**385**

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**155**

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**345**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**77**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**77**

File Description	Documents
Data Template	<u>View File</u>

4.Institution

4.1 Total number of Classrooms and Seminar halls	**28**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**2,00,06,781.00**
4.3 Total number of computers on campus for academic purposes	**96**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The College follows the curriculum and academic schedule prescribed by Goa University. General timetables and academic schedules are prepared by designated committees, while departmental timetables and workload distribution are managed by the Heads of Departments (HoDs). Individual faculty members create lesson plans, which are reviewed and approved by the respective HoDs. Faculty ensure syllabus completion within the prescribed number of lectures, and this is verified by the HoDs and the Vice Principal. The Institution has implemented a well-structured educational framework with clearly defined objectives to achieve desired learning outcomes. A flowchart outlining the teaching-learning process has been developed and shared across departments to standardize practices.

To enhance curriculum delivery, faculty members employ a variety of teaching methodologies beyond the traditional chalk-and-talk approach. These include field trips, heritage trails, study tours,

ICT-based learning, blended learning, and the use of Google Classroom. Student feedback on curriculum delivery and faculty performance is collected at the end of each semester. Additionally, the College offers skill development courses beyond the prescribed syllabus. These courses, designed by faculty to impart specific competencies, are highlighted in the prospectus and made available on the college website. Workshops are organized to further enrich the learning experience.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	Nil

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

The College adheres to the academic calendar issued by Goa University, which specifies the start and end dates for classes in odd and even semesters, Semester-End Examinations (SEE), and vacation periods.

The academic year 2023-24 began on June 19, 2023, for B.A./B.Sc. programs and on the same date for the M.Sc. in Analytical Chemistry. Based on this calendar, the Examination Committee formulates a detailed schedule for Continuous Internal Evaluation (CIE), which encompasses Intra-Semester Assessments (ISAs) and SEE.

The Postgraduate Department oversees the timetable for M.Sc. Analytical Chemistry assessments, including both theoretical and practical ISAs and SEE.

With the implementation of the National Education Policy (NEP) in the first-year B.A. and B.Sc. programs, three ISAs (two tests and an assignment) are conducted for Major, Minor, VAC, and Multidisciplinary courses. For Skill Enhancement courses, two ISAs are conducted for theory, while three ISAs (test, assignment, and oral) are held for practical components.

For second- and third-year B.A. and B.Sc. programs following the CBCS curriculum, two ISAs (test and assignment) and SEE are conducted per the University's schedule. Similarly, three ISAs and SEE for M.Sc. Analytical Chemistry are successfully completed as

per the notified timelines.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.dhempecollege.edu.in/academic-calender/#1716917476732-56a133d9-dd43

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

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

1.2 - Academic Flexibility

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

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

27

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

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

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

12

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

214

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

Gender related issues such as women movement, literary criticism, women's writing, and human values are discussed in different courses in B.A. programs.

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

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

The B.A. program (NEP and CBCS) through its subjects, viz. Philosophy, Psychology, Economics, Political Science, History,

English and the Indian Languages, ensures that students receive education that addresses cross-cutting issues. The curriculum nurtures ethical awareness, human values, women rights, social responsibility, and environmental consciousness among students, preparing them to be responsible professionals.

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

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

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

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

56

File Description	Documents
Any additional information	[View File](#)
Programme / Curriculum/ Syllabus of the courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**No File Uploaded**
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Institutional Data in Prescribed Format	[View File](#)

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

682

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

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/1.4.2Report-of-feedback-analysis-on-Syllabus-and-its-transaction-2023-24.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/1.4.2Report-of-feedback-analysis-on-Syllabus-and-its-transaction-2023-24.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

385

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

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

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

88

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

2.2 - Catering to Student Diversity

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

The College assesses learning levels of students through Intra-Semester Assessments, Semester-End Examinations, participation-based classroom activities and an active mentorship programme. Based on the requirements of diverse learners, special programmes initiated are:

1. Remediation: Teachers undertake remedial classes to help slow learners cope with curriculum requirements.

2. Cooperative Learning Strategies: Teachers implement CLS to facilitate interactive peer-learning. Students learn syllabus-based concepts through participation in group-activities such as discussions, presentations, debates, role-plays, cosplays, exhibitions etc.

3. **Provision of learning material:** Students are provided access to online repositories, databases, videos etc. as supplemental aid to enhance knowledge-acquisition and retention.

4. **Skill Development Courses:** SDCs are organized for slow and advanced learners in order to bridge curriculum gaps and equip students with add-on or transversal skills.

5. **Workshops and Seminars:** The IQAC annually organizes a seminar-series titled 'Conclave' where advanced learners make presentations on diverse topics of global/national relevance. Early-research is promoted through workshops, projects, participation in conferences and publications. Students have availed internship opportunities at nodal academic, research and social bodies and organisations.

6. **Regular counselling:** Students are provided counselling facilities on a timely basis to address exam-related stress and anxieties.

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

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

Number of Students	Number of Teachers
1049	106

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

The Faculties of Science and the Department of Psychology have well-equipped laboratories where students conduct curriculum-based

experiments. State-of-the-art equipment procured under RUSA is being used for advanced experimental research by students. Regular field trips are undertaken for in-situ learning and ground experience. Heritage trails, visits to the Legislative Assembly, participation in 'seva' at places of worship and community service are undertaken to promote reflective observation and practical knowledge.

Projects undertaken as part of the Third Year programme are oriented towards identifying and solving problems. Students are guided to undertake projects which involve data-collection, survey and interviews. Annual science exhibition is conducted to promote heuristic learning. Annual entrepreneurship exhibition-cum-sale is conducted to promote hands-on learning in business models.Under the aegis of IIC, workshops on ideation and prototyping are conducted.

As part of flipped methodology, cooperative learning strategies are used to promote participative and inclusive learning. Online tools such as Padlet, Mentimeter, Prezi, Quizziz etc. are used to facilitate interaction.

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

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

The institution makes efforts to integrate ICT enabled tools meaningfully and ethically in the teaching-learning process.

All the teachers of the College have been involved in creating syllabus-based e-content as part of the DISHTAVO project of DHE, Government of Goa. In 2023-24, teachers of the College created videos in Konkani, as part of this initiative.

As part of blended learning, online resources such as videos, documentaries are integrated in lecture sessions. E-tools such as Poll Everywhere, Menti.com and Padlet are used to encourage students to give their viewpoints on topics. Platforms such as

Prezi, CoPilot and Gemini have been used to make presentations visually interesting for the learners to facilitate enhanced engagement and retention. The Learning Management System of Google Classroom has been used to provide systematic and easy access to study resources, question banks and reference material.

The College regularly deputes teaching staff to Faculty Development Programmes oriented towards facilitating innovative teaching pedagogies.

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

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

2.3.3.1 - Number of mentors

68

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

2.4 - Teacher Profile and Quality

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

77

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

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

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

33

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

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

2.4.3.1 - Total experience of full-time teachers

815

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

2.5 - Evaluation Process and Reforms

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

As a college affiliated to Goa University, the institution is bound by the statutes and ordinances laid down by the university from time-to-time. The College complies with the guidelines prescribed under CBCS (from 2017-18 to 2024-25) and NEP (2023-24 onwards).

The conduct of the intra-semester assessment and semester-end examination is undertaken in a streamlined manner to benefit the students. Students are given an elaborate insight into the exam structure at the beginning of the academic year during the induction programme. Teachers of individual subjects inform students about the pattern of ISA, SEE, marking scheme and rubrics.

ISA and SEE timetables are displayed well-in-advance to aid preparation. Students are shown their intra-semester marks before the commencement of SEE. As acknowledgement, students are asked to write 'seen'/'checked' and sign on the answer sheet. This practice gives learners an opportunity to identify areas for improvement.

Under the NEP structure, robustness in frequency of ISAs is maintained: three ISAs are conducted for the students of First Year. The best two scores are considered for final tabulation. ISA 1. The mode of assessment is also dynamic: while the first ISA is undertaken in the form of assignments/presentations, the second and third are in the form of written tests, quizzes etc.

I

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

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

All examination-related grievances are dealt with by the College Grievance Committee set up in accordance with the Ordinances of Goa University. If a student is not satisfied with their result, then a personal verification of the answer book is undertaken by the faculty member concerned upon formal application by the student. If the grievance persists, the student is informed to submit an application to the College Grievance Committee within a week of completion of personal verification.

The Committee then invites a reply to the grievance made by the student from the faculty concerned. After considering the same, it recommends a course of action in writing to the Principal. The Principal informs the student of the findings of the committee and takes appropriate action which may also include reassessment of the answerbook. If the grievances are found to be genuine, the same is recorded citing reasons and suitable action is taken as per the OA 5.2.6 of Goa University. Cases reported were resolved at the level of verification.

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

2.6 - Student Performance and Learning Outcomes

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

As an institution affiliated to Goa University, the college is bound by the COs defined for courses by the Board of Studies constituted in each subject. Aligned with these course outcomes as well as the vision of National Education Policy 2020, the College has outlined seven Programme Outcomes for the BA and BSc programmes.

The common POs for the three-year BA and BSc Programmes are: Knowledge, Problem Analyses and Designing Solutions, Communication and Soft Skill Development and Ethics and Environmental Sustainability. In the BSc programme, Science and Society and Life-long Learning feature as PO6 and PO7 respectively while in the BA Programme, emphasis is placed on the POs, Employability/Entrepreneurship and Commitment to Society.

POs and COs are displayed on the college website. At the start of the academic year, students are acquainted with the POs during the induction programme. At the start and end of each semester, teachers of individual subjects apprise student-learning apropos attainment of COs.

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

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

The institution has started the mapping of the COs and POs in a phase-wise manner. The college evaluates COs in two softwares; one provided by DHE and the other developed by the institution (AY 2023-24) . The former involves the following steps: defining number of COs for individual papers, inserting course and examiner details, defining number of ISAs, insertion of ISA marks as per COs and input of SEE marks as per COs. The total attainment in each CO per student is reflected in the next sheet. The last sheet calculated the class attainment in the respective subject. The threshold was set in accordance with the DHE guidelines.

The College software involves insertion of: paper and student details, number of COs, ISA and SEE marks and practical marks (if any). One sheet was designed specifically to meet the requirements of the SEC papers with 2 theory ISAs, 3 practical ISAs, Practical SEA, and Theory SEA. In the present format, the college software afforded more flexibility for papers involving Practical components.

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

2.6.3 - Pass percentage of Students during the year

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

297

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/2.7.1Student-Satisfaction-Survey.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

500000

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

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

3.1.2.1 - Number of teachers recognized as research guides

03

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

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

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

`01`

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

3.2 - Innovation Ecosystem

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

The institution is part of the Research Cluster of Science Colleges in Goa, and has a research center, which has enabled the students/faculty to register for PhD. in Chemistry. The Research Laboratory has high-end equipment for advanced research. By providing direct access to advanced equipment, the institution empowers students to engage in societal problem solving, laying the foundation for future innovators and researchers. Research and Development Cell creates awareness among faculty about various research funding schemes thereby promoting research projects.Startup project grants are received by faculty members by government agency.Faculty members publish research articles in quality journals. Workshops on research methodology are conducted to improve the research skills and competencies among teachers and students by the scientists from research institutions and academicians from the university. Management has facilitated the award and seed money to faculty for publications indexed in Scopus/WOS journals and research projects. To inculcate the spirit

of innovation and entrepreneurship, the IIC, regularly organizes workshops, seminars and boot-camps for students. The institution further strengthens its research ecosystem by signing MoU's with the prestigious institutions and universities that enables collaborative research, knowledge exchange and access to shared resources thereby broadening the scope of innovation.

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

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

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

25

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

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

01

File Description	Documents
URL to the research page on HEI website	https://www.dhempecollege.edu.in/dhemperesearch/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

12

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

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

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

03

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

3.4 - Extension Activities

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

Social responsibility is of utmost importance to the Institution. The National Service Scheme (NSS) and National Cadet Corps (NCC)

are pivotal student units for extending and engaging the community. Through these units, a remarkable 50 NCC Cadets and 292 volunteers from the NSS have participated in various programs, social media campaigns, including 7 cleanliness drives and awareness campaigns centered around water bodies such as rivers and beaches and the use of paper bags. These initiatives are part of larger programs like Swacchata Hi Seva, ACTIZEN, International Coastal Cleanup, Fit India and Puneet Sagar Abhiyaan.

Beyond these community engagements, the Institution also places a strong emphasis on the well-being of its students, contributing to social welfare in the process. Students actively participate in blood donation camps conducted both within and outside the institution. Under the guidance of faculty mentors, they pay visits to special schools, orphanages, old-age homes, along with selling hand-made products by special children and conduct programmes for the underprivileged, thus fostering inclusivity in the society. Street plays and public rallies are conducted as means to raise awareness on social issues such as suicide prevention, mental health, public hygiene, significance of education, and gender equality among the masses.

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

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

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

00

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

3.4.3 - Number of extension and outreach programs conducted by the institution through

NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

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

37

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

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

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

853

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

3.5 - Collaboration

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

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

78

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

19

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

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

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

The laboratories in the Departments of Science and Psychology are well-equipped with high end instruments and tools to conduct practicals of undergraduate and postgraduate programmes.

The institution has a Seminar Hall and audio-visual/recording room

which is utilized to organize workshops, seminars, conferences and screening documentaries for students under the aegis of departmental clubs. The language laboratory with state-of-the art infrastructure is equipped with computers with updated software that enables students to upgrade their language skills.

The Department of Geology has a museum with a wide collection of rocks, minerals and fossils. The library has a Reading Room and is partially automated with ILMS software KOHA, Version 21.11.01.000, extensive collection of textbooks, reference

books, magazines, e-journals accessible through INFLIBNET and N-List.

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

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

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

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

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

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

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

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

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

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

28

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

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

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

2,00,06,781

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

4.2 - Library as a Learning Resource

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

The college library has an extensive collection of 38,076 books. During the academic year 2023-2024, 410 new books were added to the collection. The library also offers a range of services that include daily circulation of books, access to e-journals, e- books through Inflibnet, N-List membership, syllabus for all subjects, including current and old ones. In addition, the library provides access to old question papers, internet browsing facilities, newspaper section, reading room and journal section.

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

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

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	**Nil**

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-	B. Any 3 of the above

books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

4,66,685

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

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

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

151

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

4.3 - IT Infrastructure

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

Computers added: 14

Internet speed: 25 Mbps 1:1 leased line GWave/Jetway, 100Mbps

GBBN, 1 Mbps Jio network.

The college constantly puts in efforts to update its IT facilities including WiFi. The college has a total of 140 computers out of which 96 are available for academic purposes.

The Computer Lab has 48 desktops, all of which are with the latest configuration. In addition, there are 15 printers and 26 LCD projectors.

The computers are supported with LAN and WiFi connectivity.

14 desktops were added during the academic year 2023-2024.

The internet speed is 25 Mbps 1:1 LeaseLine GWave/Jetway, 100 Mbps. GBBN, 11Mbps Jio network.

The college has appointed a System Administrator to look after computers, network, and CCTV surveillance maintenance of the ICT infrastructure.

The computer hardware and software in laboratories are upgraded with the latest versions along with the printing and scanning facilities.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

4.3.2 - Number of Computers

96

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

4.3.3 - Bandwidth of internet connection in the Institution	C.10 - 30MBPS

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

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

65,25,184

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

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

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

The Maintenance Committee provides suggestions and chalks out the repair work and upkeep of physical infrastructure.

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

06 Housekeeping staff are appointed for maintaining the cleanliness of premises and maintaining hygiene in girls and boys common rooms. The librarian takes care of the overall maintenance of the library.

Laboratory equipment is checked and maintained by the laboratory assistants of respective Departments.

A Gardener has been appointed for the maintenance of botanical and college gardens.

Workers on daily wages are called for work related to electricity, plumbing and furniture repairs. A contract for maintenance of the elevator and IT facility has been signed for timely servicing. Efficient technicians are called for maintenance of air conditioners and fire extinguishers. The Department of Physical Education looks after the maintenance of sports infrastructure. The canteen committee provides suggestions for compiling the menu as well as supervises the overall cleanliness and hygiene of the canteen.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

69

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

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

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

60

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

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

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

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

956

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

956

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

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

21

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

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

5.2.2.1 - Number of outgoing student progression to higher education

160

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

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

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

13

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

5.3 - Student Participation and Activities

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

one) during the year

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

39

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

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

The establishment of the Students' Council, through a fair election process governed by Goa University Ordinances, is an annual feature. The General Secretary, Sports Secretary, Cultural Secretary, Lady Representative, Grievance Secretary, Media Coordinators, Class Representatives and team pledge to serve the Institution and its student community.

This is followed by an election for UCRs- University Class Representatives who in turn elect the UFR, University Faculty Representatives (Arts/Science); thereby, encouraging higher leadership roles.

Council members undergo in-house training programs in soft skills.

Intra and Inter-collegiate activities are managed by the council. The students plan, budget and execute "Creations"- the annual cultural extravaganza, the oldest inter-collegiate in Goa that saw its first edition in 1984. "Ebullience"- the inter-collegiate sports event is handled by the Sports Secretary and team.

Events hosted are Fresher's Welcome and Talent Hunt, Janmashtami, Fun Week, Farewell, Annual Social and Prize Distribution and outreach activity.

The institution facilitates student representation in various
College statutory and other bodies namely IQAC, Anti-ragging and
Internal Complaints Committee, National Service Scheme,
Institutions Innovation Council, Library and Canteen committees.

Other roles are as Green Ambassadors – imparting environment-
friendly culture among their peers and Gender Champions.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

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

37

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

5.4 - Alumni Engagement

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

The Institution's Alumni Association "Dhempe College Alumni
Association" is registered under the Societies Registration Act
1860. It works to support dynamic communication between past and
current pupils of the institution.

The Executive Committee includes the President, Vice-President,
Secretary, Joint Secretary, Treasurer and Joint Treasurer. The

Institution also has an internal Alumni Committee composed of current staff members who are the institution's Alumni.

Contribution of Alumni

- Guest lecturers, entrepreneur-building activities, career-guidance sessions and other interactions by well-placed alumni.

- Alumni studying or working at National and International Institutes share experiences.

- Distinguished alumni are invited as judges for intra and inter-collegiates hosted by the institution.

Special Alumni Meet

The batch of 1987-88 re-lived their college days when they visited the campus on 2nd June, 2024. Some of the institution's retired teachers/ Alumni mobilized this visit. This has become an annual practice to foster bonds with ex-students.

Financial contribution

- In-house faculty (Dhempe alumni) have contributed to Dnyan Daan- the institution's teacher-initiative to ensure free education to deserving students.

- Alumni have contributed towards the institution's inter-collegiate cultural and sports events "Creations" and "Ebullience".

- Alumni have also instituted endowment prizes to recognize the efforts of students.

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

5.4.2 - Alumni contribution during the year | D. 1 Lakhs - 3Lakhs

(INR in Lakhs)

File Description	Documents
Upload any additional information	[View File](#)

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The governance of the institution aligns seamlessly with its Vision and Mission, which emphasize values such as learning, innovation, creativity, scientific temper, applicative research, multidisciplinary education, inclusion, and outreach. To advance these core principles, the Internal Quality Assurance Cell (IQAC), under the leadership of the Principal and Administrator, developed a comprehensive Institutional Development Plan (IDP) for 2022-2032. This plan strategically defines the institution's goals and provides a clear roadmap for implementation.

Governance is participatory and inclusive, with faculty members from various departments actively contributing to the formulation of the IDP. Additionally, the IQAC works collaboratively with department heads and NAAC criteria convenors to drive policy and quality-related decisions. Key areas of focus include enhancing research output, refining teaching-learning methodologies, and fostering skill development. The governance structure encourages collective decision-making, ensuring that teachers are integral to shaping institutional policies and practices. This approach promotes a dynamic and forward-thinking academic environment, fully embodying the institution's Vision and Mission.

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

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

Case Study: Decentralization and Participative Management in Student Affairs

Effective leadership at the institution is exemplified through its practices of decentralization and participative management, particularly in student-related activities. A prime example is the functioning of the Students' Council, a body comprising elected student representatives. Elections for the council are conducted annually under the supervision of the Principal, ensuring democratic representation.

The Students' Council plays a pivotal role in planning and managing student activities. The General Secretary, in collaboration with other council members and guided by the Student Activities Committee, prepares budgets for events. These budgets are then reviewed and sanctioned by the Principal. The council exercises decision-making authority over various student events, including inter-collegiate competitions like Creations and Ebullience.

To support these events, council members actively seek sponsorships from government and non-government organizations, demonstrating their initiative and resourcefulness. This decentralized structure not only distributes responsibilities but also empowers students by enhancing their leadership, teamwork, and communication skills. The participative governance model ensures that students have a voice in institutional processes, fostering a sense of ownership and practical learning.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Case Study: Initiative for Faculty Development

To enhance academic excellence, the institution places a strong emphasis on faculty development and continuous learning. In alignment with this objective, the college encourages faculty members to participate in various Faculty Development Programs (FDPs) and organizes comprehensive in-house training sessions. In the current academic year, 21 teaching faculty members actively

engaged in external FDPs to upgrade their skills and knowledge. Additionally, the institution successfully conducted 29 professional development and administrative training programs to strengthen teaching practices and operational efficiency.

The institution also provides financial assistance to faculty members for attending seminars, conferences, and workshops, fostering a culture of lifelong learning and scholarly engagement. The Internal Quality Assurance Cell (IQAC) plays a pivotal role in organizing workshops on research methodology and capacity building. It also conducts training sessions focused on innovative teaching pedagogies, equipping educators with the latest AI-powered software and ICT tools to enhance the teaching-learning experience.

This comprehensive approach to faculty development, guided by the strategic plan, promotes continuous professional growth, encourages research, and ensures that educators remain adept at integrating modern technology and innovative practices into their pedagogy, ultimately benefiting the entire academic community.

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

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

Organogram of the Institution

The institution's organizational structure is designed in accordance with Goa University statutes to ensure effective governance, management, and quality assurance. At the apex is the Governing Body, chaired by the Chairman and comprising nine additional members, responsible for major policy decisions. Supporting governance is the Local Managing Committee (LMC), with 10 members, including the Principal, Chairman, and two faculty representatives. The Administrator, acting as secretary, facilitates coordination between the Governing Body, LMC, IQAC, Principal, and Vice-Principal.

The Principal, assisted by the Vice-Principal, oversees all academic and administrative functions. The IQAC, led by an Associate Professor, includes seven faculty members, two student representatives, and one representative each from Industry, Education, Alumni, and an NGO, focusing on continuous quality enhancement.

The academic structure comprises 15 undergraduate departments, each managed by a Head of Department (HOD) with faculty and technical staff, and a postgraduate department in M.Sc. Analytical Chemistry under the Principal's leadership. Administrative operations are handled by the Head Clerk and Accountant, supported by the Vice-Principal. Additionally, various statutory and non-statutory committees, each headed by convenors, contribute to policy implementation, regulatory compliance, and institutional development.

This hierarchical structure ensures efficient functioning and participative decision-making.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	https://www.dhempecollege.edu.in/about-dct-2/
Upload any additional information	**No File Uploaded**

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

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

6.3 - Faculty Empowerment Strategies

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

Teaching Staff

Free Eye Checkup Camp in collaboration with ASG Eye Hospital con on 14th August 2023.

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

Seed money to promote research

Financial assistance for attending online webinars, MOOC courses, FDP and Orientation/Refresher courses.

Cash incentive of Rs 25000-/- for publishing papers in SCOPUS indexed journals.

Session on awareness of the POSH Act 2nd March 2024 to enhance awareness about legal provisions, safety and mental wellbeing.

Workshop on "Har Ghar Dhyan: Yoga and Meditation for Health and Wellness" on 22nd July 2023.

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

Administrative Staff

Festival advance: To incur expenses during certain festivals

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

Training Programmes: To update their skills

Workshop on "Har Ghar Dhyan: Yoga and Meditation for Health and Wellness" on 22nd July 2023.

· Gymnasium: well-equipped gymnasium .

Provision from Government

All staff members are entitled to LTA, Maternity and Paternity leave, CCL, Study leave, Sabbatical, Children Education Allowance,

Earned Leave and Sick Leave.Also Duty Leave ,Travel Allowance and Registration Fees for attending/presenting papers at seminar/conferences. Leave under FDP for PhD research work completion.

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

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

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

15

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

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

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

28

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

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

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

21

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

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

The Performance Appraisal System for teaching and non-teaching staff is structured and fully functional. Teaching faculty submit an annual self-appraisal report detailing their profile, courses taught, workload, teaching and evaluation methods, academic and

professional growth, participation in extra-mural activities, and contributions to college administration through committee memberships. These reports are reviewed and endorsed by the respective Heads of Departments and the Principal, and are critical to career advancement considerations. The Academic Performance Index (API) is also applied to faculty under the Career Advancement Scheme (CAS) and is reviewed by the IQAC and the API Scrutiny Committee. For higher-level promotions, the API is further scrutinized by the Goa University Committee. Additionally, The HoD of each department evaluates the performance of the Lecture base and contract basis staff, which is then submitted to the IQAC of the college.

Non-teaching staff submit an Annual Performance Assessment Report (APAR) to their section heads, which is reviewed by the Vice Principal and forwarded to the Principal with additional comments. The APAR forms the basis for Modified Assured Career Progression (MACP) and promotions within the non-teaching staff cadre. The systematic review and endorsement process ensure that all appraisals contribute effectively to staff development and progression.

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

6.4 - Financial Management and Resource Mobilization

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

The institution conducts Internal and External financial audits regularly.

External Audit is conducted by M/s S.J. Thaly & co to audit the books of Accounts for finalization of Audited Statement of Accounts. The last audit was conducted in September 2023 to finalize the Audited Statement of Accounts for 2023-24.

External audit is conducted by the government to assess maintenance grants for salaries and non-salary salaries sanctioned and disbursed by the government. The Government audit also verifies the Service Books, consumables, and Dead Stock Register

as per the guidelines. The last external audit was conducted by the Government in May 2023, for the year 2019-20 and 2021-22. The Audit is conducted to assess the grants disbursed and the actual payments made as per the audited statement of accounts.

The Government audit verifies approvals granted by the Government, for the appointment of Teaching and Administrative staff. The expenditure on Salaries is verified on the Basis of NOC/approvals granted. The excess grants lying with the college, if any, are recovered by the Government through the statement of Assessment of Grant.

The Government audit also verifies the expenditure made under non-salaries in accordance with the pattern of assistance and gives suggestions to make expenditures in accordance with the rules.

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

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

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

10,65,481.5

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

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

The institution employs a comprehensive strategy for mobilizing funds and ensuring their optimal use.

- Under DBT Star College Scheme an amount of Rs. 1,20,41,263

grants was sanctioned to the college. For the optimal utilization of the grants, several seminars, symposiums, workshops, lecture series, hands-on training programs, exhibitions,bootcamps, inter-collegiate events and quiz competitions were organized by various departments of the college.

- Rs.21,51,392 funds collected through the Parent Teacher Association (PTA). The funds were utilized for student activities such as Chiasma (Rs. 25000) and Fun week (Rs. 46,000).

- Dr. Shashank N. Mhaldar secured Rs. 5,00,000 under the Goa State Research Foundation's Research Start-Up Grant Scheme

- Rs. 10,65,481.5 funds received from non-government bodies, individuals and philanthropists.

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

The DCT Scheme for Incentive for Publications offers Rs. 25,000 for publishing books or research papers. Three faculty members received this award.

The Vasantrao Dempo Education and Research Trust granted Rs. 2,88,509.40 as seed money for research projects, fostering innovation and academic research.

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

6.5 - Internal Quality Assurance System

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

Institutionalized Practices through IQAC Initiatives

The Internal Quality Assurance Cell (IQAC) plays a pivotal role in institutionalizing quality assurance strategies. Two key initiatives demonstrate its impact:

Institutional Development Plan (IDP) IQAC spearheaded the creation of the Institutional Development Plan (2022-2032), aligning with the college's vision for multidisciplinary education, sustainable research, scientific temper, and inclusivity. Detailed guidelines were provided to Heads of Departments (HoDs) to implement strategies in teaching, research, and outreach, ensuring alignment with IDP goals. This strategic roadmap fosters innovative teaching practices and research-oriented learning.

Research Development Initiatives IQAC has institutionalized a research-driven culture through targeted workshops and symposia. A significant example is the 'Exploring Frontiers: Student Research Symposium', held on March 16, 2024, exclusively for third-year B.A. students. This platform allows students to present research projects, enhancing their analytical skills and promoting academic excellence. Additionally, IQAC organized a workshop on 'Writing a Research Proposal' on April 26, 2024, conducted by Dr. Karuna Singh and Dr. Palia Pandit. This session equipped faculty with critical skills for drafting impactful research proposals, strengthening research capacity across departments.

These initiatives reflect IQAC's commitment to fostering a culture of quality, innovation, and research, driving continuous institutional improvement and academic growth.

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

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

Implementation of Outcome-Based Education (OBE) IQAC spearheaded the implementation of Outcome-Based Education (OBE) to enhance curriculum design and student learning outcomes. A key initiative was the workshop on 'Measuring and Mapping Course Outcomes', conducted on April 25, 2024. Dr. Ramu Murthy, the resource person, emphasized aligning Program Educational Objectives (PEOs), Program

Outcomes (POs), and Course Outcomes (COs) to ensure effective learning assessment. This training equipped faculty with tools to define measurable outcomes, link assessments with learning objectives, and systematically evaluate student performance. The OBE framework, now integrated across departments, promotes a competency-driven teaching meth

Capacity Building through Master Trainers IQAC institutionalized a Master Trainers Program to disseminate expertise and best practices among faculty. Six faculty members, trained through external programs, conducted in-house sessions on key topics, including research proposal writing, National Education Policy (NEP) implementation, and Outcome-Based Education (OBE). This cascading model strengthened faculty knowledge-sharing, encouraging peer learning and sustainable skill development within the institution. By fostering a collaborative approach to teaching innovations and policy implementation, this initiative significantly enhanced teaching strategies and research capabilities, contributing to continuous academic quality improvement.

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

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

File Description	Documents
Paste web link of Annual reports of Institution	https://www.dhempecollege.edu.in/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The College makes concerted efforts to promote gender equity and sensitization through infrastructural facilities and curricular/co-curricular activities:

Sensitization:

- Constitution of Gender Sensitization Committee which organizes special programmes.

- Seminars, lectures, talks and competitions organized by departments and committees on gender equality and inclusivity; street-plays/role plays on gender-based issues and empowerment; Fit-India Pledge, 'Health is Wealth' programmes for physical and mental wellness; celebration of International Women's Day.

- NCC Army Wing for girls and Naval Wing for both boys and girls; commissioned women officers for both; female students regularly participate in national parades, campaigns and social drives.

- Women's Cell activities: Seminar on "Lifestyle management of Thyroid Disease through Ayurveda in Women" and Menstrual Hygiene Programme.

- Proactive training provided to female and male students to compete at various state and national-level sporting events.

Safety and security through infrastructural and human resources:

- **88 CCTV cameras and three security personnel for strict surveillance and monitoring entry-exit.**

- **Internal Committee (SHPC for women), Anti-ragging Cell, Grievance Cell, and Discipline Committee to ensure ethical conduct.**

- **A Counselor, separate counselling room and mentoring program for overall wellness of students.**

- **Provision of girls' and boys' common room; ladies washroom equipped with sanitary pad vending machines; incinerators to maintain hygiene.**

File Description	Documents
Annual gender sensitization action plan	https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/7.1.1.-1-Annual-Gender-Sensitization-Action-Plan.docx-1.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/7.1.1.-2-Special-Facilities-1_compressed.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/power efficient equipment	**B. Any 3 of the above**

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

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste

management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The institution undertakes waste segregation at source by providing separate dustbins for disposal of paper, plastic, glass and electronic waste.

Solid waste management

The segregated waste is regularly collected by Panaji Municipal Corporation and subjected to standardized disposal mechanisms.

Liquid waste management

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

Biological waste management

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

E-waste management

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

Waste Recycling system

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

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	View File

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

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	[View File](#)

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping	A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	B. Any 3 of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**A. Any 4 or all of the above**

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

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

The institution's vision emphasizes fostering an inclusive environment, evident in its efforts to enroll students from diverse backgrounds. Various scholarship schemes are available to support underprivileged groups, such as the Gagan Bharari Shiksha Yojana, post-matric scholarships for Scheduled Tribe (ST) students

sponsored by the central government, the Promotion of Science Scheme, and the Blue Cross scheme. Additionally, the Dyaan Daan scholarship aids economically disadvantaged students, reflecting the institution's commitment to socioeconomic diversity.

Cultural diversity is nurtured through various programs instilling respect for different traditions. Regional diversity is celebrated via student participation in workshops highlighting Goa's rich heritage. NCC cadets also actively participated in Ek Bharat Shreshtha Bharat, National Integration Camps, Ekta Diwas celebrations, and the Run for Unity.

Linguistic diversity is promoted through seminars, workshops, YouTube videos, and skill development courses focused on translation. The release of 'Audio Pustakam', a textbook in audio format in the local language, further underscores this commitment.

Special facilities such as lifts, ramps, and tactile paths are provided for Divyangjan, ensuring accessibility and inclusivity. Empathy-building activities are encouraged through collaboration with DISHA School for the specially-abled, fostering inclusive values among students.

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

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

The institution promotes constitutional values and responsible citizenship through diverse activities which collectively instill a deep understanding of constitutional rights and responsibilities, nurturing informed citizens.

National Day Celebrations:

The institution observes significant days like Independence Day, Republic Day, Constitution Day, Rashtriya Ekta Diwas, Goa Liberation Day, National Youth Day, and International Women's Day with activities that foster constitutional awareness. These include flag-hoisting ceremonies, oath-taking, quizzes on the

Indian Constitution, and the Ekta Parade to promote national unity.

Sensitization Programs:

The college organizes lectures, seminars, and competitions to educate participants on constitutional principles such as unity, equality, and environmental responsibility. Programs include essay contests on social justice, debates on youth roles in environmental protection, and workshops on leadership and governance. Awareness sessions on drug abuse, gender equality, and India's global environmental leadership further emphasize the importance of civic duties. Examples

Hands-on Welfare Activities:

Students and faculty actively participate in hands-on initiatives like beach cleanups, Swachh Bharat drives, water conservation campaigns, and yoga sessions. These activities promote the constitutional values of environmental sustainability, public health, and social welfare.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.dhempecollege.edu.in/wp-content/uploads/2025/01/7.1.9_Sensitization-of-students-and-employees-of-the-Institution-to-the-constitutional-obligations.docx_compressed.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	B. Any 3 of the above

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

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

The institution commemorates important days to inculcate holistic well-being and sense of service towards national and global welfare.

1. **Independence Day, Mahatma Gandhi and Lal Bahadur Shashtri Jayanti, Goa Liberation Day, Republic Day celebrated to honour the efforts of national leaders/freedom fighters and work towards future development of the nation.**

2. **International Day of Yoga, National Sports Day, awareness on HIV/AIDS day and Mental Health Day observed by conducting activities to promote overall wellness.**

3. **Rashtriya Ekta Diwas, Constitution Day, National Voters Day, World Literacy Day, National Legal Services Day and Vigilance Awareness Week celebrated to instill constitutional values, particularly among young citizens.**

4. **National Youth Day, Innovation Day and National Librarians Day celebrated to provide new avenues for progression for youngsters. A collaboration with El Shaddai Charitable Trust was undertaken for service-based activities under 'Dhan Utsav'**

5. **Hindi Diwas, celebration of Konkani writers and Marathi Day undertaken for multilingual development.**

6. **National Pollution Control Day and International Coastal Cleanup Day observed by undertaking activities ensuring a clean environment.**

7. **Events like Chaturang (celebrating the eco-friendly practices of Ganesh Chaturthi) and Khadi Diwas undertaken to foster multicultural spirit.**

8. **International Women's Day was celebrated to nurture values of empowerment and equity.**

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

7.2 - Best Practices

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

Best Practice 1

1. Title: Fostering Excellence through Mentoring Program

2. Objectives: To foster holistic development, core values, empowerment and personal growth in students.

3. Context: The institution strives for holistic student development via a mentoring program, addressing challenges, while promoting responsible citizenship.

4. Practice: The program pairs 15-20 students with dedicated mentors, offering guidance integrating academic support, personal growth and social responsibility.

5. Evidence of Success: The program boosts academic performance and self-confidence. 80% of students pursue higher education and are engaged in co-curricular, sports and outreach activities.

6. Problems Encountered: Time constraints, balancing workloads, and limited resources.

Best Practice 2

1. Title: Structuring the Educational Process

2. Objectives: To streamline curriculum delivery, enhance learning efficiency and ensure positive learning outcomes.

3. Context: It involves setting learning objectives, using diverse teaching methods, curriculum delivery, assessing student progress to ensure effective learning.

4. Practice: Prioritizing quality education through structured curriculum delivery, reviewing teacher performance through department head review, and students feedback.

5. Evidence of Success: This process ensures consistent, improved curriculum delivery and assessment, timely syllabus completion and higher student satisfaction, as reflected in feedback.

6. Problems Encountered: Challenges in adjusting lesson plans and balancing academic and extracurricular duties.

File Description	Documents
Best practices in the Institutional website	https://www.dhempecollege.edu.in/iqac/
Any other relevant information	**Nil**

7.3 - Institutional Distinctiveness

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

Dhempe College has established green and sustainable campus initiatives as a distinct and thrust area, showcasing its commitment to environmental stewardship and innovation, guided by the principles of the UN Sustainable Development Goals (SDGs). The college's Green Audit Committee spearheads initiatives that encompass waste reduction, energy efficiency, and environmental awareness.

The college has been awarded Green Certification Level III which reflects its commitment to sustainability. Initiatives like the E-Waste Collection Drive and annual Green Audits emphasize responsible waste management and carbon footprint reduction.

Energy-efficient measures, including LED lighting and solar panels, contribute to resource conservation.

Student involvement is central to the college's vision. Over 60 Green Ambassadors have been trained to lead sustainability efforts. Workshops, such as "Mission Zero – A Step Towards a Zero Waste Campus," equip students and staff with skills for effective waste management, fostering leadership and accountability. Faculty members also play a significant role in driving sustainability through research initiatives. A notable example is a TYBSc Biotechnology project led by faculty, where waste cooking oil is reutilized to create biodegradable plastic material, demonstrating innovative solutions for waste valuation.

These collective efforts position Dhempe College as a catalyst for impactful green practices and innovative environmental solutions.

File Description	Documents
Appropriate web in the Institutional website	[View File](#)
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

- To organize Skill Development Courses for students to bridge curriculum gaps and enhance employability.

- To organize international/national/state level workshops, seminars and conferences.

- To organize workshops for facilitation of ICT integration and conduct of innovative pedagogies to enhance learning experience.

- To organize activities under the Star DBT Scheme.

- To organize FDPs for knowledge-upgradation.

- To increase research output, innovation and start-ups in the institution.

- To organize workshops on research methodology, research writing for students and teachers.

- To promote green activities in the campus.

- To organize extension and outreach activities by involving students.

- To collaborate with reputed organizations and institutions for research, conferences, internship and placements, by signing MoUs.

- To organize workshops to provide career guidance to the students.

- To organize the annual student seminar series-'Conclave' and Science Exhibition.

- To conduct workshops on stress management, Yoga and Meditation, mental health.

- To strengthen the mentorship programme.

- To organize a workshop for Administrative staff to enhance their skills.

- To strengthen the Alumni participation and organize collaborative activities.