



# **SELF STUDY REPORT**

**FOR**

**3<sup>rd</sup> CYCLE OF ACCREDITATION**

## **PONDA EDUCATION SOCIETY'S RAVI S. NAIK COLLEGE OF ARTS AND SCIENCE**

**PONDA EDUCATION SOCIETY'S RAVI S. NAIK COLLEGE OF ARTS AND  
SCIENCE P.O BOX NO 3 , FARMAGUDI PONDA-GOA  
403401**

**[www.pesrsncollege.edu.in](http://www.pesrsncollege.edu.in)**

**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**December 2022**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Ponda Education. Society's College Arts & Science was started in the year 1986. It was renamed in the year 2002 as Ponda Education. Society's Ravi S. Naik College Arts & Science with the vision of reaching out to children's of all sections of society with special focus on the socially, economical, first generation weaker and marginalized, with the intention of effecting intellectual growth, social transformation, and empowerment of downtrodden. So as to, build up individual, society and the nation.

Campus is located at Farmagudi plateau two kilometers from Ponda town with scenic surroundings of green hillocks with an area admeasuring 35,000 sq mts (8.75 acres). The campus having botanical garden and entire flora and fauna mapped by life sciences departments

Institution has 18 departments with three recognized research centers under research cluster system and offers 15 UG, 2 PG and 3 Ph.D programmes with a student strength of 1242 which increased from 823 in 2015-2016. The College also offers several certificate and value-added programmes. The college has highest number of faculties with Ph.Ds (38) compared with other colleges in Goa. A significant number of minor and major projects are either completed or ongoing.

The college has established Institutional Innovation Council and also Incubation Centre in Food Technology and is imparting various skills for students' in vocational training.

More than 50 percent passed out students pursue higher education.

College is ranked by NIRF for consecutively for last five years in 2018,2019,2021 and 2022 in Rank band in 101-150 and 2020 in 151-200.

### **Vision**

- Is to be a Centre of Higher Education that prepares youth for becoming capable, useful and upright citizens, able to face challenges faced by the country and the global village.
- Is to act as catalyst for a holistic development of the rural community.

### **Mission**

- By ensuring that our faculty is highly qualified and committed to the transference of high levels of knowledge and values to the students.
- By promoting activities that inculcate student community interaction for meeting the local needs.
- By evolving programmes that will enable the students to find practical applications of the knowledge

gained.

- By providing an atmosphere where an all round development of personality is possible.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

1. Green campus away from city.
2. Highest number of PhD qualified faculty among the Colleges of Goa.
3. Cooperative, Supportive Visionary Management amenable to new ideas and challenges.
4. Adequate infrastructure.
5. Regular interaction between Principal and faculties for the better coordination.
6. Faculty Staff participation/presentation of papers at the college/state/national/international level in conferences/seminars/workshops.
7. Organisation of state/national/international level conferences/seminars/workshops/ Faculty Development Programme.
8. Large number of sports, cultural and extension/outreach activities.
9. Teaching and learning through innovative methods.
10. Innovative and Healthy Practices.
11. Spacious and well equipped gymnasium and other sports infrastructure reflected in good performance of our students in sports, cultural and co-curricular activities.
12. First generation learners with excellent results at the University level.
13. Significant number of projects (Minor & Major) completed and ongoing.
14. Large number of students pursuing higher studies.
15. Automated library with latest editions of books and journals .
16. Mentoring programme.
17. Appointment of counselors for Counseling.

18. Students aid programme.
19. Well-equipped laboratories.
20. Large number of girls and women faculties.
21. Strong Alumni interaction /connection of the college aiding in job placement.

### **Institutional Weakness**

1. Affiliation system limits flexibility in courses , as courses are more theoretical and no practical training in Arts programme
2. Time constraint for organizing more activities and programmes
3. Industry linkage and internships/training need to be strengthened
4. Inadequate participation of students in events at international level.
5. Financial constraints for organizing vocational training, field and industrial visit.
6. Limited campus job placements.

### **Institutional Opportunity**

1. Introduction of new multidisciplinary, skill based and vocational programmes in tune with NEP.
2. Fostering innovation and start-ups for developing entrepreneurial skills among students to make them job creators.
3. Development of Consultancy services using faculty expertise.
4. Attracting national/other states and international students.
5. Developing more collaboration with industry, academic, research cultural and other institutions.
6. Promoting use of technology in teaching, learning process and in governance.
7. Establishing a centre for a study on Climate change, environment conservation, sustainable development and Tribal Development center for promoting tribal studies
8. Promoting equitable access to higher education
9. Strengthening Facilities using CSR funds from Industry.

### **Institutional Challenge**

1. Poor linguistic and communication skills of the students

2. Professional Programs attracting better students and Some Courses offered by fewer students
3. Post-Graduate Programs are self financed
4. Teaching -learning and evaluation being a prime activity, giving research and consultancy a priority and so also for creating Innovation and Incubation.
5. Collaboration with industry and foreign linkages.
6. Conducting skill development courses, co-curricular activities personality enhancement programmes, etc along with academic curriculum has been difficult due to overall time constraints.

## 1.3 CRITERIA WISE SUMMARY

### Curricular Aspects

There are 20 Undergraduate programmes 2 Post Graduate Programmes and 3 Ph.D Programme catering to needs of the students. There is addition of 610 Programmes after last visit of NAAC Peer team.

All UG /PG programmes offered are under Choice Based Credit System (CBCS)/elective course system. The institution has integrated relevant Crosscutting issues and societal concerns on Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum. Experiential learning is promoted by guiding students to work on innovative and societal topics for Third-Year project. Beyond curriculum internship, field visit, on job training, industrial visits are facilitated in some Departments.

Implementation of the curriculum is planned semester wise, through teaching plan, meetings and conducting seminars, extra revision classes, besides daily documentation of lectures engaged on MIS/diary help complete course curriculum effectively. Teachers are encouraged to participate in training programmes, refresher/orientation courses, FDP, short term courses, conferences, seminars, workshops. Faculties contribute in Design and Development of University Curriculum as Members on Board of Studies of University, and of autonomous college. Faculty are represented as members in Academic council, Court, Affiliation Inquiry Committee, Research Committee and Subject experts. Teachers have also contributed in Design and Development of Curriculum for in-house Add-on Certificate and Value-added Courses for holistic development of students. Academic Calendar and ISA dates made available to faculty/students through notices/emails/website/WhatsApp groups and displayed on notice board. College has about twenty-five thousand books, subscribes journals / magazines /periodicals (online/physical). Important publications are bound in volumes. College has collection of rare books and manuscripts in Konkani. College is subscriber to N-LIST by INFLIBNET and NDL and has given access to students and teachers to e-journals e- books /digital documents remotely. College has e-library and has OPAC facility

In preparation of digital e-content of the curriculum majority of the faculty including temporary and lecture basis got involved in e-content development as part of 'DISHTAVO programme' initiated by DHE . This was of great help during COVID pandemic when classes were online.

Feedback is obtained from different stakeholders' students, parents, faculty, alumni, analyzed and formulates action plans to implement for continues improvement.

## **Teaching-learning and Evaluation**

The college ensures transparency in student admission process. The process is based on merit based in the previous examination marks, statutes, ordinances of Goa University and norms of the State Government regarding the reservation policies. College ensure social justice to minorities, women, person with a disability and for reserved category. Every year reserved seats are allotted and filled for various categories (SC, ST, OBC, Divyangjan, etc) as per rules.

The comprehensive evaluation and assessment by the faculty helps in identification of advanced learners and slow learners College provides special attention and other aids to weak students and challenging opportunities are provided to meet needs of advanced learners including presentation papers in international and national seminars and participation in different competitions and programs.

The process of Teaching-Learning-Evaluation (TLE) is to achieve academic competence, social responsibility and graduate attributes. Student centric teaching-learning methods adopted are like interactive / participative-learning / problem-solving / practicals / projects / presentations / on job training for enhancing experiential learning. The teachers are recruited according to the established Goa University and state Government rules and regulations as the college is an Aided college.

Ratio of teachers to students is almost 1:15. Percentage of overall faculty with NET/SET/MPhil/PhD to fulltime/regular faculty is 77%. Programme/Course Outcomes are provided; attainment can be measured as more than 50% passed out pursuing post-graduation and other higher education study and also majority secure Distinction/First class at TY BA/B.Sc./M.Sc. level, as compared to entry at FY-level where most secured Pass/Second class at HSSC.

The college adheres to Goa University Ordinances for Continuous Internal Evaluation (CIE) process. Intra-semester assessment and Semester-end examination are conducted as per prescribed rules. Results are declared in time. Examination-related grievances are resolved by Statutory Committees as per Ordinances of Goa University.

The periodic feedback collected from various stakeholders of college and analysed and serves as an effective response on teaching, learning, intellectual stimulation and comfort feelings.

## **Research, Innovations and Extension**

The College has evolved a Policy to promote research culture among the faculty and students. RDI Cell, and UGC/ DHE Scheme Monitoring/Implementation Committee encourages faculties to focus on submitting Research Project proposals to funding agencies, for organizing / Participation/presentation in International/National/State level conferences / seminars / webinars.

College received in last five years research funding totaling Rs sixtytwo lakhs from different funding agencies like DST SERB/DST Goa/DHE /UBA/ ministry of culture. There are 38 Ph.D and 11 MPhil qualified and 12 pursuing PhDs among full time faculties. Many faculties have participated/ presented papers and chaired sessions in India and in foreign countries like USA, Italy, Portugal, Dubai, Germany, UK Singapore, Malaysia Taiwan, etc . Papers published in Scopus/ Web of Science / UGC care list/ peer reviewed/ ISSN journals are 89 In last five years.

More than 70 conferences /seminars/workshops/symposia/webinars were organized. Students encouraged to present papers in conferences /seminars based on their project and dissertation work. Students/faculties received Best Paper awards. Books/chapters/Papers published by faculties/contributed/edited are 85. There are 7 Ph.D recognized guide in subjects of Chemistry, Microbiology, Economics, Physics and Philosophy. 4 students registered for Ph.D. College prepared ERP for 7 village Panchayat.

The college has adopted five villages under UBA. Extension programs facilitated maximum involvement of students and Faculty. College awarded Swachh Bharat Summer/student Internship awards at University/ State level in 2018-2019, 2019-2020 and 2020-21. NSS Unit, Extension cell, SBSI, Medical Center, Different Subject Association/ Forums, Clubs and individual teachers have organized 85 extension activities and outreach programs during last 5 years in environmental awareness, climate change, swachhhta, ill effect of plastic litter, water conservation, tree plantation, gender issues, literacy, health and hygiene, HIV Aids, No Tobacco, drug ill effects, blood donation, medical camps, food and technology, certificate courses, visits to orphanages old age homes, construction of roads, survey of senior citizens and Pwd, voting awareness programs. enrollment of new voters, counseling programs, etc. Financial/material help to Kerala, Kashmir, Chennai, Covid pandemic .Usgao Ganjem(Goa) flood victims .During Covid pandemic stitching, distribution of mask and cloth bags to villagers and Dilasa pallative care center inmates, distribution of food items other household items, enrollment on arogya setu app, etc. Food Incubation Centre for training and conducted certificate courses in food technology, chocolate making, bread cake biscuit and other confectionaries food items, Institution's Innovation Council conducted talks/webinars/workshops/visits on start up policy, Entrepreneurship, NEP with Emphasis on Innovation and Entrepreneurship, Intellectual Property Rights and management. College won Best College for "Talking Talukas -Competitions on Innovation" organized by GDP Foundation.

### **Infrastructure and Learning Resources**

The college is having a campus of 8.75 Acre with surrounding of lush green hillocks away from city at Farmagudi plateau with green, peaceful pollution free campus. The built-up area of buildings is 11415.8 sq.mt.

There are 29 class rooms, 24 well equipped laboratories 1 auditorium, 1 seminar Hall . 80 computers are available for student's use out of the 120 computers/Laptops available in the college. 70% of Class rooms are with ICT enabled facilities. Intercom facility, Surveillance Camera (CCTV) and Biometric attendance for staff is provided. There is Wi-Fi facilities, internet Facility and functional Website.

The institution has independent stand-alone Library with area of 1025 sq.mts. fully automated with KOHA software. There are more than 25000 books. College has subscription to N-List by INFLIBNET and member of NDL which makes available thousands of books journals magazines and other reading material online and also has e-library. The library is working between 8.15 am to 5.45 pm on all working days.

Idol of Saraswati the Goddess of Vidhya and knowledge is installed in campus. Medical centre, Drinking water facility, Canteen, ATM, 100 KW Generator in library, Botanical Garden, NSS room, Gymkhana Hall with two badminton courts and gymnasium with all equipment's one sports ground for outdoor games. Walking track.

PES Employees credit cooperative society also available in campus. Campus has variety of medicinal, fruit, other trees increasing green cover and faunal visitors in the campus.

## **Student Support and Progression**

The Institution is making sincere effort to provide necessary support to students for their holistic development and progression. The students are made aware of scholarships /freeships through college handbook/ Induction Programme.further informed of scholarships/freeships/ made available by charitable/temple trust . Over the last five years, more than 1450 scholarships/freeships were availed. Students are also given financial aids by management members/staff/alumni.

The students are provided with coaching for competitive examinations and motivated to pursue Higher education and Research. Every year more than 50% get admission in PG / other courses in various Universities/colleges. Capacity-building and skill as well as Personality enhancement programmes are undertaken for diverse learners through Clubs, Associations Placement Cell, and IIC. Mentoring, Counseling is provided.

Student-grievances are addressed timely and in transparent manner through statutory/non-statutory bodies, feedback obtained and parent-teacher meetings conducted.

College involves the students' representation and engagement in various academic, administrative, and Co-curricular activities through Student Council elected annually by active participation of all the students.

Students are encouraged to join NCC (other colleges), NSS, Red Ribbon Club, Nature club, Eco Club. etc., and participate in Extension and Community services to sensitize them towards the marginalized sections, Environment and other important issues concerning Society.

College organizes various extracurricular, cultural and sports activities to promote physical, creative, aesthetic and artistic skills for their holistic development and encourages participation in intercollegiate, university state, national, international level events and competitions in last 5 years students won more than 100 sports, cultural and other awards.

Placement Cell organizes annual drives for placements. Number of students found jobs either during placement drive or later through initiatives of the Cell. Besides, some venturing into Entrepreneurship.

College runs two PG programs 03 cleared competitive-exams like NET/SET/ and UG Students cleared later NET/SET/GPSC/GATE.

College is proud of its active and vibrant alumnae who organize, support and participate in the activities. They contribute extensively, academically, physically and financially. Alumni who have excelled in various fields visit as resource persons in conferences and departmental programmes motivating and encouraging the present students.

## **Governance, Leadership and Management**

College has a transparent, inclusive and accountable governance system. The institution has evolved its own policies and practices for effective functioning which includes effective leadership participative and decision-making reflected in the Vision, Mission and Core Values of the institution. The College has a well-structured and decentralized administrative system. The Various College Committees assist the administration in strategic planning and implementation of policies in achieving its vision. They coordinate in the academic and



administrative planning as part of organizational culture.

Teachers are encouraged to attend Orientation, Refresher, Short term Courses, talks and interactions with researchers, to enhance their knowledge and professional competency. Faculty is motivated to take active part in research activities by way of registering for PhD, writing project proposals, to attend and organize conferences, seminars symposium ,workshops, webinars, to present and publish papers, books, etc. and thereby inculcate research culture in the students.

Post accreditation quality initiatives outcome of strategic planning. College has made significant progress. By introducing 10 new programs- three research center under cluster system, two post graduate programmes, five undergraduate programmes, increase in certificate and Add-on Courses, New Post Graduate block with classrooms and laboratories, better Wi-Fi connectivity, New/renovated washrooms, upgraded Staffrooms, CCTV-surveillance, person with disability facilities, fire-safety installations, Counseling, Management Information System, etc. E-governance is implemented in administration, accounts, student-admission teaching-learning and examinations. Welfare measures are provided for teaching/non-teaching staff. Faculty Development programmes are organized. Performance appraisal is done annually. Welfare initiatives for staff include low interest loans through employees' credit society. Internal/external audit is conducted annually. Funds from Government, other Funding agencies, CSR, are properly utilized. The IQAC coordinates all the quality related activities by developing organized method of documentation and internal communication, enhancing and integrating various activities in the college besides training teachers in online Teaching-Learning-Evaluation. The College successfully adopted innovative teaching-learning and hybrid-learning practices, E-content development by all faculties as part of 'DISHTAVO'. College conducted various audits like Academic, Energy, Environment and Green Audits.

College participated in AISHE, NIRF, College is ranked by NIRF, from 2018 to 2022 in Rank band four times in 101-150 and once in 151-200.

### **Institutional Values and Best Practices**

Green college campus organizes Tree plantation every year. Flora and Fauna has been documented. Green installations such as solar composting, Kitchen-basket and Aerobic composters, Vermi- composting. Institution uses 100% LED bulbs and tubes in lighting.

The Institution organized programme, rallies, in environmental awareness, climate change, swachhata campaign, plastic free, water conservation, tree plantation, gender issues, literacy, health and hygiene, HIV Aids, Tobacco free, drugs ill effects. Human rights, women empowerment, ethics values etc Also blood donation, medical camps, food and technology certificate courses, programmes in orphanages, old age homes, survey of senior citizens, person with disability, voting awareness programs enrollment of new voters, counseling programs. Material and financial help to Chennai, Kashmir, Kerala, covid-19, Usgao Ganjem (Goa) flood victims. Construction of roads, houses. Beach cleaning. Stitching and distribution of mask, cloth bags making and distribution of paper bags'

The water conservation facilities available on the campus include rain water harvesting bore and open well tanks and pipe line distribution system. Awareness collection and disposition of E-waste. College conducted Green, Energy and Environment Audit The college provides disabled friendly, barrier free environment which includes ramps, wheel chair, human assistance..

College celebrates all important days like National Youth, Republic, National Science World wild life, International women's, world Environment, World Population, Independence, Teachers, Swachhta Diwas, Lokmanya Tilak death anniversary Rashtriya Ekta, Constitution, Armed Forces Flag, Goa liberation.

Unique distinctiveness of the college is collection of more than two lakh fifty thousand empty used milk packets and recycling it into useable plastic granules. A Documentary of entire process was released during 150th birth anniversary year of Mahatma Gandhi.

Staff and students are sensitized to the constitutional obligations: values, rights, duties and responsibilities of citizens through various programs. Institution has prescribed code of conduct for students, teachers and other staff. Feedback is obtained from all the stakeholders students, teachers, parents and Alumni which is analyzed and necessary actions are taken to improve the Teaching Learning and over all functioning of institution.

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	PONDA EDUCATION SOCIETY'S RAVI S. NAIK COLLEGE OF ARTS AND SCIENCE
Address	Ponda Education Societys Ravi S. Naik College of Arts and Science P.O Box No 3 , Farmagudi Ponda-Goa
City	Ponda
State	Goa
Pin	403401
Website	<a href="http://www.pesrsncollege.edu.in">www.pesrsncollege.edu.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Vikas Pissurlekar	0832-2914425	8329464616	-	pesrsncol@gmail.com
IQAC / CIQA coordinator	Sunita Borkar	0832-2914427	9860262945	-	sunib456@gmail.com

Status of the Institution	
Institution Status	Grant-in-aid

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

State	University name	Document
Goa	Goa University	<a href="#">View Document</a>

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	01-05-1998	<a href="#">View Document</a>
12B of UGC	01-05-1998	<a href="#">View Document</a>

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	National Institutional Ranking Framework
Date of recognition	15-07-2022

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Ponda Education Societys Ravi S. Naik College of Arts and Science P.O Box No 3 , Farmagudi Ponda-Goa	Rural	8.75	11415.8

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BSc,Botany	36	HSSC	English	13	13
UG	BSc,Chemistry	36	HSSC	English	70	70
UG	BSc,Mathematics	36	HSSC	English	10	9
UG	BSc,Microbiology	36	HSSC	English	40	39
UG	BSc,Physics	36	HSSC	English	18	18
UG	BSc,Zoology	36	HSSC	English	26	26
UG	BA,Marathi	36	HSSC	Marathi	10	10
UG	BA,Marathi	36	HSSC	Marathi	5	5
UG	BA,Konkani	36	HSSC	Konkani	12	11
UG	BA,Political Science	36	HSSC	English	18	18
UG	BA,Political Science	36	HSSC	English	10	8
UG	BA,Economics	36	HSSC	English	15	14
UG	BA,Economics	36	HSSC	English	15	14
UG	BA,History	36	HSSC	English	18	17
UG	BA,History	36	HSSC	English	5	3
UG	BSc,Industrial Chemistry	36	HSSC	English	5	5
UG	BA,Hindi	36	HSSC	Hindi	40	38
UG	BA,English	36	HSSC	English	25	25
UG	BA,Philosophy	36	HSSC	English	25	25
UG	BA,Psychology	36	HSSC	English	40	40

PG	MSc,Chemistry	24	B.Sc	English	38	38
PG	MSc,Microbiology	24	B.Sc	English	25	22
Doctoral (Ph.D)	PhD or DPhil,Chemistry	72	M.Sc	English	1	0
Doctoral (Ph.D)	PhD or DPhil,Microbiology	72	M.Sc	English	2	2
Doctoral (Ph.D)	PhD or DPhil,Economics	72	M.Sc	English	2	2

**Position Details of Faculty & Staff in the College**

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	4				27				47			
Recruited	3	1	0	4	9	18	0	27	11	36	0	47
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				4			
Recruited	0	0	0	0	0	0	0	0	2	2	0	4
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				60
Recruited	39	19	0	58
Yet to Recruit				2
Sanctioned by the Management/Society or Other Authorized Bodies				4
Recruited	2	2	0	4
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				2
Recruited	2	0	0	2
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

### **Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	3	1	0	6	10	0	4	12	0	36
M.Phil.	0	0	0	2	8	0	0	1	0	11
PG	0	0	0	1	0	0	6	12	0	19
UG	0	0	0	0	0	0	0	0	0	0

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	2	0	0	2
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	1	13	0	14
UG	0	0	0	0	0	0	0	0	0	0



Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	1	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	14	0	17
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	1	3	0	4	

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	288	2	0	0	290
	Female	831	2	0	0	833
	Others	0	0	0	0	0
PG	Male	32	0	0	0	32
	Female	83	0	0	0	83
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	2	0	0	0	2
	Female	2	0	0	0	2
	Others	0	0	0	0	0

<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Category</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	5	4	4	7
	Female	4	6	8	10
	Others	0	0	0	0
ST	Male	97	60	58	62
	Female	141	180	170	151
	Others	0	0	0	0
OBC	Male	108	96	107	113
	Female	286	309	326	301
	Others	0	0	0	0
General	Male	181	162	187	189
	Female	420	419	401	411
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		1242	1236	1261	1244

### **Institutional preparedness for NEP**

1. Multidisciplinary/interdisciplinary:	Multidisciplinary education aims to develop diverse capacities of human beings including intellectual, physical, emotional, interpersonal, humanistic moral and social, in an integrated manner. College is a multi disciplinary institution, it offers programs under CBCS in different faculty, namely Physical Sciences, Life Sciences, Social Sciences and languages. Also students take a four credit course Generic Elective, from any other discipline other than those under the Programme of study, which is giving scope for interdisciplinary study to the students.
2. Academic bank of credits (ABC):	The flexibility of multiple exit and entry introduced in NEP 2020, in all academic programs will help the

	<p>students to seek employment after any level of award and join back as and when feasible to upgrade qualification. This will also help in reducing the dropout rate and help to improve Gross Enrolment Ratio (GER) in higher education. The students enrolled as per NEP guidelines will also get credit transfer for the courses offered by the Government of India through online platforms like SWAYAM, NPTEL and other recognized MOOC's. The ABC regulations will also encourage a blended learning mode in which students will be allowed to earn credits. College is also aiming at introducing vocational courses and to introduce integrated education and competency based courses under NSQF scheme of UGC. These additional courses offered will equip the students with knowledge, different skills, abilities, etc. College is expecting from the affiliating university notification of Statute and direction regarding registration on the portal of Academic Bank of Credits of the college and individual students academic bank accounts.</p>
<p>3. Skill development:</p>	<p>The mission of the college is to make the students progress in their career when they leave the college. To this end, it offers many certificate and skill enhancement courses. College wishes to start vocational skill development degree, diploma and certificate courses by tying up with Sector Skill Councils (SSCs) under National Skill Development Corporation (NSDC) in bridging the gap between what the industry demands and what the skilling requirements needs to be, by integrating vocational education programmes into mainstream education</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>NEP focus is on knowledge system teaching integrating with different local languages, culture, traditions, socio-economic aspects, Indian polity. College offers BA programmes Konkani, Marathi and Hindi language. It also has Sanskrit certificate and diploma courses offered in association with Sanskrit Vishwavidalaya Delhi. Department of History Philosophy Political Science and Economics organizes talks seminars , visits to heritage places to sustain interest in Indian art, culture and tradition . SPICMACAY and Indian art culture theatre club organizes programmes on different Indian art music folk dances. Students council and cultural committee puts up programmes competition events on promotion, preservation and in propagating different</p>

	<p>forms of folk dances like Musal, lamp dance Fugdi Dhalo as well as Ghumati Arati and traditional folk music. Artist from different fields are invited to performance in different forms of Indian singing, dancing theatre art literature. Recently Shri Damodar Mauzo renowned Konkani writer and Jnanpith award winner for 2022 had live interaction with students and faculties.</p>
5. Focus on Outcome based education (OBE):	<p>All the programs offered by college have well defined program outcomes, program specific outcomes and course outcomes. The college endeavors to ensure that all graduating students possess certain qualities, that are the attributes of designed program with outcomes centered on cognitive abilities, which consists of internal tests and end semester examinations, project work, etc. The College follows all the guidelines as directed by affiliated university.</p>
6. Distance education/online education:	<p>During Covid-19 pandemic when college opened for teaching learning process on online mode it was a new experience for faculty and college administration workshops were organized to train all faculty and administrative staff for online teaching using different online platforms in first week of June 2020 and also for handling administrative matters and it continued successfully till February 2022. The internal examinations as well as end semester examinations were conducted online. More than 150 programmes including talks on covid-19, awareness and treatment, Climate change and Environment, Art and Culture, Health and Hygiene, IPR, Entrepreneurship and Start ups, innovations in Businesses, Cyber Crime and Security, etc. Competitions on dance music singing quizzes, etc and on various other topics including Atma Nirbhar Bharat, Azadi ka Amrut Mahotsav, etc State , National and International seminars and webinars were organized on current relevant topics of national and international importance. All the Faculties participated in preparation of e-content of curriculum hosted on DISHTAVO (Digital Integrated System for Holistic Teaching and Virtual Orientations) e-content online platform a Government of Goa Directorate of Higher Education initiative.</p>

### Institutional Initiatives for Electoral Literacy

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>Yes college has established a Electoral Literacy Club consisting of staff and students</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>College has functional ELC comprising of staff and students. One of the Faculties is appointed as coordinator and generally one of the elected member among the student on student's council is appointed as student coordinator</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>College is located in Marcaim assembly Constituency in south Goa and helps the state electoral authorities in registration of new voters every year of this constituency. It provides human resource as well as material in conduct of Village Panchayat, Zilla Panchayat Assembly and Parliamentary elections. Awareness campaign programs, rallies, street plays, talk's display of posters and banners in city and villages are organized to promote ethical voting among the citizens. Under privileged sections of society, senior citizens and person with disability are encouraged and assisted during the voting process.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>College constantly makes students, their parents and general public aware about the importance of democratic values, participation and ethical voting in all the elections by conducting extension and public outreach programs. Rallies street plays lectures are organized to impress the importance of voting. 100% Sankalp Patras are sent to the parents through students for ethical voting. Systematic voters education and electoral participation (SVEEP) programs organized for students and youths in college in association with district election administration, Display of banners and posters and also helping general public in enrollment as voters, quiz, poster competition are organized on voters awareness.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>College has successfully enrolled all the students above the age of 18 of Marcaim constituency studying in college. Also college enrolls every year all the students who will complete the age of 18 on 1st January of the succeeding year of the Marcaim constituency studying in the college.</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1242	1236	1261	1244	1157

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 100

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
81	84	82	76	69

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
60.40	67.48	121.55	153.38	171.74



## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

##### 1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

##### Response:

College is affiliated to Goa University and adopts syllabi provided by the university. At the beginning of every semester, teachers discuss syllabi in class and instruct students to maintain photocopies of syllabi for their reference. Copies of the same are also maintained in respective Departments and in the Library

- College calendar containing academic terms, examinations schedule, vacations, dates of co-curricular/extracurricular activities, is duly provided in college Handbook/Prospectus.
- Prior to the beginning of semesters, Time table Committee prepares timetables of all programmes. Course wise workload distribution is done as per the guidelines of Goa University and Directorate of Higher Education (DHE) Goa and time tables for both theory and practicals are finalised in Departmental meetings and the same are informed to students through notice boards/ WhatsApp groups/college website.
- Till 2019-2020, teachers used to maintain a teacher's diary, where in semester plan of teaching, record of lectures/ practicals engaged, methods of delivery, etc., were recorded. However, from academic year 2020-2021, college has started utilizing Integrated Academic Information Management System (IAIMS) made available by DHE. Teachers follow Student Subject Mapping, Lecture Plan Upload, Teacher Subject Mapping, Daily Lecture Diary and marking of Attendance on this Management System. Progress of syllabi completion is reviewed before the end of each semester in Departmental formal/ informal meetings and in regular Staff meetings.
- Teachers contributed for DISHTAVO , a programme launched by DHE Goa to create online e-content in the form of video lectures of syllabus pertaining to UG programmes of Goa university.
- During COVID pandemic, on-line classes were conducted through Google Meet/Google classroom and other virtual platforms, for which teachers were trained. Separate time tables were prepared for theory/practical components of the courses. Recordings of on-line lectures, demonstrations of practicals, explanations about procedures, calculations, etc. were sent to students to overcome internet connectivity problems. Students were called in smaller batches to perform practicals in laboratory by strictly following the SOPs.
- Apart from traditional chalk-and-talk method, teachers have adopted contemporary methodologies such as use of ICT tools, audio- visual aids, demonstrations, field visits/ field work, home assignments, projects, industrial training / internship, etc. are arranged for experiential learning. Course reading material / notes are made available to the students.
- Automated college library is a subscriber to N-list by INFLIBNET, has a rich collection of books and is NDL registered. Log in ID and password is provided to all library users. Facility of OPAC helps provide 24/7 access.
- College organises/ deputed teachers to seminars, workshops, faculty improvement/ development programmes to help update their knowledge of concerned subject as well as of teaching techniques. Certificate Courses, Guest lectures, Workshops, Conferences and Seminars, along with other Co-curricular activities, are organized to impart additional knowledge to the students and to



strengthen the learning process.

- Advanced and slow learners are identified through class room performance, mentor's information and performance in the ISA and are duly assisted accordingly.
- Feedback obtained from students, teachers, alumni and employers is analysed and is used for planning and effective implementation to improve the quality of teaching-learning process for following semester/ year.
- Atleast one faculty member represents on concerned Board of studies.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

**Response:** 40

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

**Response:** 23.06

#### 1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
75	302	238	503	298

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.3 Curriculum Enrichment

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

#### Response:

Holistic development of the students is the ultimate goal of the College. Cross-cutting issues relevant to Gender, Environment and Sustainability, Human Values, and Professional Ethics are integrated into the regular curriculum provided by the Goa University. In addition, the College has organised several activities which address all such issues.

Courses integrating cross-cutting issues relevant to Gender, Human Values, Environment and Sustainability are:

- English:- Spoken English, Culture Study through film, Creative Writing, English at the workplace, Business Communication, Technical Writing, Soft Skills, Women's Writing
- Hindi:- Sampreshan Kaushal, Sambhashan, Asmitamoolak Vimarsh,
- Konkani:- Maukhik Konkani : Bhashik Kaushalleanchem Adhyan, Vevharantli Konkani Bhas, LokVevharantli Konkani Bhas.
- Marathi:- Communication skills- Compering, Personality development, Communication skills- Interview.
- Economics:- Indian Economy, Environmental Economics-I & II.
- History:- History of Women's Movements
- Philosophy:- Moral Philosophy-I& II, Environmental Ethics-I & II, Philosophy of Values-I & II, World Religion: Concepts & Practices-I & II, Applied Ethics-I
- Political Science:- Understanding Gender and Power Politics, Women's Movement and Empowerment, Introduction to Human Rights
- Psychology:- Psychology of Gender and Identity, Stress Management, Psychology and Life Adjustment
- Botany:- Plant Ecology and Phyto-geography, Environmental Biotechnology, Coastal and Mangrove Ecology, Biodiversity I& II
- Chemistry:- Natural Resources & Analysis, Green Methods and Safety Aspects in Chemistry
- Industrial Chemistry:- Entrepreneurship Development I& II, Economics and Industrial Organization
- Zoology:- Diversity of Non-Chordates & Cell Biology, Diversity of Chordates & Genetics, Animal Behaviour, Wild life and Eco-tourism, Fish and fisheries, Environmental Biology & Toxicology and Compulsory Course in Environmental Studies for one semester for F.Y. B.A./B.Sc. students

Cross-cutting issues addressed through the institution's activities/ programmes are:

- Professional Ethics and Human Values (openness, honesty, friendship, respect for others, loyalty, integrity, empathy, kindness, love, peace, sympathy, truth etc) are inculcated through participation and involvement in organisation of several Inter-collegiate and intra- collegiate sports and cultural events, co-curricular activities, regular NSS and annual camps, Blood donation drives/camps, extension and outreach programmes, IIC activities among others.
- Students admitted to the College come from different socio-cultural, religious, and economic background and approximately 75% of them are girls. However, the College ensures that there is no discrimination of any kind on the basis of gender, language, religion, caste or any other background. For Students' Council Elections, male and female students contest/canvass/vote for all

the posts except Ladies Representative post (Only female students contest and vote) Students work together and participate for the successful organisation of co-curricular, extra-curricular, extension and NSS activities at intra and inter college levels. This participatory and co-operative spirit is further strengthened with conduct of lectures/ seminars/ workshops on Gender equality/ Women Empowerment and Human Values.

- Environment and Sustainability are integrated through the conduct/ organisation of Seminars, Webinars, UG/PG projects, Guest Lectures, short term Certificate Courses, Field visits/studies, involvement in Wall paper activity, Awareness and Cleanliness drives, Tree Plantation, Waste Management, Plastic-bags-collection and Recycling Programmes, organised by the Students' Council, NSS Unit, Survival Nature Club, Shrusti Eco Club, Associations of various Subjects, the Extension Cell of the College and so on.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

### 1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

**Response:** 64.73

#### 1.3.2.1 Number of students undertaking project work/field work / internships

Response: 804

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.4 Feedback System

**1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)**

**Response:** Yes

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Enrolment percentage

**Response:** 94.85

##### 2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
478	405	484	464	435

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
503	488	490	468	440

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

**Response:** 87.62

##### 2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
202	188	197	186	175

##### 2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
228	222	221	212	199

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

### 2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

**Response:** 15.33

## 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 using ICT tools

**Response:**

Student-centric methods adopted by the college are:

- **Experiential Learning:** Students of Science and Psychology verify the facts of the subject with the help of experiments. Chemistry and Microbiology Departments conduct Internship programmes. Departments of Botany, Microbiology, Zoology, Chemistry, History conduct Field work, Visits to research institutes and industries. Departmental Subject Associations also conduct Field study -oriented Activities, Guest lectures, Seminars, Workshops, Training and Certificate Programmes to supplement the teaching -learning process. Student Seminars are encouraged. The teacher guides the students on the topic and the presentation skills including ICT usage.

Annual Magazine *Aditya* serves as a platform to highlight the literary, artistic and creative talents and aspirations of a large segment of students. Activities like Elocution, Debates, Storytelling/ writing, Poetry writing/ recital, Drama/Play reading, Film show, Analyses of poems, plays, movies, political issues, Central and State Budgets, etc.,organised in the College from time to time contribute to experiential learning.

- **Participative learning:** Students are motivated to participate in group discussions, role-plays, seminar presentation (with discussions/ question and answer sessions) to enrich their learning experience. Conduct of practical in groups of two/ three and compulsory projects (Group) at final year of UG are participative-cum-experiential type of learning where students work co-operatively and interact with each other. Students undertake projects based on theoretical/experimental/ field work, case studies, reviews of the books, cultural studies, survey, etc. Project planning, execution

and writing are done by the students under the guidance of the teachers and are evaluated by internal and external examiners. Some students present their findings in seminars and conferences. Involvement in study tours, field-study trips, workshops, seminars, hands-on training, activity based learning (Wall paper/ poster preparation), street plays, group discussions, curriculum theme based collegiate/inter-collegiate events/ programmes/competitions and so on, organized within and outside the campus leads to effective participative learning.

- **Problem solving Methodology:** Case study related topics are encouraged for T.Y. Projects to develop scientific temperament, logical thinking and practical knowledge for problem solving ability. Curriculum and application-based home assignments are given for encouraging good study habits, independent learning and direct application of skills, theories and models..
- **Use of ICT tools:** College campus is Wi-Fi enabled, has established essential ICT facilities in the classrooms, laboratories and in seminar hall to promote ICT-enabled teaching and learning to increase the participative approach of the students. During COVID pandemic, on-line classes were conducted through Google Meet/ Google classroom and other virtual platforms. Recordings of the on-line lectures, demonstrations of practicals were sent to the students to overcome internet connectivity problems.
- All our teachers contributed for DISHTAVO (Digital Integrated System for Holistic Teaching and Virtual Orientations), an initiative launched by DHE Goa to create online content of curriculum of UG programmes of Goa University.
- Teachers make use of PPTs, self-recorded video recordings of the demonstrations, YouTube videos, online videos for lectures and practicals.
- College library has subscribed to N-list -resources by INFLIBNET and registered with NDL, provided Login ID and pass word to library users for its use. Facility of OPAC provides 24/7 access supported learning.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years				
<b>Response:</b> 100				
2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:				
2021-22	2020-21	2019-20	2018-19	2017-18
81	84	82	76	69
File Description	Document			
Upload supporting document	<a href="#">View Document</a>			

**2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)****Response:** 76.79**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
64	66	63	55	53

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**2.5 Evaluation Process and Reforms****2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient****Response:**

The College is affiliated to Goa University; it follows the Statutes and Ordinances as laid down by the University from time to time. Goa University has adopted the Choice Based Credit System (CBCS) for post-graduate Science and undergraduate Arts/ Science programmes from 2014-2015 and 2017-2018 with Ordinances OA-18 and OC-66. Prior to that, the semester system under Ordinance OC-45 was operational for undergraduate programme . During the COVID pandemic Ordinances OS-1 (Special Ordinance ) relating to the conduct of Academic Programmes was made applicable.

- Mode of Examinations under both the above-mentioned ordinances is of twin mode of evaluation, namely, the Intra-Semester Assessment - ISA (Compulsory Two test for PG, One test and other assignment for UG ) and the Semester End Examination (SEE) respectively. These are strictly followed for both programmes.
- The College conducts ISA (Test) over three/ four days for which ISA Monitoring Committee prepares and displays a centralised timetable and seating arrangements. ISAs are conducted as per the provision in ordinances. Students have to answer two ISA in every semester to become eligible to appear for SEE. On medical or other genuine ground, a third ISA(test) is given. Teachers show answer books of the ISA to students and display marks on the notice boards with in 15 days after ISA.
- The SEE (Theory and Practical) is conducted at the conclusion of a given Semester. SEE for Ist to IVth semester for UG /PG are conducted by the College and UG results are declared by the College as per the relevant University ordinances.

- As per the provision of Ordinance OA-18 all the SEE assessed answer papers of PG exams of all four semesters are shown to the students before preparing the final mark sheets. The results are declared by the Goa University
- Semester End Examination for Vth and VIth semesters for UG is conducted by the Goa university, includes question paper setting, centralised evaluation and declaration of results.
- The pattern and marking scheme for theory and practical question paper(s) are decided by the respective Board of Studies in given Subject and this is intimated to teachers and students. TY Project *viva voce* examination is conducted by the external examiner appointed by the University.
- For UG, there is personal verifications of answer papers at Semester-I to Semester-IV examinations and revaluation are applicable to Semesters V and VI as mentioned in ordinance OA-5.15(A). During the COVID pandemic majority of the exams were conducted in the on-line mode as per the instructions of the University. During personal verification, the assessed answer papers are shown to the candidates in the presence of Principal/Vice-Principal and the concerned Examiner as per the provisions in ordinances. If the candidate is not satisfied with the result of personal verification of answer papers, he/ she may apply to College Grievance Committee comprising of three senior faculty members and the grievance is redressed as per the relevant ordinances. Grievances, if any, are always addressed by following the Ordinances and Statutes in a time-bound manner.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

### 2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

#### Response:

Each course has Course Objectives, Goals and Outcomes as prescribed by the University. Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and are available in the college library. Teachers make students aware of the same at beginning of the course/ module/unit/ lecture so that the learners are aware of the apparent and assessable knowledge and skill they will achieve at the end of each lecture and completion of the course.

College assesses Program Outcomes (POs) and Course Outcomes (COs) by comparing the performance of the students at entry level at FY (HSSC exam) and performance at the exit level TY (final/Third-Year) and by analysing student's progression to higher studies.

Comparative Analyses of the performance of the students at entry level at FY (HSSC exam) and performance at the exit level (final/Third-Year):

2019 -2022 (COVID) batch: the students who passed the exam; out of 12 pass class students taken admission at FY, 83% passed in first class and 17% in second class at final year. Out of 147 second class



at entry level - 53% and 45% passed in distinction and first class respectively, 2% passed in higher second class. Out of the 113 First class students - 82% and 18% passed in distinction and first class respectively. Out of 49 distinctions, 90% passed with distinctions and 10% in higher first class at Final year.

2016 - 2019 (Pre- COVID) batch: Out of 07 pass class students taken admission – 86% passed in second class and 14% in pass class at final year. Out of 134 second class taken admission – 08% , 38%, 51%, and 3% passed in distinction , first class second class and pass class respectively. Out of the 102 First class students at entry level- 27% , 46% , and 27% passed in distinction, first class and second class respectively. Out of 53 distinctions at entry level- 66% passed in distinctions with improved performance and 21% in higher first class and 13% in second class at Final year.

Analyses of the above two batches confirms that performance of the students (both COVID and Pre-COVID) has shown significant improvement at Final year of graduation then at entry level in FY (XIIth performance). Similar results are seen for other two batches.

Average progression of outgoing UG students towards higher studies during assessment period (2017-18 to 2021-22) is 57.16.%.

By considering the background of majority of the students taking admission in our college, it is very encouraging that almost all students have shown significant improvement in their academic performance at exit level when compared with their performance at entry level and also the student’s progression towards higher studies. These indicators helps to determine the attainment of satisfactory POs, PSOs and COs by the Institution.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6.2 Pass percentage of Students during last five years

**Response:** 92.61

### 2.6.2.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
377	443	372	319	269

### 2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
420	443	372	391	296

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

<b>2.7.1 Online student satisfaction survey regarding teaching learning process</b>	
<b>Response:</b> 3.64	
<b>File Description</b>	<b>Document</b>
Upload database of all students on roll	<a href="#">View Document</a>

## Criterion 3 - 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 last five years (INR in Lakhs)**

**Response:** 42.25

**3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
11.25	2.5	7.9	3.75	16.85

**File Description**

**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

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

**Response:**

Most of our students come from a rural background. Some of them are interested in starting small scale businesses. Many a students have innovative ideas, interest and even skills in entrepreneurial activities. What they need is proper guidance and a platform to showcase their ideas and carry forward their plans and desires.

- The College collaborated with Centre for Incubation & Business Acceleration (CIBA), Verna, Goa and set up the Food Technology Incubation Centre in 2018 to provide state-of-art facilities to ideation, Innovation, incubation and to nurture the entrepreneurship skill among students by training them in preparation of food products. Students were educated in regulatory requirements, technical, financial and marketing aspects, under the guidance of Entrepreneurial Mentors. The courses conducted were in Chocolate making, Bakes and Shakes, Traditional and Instant recipes, Art of baking, Value-added fish products and so on. The Centre is well-equipped with commercial kitchen space and has facilities of availability of refrigerator, gas stove, induction, microwave, oven, mixer, weighing machine, egg beater, chocolates moulds, utensils like pressure cooker, etc.
- Under Institution Innovation Council (IIC), an Initiative of MHRD for selected HEIs to promote innovation in the Institution through multitudinous modes of promoting innovation eco-system in the campus and further to conduct various innovation and entrepreneurship-related activities

(periodic workshops/ seminars/ interactions with entrepreneurs, investors, professionals) and create a mentor pool for student innovators, the College set up the Institutional Innovation Council in 2020. Various programmes were organised to foster innovation and entrepreneurship and activities for creation and transfer of knowledge as listed below-

- Seminars/Webinars/talks on topics- ‘Success Stories of Entrepreneurs (including Alumni)’, ‘Role of ICT in Innovation and Entrepreneurship’, ‘Problem-solving and Ideation in Entrepreneurship Development’, ‘Process of Innovation Development, Commercialization of Lab Technologies and Tech- Transfer’, ‘Entrepreneurship Skill, Attitude and Behaviour Development’, ‘Ideation and Pitching in Entrepreneurship’, ‘Entrepreneurship, Growth and Competitiveness’, ‘Women Empowerment through Entrepreneurship’, ‘Entrepreneurship Opportunities’ , ‘Entrepreneurship Exploration’, ‘A General View of IPR Management for Start-ups’, ‘Opportunities for Students and Faculties – Early Stage Entrepreneurs’, etc.
- Field visits to - Multi product processing centre a project in Pale Village in North Goa, Atal Incubation centre- at Goa Institute of Management Studies Sankhalim, Kamaxi Culinary Art college Verna , Centre for Incubation and Business Acceleration, Verna, and Workshops on - ‘DG Saksham – Digital Skill Program for Faculty and Students Joint Initiative of Ministry of Labour and Employment and Microsoft India’ and ‘Developing On-line Repository of Ideas Developed and Way Forward Plan’ were organised.
- Student Start-ups/Ventures established-
  - Atul Chari - Chari DairyFarm
  - Seema Rivonkar - Chocolicious Baker
  - Poorva Sadhale - Bake by Love, Cake maker
  - Archika Gaunekar- Choco Sweet House
  - Aditi Gaude - Gurukrupa Stores.
- PES IIC secured 1.5 stars out of 2 stars with a score of 34.99 with 8.332 reward points during Q1 and Q2 calendar activities for academic year 2021-22.
- Our College secured the Over-all Best College prize under “Talking Talukas Rural Youth Rising” competitions on innovation organised by GDP Foundation and won 03 individual students’ prizes for their innovative ideas.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

**3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years**

**Response:** 64

**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
28	8	18	7	3

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.3 Research Publications and Awards

**3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**Response:** 0.66

**3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
12	10	11	21	12

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

**Response:** 0.58

**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
7	10	11	10	20

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.4 Extension Activities

#### 3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

##### Response:

The integral vision of the Institution focusses on promoting activities that inculcate student community interaction for meeting the local needs and Holistic development of students. Diverse Extension/outreach programmes are organised in the neighbourhood localities in order to promote an interaction of the students with larger community, to help meet local needs, and inculcate the priceless values of empathy, compassion, commitment, sensitivity to the needy and selfless service in the students. College conducts such value-accruing activities through its Extension and Outreach Programme Cell, the NSS, Subject associations, Nature club, Unnat Bharat Abhiyan, Medical Centre, Students' Council and SBSI interns.

- Extension activities undertaken such as: De-stressing techniques Pranic healing, yoga demonstrations, talks on ills of Tobacco addiction, Diabetes and Lifestyle diseases, Anti-drug awareness, HIV/AIDS, TB, Cancer, Covid -19, Covid vaccination, Vector-borne Diseases, and so on, helped to spread awareness about maintaining a healthy mind and healthy body. Besides, Blood Donation Camps, Free Health Camp, Breast Cancer Screening Camp helped inculcate appreciation for human life. Its allied objective was to build civic, self-worth, social responsibility and humanitarian ethics.
- Environment consciousness and Importance of Cleanliness inculcated through Poster Exhibition, Rallies, Demos on Solid Waste Management, Used milk-packets Collection Drive, Filming and screening of video on Plastic Recycling in Villages, Talks on Ecosystem restoration, Making and Distribution of Cloth bags and Paper bags, Participation in Swacchta Pakwara/Diwas Cleanliness Drives in adopted Panchayats/ other Villages and Municipal areas, Beach Cleaning Drive, etc., has definitely helped sensitize the students towards the same and also provided them an opportunity to go out into the community to spread the message of collective responsibility as citizens and human beings.
- Workshops on Mushroom Cultivation, Chocolate Preparation, Bag and Doll Making, Rangoli Display, etc., for the community enabled students to become facilitators and use their newly acquired knowledge and skills to improve the general standard of living of the community at large.
- Visits to the less fortunate people housed at *Sneha Mandir*, *Matruchhaya*, and *Shanti Avedna Ashram* and spending quality time with them, helping clean their rooms and entertaining them with songs and music enhanced the social skills in the students by awakening the sense of compassion, generosity and human bonding.
- Community service through NSS camps helps inculcate humanitarian values and social responsibility among students.
- Programmes organised on Beti Bachao Beti Padhao, Use and Misuse of Technology, Voter Awareness, Fit India, Talking Talukas and others, helped to sensitize students towards egalitarian values, respect for the female, civic sense, health consciousness and constitutional responsibility.

- As interns of SBSI, students carried out an impressive amount of Swachhata-related work in the villages that led to the overall development of their leadership skills, organizational and communication skills and won awards from University and State Government.
- Our college in collaboration with Sanskrit Vishwavidyalaya, New Delhi is the main center (having 02 sub-centres) carrying out Sanskrit popularisation in the state of Goa. Sanskrit Vishwavidyalaya has appointed full time teacher for this programme. Several Students, teachers and people with no bar of age, profession, etc. from the neighbourhood and entire state eager to learn Sanskrit are benefited

File Description	Document
Upload Additional information	<a href="#">View Document</a>

### 3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

#### Response:

The students of our college carried out various extension activities and outreach programmes and have won awards under the “Swachh Bharat Summer internship programme’ introduced by Government of India as an extension to Swachh Bharat Abhiyan with an objective to engage the youth across the country by devoting 100 hours to swachata, develop their skill and orient them towards sanitation related work, as also to increase mass awareness of cleanliness, thus ensuring clean and green India.

During COVID Pandemic, students were urged to carry out online activities through various social media platforms. The SBSI Interns from our college under the guidance and support of the Principal, SBSI co-ordinator/mentors, NSS and UBI Co-ordinators carried out excellent work in the villages of Goa .

SBSI interns group consisting of Atul Ulhas Chari (Team Leader), Saiksha Naik, Yougita Naik, Manoj Pokala, Simran Shaikh, Shashank Laur, Avesh Chopdekar, Nikhil Sawant, Mohit Kawlekar, Tanvi Naik secured:

- Third place among the Best SBSI Interns Teams for the year 2018-19; and,
- First Place among the Colleges in the State of GOA.

The SBSI interns group consisting of Siddhant Sawant (Leader), Vinayak Sawant, Rudraksh Naik, Sanmit Gaude , Sakshi Naik Kerkar, Nitisha Gaonkar and Vidya Gavade secured:

- 2nd Consolation Prize and

Team comprising Vishwanath Varde (Team leader) Saniya Gosavi, Samixa Sawant, SnehalVelingkar, Apurva Karapurkar, Amina Shaikh, SaishaKudalkar, Chandan Gaunekar, Sanju Chauhan and Mehzin Chaudhary secured:

- 3rd Consolation Prize for the year 2019-2020 in Goa University.

The SBSI interns group of consisting of Vaibhavi Rajendra Kulkarni (Leader) Vaibhavi Dhaktu Naik, Taswini Vasudev Gouda, Shubham Vijay Sawant and Nagesh Kallappa Patil secured:

- First place and

SBSI interns group consisting of Akruti Ashok Naik (Leader), Anishk Avinash Karekar and Shrungani Gurudas Naik secured:

- Third place among the Best SBSI Interns Teams for the year 2020-21 in Goa University.

In 2021-2022 the SBSI interns group consisting of Samrudhi Phadte (Team Leader), Shambhavi Marathe , Vinita Naik, Shriya Baganikar, Yuvaradnyi Naik and Balaram Singh secured:

- First place in Best SBSI Interns Teams; and,

SBSI interns team consisting of Anil Bhingi (Team Leader), Jyoti Kumbhar, Shri Kutre, Shivangi Joshi, Sriyash Mairekar, Khushboo Narvekar, Pranav Korde, Sejal Gaddi, Anant Sawant and Trupti Tinekar secured:

- 1st consolation prize amongst the Colleges affiliated to Goa university.

SBSI interns were honored by Sarpanchas of the respective Grampanchyats where they had worked during the internship.

NSS volunteers representing Goa at the Republic Parade on 26th January 2022

- Miss Trupti Tinekar was selected as one of the two volunteers from the State.

PES IIC (Institution Innovation Council) secured:

- 1.5 stars out of 2 stars with a score of 34.99 with 8.332 reward points during Q1 and Q2 calendar activities for academic year2021-22.

Our college secured:

- Overall Best College Prize under the Talking Taluka Competitions on innovation organised by GDP Foundation.
- Also, 03 individual prizes were won by Ankita Angarwadekar, Poorvi Chodankar and Vishwanath Varde respectively.

Blood Bank of Goa Medical college, Govt. of Goa presented Certificate of Appreciation for organising Blood donation camps in and off the campus.during assessment period.

File Description	Document
Upload Additional information	<a href="#">View Document</a>



**3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organised in collaboration with industry, community and NGOs) during the last five years**

**Response:** 85

**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., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
20	16	19	15	15

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.5 Collaboration

**3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.**

**Response:** 33

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

##### Response:

The Institute has a beautiful green campus of 35000 Sq.ms (8.75 acres) having buildings infrastructure consisting of Classrooms, Laboratories, Indoor Gymkhana, Library, common rooms, canteen, toilets, ATM and Parking facility.

- Classrooms: There are total 29 well-ventilated class rooms. 18 classrooms are equipped with roof mounted LCD projectors/ Wi-Fi facility, 01 has interactive board, others have OHPs.
- Laboratories: There are total 24 no. of well ventilated, spacious and equipped laboratories. Botany-02, Chemistry -UG 04, Chemistry -PG 03, Physics-02, Microbiology-UG-01, Microbiology-PG-02, Mathematics-01, Zoology-04, Psychology 01, Language lab. 01 and IT-02. Research- 01 instrumentation- 01. Major laboratories are fitted with roof mounted LCD projectors/ Wi-Fi facility and interactive boards. Zoology laboratory has Interactive TV.
- Library building: It consists of 01 big reading hall of 100 seating capacity, 01 small reading room for staff, 03 stacking rooms, 01 digital library, 01 room for Librarian, and 01 seating room for other staff, 01 AC Seminar hall and 01 AC Conference Hall equipped with platform, chairs, tables, LED TV, Roof mounted LCD, and PA Sound system. These are used for conducting Conferences, Seminars, Workshops, Inter and Intra collegiate Cultural activities, Meetings, Blood donation camp, Health camps, etc. The College Library is automated.
- Indoor gymkhana: 578 Sq.mts area. It has 02 well-lighted badminton courts having wooden floor, Table tennis tables, Carrom tables, Kabaddi mats, Judo mats and Gym. equipment. 01 seating room for the Director Physical education and sports and other staff. Separate wash rooms for Girls and boys.
- Play ground: has an area of 3612 Sq.ms, surrounded by a Walking track and has the facilities to play Football, Kho Kho, Volleyball and to conduct athletic meet etc.
- The Common staff room is spacious with attached washrooms, proper seating arrangements, lockers, small pantry having gas stove, refrigerator, oven, normal/ cold/ hot water facility, 02 PCs with a three-in-one printer, sanitary napkin-dispenser and incinerator in ladies washroom.
- Common rooms facility: Boys and Girls common room facilities are separate. Both common rooms have proper seating arrangements. Girl's common room has water filter having normal/ cold/ hot filter water facility, wash rooms, sanitary napkin- dispenser and incinerator.
- ICT facilities: College has total 102 PCs and 18 Laptops.. 40 PCs/Laptops are available for administrative use and 80 PCs/Laptops are for students use. Required number of printers, reprographics, etc are available. LAN is available in Administrative section, digital library and IT laboratory. Wi-Fi facility is available for all classrooms, laboratories, administrative sections, common staff room and library building. We have 03 Bharat Fibre Broadband connection of 300 mbps Bandwidth each and one of Goa Broad Band Network of 100 mbps bandwidth.
- Canteen: Well-ventilated and spacious with normal/cold/hot filtered water facility and separate seating arrangements for Staff and students.
- Food Incubation Centre: The Centre is well-equipped with commercial kitchen space and facilities.

The college infrastructure has gradually improved and evolved in last 5 years. The college has also come up with one new building under RUSA development funds. ICT based Teaching-learning facilities, Safety measures (CCTV surveillance), etc. have grown significantly.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

#### 4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

**Response:** 35.78

##### 4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
13.33	20.00	37.52	55.40	79.35

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

#### 4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

**Response:**

- The College started library automation from 2014-2015 with NewGenLib software. Under this, the Cataloguing of Books was undertaken.
- Subsequently College Library shifted to Integrated Library Management System (ILMS) KOHA Software (Version: 21.11.01.000) provided by the Directorate of Higher Education, Government of Goa and is presently fully automated. This ILMS provides a user-friendly interface among students and teachers for efficient circulation of books, effective search for documents in the library through OPAC (Online Public Access Catalogue) with 24/7 access to the Library Users. The OPAC link is made available on the College Library website <https://librarypesponda.wordpress.com>. It provides the Users with on-line access to the library's resources allowing them to search and retrieve records from the Library Online Catalogue. It also offers other facilities such as search online catalogue, issue-status, check out history, hold history, summary, list of books issued since its inception till

date, borrower status checking, etc. Each of the Users are given a user name and a password. The library uses modules of KOHA software like Circulation, Cataloguing, Patrons, Serial, Reports, Tools, Koha Administration, with College Library Login Credentials. All the documents in the Library are bar-coded and the ID cards of all the students and staff have Barcode System.

- Library has subscription to N-LIST by INFLIBNET. All the Users, whether students, staff or the alumni of our College, are provided with a login and password for accessing N-LIST by INFLIBNET where these users can access over 6000 + e-journals, 1,99,500 + e-books, under N-LIST by INFLIBNET. The College Library is registered with the National Digital Library of India vide Registration No. INGA00186 dated 31st October,2020 and the Users gets accesses to 6,00,000+ e-books through NDL database. A Library User has free access to e-Books and e-journals subscribed by the College and other Open Access Resources through Digital Library and remote access. The College Library subscribes to many electronic resources for our Library Users which include e-books, e-journals, databases, etc.
- The amounts annually spent on purchase of e-recourses for the financial years 2018-19, 2019-20, 2020-21 and 2021-22 are Rs.1,16,072/-, Rs.25,675/-, Rs.18,662/-, Rs.23,905/- respectively, totaling to Rs. 1,84,314/-.
- The amounts annually spent on purchase of books for the financial years 2017-2018, 2018-19, 2019-20, 2020-21 and 2021- 22 are Rs. 3,24,930/-, Rs.3,30,413/-, Rs.2,71,344/-, Rs.11,620/- and Rs.1,93,453/- respectively, totaling to Rs. 11,31,760/-.
- Amount spent on purchase of journals for the financial years 2017-2018, 2018-19, 2019-20, 2020-21 and 2021- 22 are Rs. 70,209/-, Rs.97,184/-, Rs.85,966/-, Rs.85,589/- and Rs.81,065/- respectively, totaling to Rs. 4,20,013/-.
- Total amount spent during assessment period is Rs.17,36,087/-
- The library has its institutional repository in term of previous years question papers, project reports, faculty publications etc. It also has a collection of rare books in Konkani and manuscripts of many plays, projects, short stories among other items.
- The average Per Day Usage of Library is 240 both offline and online for the year 2021-2022.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 4.3 IT Infrastructure

### 4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

#### Response:

The Institution assigns top importance to IT infrastructure development and its timely upgradation, envisaging that adequate IT infrastructure is essential to offer quality education. The Institution consistently upgrades the IT facilities including:

- hardware, software, internet bandwidth, Wi-Fi,

- ICT tools for teaching-learning process and
- Library automation.

During the assessment period, since the last visit of the NAAC peer team, IT facility in the College has shown significant improvement as follows:-

- Increase in nos. of Desktops/ Laptops from 65 in 2015-16 to 120 in 2021-2022, of which 80 are available for student' use.
- All departments are provided with external hard disks of 2 TB capacity.
- No. of Printers has increased from 08 to 17 (of which 07 are printer cum scanners).
- From 01 BSNL Internet connection of 10 MBPS bandwidth up to 2018-2019, the Institution has 01 Goa broad band network connection of 100 MBPS bandwidth, and 03 Bharat Fibre Broadband connections up to 300Mbps bandwidth each.
- The main buildings are connected through optical fibre cables.
- All Class rooms, Laboratories, Library, common staff room, departments and administrative office are facilitated with the Wi-Fi connectivity through 17 Routers.

During COVID Pandemic situation, teachers used to do online teaching by using:

- Google class room and other online platforms and
- for further online activities including meetings, conduct of seminars, workshops, webinars etc., college has procured Productivity and collaboration tool; Google workspace education fundamental set up and licensing for life time.

The number of LCD projectors has increased:

- from 10 in 2016 to 32 in 2022.
- Most are roof mounted in classrooms, laboratories, and seminar and conference halls.

The 07 ceramic white boards (of 02 class rooms, 04 Laboratories, 01 conference hall) are:

- converted into interactive boards by fitting with Cybernetyx devices and LCD projectors.
- 10 presentation tablets and 06 visualisers are purchased.
- Zoology Laboratory has Interactive TV.
- 03 signage TVs are installed in the campus and Smart TVs has risen to 02.

CCTV surveillance system with 58 Cameras (2MP IP) installed in 2018-19, presently has

- 88 cameras with DVRs installed for surveillance in all class rooms, laboratories, staff common room, canteen, gymkhana, library and surroundings of all buildings in the campus.

Library is fully automated and has shifted from:

- NewGenLib to Integrated Library Management System KOHA Software in 2021
- All documents in the Library and ID cards of the students and staff are bar-coded.
- Library has subscription to N-LIST by INFLIBNET, and
- Library is registered with the National Digital Library of India.

Up to 2019-20 the institution was using examination Software ‘College Administration Version 1.0’ and now has shifted to:

- ‘IAIMS’ (ERP software) provided by DHE and
- ‘GUMS’ provided by Goa university.
- Tally Gold Prime software is used for Accounts
- Antivirus software is renewed regularly.

Other important data is as under:

- No. of computer assisted photocopiers in the College is 04
- College also possesses 03 normal copiers.
- Biometric Finger print scanner is changed to Iris/face scanner.

From 2020, the College website has been changed from <http:peprsncollege.in> to

- <http://www.peprsncollege.edu.in>

For interaction with the students regarding various updates on class timings, notices, etc.

- Class wise WhatsApp groups have been created
- WhatsApp groups of teaching and non-teaching staff are also created.
- Individual and Departmental Email Ids are generated.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

#### 4.3.2 Student – Computer ratio (Data for the latest completed academic year)

**Response:** 15.53

##### 4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 80

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 4.4 Maintenance of Campus Infrastructure

### 4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

**Response:** 17.92**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
4.81	5.47	10.83	27.85	54.02

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

**Response:** 23.88

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
304	214	227	319	402

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

**Response:** 0.81

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years



2021-22	2020-21	2019-20	2018-19	2017-18
26	3	7	10	4

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

#### 5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 5.2 Student Progression

#### 5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

**Response:** 61.85

##### 5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
183	203	248	229	238

##### 5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
377	443	372	319	269

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

**Response:** 76

#### 5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	14	5	8	5

#### 5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
12	19	6	8	5

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1 Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

**Response:** 109

#### 5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at

*national/international level (award for a team event should be counted as one) year wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
23	3	31	23	29

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

**Response:** 94.8

#### 5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
92	49	130	104	99

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

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

**Response:**

The Alumni Association of our college is registered under the Societies Registration Act 1860 in the name as P.E.S's R.S.N. COLLEGE ALUMNI ASSOCIATION with the main objective of building a strong bond between the Alumni, present students and the Institution. It has devoted members with commitment and dedication to their former College. The Alumni support to the students through financial assistance, placement, sharing of their expertise, interaction, mentoring and guidance.

Many Alumni of the College are highly placed and well-known in their respective fields, such as Education, Administration, Civil Services, Politics, Judiciary, Literature, Sports, Agriculture, Business and Industry, Theatre art, Journalism, Social Work, Public Speaking, etc. and serve as role models for our students.

The educational, corporate and allied expertise as well as the priceless experience of some of the Alumni is a vital source of information to the students on available employment avenues and guidance to seize the opportunities.

Through institutional Innovation Council of the College, Alumni who are industrialists/entrepreneurs shared the real stories of their journey from college to the present entrepreneurial success.

Notably, 30 members of the College in-house staff are the Alumni. This helps the Institution in developing better bonding and interaction with the Alumni Association.

Alumni Association encourages its members to help the Institution through generous donations in cash or kind. Alumnus has fixed a red carpet for the platform in Swami Vivekananda conference Hall. Every year the Alumni assist the needy students through the aegis of Alumni Association or at personal level by paying their admission fees.

In collaboration with the Goa State Innovation Council, Alumni Association organised a Two-day seminar for T.Y.B.A./B.Sc. students on the scope of creativity and start-ups.

Alumni Association, in collaboration with Parvatibai Chowgule College Margao, organised a Short Term Certificate Course on GIS and Remote Sensing.

Alumni Association has organised Guest Lecturers/Webinars by inviting guest speakers on topics like Road safety, Cyber security, Issues and Challenges faced by Women in Goa, Redefining Our Common Future, Safe and Secure Environment for All, Warm Encounters at the Freezing North Pole, Science Behind Yoga Digital India – Opportunities For Youth, Career Opportunities after Graduation, etc.

Contribution of Alumni by way of being resource person and judges for events organized by the college provides a much-needed opportunity to the present students to partake of their experience and expertise.

Alumni Association felicitated some of the distinguished Alumni who have excelled in their respective fields, such as the Additional Advocate General of Goa Adv. Dattaprasad Lawande, Chief Registrar-cum-Head of Notary, Goa Government Shri Ashutosh Apte, a scientist working with NASA Dr Vithal Tilvi- the discoverer of the farthest group of galaxies, Technical Officer NIO Dr.Latha Gaude and so on.

As an active member, alumni's representative on IQAC contributes by suggesting measures for quality maintenance and enhancement.

Feedback from our Alumni on curriculum is useful in curriculum design/development/ modification.

In fine, the Alumni Association functions as an extended arm of the Institution, its social ambassador as well as the reflection of its vision and image in public.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

**6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance**

**Response:**

The institution follows a transparent, de-centralised and participative system of governance.

The PES's Governing Council supervises the overall administration to ensure the smooth functioning of the institution. Collective, co-operative, de-centralised and participative administration is ensured through sharing of responsibilities with Academic Department Heads and Faculty Members, Non-academic Department Heads ( Director of Physical Education, Librarian, Head Clerk, Accountant and System administrator ) and other staff such as Instructor in Physical Education, Librarian Grade I and II, Laboratory assistants, Laboratory technician, Store Keeper, UDCs, LDCs, MTSS and various Statutory and Non-statutory Committees consisting of Teaching staff, Non-teaching staff, representatives of Students, Alumni, Parents, Industry as per the requirement. The Vice-Principal of the college assists Principal in the day-to-day administrative tasks of the College and also accomplishes responsibilities assigned by the Principal from time to time.

All relevant academic and administrative decisions are taken by the Principal in consultation with the Vice-Principal, IQAC, HODs, Head clerk, Accountant, System administrator UDCs, Co-ordinators of the various Statutory and Non statutory Committees from time to time. Such decisions are duly forwarded to the Governing council of PES for approval, thereby ensuring smooth and effective working of the Institution.

When any application/proposal from the students/staff is received by the Principal, it is marked to the concerned officials for necessary action which is monitored for timely action/ disposal by the Principal. Department-level administration, including purchase is monitored by HODs with the help of department-level sub-committees and Lab. Assistants/ Storekeeper/ Technician as the case may be.

Outcome of collective and participatory involvement of PES Governing council, Principal, IQAC, Teachers and non- teaching staff in the initiatives for attainments of vision and mission can be seen as below-

- To fulfil the aspiration of providing quality higher educational opportunities for rural students, College gives preference in admissions to every aspirant from the rural area. It has started new programmes like B.A. (Hons.) in History, Economics, Konkani, B.A. English, B. Sc. (Hons.) Mathematics, M.Sc. in Organic chemistry and Microbiology and also Ph.D. Programmes in Chemistry, Microbiology and Economics. Various skill-based Certificate Courses have been conducted to help uplift the economic and social status of the students. To strengthen teaching-learning process, College has augmented its infrastructure by adopting modern tools and techniques of teaching, and providing facilities like Wi-Fi, fully automated Library, etc.
- The College organises various Extension / Outreach Programmes to inculcate the values of commitment, accountability, generosity, sense of social responsibility and belongingness among the

students.

- The College has highly qualified Faculty with highest number of Ph.D. holders and highest number of research projects completed and ongoing in the State.
- Encouraging student's participation in the elections to the Students' Council, in Collegiate/ Intercollegiate/ State/ National-level co-curricular/ extra-curricular/extra-mural activities and involvement in the Committees constituted for successful organisation/ conduct of such activities under the guidance of teachers instils professional ethics, human values, soft skills, financial management, decision making, organisational skills, etc. amongst the graduating youth force of the College resulting in the holistic and all-round development of their personality.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

#### Response:

The key to effective management lies in well-defined policies and procedures for the proper functioning of college in every aspect.

PES's Governing Council supervises the overall administration for smooth and proper functioning of the Institution. The Principal is accountable for the day to day administration, recruitments, admissions, teaching - learning process, curricular / co-curricular/ extra-curricular activities, staff welfare measures and financial matters. To ensure healthy accountability in all financial matters related to expenditure /disbursements, the Principal consults PES management and takes suitable decisions in the interest of the Institution.

For the appointments and promotions for Teaching and Non-teaching staff of College, the relevant Recruitment Rules framed by State Government, Goa University and UGC are implemented as and where applicable as per the notifications/circulars as issued from time to time.

In August, 2016, the Perspective / Development Plan for the Institution for next 10 years was prepared by the College, with an emphasis on-

- Infrastructural Development with focussed construction of new buildings for classrooms and laboratory, a new canteen and additional washrooms,
- Introduction of new programmes at UG and PG level, up-gradation of existing UG programs,
- Encouragement to Research activities by establishing Research Centres,
- Organising Seminars , Conferences and Workshops,
- Up-gradation of ICT facilities, implementing Library Automation,
- Installation of CCTVs for surveillance,

- Rain Water Harvesting System, Harnessing Solar Energy,
- Management of Waste,
- Enhancing Extension and Outreach Programmes and conduct of other allied activities for the Holistic Development of students. .

IQAC of the college is involved in planning and monitoring various aspects of institutional strategy process round the year. In every IQAC meeting, review of the activities under taken and on-going is taken. Furthermore, during the last IQAC meeting of the academic year, a review of the activities undertaken during year is taken and plan of activities to be implemented for next year is discussed.

With the support of PES Management, Goa University, DHE, RUSA, various funding agencies including CSR funding college has achieved a noticeable growth in the past five years as given below-

- Introduced new programs; BA in English, BA (honours) in History, Konkani and Economics, B.Sc. (honours) Mathematics, M.Sc. Microbiology and PhD in Economics, Microbiology and Chemistry,
- Infrastructural and other developments include-
  - Walking Track, new Spacious Common Staffroom, Boys Common Room,
  - New Laboratory building with functional laboratories,
  - New canteen,
  - New classrooms, renovation of existing Class rooms and Laboratories,
  - Procurement of Laboratory / Office equipment and furniture,
  - Library automation,
  - Up-gradation of IT and internet bandwidth,
  - CCTV surveillance system,
  - Replacements of Old electric switches with new type and old type tungsten element bulbs and fluorescent tubes with LED.

Establishment of Incubation Centre in Food Technology, Research Centre in Microbiology, Chemistry and Economics under Research Cluster scheme of the University, Conduct of Certificate Courses, sanction of Research Projects, Publication of Research Papers, Organisation of Seminars/ Workshops/Webinars and Participation of Teachers in Seminars/Workshops/Conferences organised at State/National/International level has brought about visible/palpable progress.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 6.2.2 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

**Response:** A. All of the above



File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

#### Response:

Response:

As the well-being, convenience and comfort of its Staff is an important aspect for the overall development of the Institution, the College provides several welfare measures for all its staff.

#### Welfare measures: -

#### I. Teaching Staff:

- Provision of comfortable work space, seating arrangement, storage and Laptop-charging points. The Common Staff room has Hot/cold/ normal water filter, refrigerator, micro-wave, gas stove, 02 PCs, 01 three-in-one printer and sanitary napkins dispenser and incinerator in ladies wash room.
- Special reading room in Automated College Library. At a time, 20 books can be /are issued to each member of the Teaching Staff.
- Making available material/digital resources such as LCD projectors, Interactive boards, OHPs, in classrooms & laboratories, Presentation tablets, Wi-Fi connectivity in the Departments, Laboratories, classrooms and Common Staff room, and Models and Charts for effective teaching-learning process.
- Study and sabbatical leave.
- Timely career advancements.
- Encouragements to undertake Minor and Major research projects. Prompt sanction of Duty leave for participating and presenting research papers in seminars/workshops/ conferences organised at state/ national/ international level.
- Organising FDPs at the Campus and grant of Duty Leave for attending Off-Campus FDPs.
- Motivating Non-doctoral Staff members to get enrolled for part-time Ph.D. program.
- Encouraging Staff to participate in Events organised by other colleges.
- Conduct of Staff Guild Activities.

#### II. Non-Teaching Staff:

- Comfortable work space, seating arrangement, storage facility in the Administrative Sections and Departments. Hot/cold/normal filtered water facility in the Office and Staff Lunch room.
- All Clerical Staff, Laboratory Assistants, Store keeper, etc. are provided with PCs with wi-fi facility and peripherals, Office PCs are connected in LAN.
- Festival Advances.
- Uniform and Washing Allowance for MTS

- Laboratory Safety Measures such as Lab. Coat, Lab Gloves, Chemically Resistant Gloves, Safety Goggles, Fume Hood, Fire Extinguishers, First Aid kits, etc. are provided to Lab. Staff.
- Bonus is given as per govt. rule and notification
- MACPS

### III. Teaching and Non-teaching Staff:

- Timely implementation of pay scales, increments, DA as notified by DHE, Govt. of Goa
- Leaves like Casual leave, Sp. Casual leave, Earned leave, Commuted leave, Half pay leave, Cancer/ TB leave, Child Care and Maternity Leave, Paternity leave, Extra - Ordinary Leave, etc, are sanctioned as per rules.
- GPF / Pension Scheme for the Staff Members appointed before 2005 and NPS for those after .
- Staff members can withdraw or can take loan from GPF.
- Encashment of Earned Leave.
- Encouraging Staff to participate in sports event organised by other Institutions.
- Free health check-ups camp and Medical reimbursement
- Salary certificate for availing loan from Credit cooperative society.
- Separate seating arrangements in the Canteen.
- LTC and children education allowance
- Loan and other Benefits from PES Employees Credit Co-operative Society.
- Wi-Fi facility.
- Organisation of picnic.
- Honouring of the Staff Members at the time of their superannuation.

Every member of the Teaching staff is required to submit a Self-Appraisal Report which are taken into consideration during Career Advancement Screening. The Academic Performance Index also forms a basis for CAS for Faculty members. It is scrutinized by IQAC- API Scrutiny Committee.

All Non-teaching Staff are assessed through Annual Confidential Reports which are used for MACPS.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

#### 6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

**Response:** 7.91

##### 6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	3	7	14	1

File Description	Document
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Institutional data in the prescribed format	<a href="#">View Document</a>

### 6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

**Response:** 29.38

#### 6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
71	28	59	13	27

#### 6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
63	64	60	49	46

File Description	Document
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Institutional data in the prescribed format	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

**Response:**

- Major sources of income for the college are drawn from the following streams:
  - Grant in Aid from the Government (Salary and Non-salary Grants)
  - Research Grants from UGC, DST, RUSA, ICSSR, DHE, State DST, etc.
  - NSS Grants, IIC Grants, Unnat Bharat Scheme, etc.

- CSR Funding
- Fees collected from regular students and those of the Self-Financing Courses.
- Management Contributions through construction of buildings, support for Maintenance and Infrastructural Development of the College.
- Besides Salary Grants and Non-salary Grants received from the DHE, Government of Goa and revenue generated from the Self-Financed Programmes by way of fees, the College makes every possible effort towards resource mobilization and generating funds from other sources such as-
  - Obtaining research grants from Research Financing State and National-level Funding Agencies /Institutes such as UGC, DST, ICSSR, CSIR, DHE, State DST, etc. by encouraging the Teaching Faculty to submit their research proposals to these Bodies.
  - Concerted efforts are made to get funds through Philanthropists, CSR, Donors/Well-wishers, etc.
  - Additional efforts also made to get funds/sponsorships from Alumni for Academic/Co-curricular/Extracurricular activities of the College.
- With the conscientious service and altruism of the PES Management, dedication and integrity of the Principal and the commitment, diligence and accountability of the College staff, the Institution has succeeded in generating enormous faith and goodwill within societal community in general. This has resulted in obtaining financial support in kind or by way of sponsorship from the well-wishers, CSR collaborators, Alumni, Parents and philanthropists towards the conduct of the various academic/ co-curricular/extracurricular activities of the College. Besides, the Management also contributes from much-needed resources from time- to- time.
- The College prepares its Annual Budget by getting inputs from all the Departments/Sections of the Institution. The salary is paid to the Staff members usually within the first three days of the beginning of the month. College utilises Non- salary Grants received from DHE for the maintenance, developmental activities, etc. by scrupulously following the purchase rules, utilisation norms and Grant-in-Aid pattern laid down by the DHE Government of Goa from time to time. The Utilisation certificates of grants received from the Funding Agencies certified by the Chartered Accountant are sent time to time to respective Funding Agencies.
- Yearly Financial Audit is conducted by the External Auditor M/s J.B. Sardesai and Associates The Audited Statements are sent to the Directorate of Higher Education, Government of Goa, as well as to the PES Management. The State Government also conducts the Audit of the College. The last State Government Audit was conducted in August, 2012 for the period 2002-03 to 2011-12. Audit of the fees received from Self-financing Courses is conducted separately and placed before the PES Management for their perusal and scrutiny. Any queries raised / suggestions made by the Auditors are met with satisfactory responses and/or prompt compliance as the case may be.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

**Response:**

IQAC of the college contributed significantly for institutionalizing the quality assurance and quality up-gradation strategies and processes.

IQAC meets every quarter to review and evaluate activities for achieving and maintaining quality. It scrutinizes the plan, suggests improvements and recommends revisions to consolidate it and its successful implementation. IQAC follows-up its recommendations, oversees and directs the process and approves it. During the last annual meeting of IQAC, an extended review of the activities conducted during the academic year is undertaken; and activities and strategies for implementation for the following academic year are planned. Proposals for organising Co-/ extra- curricular activities, Research, Extension activities, Certificate courses, Seminars/Workshops/Conferences, CAS and MACPS, are screened, discussed and approved. Like wise, Admissions, Examination Results, Feedback analyses/responses, etc. are analysed and suggestions for improvement if required are made.

Incremental improvements observed due to IQAC's efforts and support of PES management, DHE, Goa university, Research Funding agencies, etc. are listed below-

- Teaching-learning and ICT facilities: Roof mounted LCD projectors, interactive boards, have been fitted in most of the classrooms, main laboratories, conference and seminar halls. One laboratory has interactive TV. IT facility has shown significant development in the assessment period with increase in number of PCs, Wi-Fi routers, 03 Bharat Fibber internet connections of 300 Mbps bandwidth each and 01 GBBN Internet connection of 100 Mbps bandwidth.
- Buildings and other Infrastructure: A laboratory building, new laboratories, a new canteen have been added. New Common staff room and Boys common room, with required amenities are made available. There is a significant addition of Furniture and Equipment in Laboratories and Administrative section. CCTV surveillance in the entire campus, PA systems, Signage TVs, replacements of old electric switches with new type of switches and old light fittings with LED are adequately provided.
- Curriculum augmentation: Recently the College has started B.A. English, B.A. (Honours) in Economics, History, Konkani, B. Sc. (Honours) in Mathematics, PG programme in Microbiology and Ph.D. programmes in Chemistry, Microbiology and Economics. Research Centre in Microbiology, Chemistry and Economics under Research Cluster is established. To impart additional/skill-based knowledge to the students, Certificate courses are conducted.
- Further, to update the knowledge of the Subject and teaching techniques, seminars, workshops, Faculty Development Programmes are organised. The teachers are also deputed to attend such Off-Campus Programmes. Student-centric methodologies, such as experiential learning, participative learning and problem-solving are used for enhancing the teaching-learning process. During COVID pandemic the teachers were suitably trained for conducting Teaching- learning process in online mode. Recordings of On-line Lectures, demonstrations of Practicals were sent to students to overcome internet connectivity problems.
- The College Library has been fully automated.
- Incubation centre in food technology and Institutional innovation Council have been established for training students in innovation and start-ups.
- Output of Research promoting activities is reassuring.

- The students are also been encouraged to participate and organise Co-curricular/ extracurricular activities at both College and Inter-collegiate level in order to inculcate human values, strength of character and professional ethics in them, improve their soft skills, personality, leadership and ensure their overall holistic growth.

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**6.5.2 Quality assurance initiatives of the institution include:**

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2.Collaborative quality initiatives with other institution(s)/ membership of international networks**
- 3.Participation in NIRF**
- 4.any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

##### Response:

- Being a Co-education institute, College provides equal opportunities, resources, incentives and rewards across genders to Students and Staff, promoting equal participation/benefits with regard to Admissions, teaching and learning process, staff selection/ promotions, leadership, decisions making, etc.
- Gender wise Male: Female ratio of students is 1:3, Teaching Staff 1:3 and for non-teaching staff it is 3:1.
- To have safe, secure, healthy institutional atmosphere especially for women, security personnel are deployed at all entry points. Students wearing uniform and valid identity cards only are permitted entry. The entire campus is under CCTV surveillance.
- Under the Provisions of the Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the College has constituted Internal Complaints Committee (ICC) for Prevention, Prohibition and Redressal of Sexual Harassment and Discipline Committee to prevent Ragging/allied malpractices on the Campus. Sexual harassment/Eve-teasing/Ragging are strictly prohibited and Campus is closely monitored. To date no incidents of Harassment of Women at Workplace and/or Ragging have been reported.
- Male and Female students often share the same bench, work in groups/ pairs in the Laboratory, share lockers, use common canteen and common reading room in Library, collectively participate in/organize various co-curricular activities (eg. Seminars, Wall paper activities, Field Trips, Study Tours), Extra- curricular activities at intra-collegiate/ inter- collegiate level (eg. Sports and cultural Events) and extension/outreach programs.
- College provides separate common rooms and washrooms with all facilities for males and females on the Campus. Sanitary-pad vending machines and incinerators are installed in washrooms for Women.
- College Counsellors conduct regular sessions in mental well-being, especially dealing with problems of anxiety, depression among students.
- Mentor –mentee system ensures overall development of female and male students.
- Both genders of College Staff work in harmony and co-operation for holistic development of the Institution and students.
- College organizes talks on Health and Hygiene (Menstrual, Gynecological problems), Legal rights of Women, Safety, Nutrition, Gender equity, Etc.
- For Students' Council Elections, male and female students contest/canvass/vote for all the posts except Ladies Representative post (Only female students contest and vote) and work together for successful conduct of curricular/extra-curricular activities.
- College celebrates significant State-level, National and International Commemorative Days/Events/ Festivals to kindle pride, Patriotism and respect for National Leaders.
  - Republic Day: 26th January
  - Independence Day: 15th August
  - Goa Liberation Day: 19th December

- National Girl Child Day: 24th January
- National Voters Day: 25th January
- Martyr's Day: 30th January
- Shiv-Jayanti: 19th February
- National Science Day: 28th February
- International Women's Day: 8th March
- Bandodkar Jayanti: 12th March
- World Environment Day: 5th June
- International Yoga Day: 21st June
- Guru Purnima: Full Moon day of *Ashadh*.
- Lokmanya Tilak Death Anniversary : 1st August
- National Library Day / Bandodkar Death Anniversary: 12th August
- Teachers' Day: 5th September
- Hindi Day: 14th September
- NSS Day: 24th September
- Mahatma Gandhi/Lal Bahadur Shastri Jayanti: 2nd October
- Rashtriya Ekta Diwas: 31st October
- National Education Day : 11th November
- Armed Forces Flag Day: 7th December, and many more.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

**7.1.2 The Institution has facilities and initiatives for**

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

**Response:** A. 4 or All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

**7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

- 1. Green audit / Environment audit**
- 2. Energy audit**
- 3. Clean and green campus initiatives**
- 4. Beyond the campus environmental promotion activities**



**Response:** B. Any 3 of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

**7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**

**Response:**

- College is located in rural area and catering to students from heterogenous backgrounds mostly from socially disadvantaged communities belonging to different religions, regions languages and economic background.
- The Institution provides an equitable, rationale, fair and inclusive environment to the students, encouraging them to grow to their full potential with sensitivity, tolerance and harmony towards cultural, regional, linguistic, communal, socio economic and other diversities.
- Other than the minimum eligibility criteria as specified by the Goa University, College does not have any discriminatory entry criterion minimum requirement in terms of marks or percentage for admissions.
- The College has introduced Uniform for the students in order to cut down the class, economical, culture and religious barriers.
- Every student is given equal opportunity to participate in Sports and Cultural events that promote camaraderie, team spirit and unity. Students are inspired to participate in collegiate and Inter-collegiate Sports Events and Cultural Activities show-casing Goan/Indian culture and local ethos. Student's participation in cultural activities like Singing, Folkdances, Skits, street plays, mime, Rangoli making, elocution, essay writing, etc. on significant themes sensitizes them towards Constitutional Rights and Duties, local Language and Culture, nature of Communal/ Social fabric, importance of Gender Equality, need for social commitment and role of patriotism in life, social solidarity, Understanding India's unity in diversity, social inclusion, Tolerance and so on.
- Staff members celebrate religious festivals in harmony with respect to all religions.
- Through Extension and Outreach Programs, NSS and Unnat Bharat Abhiyan activities, Awareness Rallies, Cleanliness Drives, Blood Donation Camps, etc. the students are sensitized towards social/human/environmental values (such as integrity, ethical probity, co-operation, civic sense, selfless service, ecological responsibility and societal commitment) and community service.
- In May, 2020 when COVID pandemic was on the rise, all the teachers of the Institution helped Goa Government to prepare Economic Revival Plan for seven Gram panchayats of Ponda taluka. They contacted Local MLA, Sarpanch, Panch, Mahila Mandals, Self-help-groups, Youth clubs, Farmers, Senior citizens, etc. and conducted survey to analyse the potential for revival of sectors related to agriculture, animal husbandry, fishing, horticulture, tourism, traditional means of livelihood and the employment potential in the allocated village panchayats and submitted report to the DHE and GIPARD.
- During COVID pandemic our staff members were deputed as requisition officials by the district development officer.
- One of our staff volunteered for human trial for COVAXIN Vaccine .
- Our staff regularly help Election Commission of India and State Election Commission for conduct

of public elections.

- As responsible citizens, our staff extended whole-hearted support to the victims of national calamity at Chennai and of the COVID pandemic by donating One- day-salary as also by contributing in kind for the victims of the flood in Kashmir and Kerala. Our staff and students also contributed and distributed essential items, stationary items, blankets, etc. to the 45 severely flood-affected families from Khandepar and Usgao Grampanchayats adopted by our college under UBA.
- The college nurtures and fosters nationalism by celebrating various National Festivals, Days of National/State importance, Birth/Death Anniversaries of National heroes/martyrs/ leaders, Armed Forces Flag Day, Constitution Day, etc., to inculcate a sense of nationalism and patriotism among the students and staff by creating awareness of their significance. Staff and students willingly attend such functions, even if they fall on public holidays.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

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

**Response:**

#### **Best Practice 1**

##### **1. Title of the Practice**

Comprehensive personality development of students through cultural activities.

##### **2. Objectives of the Practice**

- To inspire students to participate and involve in organisation of Cultural activities to expose and nurture creative and innovative hidden talents in them.
- To have personal and meaningful self-development of students by assimilating capability to be Go-Getters, thinking in an original or creative way, problem-solving capacity, leadership and interpersonal communication skills through involvement in Cultural activities.

Outcome: Comprehensive personality development of students

##### **3. The Context**

Majority of our students from rural background feel shy, have stage fear and feeling of non-creativity, no talents, less intelligent, less skilful, less important and incapable of communicating than other students.

To overcome these complexes and for all-inclusive development of the students, intra and inter collegiate level cultural programmes, competitions, events are organised and students are inspired to take part as

participant/organiser. This helps students to identify themselves and provide opportunities for comprehensive personality development fulfils college's mission too.

#### **4. The Practice**

The Student's council of the college, Subject associations of the departments, Nature clubs, EBSB unit, etc. organise collegiate/intercollegiate level cultural activities to motivate students to take part as participant/organiser of such activities.

Students are encouraged to involve in organisation and or to participate in annual social gathering, group level interclass cultural programmes/competitions such as Group singing, Group dance, Street plays and many more and, Solo/Individual level programmes/competitions such like Solo Singing, Best out of waste, Elocution, Monologue and many more at college level.

During assessment period, college conducted 217 college level cultural events/ programmes/competitions and 10 intercollegiate level events in the campus. Our students participated in 103 cultural events/competitions/Programmes organised by other institutions.

Motivation for Maximum participation, Hall / Stage / Venue arrangements, Compering, Discipline, Brochure/Certificate designing, Direction, Practice and Preparation, Script writing, Costume designing, Reception, Hospitality, Planning / Management of day to day activities, Funds management, etc. of intra/inter-collegiate programmes organised by the college or participation in programmes organised by other colleges as needed were solely managed by the students under the guidance of the teachers.

The main constrain faced for participating/ organizing intercollegiate events was scarcity of funds and social restrictions during Covid-19 pandemic.

#### **5. Evidence of Success**

In addition to win or bring laurels to the college, the good and life changing benefits such as Confidence development, Soft skills, Multitasking, Co-ordination, Leadership Presentation and Organizational skills, Team spirit, Human values, Decision making, Mediation and problem solving skills, Sense of responsibility, Art of listening, etc, acquired by students through involvement in cultural activities has caused lifelong holistic development in them.

#### **6. Problems Encountered and Resources Required**

- Participation in such activities is voluntary and entitlement marks are not at par with that for sports
- Due to limited public transport facility, rural students have restriction for participation.

Resources Required: Arrangement of funds and Free experts to train and guide students for various cultural activities like coaches for sports.

#### **7. Notes (Optional)**

Under NEP University can make participation in at least one cultural activity compulsory under curriculum every year.

## **Best Practice 2**

### **1. Title of the Practice**

Holistic growth of students through participation in Extension and Outreach Programmes.

### **2. Objectives of the Practice**

Objectives:

- To sensitize students towards belongingness to community, social issues, social responsibilities and community interaction.
- To groom overall personality of the students through participation in Extension/ Outreach Programmes.

Outcomes: Sensitizing students towards their responsibility and belongingness towards community, social issues/ problems and their solution will contribute in welfare of the community and for the holistic growth of the students.

### **3. The Context**

Promoting activities that instil student community interaction for meeting the local needs and holistic development is our vision.

Being a rural college it's our prime duty to help the community by understanding their needs and by sensitizing our students regarding their, accountability and belongingness towards community.

Transferring the knowledge gained or gathered and making community realize about importance of health and hygiene, environment consciousness, gender equality, etc. by involving students in extension and outreach programs is crucial. Along with welfare of the community it will also contribute to the holistic growth of the students by inculcating various moral and civic values and will drive the institution towards excellence.

### **4. The Practice**

To strengthen the connect between college/ students and the community, to enable social upliftment of the community and to inculcate humanitarian values and social responsibility among students, college conducted various extension/outreach programmes through Extension and outreach programme cell, NSS unit, Departments, UBA, Medical Center, Students council and SBSI unit during assessment period.

During assessment period the college conducted/ organised about 79 Extension and outreach programmes (student's involvement) for the community related to-

- Health (Talks on Yoga, Tobacco addiction, Diabetes and Lifestyle; Blood donation camps in campus and off campus; Free Health Camp, Breast Cancer and many more),
- Environment consciousness and importance of cleanliness (Rallies, drives, Used milk packets

collection drive and production and screening of video on plastic recycling at community places, Making/distribution of cloth and paper bags, Talks on ecosystem restoration, Beach cleaning and many more.),

- Workshops on Mushroom cultivation, Chocolates making, etc.,
- Visits to the less fortunate people housed at Sneha Mandir, Matruchhaya, and Shanti Avedna Ashram,
- Social activities through NSS camp,
- Supporting victims of natural calamities,
- Organisation of Street plays, Talks, awareness programmes, etc. on gender equity,
- Impressive amount of work in the community area by SBSI interns, and many more.

### 5. Evidence of Success

Extension/outreach programs conducted enabled the community to become conscious of self-sustenance, cleanliness, gender equity, health and hygiene and environment protection.

Students’ involvement and participation in conduct of these activities for community created self-awareness and shaped self-development. Inculcated civic sense and social responsibility, humanitarian values, soft skills, social skills, and sense of belongingness to the community in students.

These activities have strengthened the connect between college and the community.

### 6. Problems Encountered and Resources Required

- It is a challenge to manage extension/ outreach programmes and academics.
- Limited financial resource.
- Activities were minimal during the COVID pandemic due to various social restrictions.

Resources Required: Financial support and Capacity building programmes for students and faculty.

### 7. Notes (Optional)

Under NEP University can make participation in at least one extension or outreach programs compulsory in the curriculum every year.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

The College serves the cause of Higher Education in the State for 36 years with focussed Vision and Mission.

**1. Institution's priority and thrust (during the Assessment period) is Enhancing Environmental (Ecosystem) consciousness through concerted efforts by:**

- disseminating specific information to generate understanding of environmental issues and their redressal;
- spreading general awareness and environmental sensitivity amongst stakeholders, including College students, staff and community;
- conducting focussed programmes /campaigns towards ecosystem preservation, environmental protection and fostering eco-heritage.

The lush green Campus is itself outcome/evidence of regularly organised dedicated Tree Plantation Programmes since the inception of the College and consistent maintenance and support given by the students and staff to date.

Compulsory Course in Environmental Studies and Environment-related Courses in Economics, Botany, Chemistry, Zoology generate academic knowledge and social consciousness on Environmental Issues:

Certificate Courses regarding environmental awareness/conservation are conducted on crucial environmental themes:

- Biodiversity and its Conservation,
- Environmental Conservation and Energy Audit,
- Entrepreneurship in Herbal Products,
- Home Gardening, etc.

With substantial support and active participation of PES Management, staff, students, IQAC, Academic departments, Survival Nature club, Shrushti Eco Club, Students council, NSS unit, Extension cell, UBA, SBSI, Women cell, Alumni, etc. and other off Campus stakeholders, the College makes concerted efforts to:

- inculcate, develop and promote environmental consciousness amongst the Campus community and the larger community/society;
- further promote cause of Environment and Ecology, organises programs /activities on core environmental issues:
  - Climate Change,
  - Importance of Afforestation,
  - Danger of Deforestation,
  - Flora and Fauna Conservation,
  - Benefits of Eco Friendliness,
  - Human-Animal Conflicts,
  - Ozone Depletion,
  - Global Warming,
  - Cleanliness, etc. sensitise both participants and beneficiaries.

Labelling Trees and also QR code on the Campus with scientific and local names educates campus

community and visitors and help appreciate local Flora. Mapping of Fauna with respect to butterflies, birds, which are present in the campus.

Under Environmental Literacy Programme, Invited Talks/Guest Lectures, State/National-level Conferences/Seminars/Workshops/Webinars conducted by College-Departments:

- “Scope of environmental science in Wildlife research and conservation”,
- “Snake Awareness Programme”,
- “Ecotourism in Goa”,
- “Wildlife Management in Protected Areas of Goa”,
- “Life Beyond Earth: Poly-extremophiles-Link between Earth and Astrobiology”,
- “E-waste: A Growing Concern in today's Environment”,
- “Biopolymers and Biosensors-What's new?”,
- “Frontiers in Bio-pesticides and Bio-fertilizers”,
- “Effective use of Nanomaterials and Nanotechnology for Sustainable Agriculture”,
- “Ecosystem Restoration- a means of Biodiversity conservation”,
- “Green Chemistry”,
- “Nanomaterials for Environmental Applications”, and many more.

Environment-related Themes of Cultural Activities such as:

- Competitions like Best Out of Waste, Poster Making, Rangoli making, Flower Arrangement, Essay, Elocutions, Poetry Recital and many more
- *Shravandhara* (Monsoon nature-based) Singing Competition,
- Skits, Street plays, Mime, Monologues,
- Photography, Video Making, etc. inculcate environmental consciousness.

Wall Paper activities of Zoology Study Forum, Botany Colloquium, MicroCell and others on Environment-related themes:

- Biodiversity,
- Flora,
- Fauna,
- Climate Change,
- Global warming, etc. makes students more Environment conscious.

Extension/Outreach Programmes such as Rallies, drives, street plays, talks, exhibitions, demonstrations are organised on:

- importance of environment conservation/protection;
- non-degradable and biodegradable waste management,
- composting, cleanliness, health, hygiene ;
- Beti Bachav Beti Padhav;
- Blood Donation Camps;
- Health camps, etc. have developed Environment and health consciousness in students and community.

Environment and health-consciousness evolving activities of NSS, SBSI interns, Unnat Bharat Abhiyan

(UBA) in the 05 adopted/other Panchayats:

- NSS Unit and UBA conducted rallies, drives, street plays, talks on Cleanliness, Health-Hygiene in surrounding villages/municipal areas.
- NSS Unit collected Lakhs of used plastic milk bags for recycling and produced a video on Plastic Bag-Collection-Recycling Process and screened at schools and for larger community.
- NSS unit organises Cleanliness Drives on and off campus,
- NSS Unit conducted beach/village cleaning programs with student-staff volunteers.
- Interns of SBSI carried out impressive amount of Swachhata-related work in villages that led to overall development of their leadership skills, organizational and communication skills and won awards from University and State.

College campus is:

- Plastic-litter free,
- Garbage collection bins across the Campus and Compost Bins set up to tackle Canteen waste and Leaf-litter on Campus.

Energy saving measures on par with latest energy conservation standards. Incandescent/CFL light bulbs/tube lights are replaced with LED tube lights and bulbs.

T.Y. projects of many students are on environmental and ecological topics.

College Faculty Members are in the fore front to serve Community and Environment:

- Dr. Kiran Gaude: elected as Chairperson of Biodiversity Management Committee of Curti –Khandepar Village Panchayat, participated in the project of reviving 5 local water bodies in the village of Keri, Ponda.
- Dr. Subhash Bhosale: Member of Goa Environment Impact Assessment Authority,
- Dr. Ranjita Savoikar and Smt. Teja Gramopadhye: Members of Expert Committee on Goa State Biodiversity Board.

Environmental Contribution by the Students of the College as:

- Members of Technical Support Group in Village Biodiversity Management Committee;
- Participants in preparation of Ponda Town PBR.

**2. Institutional Motivation to students;**

- to participate in Extension Activities/ Outreach Programmes with an objective to understand Community needs/services and undertake social responsibilities towards it,
- to participate and to involve in organisation of co-curricular and extra-curricular activities at collegiate and intercollegiate level so as to get exposed and nurture innovative, creative and hidden talents in them, imparts skills, inculcate humanitarian values, confidence and contribute towards their overall holistic personality development.



3. Co-education institution having students' male: female ratio 1:3. Majority are from rural area, belonging to underprivileged group many are first generation learners/ graduates.
4. College Uniform for students to overcome economic/cultural/religious differentiation and promote inclusivity.
5. The College has distinction of being the Institution with-
  - Maximum Ph.D. Degree holder teachers in the State
  - Maximum number of Completed Research Projects
  - Maximum number of On-going Research Projects.
6. NIRF Ranking authenticates progress of the College. During last 05 consecutive years College ranked:
  - in 101-150 Rank Band in 2018, 2019, 2021 and 2022.
  - in 151-200 Rank Band in 2020
7. Effective Mentoring: reflects in the Teacher-Student Guide Scheme.
8. Teacher-Students relationship: Good and cordial.
9. Webinars organized during COVID Pandemic: for mental wellbeing of students, staff, and for larger community/society .
10. Our college in collaboration with Sanskrit Vishwavidyalaya, New Delhi is the main center having 02 sub-centres carrying out Sanskrit popularisation in Goa. Sanskrit Vishwavidyalaya has appointed full time teacher for this program. Several Students, teachers and people with no bar of age, profession, etc. from the neighbourhood and entire state eager to learn Sanskrit are benefited.

File Description	Document
Appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### Additional Information :

Recommendations by the Last NAAC Peer-Team were: Introduction of PG programmes, Value added programmes, short term courses, and skill-based programmes; Student mentoring system; Career guidance; Job oriented courses; Faculty encouragement for research; Streamline the feedback analyses; Library automation; Filling up of Vacant regular faculty positions and Community out-reach programmes for quality enhancement of the institutions have been fulfilled.

The Principal Dr. V.J. Pissurlekar was awarded state teacher award for excellence in higher education 2018-19 by Govt. of Goa. He is also a member of the committee to examine NEP 2020 and preparing policy and road map for the state of Goa at higher education level.

The College has distinction of being the Institution with- Maximum Ph.D. Degree holder teachers, and significant number of Completed/ On-going Research Projects in the State.

College received Infrastructure development grants of Rs. Two crores from RUSA. The same is utilised fully for Construction of new laboratory building; Renovation of laboratories, for providing Teaching learning facilities and Walking track; Purchase of laboratory/ office/ sports equipment, CCTV surveillance, upgradation of IT and ICT facilities, PA sound systems, etc.

List of the teachers represented/are representing on various bodies of the Goa University during the period after last NAAC peer team visit till date is as below:

#### Goa University Court-

- Dr. Vikas Pissurlekar
- Ms. Deepa Fernandes
- Dr. Jeronimo Monteiro

#### Academic Council-

- Dr. Vikas Pissurlekar
- Dr. Satish Keluskar
- Dr. Harsha Uskaikar
- Dr. Padmaja Kamat

#### Board of Studies-

- Dr. Vikas Pissurlekar- Chemistry (UG/PG)
- Dr. Anantkumar Deshpande- Zoology
- Dr. Subhash Bhosale- Zoology
- Dr. Flory Pereira- Microbiology
- Dr. Badruddin- Political Science
- Dr. Aditi Rane- Political Science
- Dr. Padmaja Kamat- History (PG/UG)

- Dr.. Sima Kamat- Botany
- Smt. Bhagyashri Halarnkar- Botany
- Dr. Anita Tilve- Chemistry (UG) Chairperson.
- Smt. Uma Priolkar- Hindi
- Mrs. Mandakini Kundaikar- Physics, Electronics.
- Dr. Kamaladevi Kunkolienkar- Philosophy
- Dr. Anjali Rao- Philosophy
- Dr. Neha Prabhu- Microbiology
- Dr. Caroline Fernandes- Microbiology
- Dr. Satish Keluskar- Electronics
- Dr. Varsha Kamat- History (UG /PG)
- Shri. Sandeep Lotlikar- Hindi
- Dr. Ranjita Sawaiker- Botany
- Shri Gurunath Prabhu Khanolker- Zoology
- Dr. Sunita Borkar- Microbiology, Environmental Science
- Shri Deepak Chhatre- Marathi
- Mrs. Brenda Barreto- Chemistry (UG)
- Dr. Shrinivas Gokakakar-Chemistry (UG)

Our teachers have also worked as Theory/ Practical paper setters/ evaluators/ Examiners, Project Internal/External examiners for the examinations conducted by Goa university or by College on behalf of university in on-line/off-line mode during assessment period.

Rankers in the UG/ PG Examinations conducted by Goa university (2016-2022)

- Ms. Shruti Borkar- Gold Medal, First in B.Sc. (Physics), 2017-18.
- Ms. Madhuja Vernekar- First in B.A (Economics), 2018-19.
- MS. Apurva Sambrekar- Gold Medal, First in B.A (Marathi), 2018-19.
- Ms. Madhura Narendra Talwalkar- Third in M.Sc. Organic Chemistry, 2018-19.
- Ms. Tanmayee D. Sahakari- Gold Medal, First in B.A. (Marathi), 2019-20.
- Ms. Aishwarya U. Volvoikar- First in B.A. (Political science), 2019-20.

College has applied for DBT Star college scheme in 2022

During the crucial period of covid-19 pandemic, the institution was always in touch with the students and all the stakeholders through online activities such as webinar, talks, extracurricular activities etc. in addition to academic activities.

## **Concluding Remarks :**

Our college is situated in rural area and has completed 36 years of its existence. We are committed to offer the best possible opportunities in higher education to the under privileged and marginalized first generation learners.

After second cycle of accreditation, with the support of PES' Management, DHE Govt. of Goa, Goa University, UGC, RUSA.CSR Funding institutions, Research funding agencies, IQAC, Co-operation from Staff, Students, Parents, Alumni and Community, college has made noteworthy improvements and

developments in line with recommendations of last NAAC Peer-Team which can be summed up as below:

- 04 UG general programmes upgraded to honours. 01 UG, 02 PG and 03 Ph.D. programmes are newly introduced. 47 no. of certificate courses were conducted. A diploma/certificate course in Sanskrit in collaboration of Sanskrit Vishwavidyalaya, New Delhi is conducted.
- Students strength has increased from 823 in 2014-15 to current 1242 having more than 75% female students. Upgradation of Infrastructure such as class rooms, laboratories, laboratory equipment, safety measures, IT and ICT facilities is done.
- Classrooms/laboratories are provided with Wi-Fi facility and are fitted with modern teaching and learning tools. Internet facility has been improved from 01 BSNL connection of 10 MBPS bandwidth in 2018 to present 03 Bharat fiber internet connections up to 300 MBPS each and 01 GBBN connection of 100 MBPS.
- The adoption of CBCS, Skill oriented and foundation courses, ICT enabled teaching and learner-centric teaching-learning methodologies reflect the global trends in higher education.
- Fully automated library.
- The College has distinction of being the Institution with- Maximum Ph.D. Degree holder teachers and significant number of Completed/ On-going Research Projects in the State.
- The College has set up the Food Technology Incubation Centre and Institutional Innovation Council.
- Loyal NSS and SBSI intern's activities.
- Various extension/outreach programmes conducted, developed connect between college, students and the community and helped to enable social upliftment of the community and to inculcate humanitarian values and social responsibility among students,
- Encouraging students to involve in organisation and or to participate in inter and intra- collegiate cultural and sports programmes/competitions/ events, ensure their overall holistic growth through inculcation of human values, ethics, soft skills, etc.
- Examination results are at par with or above the university's result. Student's average progression towards higher study is more than 50%.
- Effective mentoring program, alumni activities, PTA activities have developed strong bond of cordial relation between students, staff and parents.
- NIRF Ranking of last 05 consecutive years in 101-150 Rank Band in 2018, 2019, 2021, 2022. and in 151-200 Rank Band in 2020 authenticates progress of the College.

This progress / growth has uplifted our morale for better accreditation. We are also aware that our performance

in Placement cell and training programme for competitive examinations is limited.

The Self Study Report preparation has facilitated introspection and eagerness to indulge in a critical analysis of our strengths, weakness, challenges and the opportunities that are ahead of us to make policies towards future growth and development. The college is working towards preparedness for the implementation of NEP 2020.

## 6.ANNEXURE

### 1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																																								
1.2.1	<p><b>Number of Add on /Certificate/Value added programs offered during the last five years</b></p> <p>Answer before DVV Verification :</p> <p>Answer After DVV Verification :40</p> <p>Remark : Input edited as per given data template, excluding the diploma programs and repeated count of courses.</p>																																								
1.4.1	<p><b>Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)</b></p> <p>Answer before DVV Verification : Yes</p> <p>Answer After DVV Verification: Yes</p>																																								
2.1.1	<p><b>Enrolment percentage</b></p> <p><b>2.1.1.1. Number of students admitted year wise during last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>1242</td> <td>1236</td> <td>1261</td> <td>1244</td> <td>1157</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>478</td> <td>405</td> <td>484</td> <td>464</td> <td>435</td> </tr> </tbody> </table> <p><b>2.1.1.2. Number of sanctioned seats year wise during last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>1278</td> <td>1320</td> <td>1267</td> <td>1248</td> <td>1162</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>503</td> <td>488</td> <td>490</td> <td>468</td> <td>440</td> </tr> </tbody> </table> <p>Remark : Input edited as per given consolidated extract.</p>	2021-22	2020-21	2019-20	2018-19	2017-18	1242	1236	1261	1244	1157	2021-22	2020-21	2019-20	2018-19	2017-18	478	405	484	464	435	2021-22	2020-21	2019-20	2018-19	2017-18	1278	1320	1267	1248	1162	2021-22	2020-21	2019-20	2018-19	2017-18	503	488	490	468	440
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2.1.2	<p><b>Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)</b></p>																																								

**2.1.2.1. Number of actual students admitted from the reserved categories year - wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
507	521	505	496	454

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
202	188	197	186	175

**2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
576	591	570	563	525

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
228	222	221	212	199

Remark : Input edited as per given consolidated extract excluding general category.

**3.1.1 Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)****3.1.1.1. Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
11.55	2.50	15.87	14.75	17.36

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
11.25	2.5	7.9	3.75	16.85

Remark : Input edited as per given data template, excluding the amount claimed for PM-YUVA mentorship and Unnat Bharat abhiyan and exhibition, conference, seminars

**3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years**

**3.2.2.1. Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
31	9	14	13	4

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
28	8	18	7	3

Remark : Input edited as per given data template, excluding the FDP and general webinars/seminars.

**3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
18	14	15	24	18

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
12	10	11	21	12

Remark : Input edited as per given data template, considering the journals which are UGC care listed and excluding the journals which are published in 2022.

**3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

**3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
15	13	12	29	23

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18



7	10	11	10	20
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Remark : Input edited as per given data template, considering only the books with ISBN no. Publications during 2022 cannot be considered

**3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.**

Answer before DVV Verification :

Answer After DVV Verification :33

Remark : MoU/linkage with Comtech Computer Academy for Free coaching Classes cannot be considered; MoU/linkage claimed as Formation of cluster of colleges for research centre in Microbiology for doing Ph.D. may not be relevant in this metric. MoU/linkage claimed as Chemistry Department of P.E .S. College for International Webinar by Prof.Sarbajit Banerjee cannot be considered in this metric

**5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years**

**5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
180	210	252	229	238

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
183	203	248	229	238

**5.2.1.2. Number of outgoing students year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18

**6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

**6.3.3.1. Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
88	28	59	13	27

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
71	28	59	13	27

**6.3.3.2. Number of non-teaching staff year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
63	64	60	49	46

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
63	64	60	49	46

Remark : Input edited as per given data template, excluding the one day FDP programs.

6.5.2	<p><b>Quality assurance initiatives of the institution include:</b></p> <ol style="list-style-type: none"> <li><b>1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements</b></li> <li><b>2. Collaborative quality initiatives with other institution(s)/ membership of international networks</b></li> <li><b>3. Participation in NIRF</b></li> <li><b>4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc</b></li> </ol> <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: A. All of the above</p>
7.1.3	<p><b>Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following</b></p> <ol style="list-style-type: none"> <li><b>1. Green audit / Environment audit</b></li> <li><b>2. Energy audit</b></li> <li><b>3. Clean and green campus initiatives</b></li> <li><b>4. Beyond the campus environmental promotion activities</b></li> </ol> <p>Answer before DVV Verification : A. All of the above Answer After DVV Verification: B. Any 3 of the above Remark : Input edited as per given clarification documents.</p>

## 2.Extended Profile Deviations

ID	Extended Questions
1.1	<p><b>Number of teaching staff / full time teachers during the last five years (Without repeat count):</b> Answer before DVV Verification : 100</p>

Answer after DVV Verification : 100

2.1 **Expenditure excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
60.40	67.48	121.55	153.38	171.74

Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
60.40	67.48	121.55	153.38	171.74