Yearly Status Report - 2018-2019

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

2. Institutional Status

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

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://www.dhempecollege.edu.in/iqac/#

4. Whether Academic Calendar prepared during the year

Yes

if yes,whether it is uploaded in the institutional website: Weblink :	https://www.dhempecollege.edu.in/academic-calender

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	**B+**	**79**	**2003**	**21-Mar-2003**	**20-Mar-2008**
2	**A**	**3.12**	**2010**	**28-Mar-2010**	**27-Mar-2015**
3	**A**	**3.20**	**2015**	**14-Sep-2015**	**13-Sep-2020**

6. Date of Establishment of IQAC

01-Jul-2003

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture

Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Dnyan Daan an initiative by the faculty members of the institution to grant financial assistance to needy students	19-Jun-2018 365	18
Workshop on MOODLE	22-Jun-2018 2	50
Workshop on Flipped Learning	29-Jun-2018 2	34
Workshop on MOODLE	07-Jul-2018 2	10
Visit to the Centre for Incubation and Business Acceleration (C.I.B.A)	11-Jul-2018 1	16
Two-Day State Level Workshop on Introduction to Data Science with Python	27-Jul-2018 2	33
Green Day Celebration	03-Aug-2018 1	150
Collection of relief material for the people affected by Kerala floods	21-Aug-2018 1	155
Spoken Tutorials on Python	12-Jan-2019 1	14
IISER Lecture Series	22-Aug-2018 2	80
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8. Provide the list of Special Status conferred by Central/ State Government-UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Dhempe College	Maintenance grant-salary	Goa Government	2018 365	125524034
Dhempe College	RUSA	Government of India	2018 365	5000000
Dhempe College	International Travel grants	Vasantrao Dempo Research Foundation	2018 365	259400
Dhempe College	Maintenance grant- non salary	Goa Government	2018 365	3563486
Dhempe College	Quiz competition	Department of Science Technology & Environment	2018 1	50000

		DST&E		
Dhempe College	Workshop	DST&E	2018 1	154000
Dhempe College	Workshop	DST&E	2018 1	40000
Dhempe College	International Conference	DST&E	2018 1	400000
Dhempe College	International Conference	Meijo University, Japan	2018 10	100000
Dhempe College	Symposia Grant Scheme	CSIR	2018 1	50000
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9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	[View File](#)
10. Number of IQAC meetings held during the year :	**6**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	[View File](#)
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

• Postgraduate programme M.Sc. (Analytical Chemistry) (selffinancing) affiliated to Goa University has been introduced from AY 201819 with an intake capacity of 20 students. • Academic and Administrative Audit has been introduced and carried out by external experts. • Blended learning was extensively promoted by conducting workshops on MOODLE and Flippedclassroom for teachers of our own as well as other institutions and by employing new pedagogies in teachinglearning. • Extension and Green activities have been amplified. Unnat Bharat Abhiyan of the Government of India is being implemented by adopting five villages. • Additional infrastructure viz., classrooms, laboratories, toilets have been created and logistics such as computer systems, LMS, internet connectivity, ICT tools and instrumentation have been augmented. • Workshops, Valueadded courses and Skill Development courses imparting latest and upcoming technologies/tools/legislations such as Data Science, GIS, Python and R Programming, GST, IPR, etc. have been introduced. • Proposal to establish Digital language Laboratory and Skill Development Centre was submitted to Chief Minister's Office in August 2018.

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

Plan of Action	Achivements/Outcomes
No Data Entered/Not Applicable!!!	
[View File]	

14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
Local Managing Committee	**21-Aug-2019**

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	**Yes**
Date of Visit	**14-Sep-2015**
16. Whether institutional data submitted to AISHE:	**Yes**
Year of Submission	**2019**
Date of Submission	**25-Jan-2019**
17. Does the Institution have Management Information System ?	**Yes**
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	**The College has a partial Management Information System that has been integrated into the college website for collection, storage and dissemination of information. Currently it consists of two modules viz., Spectra and Dhempe Learn. Spectra comprises of reporting of activities carried out by individual staff members on regular basis to the Principal. It consists of academic details, cocurricular activity reports, research outputs, etc. Dhempe Learn is a MOODLE platform to store and disseminate study material to students and also for internal evaluation process. The MIS also includes monthly reports by Heads of Departments and conveners of various committees to the**

Principal. The reports essentially contain a concise monthly account of curricular, cocurricular and extracurricular activities organized/attended by teachers/students of the respective departments. The departmental reports are compiled and a summative monthly report is filed by the Principal to the Management. Such reports are generally forwarded to the Principal/Trustees by email. The Heads of Departments also submit monthly attendance of the students to the Principal which are forwarded to the Goa University by email.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

The curriculum of B.A., B.Sc. and M. Sc. (Analytical Chemistry) Programme prescribed by Goa University is implemented by the college. The curriculum based on Choice Based Credit System (CBCS) was followed with effect from June 2017 in a phased manner. It is delivered by the college through a PDCA (Plan-Do-Check-Act) mechanism. This broadly involves the following: Before the commencement of each semester, the time-table committee prepares general timetables/academic schedules which are circulated to all Heads of Departments (HoDs). The academic schedule includes the schedule of internal tests and assignments. The HoDs prepare the departmental time-table based on the general time-table. Teaching/academic work is allocated to the respective departmental staff along with other duties and responsibilities. Each faculty member prepares an academic lesson plan to be approved by the HoD. Lessons are delivered as per the approved plan. The HoD, the Vice-Principal and the Principal monitor the delivery of lectures and completion of syllabus. If, on account of any exigency, a lecture cannot be held as per the notified plan, it is rescheduled with proper justification duly recorded in the documented plan, and with the approval of the head of the department concerned. Each faculty member also prepares plans for delivery of the course, including usage of education technology (Moodle, Flipped Learning, Google Classroom, online learning resources, etc.), field trips, industrial visits, internships, seminars, theatre in learning, role plays, etc. Each department also notifies schedule for skill development courses (value added courses) which are designed by the departmental faculty to impart specific technical and life skills to students. Records of students' attendance are maintained systematically for each course and periodically communicated to the students to remedy the shortfall of 75% minimum requirement if any. Further, extra classes are conducted to cover the shortfall for students admitted after the last day of admissions (late admitted students). Remedial sessions are conducted for the benefit of slow learners and students deficient in academic performance based on their ISA results. Special inputs are given to advance learners. The advanced learners are also chosen for peer tutoring. Audio lectures are provided for visually impaired students. Some teachers have recorded their lectures and practicals for the benefit of the students. As required under the CBCS, components related to gender, environment, sustainability, human values

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entreprene urship	Skill Development
GIMP		31/07/2018	15	Participants can design poster and perform image editing	Participants will be able to learn QUICK MASK, WIBER, graphics editor, common task in GIMP, text management in GIMP.
PHP MY SQL		10/12/2018	15	Participants can start their own database website	Participants will be able to develop dynamic web application with MY SQL database.
Multimedia		04/08/2019	15	Participants can edit videos and create movies to use for their personal purpose	Participants will be able to remember various features provided by Openshot and Audacity, choose necessary effects and create a movie/mix track
CPP		21/02/2019	15	Participants learn object oriented concepts for further programming	Participants will be able to learn: to design C classes for code reuse to implement constructors class member functions to understand the concept of data abstraction and encapsul

				ation.
C programming	11/10/2018	15	Participants learn basic of programming and interpretation with CPU	Participants will learn various programming concepts that are needed to lay basic and strong foundation of programming fundamental.
Certificate course and Entrepreneurship development program in Winemaking and Bakery	08/07/2018	15	Participants can start their own enterprise even from home	Participants will be able to learn different types of still wines such as grape, pineapple, dates, watermelon, orange, etc. The students were given handson training in baking different types of bakery items.
Certificate course in Orchids, Anthurium cultivation, Flower arrangements and Creative Kitchen	19/01/2019	15	Give the impetus for the students to get a better job opportunity, set up their own farm and in their segment of interest to develop their career.	Participants will receive handson practical training on different techniques in gardening
Certificate course in Fungi: Basic techniques in Mycology, mushroom cultivation	10/05/2019	5	Will provide the drive for the students to get better opportunities in	Participants will receive handson practical training in different techniques

and temper preparation			prospecting fungi as food.	in fungi for enhancement of skills
Remote Sensing and GIS	06/02/2019	10	It is an aid for further degree in remote sensing and GIS after which they can be employed as GIS analyst, GIS operator and GIS specialist in various fields.	Participants will be able to interpret geological information through satellite imageries. They will have basic working knowledge of QGIS platform.
Analytical Tools	06/05/2018	5	Participants can use the knowledge for completing research projects and further oppo rtunities in employment	Participants will gain adequate knowledge of operation and principles of instruments like XRD, XRFS, SEM, etc.
Determinatio n of Physico chemical and Microbiologi cal parameters in drinking water.	12/03/2019	15	Participants can be employed in analytical water testing laboratories	Participants will gain adequate knowledge to conduct analysis of water samples to test the potability of water
Mathematical Typesetting LATEX	14/07/2018	15	Participants can use the skill in typing mathematical equations and increases the scope of employabilit y	Participants will be able to successfully install and use LaTeX and various templates to compose Mathematical documents, p resentations , and reports
Statistical	07/11/2018	15	Participants	Participants

Name	Date	Count	Column 4	Column 5
techniques using R software			can use knowledge in higher studies and employment in companies using statistics	will be able to understand various concepts in statistical techniques and statistical surveys and analyse the data using R software
Introduction to Archaeology	18/12/2018	15	Participants can conduct guided tours	Participants will gain better under standing of coins, icons, inscriptions and monuments
Typing in De vanagari'Man gal' font (Unicode)	04/07/2018	15	???????????? ??, ?????? ??? ???? ??????? ???? ?? ????? ??? ????? ???? ????? ???? ?? ???? ??? ??????????? ?? ??????	?????????? ???????? ???? ??? ????? ?????
Certificate course in Basic Counseling for Alcohol Problems	27/12/2018	4	The counsellors participating in this course will become more competent and can handle and counsel individuals with alcohol addiction. Participants can work in NGOs and Reh abilitation centre for Alcoholics	Participants will expand knowledge of counselling methods Learn methods of counselling for alcohol problems Learn evidence based counselling intervention Become more efficient counsellors
Certificate course in Learning Dif ficulties: Assessment	10/03/2019	10	Participants can work in child develo pment/guidan ce centres.	Learn about Basics and Types of Learning Dis ability, Bas

And Remediation		Can work as personal tutors.	eline assessment and interpretation of test findings, to do LD screening using DALI Administration and interpretation, rectify shortcomings, Framing of Functional Assessment Report

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
No Data Entered/Not Applicable !!!		
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BA	**English, Marathi, Hindi, Konkani, History, Economics, Psychology, Philosophy, Political Science**	**19/06/2018**
BSc	**Botany, Geology, Computer Science, Physics, Biotechnology, Chemistry, Zoology, Mathematics**	**19/06/2018**
MSc	**Chemistry**	**18/06/2018**

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

	Certificate	Diploma Course
Number of Students	**340**	0

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
No Data Entered/Not Applicable !!!		
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships

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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	No

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

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

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BA	English, Marathi, Hindi, Konkani, History, Economics, Psychology, Philosophy, Political Science	180	191	177
BSc	Botany, Geology, Computer Science, Physics, Biotechnology, Chemistry, Zoology, Mathematics	220	334	199
MSc	Chemistry	20	32	20

2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	1005	20	71	0	4

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Toolsand resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
101	46	187	19	0	5

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Yes, The college has a wellestablished student mentoring programme which is designed to ensure that students harness their academic potential through academic mentoring by teachers, and where required, through counselling to overcome personal problems that may otherwise impede the student's academic achievements. • At the beginning of the academic year, the college notifies the list of faculty members and the corresponding mentee students assigned to each mentor. The ratio of mentormentee is 1:14. • Each faculty member is provided with guidelines. Each faculty mentor is required to hold at least one meeting with the mentee per month. • Typically, one meeting is held upon notification of the list, and a review meeting held at the end of the semester. If needed, the mentor may hold as many meetings with the mentee as may be required on a case to case basis. • Each faculty mentor is required to maintain a personal and academic record of every student mentee and a record of observations, advice and followup action. • Where required, the mentee student is referred to the counsellor. • The convener of the mentorship programme is faculty incharge of the programme under the general supervision of the Principal. The student mentorship programme bridges the gap between teachers and students, and creates a congenial learning environment where students can look up to their mentor teachers for both personal and academic guidance, advice and support for improvement in academic performance, motivation to pursue higher studies etc.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1025	71	1:14

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
6	6	0	6	2

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies

2018	Dr. Vrinda Borker	Principal	Best paper presentation award at the International Conference on Industrial waste Treatment Control, London.
2018	Mrs. Deepa Audi	Assistant Professor	Best paper award at the International Virtual Congress
2018	Dr. K.K. Therisa	Assistant Professor	Commissioned as NCC officer at the Officers Training Academy, Gwalior
2018	Mrs. Palia Pandit	Assistant Professor	Awarded Scholarship by Goembab's Yadastik, State level
2018	Mr. Prajal Sakhardande	Associate Professor	Goemkarponn Award by Transform Goa, Kuwaitbased organization.
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2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BA	B.A.	I	02/11/2018	04/02/2019
BA	B.A.	II	30/04/2019	20/05/2019
BA	B.A.	III	03/11/2018	04/02/2019
BA	B.A.	IV	02/05/2019	20/05/2019
BSc	B.Sc.	I	02/11/2018	04/02/2019
BSc	B.Sc.	II	30/04/2019	20/05/2019
BSc	B.Sc.	III	03/11/2018	04/02/2019
BSc	B.Sc.	IV	02/05/2019	20/05/2019
MSc	M.Sc.	I	21/11/2018	23/02/2019
MSc	M.Sc.	II	30/04/2019	19/06/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As a college affiliated to Goa University, the college is bound by the Statutes and Ordinances laid down by the university from time to time. The college hence complies with the guidelines prescribed by the Ordinances related to periodical assessments and semesterend examinations. At the institution level, the college has initiated various reforms with regard to the continuous internal evaluation

process (CIE). As a part of this continuous internal evaluation process, students are encouraged to take up topics for assignments of contemporary relevance related to their course/project and make use of eresources, books as a part of their assignment. Through Blended learning strategies, student's skills are continuously assessed in innovative ways such as classbased performance in group's as well individual activities in the form of debates, discussions, paper presentations and roleplay. MCQ's and short answer tests/problems in turn help in assessing the understanding levels and levels of difficulty.

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

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

2.6 – Student Performance and Learning Outcomes

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

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

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
B.Sc.	BSc		179	141	78.77
B.A.	BA		140	111	79.28
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2.7 – Student Satisfaction Survey

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

https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/StudentSatisfactory18-19.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Minor Projects	730	UGC	285000	0
Minor Projects	730	UGC	275000	0
Students	730	Dempo Charities	30000	30000

Research Projects (Other than compulsory by the University)		Trust(DCT)		
Any Other (Specify)	1095	DSTE	500000	0
Any Other (Specify)	730	Directorate of Higher Education Govt. of Goa	270000	0
Any Other (Specify)	365	Vasantrao Dempo Research Foundation	259780	259780
Total	0	NA	1619780	289780
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3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
One day workshop on Intellectual Property Rights	Department of Political Science	08/03/2019
One day workshop on Instrumentation, Maintenance and Application of Instruments in association with M/S Equiptronics, Mumbai.	Department of Chemistry	31/08/2018
Lecture on Android Development	Department of Computer Science	24/09/2018
Lecture on Good Laboratory practices and Good Manufacturing practices	Department of Chemistry	19/10/2018
Lecture on Quality control and Method Validation	Department of Chemistry	20/10/2018

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
01	Entrepreneurship	In collaboration with	Trendyartz	Online selling of	01/01/2019

	Development Cell	Centre for Incubation Business Acceleration (CIBA), Goa.		handmade earrings and jewelry	
02	Entrepreneur ship Development Cell	In collaboration with Centre for Incubation Business Acceleration (CIBA), Goa.	Manasi Phadte	Baking business	05/11/2018
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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
No Data Entered/Not Applicable !!!		

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

Name of the Department	Number of PhD's Awarded
No Data Entered/Not Applicable !!!	

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

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Geology	1	0
International	Botany	1	1.16
International	Chemistry	1	5.5
International	Geology	1	2.4
International	Zoology	1	0.86
International	Zoology	2	0
International	Economics	1	0
International	Psychology	1	5.5
International	Psychology	1	0
International	Psychology	1	5.5
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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Department of Zoology	1
Department of History	1
Department of Economics	1
Department of English	1
Department of Hindi	1
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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
No Data Entered/Not Applicable !!!						
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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
No Data Entered/Not Applicable !!!						
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	**24**	**74**	**101**	**146**
Presented papers	**30**	**16**	**0**	**0**
Resource persons	**0**	**4**	**9**	**4**
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3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
No Data Entered/Not Applicable !!!			
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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
No Data Entered/Not Applicable !!!			
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
No Data Entered/Not Applicable !!!				
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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
TwoDay workshop on prospects for export of vegetables produced by Goan Farmers	203	Goa State Horticulture Corporation Limited, Directorate of Agriculture, Govt. of Goa Bank of India, Zonal office	02
TwoDay International Conference on Nanomaterials for Environmental Application(NEA 2019)	100	Meijo University, Nagoya Japan Department of Science Technology Dempo Charities Trust	02
Sakura Exchange Programme	10	Japan Science and Technology Agency. (Host) Meijo University, Nagoya Japan.	08
Research Guidance in Chemistry in association with five colleges	01	Directorate of Higher Education. Government of Goa	365
Talk on Waste Management by Dr. UnniKrishnan of Green Wave	80	NA	01
One day lecture series on application training for UV Visible spectroscopy, FTIR, spectroscopy, Atomic Absorption Spectroscopy and Gas Chromatography	100	NA	01
Talk by Dr. R .K Singh	90	Dempo Charities Trust	01
IISER lecture series	100	Dempo Charities Trust	02
IIT workshop on Bioinformatics and Computational Drug discovery	36	Registration fees	02
Interactive cum learning session with the Director	10	NA	01

of GCCI					
International Centre Goa (Goa, The Arts and Literature Festival 2018, Curtain Raiser Session (aegis of GALF Outreach Programme)		100	International Centre Goa		01
National Level Seminar, in collaboration with Entertainment Society of Goa		107	Dempo Charities Trust Entertainment Society of Goa		02
Talk for students in collaboration with TERI and Dept. of Political Science, Dhempe College		41	NA		01

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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
MoU	Internship,Department of Biotechnology	National Institute of Oceanography, Dona Paula Goa	27/05/2019	16/06/2019	02
MoU	Internship Department of Geology	National Institute of Oceanography, Dona Paula Goa	03/05/2019	31/05/2019	02
MoU	Project work for T.Y.B.Sc Chemistry	National Institute of Oceanography, Dona Paula Goa	01/08/2018	23/12/2019	10
Collaboration	Project work for T.Y.B.Sc Chemistry	Goa University, Taleigao Plateau, Goa	01/08/2018	23/12/2019	50
MoU	Project work for T.Y.B.Sc Chemistry	St. Xavier's College, Mapusa. Goa	01/08/2018	23/12/2019	40
Collabora	Project work	Government	01/08/2018	23/12/2019	10

Collabora tion	Project work for T.Y.B.Sc Department of Zoology	Goa University, Taleigao Plateau, Goa	15/01/2019	24/01/2019	06
Collabora tion	Internship Department of Biotechno logy	Sup Biotech Institute, Paris,France	25/06/2018	15/07/2018	01
Collabora tion	Internship Department of PPsychology	Wangda (Disha School for Special Children, Panaji)	01/08/2018	15/03/2019	16

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

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
1.Govt. college of Arts, sc. commerce, Khandola, 2. Govt. college of Arts, sc. commerce,Sanquelim, 3. PES Shri Ravi Naik College of Arts Sc.,Farmagudi, 4.St. Xavier's College of Arts ,Sc. commerce, Mapusa, 5. DMC AssagaoCo	17/12/2018	Cluster Research Centre in Chemistry	1

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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
19308894	7834000

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Class rooms	Newly Added

Laboratories	Existing
Laboratories	Newly Added
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Classrooms with Wi-Fi OR LAN	Newly Added
Video Centre	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Others	Existing
Others	Newly Added

4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
KOHA	Partially	18.11	2019

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	684	0	494	287361	1178	287361
Reference Books	32974	2003434	0	0	32974	2003434
e-Books	17	29975	29	52608	46	82583
Journals	0	0	34	84306	34	84306
Digital Database	0	0	1	6450	1	6450
CD & Video	108	0	6	1000	114	1000
Others(specify)	0	0	28	60940	28	60940
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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

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

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MGBPS)	Others
Existing	124	39	122	6	13	11	55	21	0
Added	8	0	8	0	0	2	6	0	0
Total	132	39	130	6	13	13	61	21	0

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

21.5 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

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

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
3407787	265445	3535889	250000

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

The utilization of physical, academic and support facilities at the College are generally governed by the following broad policy framework: Classrooms and Laboratories • The timetable committee prepares the academic schedule. It assigns classrooms/ laboratories to each department/subject/course. The committee shall be responsible for allocation/reallocation of classrooms/ laboratories. • The examination committee shall allocate classrooms for purpose of semesterend examination. • The Head of Department(HOD) shall prepare the individual timetable for the faculty of his/her department. The laboratory assistants shall monitor the usage of laboratory equipment, chemicals, glassware, etc. and shall periodically report to the HOD on matters related to procurement of consumables, apparatus, etc. as may be required. Instrumentation Centre • The use of instruments by students/research scholars/faculty is allowed in presence of/by technician. Teachers shall have complete access to the instruments however, students shall have access to the instruments strictly under the supervision of a teacher. • All users shall maintain a usage logbook for each instrument. Seminar Hall AudioVisual Room • The Seminar Hall AudioVisual Room shall be available for use by faculty members for purpose of organizing invited lectures/seminars/conferences/meetings, etc. Outsiders are also allowed to use the Seminar Hall for academic purpose during holidays on payment basis. • The administrative office shall maintain a logbook of requisitions for the Seminar Hall/AV room. Library / Browsing Centre • All faculty members and students of the College shall have full access to the

Library resources and the browsing centre. • The browsing centre shall be available only for purpose of preview/reference of ebooks, ejournals subscribed by the Institute as well as digital resources at the library. • The IT resources at the library shall not be utilized for purpose of internet surfing, access to mail, chat, and personal use. Gymkhana • The Gymkhana shall be accessible to the students and shall ordinarily be under the supervision of the Director of Physical Education and Sports (DPES) usage beyond regular time shall be subject to recommendation of the DPES and approval of the Principal. IT Network • Students and staff are prohibited from installation/use of any pirated software on any computer systems of the College and shall be held fully responsible for any such pirated software installed by them. • In case of damage of any computer system/ peripheral or any other equipment or IT resources by any student, the amount for the same will be recovered from security deposit submitted by the student. Health care facilities • The College has Health care centre a counsellor • In emergency situations specialist doctors shall be called and the student shall be referred to nearest hospitals. • Fogging of the campus shall be carried on need basis. • 108 and 112 service is made available in case of emergency. Safety and security facilities • Four security personnel have been appointed on the campus for "24x7". • 73 CCTV cameras are installed covering the entire campus. The periphery of the campus is kept welllit. • Corridors and all the

https://drive.google.com/file/d/1cIcYHMsPdJE59oPxE2NUDyA2I7IFVen_/view

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
No Data Entered/Not Applicable !!!			
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Mentorship Programme	19/06/2018	1025	College Mentorship Committee and teaching staff as mentors
56 Personality Enhancement Programs and talks by eminent academicians/ scientists/ industry experts	19/06/2018	1025	College teachers, students and invited resource persons from industries, firms, distinguished alumni
Personal Counselling	19/06/2018	80	College Counselling Cell, counsellor
) Soft skill Development	19/06/2018	30	Department of Chemistry
17 Skill development courses	19/06/2018	340	College teachers, students and invited resource persons from

			industries, firms, distinguished alumni
Remedial Coaching	19/06/2018	264	Department of Botany, Chemistry, Physics, Computer Science, Zoology, Indian Languages
Yoga	21/06/2018	183	National Service Scheme Unit and Department of Physical Education
Departmental Clubs	19/06/2018	1025	College teaching staff, students and invited resource persons
Vocational Training	19/06/2018	20	Department of Zoology staff and students, Directorate of Fisheries, Govt. of Goa and Ela Farm
Internships	19/06/2018	63	National Institute of Oceanography Goa (2), Gokul Milk Indistry, Kolhapur (1), Goa medical College (3), Campal Clinic Path. Lab., Goa (2), Tulip Diagnostic Pvt. Ltd., VernaGoa (2), TechnoClinic Path. And Research Lab, VascoGoa (1), Dr. Fonseca's
Summer school	19/06/2018	33	External Resource person Dr. Brenda Mascarenhas and Department of Chemistry
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2019	MSc Entrance exam (GUART) in Chemistry,	68	0	68	0

	Psychology, English, Economics				
2019	Psychology career counselling	0	22	0	9
2019	Career counselling for industries	0	20	0	4
2019	National Level Competition in Mathematics MADHAVA A competition sponsored by NBHM	2	0	0	0
2019	Orientation session on the process of application to Foreign Colleges and Universities in Department of Biotechno logy	54	0	13	5
2019	Paper solving activity for competitive entrance exams for M.Sc. in Department of Biotechno logy	96	0	7	0
2019	Paper solving activity was conducted for JAM in Department of Biotechno logy	38	0	0	0
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

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

5	5	15

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
Cipla Pharmaceuticals	10	4	Unichem Laboratories Ltd and Sunshine Worldwide School	42	4
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
No Data Entered/Not Applicable !!!					
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	2
Any Other	6
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
No Data Entered/Not Applicable !!!		
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Senior South Zone National Softball Championship	National	1	0	201701951	Prachi Kankonkar
2018	All India National Tennis-ball	National	1	0	201703525	Vedant Sawant

2019	All India Inter-University Football Championship	National	1	0	201807136	Jostan Cardoz
2018	Indo-Nepal International Inter-state Tennis ball Cricket Championship	National	1	0	201601376, 201703525	Aniket Naik, Vedant Sawant
2019	Championship Banner at RDC, Delhi for Karnataka and Goa Directorate	National	0	1	201701787	Sharmishtha Sanyal
2018	Konkani Movie Amori won National award	National	0	1	201701850	Sobita Kudtarkar

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

The College has an active Students' Council, constituted annually after an election process. The council members undergo an Orientation followed by an Etiquettes Workshop before taking up the organising of intra and intercollegiate activities. Intracollegiate Events • The Annual Freshers' Party was organized on the 11th of July, 2018. • The traditional Dahi Handi was celebrated on Monday, 3rd September 2018. • Teachers' Day was celebrated on 5th September, 2018. • The Annual Fun Week 201819 was held from 17th December to 22nd December, 2018. • National Sports Day was organised on 29th September, 2018. Inhouse Intercollegiate Events • The Students' Council's InterCollegiate Cultural Event Creations 2019 was hosted on the 19th of February, 2019 at the Panjim Convention Centre. M.L.A. Mr. Antonio Fernandes was the Chief Guest. • Ebullience the Intercollegiate Sports event was organised on 28th February, 2019 at Campal Ground, Panaji by the Sports Secretary and his team. President of Goa Kabaddi Association, Ms. Rukmini Kamat was the Chief Guest for the same. Intercollegiate Events • Students participated in Ghumatt Aarti Competitions through the month of September, 2018. • The students participated in KOSS 2019 organised by S.S Dempo College, Kujira Goa on the 1st and 2nd of February 2019, securing the overall 3rd place. • 31 students participated in Astitva 2.0 held by DMC College, at Mapusa on 11th February, 2019 winning the overall First Place. • 20 students participated in Wordsup 3.0 held by St. Xavier's College, Mapusa on the 18th and 19th of February, 2019 placing second overall. • 35 students participated in Plateunica 2k19 held by Goa University on 2nd March, 2019. The students won a series of prizes. • 40 students participated in Abhyuday 2k19 held by Government College, Borda, Margao on the 5th and 6th

March, 2019 winning the overall First Place. The Annual Prize Distribution and Social Gathering is another platform for the council to assist in putting up a cultural melange. The General Secretary has an opportunity to interact with the invitees on this occasion. The Institution, to further its efforts towards training students for realworld situations engages them in academic and administrative bodies of the College. Student representatives are found on: Statutory bodies: • IQAC • Antiragging Committee • National Service Scheme • Internal Complaints Committee Other Committees: • Editorial Board of magazine • Library committee • Canteen committee Other Roles: • Green Ambassadors one of the Institutional Best Practices is to impart through various modes the need for environmentfriendly behaviour. To ensure that this principle is put into practice, Student Green Ambassadors have been appointed. • Gender Champions "Equality amongst all genders" is the motto exemplified by the gender champions through awareness campaigns. • The council also engages in outreach programmesrelief fund collection drives, rallies and street plays.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Institution has an Alumni Association titled "Dhempe College Alumni Association", registered under the Societies Registration Act 1860. It works towards enabling a dynamic interface between the past and current pupils of the institution. The Executive Committee comprises of President, Secretary, Joint Secretary, Treasurer and Joint Treasurer. An internal Alumni Committee is also constituted. This year the Alumni interaction was as follows: Chief Guests • Prof. Rodney Fernandes, Dean, Department of Chemistry IIT, Goa for Graduation Day. Invitees • Madhav Kelkar, Director of Horticulture, Praveen Zantye, entrepreneur and Nelson at the Workshop on 'Prospects for export of vegetables…' organized by the College. • Distinguished alumni graced the National Seminar organised by the Department of India Languages. Pundalik Naik as Guest of Honour Nutan Sakhardande, Kevin D'mello, Samiksha Naik, Mohit Sukhthankar, Anurag Verdekar as Resource Persons/Chair Radhika Kamat, Urvashi Naik, Palia Pandit as Compéres and Madhuri Marathe , Member Organising Committee. Career Talks and Exam Preparation • Department of Psychology organized a lecture entitled 'Career opportunities in HR Management' for the SYBA and TYBA students by Keegan Furtado, Senior Executive, and Adjunct Faculty at Christ University. • Department of Psychology organized an interaction of the TYBA students with 06 alumni to discuss career avenues. • Foestar Fernandes, Senior Quality Engineer Corin Group, UK addressed Chemistry students on 'Career opportunities'. • Greta D'Souza / Lester D'Souza were invited to guide students of TYBA for the GUART in English. • Department of Physics organized a talk on 'Opportunities for higher education in Japan' by Rashmi Sarode. • Department of Zoology organized 'Deciding the right path' featuring Ashish Shah as Resource Person in January, 2019. • Orientation programmes for T.Y. students of Department of Economics were conducted in December 2018 and February 2019 Charmaine Lobo/ Veerani Naik as Resource Persons. Quiz • The Statelevel Quiz Competition 'Mathematica 1.0' was organized by Department of Mathematics in association with their Alumni in February, 2019. Lectures • Entrepreneur Vandana Sardesai interacted with students in August, 2018. • Advocate Auro Oliveira provided legal insights to students in August, 2018. • Asst. Professor Pearl D'Souza delivered a lecture on mental health to Biotechnology students in September, 2018. • A 30hour Skill Development Course in 'Latex – Mathematical Typesetting' was conducted by Department of Mathematics for T.Y.B.Sc. Akshita Singh was the Resource Person. • ShashankVerma, entrepreneur was invited for an Android course organized by Department of Computer Science. Judges • Lester D'Souza, Feliza Goes and Naomi Pulamte of Department of English were invited to judge literary festival 'Carpe

Diem' in July, 2018. • Jessica Sharma, Jagruti Patkar and Yashila Lobo judged the performance poetry event – 'Voice it Out'. • Rohit Ramdas, dancer was invited as a judge for Creations 2018. Creative output • Abhishek Kumar Singh hosted Creations 2019. • Iwona D'Souza, released a book titled 'Journeying through History' in April, 2019. Other • Alumni joined the festivities at Fun week 2018. • Shobha Tarcar, culinary entrepreneur offered her inputs at Alumni meetings.

5.4.2 – No. of enrolled Alumni:

175

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

90250

5.4.4 – Meetings/activities organized by Alumni Association :

04

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

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

The Management of the College emphasizes on the enhanced development of the College by encouraging the active participation of its stakeholders in designing longlasting strategies. The Administrator, representing the Management, participates in all key meetings and deliberations and serves as a significant link between the College and the Management. The Administrator, the Principal, the Vice Principals, the IQAC Coordinator and the Heads of Departments work in collaboration to achieve the common objectives of the institution. Examples of decentralization and participative management in the College (1) Project for renovation and upgradation of infrastructure of the College The College emphasizes on the need for renovation and upgradation of the infrastructure and has thus formulated a detailed proposal to undertake extensive repair and reconstruction works using the funds provided by Rashtriya Uchchatar Shiksha Abhiyan (RUSA) bolstered by the management granted funds. An internal committee was constituted under the leadership of the then Principal to draft a proposal to procure the RUSA funds. After the funds were received another committee was established by the College that oversaw the utilization of RUSA funds. The committee comprised of the Principal, Administrator, HODs, other senior faculty members and the accountant. The Infrastructure Committee along with the RUSA Committee held meetings to discuss the utilization of the RUSA funds in the renovation and upgradation of the infrastructure of the College. Suggestions of the teaching staff were taken during staff meetings with regards to the retrofitting, renovation and creation of classrooms and laboratories and the equipments needed in the College. These suggestions were taken cognizance of by the Infrastructure and RUSA committee and conveyed to the management and in the Local Managing Committee meetings, further course of action regarding the implementation of the same was taken. The contractors were then assigned the retrofitting and upgradation work by the Management. (2) Skill Development Courses (SDC) The College emphasizes on the need to have skill development courses for the students to gain proficiency in different skills. Hence, the faculty members are encouraged to design the same to enhance the curriculum. The College proposed 25 skill development courses, each of a minimum of 30 hours duration. The SDC are managed through decentralization and participative management. Selection of SDC is done in a systematically: the faculty member proposing a SDC submits a proposal to the Head of their respective department. The proposal should include the syllabus, course

objectives, teaching methodology, parameters of evaluation, learning outcomes, faculty resources, student intake, fee structure, and the course schedule. Each proposal is then discussed at the departmental meeting and if found appropriate, is submitted to the Skill Development Courses Cell. The Coordinator, after convening a meeting with the Convenor of the SDC Cell, forwards the proposal to the Principal. The Principal, the Convenor and the faculty of the department concerned, then closely scrutinize the proposal and undertake the necessary administrative arrangements for conducting the course. Once the proposal is approved by the Principal, the responsibility of planning, financing and managing the course rests with the Course Coordinator.

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

Partial

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Curriculum Development	In addition to the curriculum prescribed by the University, the College has implemented innovative teaching practices as a curriculum advancement strategy which enhances the curriculum. • The College is affiliated to Goa University and thus, follows its prescribed curriculum. As a strategy to develop the curriculum the members of the BOS Committee give suggestions and feedback based on the syllabus framed. This is done after prior discussion with the faculty which are then considered by the Board of Studies for implementation. The current CBCS TY syllabus of the BA and BSc courses has been framed as per the above strategy. • As per the decision taken in staff meetings, subjectwise and paperwise Learning Outcomes were to be prepared. In order to achieve this objective, the teachers were provided necessary training during the workshop held on16th October 2018. An expert from education College was invited. The teachers were trained in developing Learning Outcomes of each paper. Thereafter, each department undertook the exercise of formulating the Learning Outcomes for the different papers taught in the department. These documents were then submitted to the college authorities and the same was implemented during the course of the year. • As a strategy to enhance the employability of the students the College has designed the curriculum for special skill development courses which are strategically planned by each department along with the Principal and

		the Convener of the Skill Development Courses Cell. • The quality improvement policy for curricular development for the skill development courses includes sustained inputs from the industry and services sector
	Teaching and Learning	The College has adopted a teaching and learning strategy which ensures constant training and skill enhancement of the teaching faculty as well as students. • As a strategy to enhance the teachinglearning process, lesson plans based on the syllabus were outlined by the faculty members which were accordingly verified by the respective Heads of Department followed by the Vice Principals. • In addition to the traditional classroom approach, that is largely practiced as the teachinglearning method in the College, technologybased strategy was implemented by encouraging the use of WiFi enabled ICT tools such as audiovisual presentations, flipped learning techniques, Google Classroom and Moodle. • In order to encourage students and staff in doing reference work and research and avail the online resources, the College campus is fullyequipped with WiFi facilities. • Teaching and Learning Outcomes were framed by each department for their respective courses which have been uploaded on the College website. • As a strategy to undertake MOOC courses which has been initiated by the HRD ministry, College encouraged the staff members to undertake training to conduct MOOC courses. In this regard four staff members completed a oneweek handsontraining programme at Goa University.
	Examination and Evaluation	The institution efficiently implements relevant Goa University Statutes and Ordinances with reference to examinations and evaluation as a strategy, while making improvements wherever possible, using appropriate tools and mechanisms. • In order to ensure the smooth conduct of examinations and evaluation, as well as declaration of results, the Examination Committee of the College has procured a special software Sara Tech for the FY and SY examinations as a quality improvement strategy. This examination software is coded in PHP, HTML, JAVA

		Script, databaseMy sql. • In order to provide timely results, an elaborate, wellplanned mechanism of exam schedules, assessment schedules and a marks entry mechanism is already in place. • As a strategy to facilitate examination and evaluation work, trained, fulltime administrative staff have been appointed exclusively for examination purpose. • The College has a separate Examination Grievance Redressal Committee which redresses students' grievances with regard to examinations.
	Research and Development	The institution has a fully functional Research Cell that conducts periodic training of faculty members in the working of instruments as a quality improvement strategy. • This is strategized through induction of trained faculty, in the Research Cell, possessing adequate research experience. • Regular meetings of the RUSA Committee were held to discuss the appropriate use of RUSA funds to acquire the very best research instruments and software to enhance research capacity. • In order to ensure the smooth operation and maintenance of the instruments installed in the Research Room/Instrumentation Centre, a wellqualified and experienced technician has been appointed by the College. • As a strategy to evolve research culture and to ensure better research guidance to the TYBA and TYBSc students, in their research projects, the college urges its faculty members to undertake research projects, pursue Ph.D. and Postdoctoral research. Experienced technicians from industries are regularly invited to conduct training programmes for staff and students. • For encouraging staff to pursue research, college has taken initiative to be a part of a research cluster developed between certain colleges in Goa. The college is recognized Research Centre in the subject of Chemistry and has a tieup with other Colleges in Goa under Government College Khandola as nodal college.
	Library, ICT and Physical Infrastructure / Instrumentation	The strategy adopted for library, ICT and infrastructure/ instrumentation is focused on acquiring and implementing uptodate softwares, procedures and

	technologies. • Use of ebooks, ereaders, research journals in various subjects and Inflibnet facilities by faculty and students is promoted in the College library. • Students are given access to Inflibnet to help facilitate the research undertaken for their TY projects. • Workshops on KopyKitab and Inflibnet were consciously encouraged to familiarize the staff and students with the same. • As a planned strategy, the deployment of KOHA software in the library is envisaged for the ensuing year. • Several rare books have been identified and have been earmarked for digitization in order to create a digital database for future reference and easy retrieval. • ICT tools like MOODLE, Google Classroom, Polls Everywhere, Padlet and Edmodo are used to facilitate the transfer of reference material and important communications. • Laptops and LCD projectors are used routinely by faculty members to support classroom teaching. • Since the College building is nearly 56 years old, structural retrofitting was undertaken as part of ongoing renovation and upgradation of the infrastructure and to ensure structural stability and security of the users. • Highend instruments were purchased using RUSA funds to encourage uptodate and appropriate research. • In order to give effect to MOOC, the College proposed setting up of a full fledged language lab with all the necessary equipment in the ensuing year.
Human Resource Management	The strategy followed by the College for human resource management is based on continuous training and skill advancement. • The Principal has been trained in the Executive Development Programmes (EDP) which is conducted for all India Principals of Colleges. • New faculty members are familiarized with the mode of conduct of examinations in accordance with relevant Goa University statutes and ordinances by organizing orientation programs. • The College has initiated training programs for Science teaching faculty members so as to be appropriately equipped in the operational and technical aspects of instruments. • Teachers have been specially trained to acquire advanced potential for writing research papers. • To keep abreast of the latest quality

	improvement strategies, the IQAC members have attended NAAC related training, by national level institutions. • New faculty members were given training in NSS orientation to ensure effective implementation of the objectives of the NSS. • By boosting participation of faculty in workshops and conferences at various levels, the College aims at continuous enhancement of the knowledge and research capacities.
Industry Interaction / Collaboration	Developing industryinstitution interface for the benefit of the faculty and students is the key strategy of the College to make students skilled and employable. • In order to expose students to new techniques and instrumentation, in various scientific disciplines, and acquire firsthand experience, Industrial visits to pharmaceutical companies and various laboratories are conducted. • Resource persons from various industries are invited to interact with students and deliver guest lectures. • The College initiates more internships for students while the number of participants in existing internships are on the rise. • The College provides handson training in industrial setup for faculty and students whenever possible. • As part of the institutional initiative to expand its academic footprint in Goa, the Department of Chemistry has started a Master's degree programme – M. Sc. (Analytical Chemistry), from the academic year 20182019, affiliated to the Goa University. This programme intends to blend the theoretical knowledge with practical learning skills with a view to prepare students for careers in industry, notably the pharmaceutical industry which has a predominant presence in Goa. • Campus Interview for scholarship as well as Internship was held by Deccan Fine Chemicals, Goa on 31st October 2018. Two students, were selected for Scholarship amounting Rs. 22,500/ per year and Summer Training at Deccan fine chemicals. • A 56week long internship program was organized for 20 students of MSc part I, at various industries such as Cipla Ltd., Blue Cross Laboratories Pvt. Ltd., Centaur Pharmaceuticals Pvt. Ltd., Deccan Fine

	Chemicals, Wallace Pharmaceuticals Pvt. Ltd.Sanofi India Ltd., Unichem Laboratories Ltd., starting from 1st week of May.
Admission of Students	The strategy is to improve the existing admission procedures with the aim to moving on to online admissions in the future. The following procedures have been adopted towards this end. • The Admissions Committee oversees the admission process and facilitates smooth conduct of admissions in accordance with the policies of the College and rules/regulations of the Government of Goa, as applicable. • Efforts are made to ensure the admission process is studentfriendly, by issuing online notification of admissions to various courses. • During admissions, separate counters are setup for admissions to the different streams such as B.A., B.Sc. (General), B.Sc. (Biotechnology). • The College has created a database of all students admitted during the year 201819. • Use of CAMU software to facilitate smooth online admissions is proposed to be implemented in the coming period.

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

E-governace area	Details
Administration	Customized ERP for administrative staff, faculty and students was developed for administrative purposes students was developed for administrative purposes.
Finance and Accounts	Tally 6 ERP is utilized
Student Admission and Support	Student database has been generated and is maintained. All Notices are sent through SMS. Notes are disseminated through MOODLE.

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
No Data Entered/Not Applicable !!!				
View File				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
No Data Entered/Not Applicable !!!						

View File

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
No Data Entered/Not Applicable !!!				

View File

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
6	48	1	9

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Travel Grants: the teaching faculty of the college are given travel grants to participate in academically relevant Seminars, Conferences, Symposia, Workshops etc. Maternity/Paternity Leave: Maternity/Paternity Leave is granted as per the guidelines and procedures laid out by the government and University. Child Care Leave: The benefit of CCL is accorded to those female faculty members who need to provide child care for their minor children. Duty Leave: Duty Leave is granted to all faculty members when on official duty at the University, and other appropriate permitted bodies and events. Special casual leave:	Festival advance: Festival advances are granted to the nonteaching staff. Training workshop: Training workshops are being organized for the nonteaching staff. Maternity/Paternity Leave: Maternity/Paternity Leave is granted as per the guidelines and procedures laid out by the government and University. Child Care Leave: The benefit of CCL is accorded to those female nonteaching staff members who need to provide child care for their minor children. Duty Leave: Duty Leave is granted to all nonteaching members when on official duty at the University and other appropriate permitted	EBC/SC/ST/ Orphan/Disabled Scholarships: Students from the economically backward class /ST and SC are provided with scholarships towards tuition fees under the government scheme. Dnyandaan Scholarship: is instituted by faculty for needy students. Scholarships: Students of M.Sc. and Biotechnology have been offered scholarships by the management and industries and industry associations. Gymnasium: The College has a wellequipped gymnasium with a variety of equipment such as table tennis tables, carom boards, bench press with Olympic bar, squatting rack, abdominal board, seated leg curl machine,

Special casual leave is granted to faculty members to attend academically relevant Seminars, Conferences, Symposia, Workshops etc. International travel grant for paper presentation: The teaching staff of the college are motivated to develop a research acumen by providing International grants for presenting papers in International seminars and conferences by the management. Seed money for Research Management supports research by staff by providing some amount for conducting survey or analysis. Money for faculty development Management supports faculty to visit institutions of national repute to interact and develop research collaborations Study leave for Ph.D. work: Study leave of maximum two years is granted for teachers as per government rules and regulations in order to complete their Ph.D. Other Facilities: Medical reimbursement, leave travel concession, children's educational fee reimbursement etc. are also provided as per government rules and regulations.	bodies including government and Election Commission. Other Facilities: Medical reimbursement, leave travel concession, children's educational fee reimbursement etc. are also provided as per government rules and regulations.	preacher curl machine, hyper extension, leg extension machine, leg press machine, weighing machine, barbells, dumbbells, ankle weights and so on.

6.4 – Financial Management and Resource Mobilization

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

The college undergoes a financial audit every year, conducted by the chartered accountant after the closing of the financial year. An audited balance sheet, income expenditure account and receipt and payments accounts are prepared for the year by the 31st of March. The auditor checks the bills, receipts and the payments made. The audited statements of accounts are submitted to Directorate of Higher Education in order to claim the maintenance grants for the college. As the College is a grantinaid institution, every five years an external financial audit is conducted at regular intervals, by the Directorate of Accounts, Government of Goa. It assesses the grants released by the Government,

the amount utilized by the Institution and whether the same has been utilized as per the pattern of assistance notified by the Directorate of Higher Education.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
No Data Entered/Not Applicable !!!		
View File		

6.4.3 – Total corpus fund generated

2500000

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Academic Experts from University and Principal of A grade College	Yes	Principal/ VicePrincipal
Administrative	Yes	ISO 9001:2015 United Registrar of Systems Certification (URS)	Yes	ISO Committee

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

• A meeting of new PTA committee was held on 27/9/2018 at 11.15 a.m. in the Department of Zoology. The main agenda of the meeting was to decide the date for the general body meeting of PTA as the election for Parent and Teachers representative for academic year 20182019 was to be held. • In the PTA meeting held on 20102018, the Principal proposed that the parents should bring on board their own skills and expertise and actively contribute in designing new skill development courses for the students. • In the PTA meeting held on 20102018, the proposal to utilize the PTA funds to conduct extracurricular and academic activities such as sports activities, training programmes for students, personality enhancement programmes, entrepreneurship development startup training and so on for the benefit of the students, was accepted by the PTA Committee.

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

Oneday Workshop "JOSH" was organised for the Support Staff of Dempo Educational Institutions, conducted at International Centre, Goa on January 23rd 2019, conducted by GITS India (Goa Institute of Training and Studies). It was basically conducted to motivate the Support Staff.

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

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

Postgraduate programme: M. Sc. (Analytical Chemistry) The B. Sc. Programme offered at the College is wellestablished and renowned for the high standards of teaching and learning. As part of the institutional initiative to expand its academic footprint in Goa, the Department of Chemistry started M. Sc. (Analytical Chemistry) programme, affiliated to the Goa University in the academic year 201819 with an intake of 20 students. This programme intends to blend the theoretical knowledge with practical learning skills with a view to prepare students for careers in industry, notably the pharmaceutical industry which has a predominant presence in Goa. Language Lab Initiative Digital Language Laboratory and Skill Development Centre (DLLSDC) has been initiated as part of the institutions commitment to drive innovative ideas towards bringing about excellence in academic pursuits. The facility will be designed as an audiovisual physical installation consisting of a master (instructor) console connected to 30 student (learner) consoles each of which will be equipped with headsets for audio input and assessment in realtime. DLLSDC will be conducting a series of courses for participants ranging from students from the college, government officials, teachers from other institutions as well as jobaspirants in nodal industries. International Collaboration/Exchange programme (Sakura Science Plan) One teacher, along with nine students of Science were deputed by the College from 1st to 8th December 2018 to visit Meijo University, Japan under Sakura Exchange Program in Science which was fully funded by Japan Science and Technology Agency, Government of Japan. Dnyandaan During the year, the College formalized Dnyandaan, a new initiative to provide financial assistance by teachers of the College to needy students. Students coming from financially weaker sections were given financial assistance to pay the fees. 18 students benefited from this initiative. Instrumentation Centre for strengthening of research capabilities The Instrumentation Centre has following equipment procured under Rashtriya Uchchatar Shiksha Abhiyan (RUSA) for research work of teachers students: (1) UVVisible spectrophotometer (UV 2600 Shimadzu) (2) FTIR spectrophotometer (IR Affinity 1S Shimadzu) (3) Atomic Absorption spectrometer (AA6880 Shimadzu) (4) Elevator rotary vacuum evaporator (Equiptron) (5) Gas Chromatograph (GC 2014 AF Shimadzu). To enhance the research capability further, procurement of instruments such as Isocratic HPLC system, high temperature furnace with environment control and Milli Q water purifier are planned

6.5.5 – Internal Quality Assurance System Details

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

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!					
[View File](#)					

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants

			Female	Male
A session on awareness of the Prevention of Sexual Harassment Act – 2013 by the Internal Complaints Committee for the final year students.	13/03/2018	13/03/2018	9	12
A group discussion on, Decriminalisati on of Section 377 and the rights of LGBT community.	25/09/2018	25/09/2018	18	14
Euphoria – Let the equality triumph!, Chitrakarma, Voice It Out and Alfazedil competitions were held for the students of the College on issues such as #MeToo, Gender Discrimination, Women Empowerment, Human Rights and Section 377.	10/12/2018	10/12/2018	28	17
Claim, not Shame Your Body The Master class by author Sonalli Gupta -to establish equity- based futuristic society.	31/08/2018	31/08/2018	100	80
Sensitizing the NSS volunteers of the College about the Prevention of Sexual Harassment of Women at work place- organised by	22/03/2018	22/03/2018	13	3

the Internal Complaints Committee.				
A programme on Vishaka Guidelines for Prevention, Prohibition and Redressal of Sexual Harassment - Act 2013 to the NCC female cadets by Internal Complaints Committee.	11/03/2018	11/03/2018	37	0

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
• The College has undergone the Green Audit Certification Level 3 (UAB/GR/30560) 15.02.2019 14 .02.2022. • The solid waste is segregated at source by using bins labelled as Plastic, Paper, Glass and Organic Waste at various places. The plastic and glass waste is collected by the Corporation of the City of Panaji, regularly. Paper waste is sent for recycling and the ewaste is handed over to the Governmentauthorized vendors. • Reduction in the use of singleuse plastic, disposable plastic, thermocol cups and plates, straws, plastic bottles, plastic wrapped bouquets and plastic folders for programs and by using SUPW (Socially Useful Productive Work) items made by the staff and the students as mementoes for various dignitaries and using glass and metal water bottles. • A bio digester is installed to convert the food waste into biogas which is used in our canteen. The use of well water reduces the usage water from PWD. The inhouse compost pit is used in the garden. • Under Green Campus Policy, activities towards environmental consciousness such as celebration of Green Day, teaching of Carbon Footprint calculation to students and Green Ambassadors, calculating Carbon Footprint of the college, talks on ewaste management, conducting streets plays on environment consciousness, distribution of cloth bags, Swachhta Drives, water quality assessment, Plant of the Week program for its economic and medicinal uses, visit to Butterfly Conservatory. • Activities and projects related to environmental consciousness and sustainability were discussed in collaboration with TERI. • The College is selected for/as: 1. Unnat Bharat Abhiyan by MHRD. Five villages (Pilerne, Britona, Diwar, Juvem and Socorro) have been adopted for extension work. The expertise of the Staff is used for Environmental Consciousness and Sustainable development in above villages. 2. Nodal College for Swachhta Mission by the Hon. Governor of Goa Smt. Mridula Sinha for undertaking environmentfriendly initiatives. • The Departments have: 1. Organized an International Conference on NanoMaterials for Environmental Applications. 2. Project on 'Design and Development of Photovoltaic and Human Power Hybrid Energy System' sponsored by the Department of Science and Technology, Goa. To develop a system that will integrate Mechanical Energy and Solar Energy as an alternate energy source to power various systems in the Institution. (Ongoing). • The faculties have: 1. Research publications on treatment of waste water spring water and drinking water quality assessment. 2. Organized heritage walks and talks on preservation of historically relevant sites of Goa, Swachhta drives at historical sites and Petition to Save Trees in particular the Coconut tree which was listed as grass by the Government.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	5
Ramp/Rails	Yes	5
Rest Rooms	Yes	5
Scribes for examination	Yes	3
Special skill development for differently abled students	Yes	1

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	0	1	15/07/2018	60	Door to door 'Swachta' campaign	In local areas to raise awareness about the significance of cleanliness, issues of dry waste and wet waste segregation, reducing usage of plastic and means of saving energy.	204
2018	0	1	24/08/2018	38	Survey on Disability	Helped the local village Panchayats to conduct disability survey.	144
2018	0	1	29/01/2018	2	Science Exhibition 'Inspire the Next'	Exhibition on creative gardening, herbal soap preparation,	413

						medicinal plants, use of spices in food storage, greenhous e effect, working model of greenhous e, testing a dulterant s, extrac tion of dyes from vegetable s, mangroves found in Goa, working model	
2018	1	0	06/12/201 8	3	Goa Art and Literary Festival Organised by Intern ational Centre, Dona Paula Goa	Interacti ve sessions of students with eminent writers, novelist and poets	36
2018	1	0	13/12/201 8	1	A visit to Goa State Museum, PanajiGoa	Acquaint the students with the aspect of iconograp hy	10
2019	1	0	05/02/201 9	1	A visit to Museum at Raj Bhavan, Dona Paula Goa.	Create awareness about the newly est ablished museum among students	11
2018	1	0	01/08/201 8	1	A visit to Goa Le gislative Assembly, Porvorim Goa.	The students witnessed the live proceedin gs of the State Leg	60

						islature	
2018	1	0	03/08/2018	1	Beach Cleaning Drive, Miramar Goa	Miramar Beach was cleaned of Plastic waste	78
2018	1	0	25/08/2018	1	Talk on India – Pakistan relations, International Centre, Dona PaulaGoa	A talk delivered by Former Indian High Commissioner to Pakistan and Singapore, Dr. T.C.A Raghavan (IFS)Retd.	11
2018	1	0	25/09/2018	1	International Science day at NIO, Dona Paula Goa.	Talks and Exhibition on Science	21
2018	1	0	29/11/2018	1	Workshop at Goa University, Taleigao Goa	Talk on 'Biotechniques'	6
2019	1	0	28/01/2019	1	All Goa Ekankika Spardha at Kala Academy, Panaji Goa	Participated in One act play	14
2019	1	0	19/01/2019	1	Orientation Program organised by HRDC at Goa University, Taleigao Goa	Session on Ethics	1
2018	0	1	27/08/2018	1	Two day Workshop in association with Goa State Hor	Prospects for export of vegetables produced	147

					ticultural Corporation Ltd. and Directorate of Agriculture, Govt. of Goa at Institute of Menezes Braganza, PanajiGoa.	by Goan Farmers.	
2019	0	1	20/05/2019	1	Identification of plants at Goa College of Pharmacy.	Taught to M. Pharm students	5
2018	0	1	09/11/2018	1	Identification of plants	Assisted the Neighbouring College V.M.S College of Law, Miramar , Panaji, Goa	1
2018	0	1	24/06/2018	377	Conservation of 32 rice varieties of Goa	Promoting the cultivation of 32 local rice varieties to help the local farmers.	1
2018	0	1	22/12/2018	7	NSS Special Camp at Govt. High School, Amona Goa.	Undertook environment Consciousness activities in the Village for the benefit of the villagers.	115
2018	0	1	24/09/2018	9	Gandhi week, Miramar Goa.	Cleaned up the Historic Mulk Raj Sachdev	46

2018	0	1	10/09/2018	1	An awareness programme on suicide prevention at Dona Paula and Miramar, Goa.	Street plays on suicide prevention to the local community at Memorial.	13
2018	0	1	15/08/2018	1	Street Play Preserve Goan Heritage Drive at Panaji, Miramar, Dona Paula Goa	Addressed contemporary, social, environmental and cultural issues to the local community.	16
2018	0	1	02/10/2018	1	Street play on Environmental preservation at Swim – Sea Resort, Miramar Goa	Street play on Environmental Preservation to the local community.	22
2018	0	1	28/12/2018	1	A visit to a neighbouring old age home	A Neighbouring Village – Divar Old age Home	9
2019	0	1	07/04/2019	1	Distribution of Cloth and paper bags to local vendors, PanajiGoa	Cloth bags and paper bags were distributed to fruit and vegetable vendors in Panaji market as an effort to curb the usage of polythene bags.	54
2018	0	1	28/09/2018	1	'Jagruti' A mental	In Collaboration	23

					health Awareness	with Sangath organised street play to create awareness on various mental health issues and how the same can be tackled at Merces Village Panchayat.	
2018	0	1	04/08/2018	2	Swachhta Outreach in local area	Cleanliness of Miramar bus stop Maruti temple near the College.	159
2018	0	1	04/08/2018	60	Swachta Outreach in local area	Cleanliness in the local village areas of Merces, Taleigao, Ribander, Chorao, Neura, Tonca, St. Cruz, Nerul,Pilerne,Curca,RiesMagos, Betim ,Caranzalem, Bambolim.	227

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Pledge on Malpractices and Plagiarism framed by Dhempe College.	19/06/2018	Pledge on Malpractices and Plagiarism framed by Dhempe College: A pledge on plagiarism was administered to all the staff and students of the College on 26/01/2019. During the students

		Council and NSS Inauguration a pledge is taken from the students to avoid any malpractice that will hinder the College and put the College in bad name .Projects of the TY students are seen to it that they are not a part of any study already and an undertaking was taken from them regarding the same. The research papers are sent by the research cell of the College to Goa University Library to check for plagiarism.
Code of conduct for the students	19/06/2018	Code of Conduct for the students: Students are made aware of the code of conduct during the orientation program by the Principal about the discipline in the campus, dress code, obedience, attendance and to refer to Goa University ordinances. The students were instructed not to post any comments or pictures on Facebook or social media about their peer students and staff which may defame the college. The students were provided with photo ID card which is mandatory to carry in the campus and during examination. Monthly attendance is maintained and is reported to parents through SMS. The Discipline committee maintain regular check on the students in the campus with regards to discipline in the corridors, library and canteen.
Code of conduct for the administrative staff of the College	19/06/2018	Code of conduct for the administrative staff of the College: During the meeting with administrative staff, the Principal reiterated to

		be diligent and maintain a cordial relationship with the Staff and students.
Code of conduct (Ethics) prescribed by Goa University OrdinanceOA4	19/06/2018	Code of conduct for teachers: During General Body Staff meetings, the Principal reiterates to maintain decorum, dress modestly and set good examples to the students as mentors. Punctuality and attendance of the teachers is maintained by the biometric machine. Committees of teachers carry out cocurricular and organizational activities. Teachers were encouraged to carry out Research Projects, publish plagiarism free Research Papers, Books, and participate in Seminars, Conference. Lessons plans are checked by the Vice Principals. Student feedback is taken about the teachers scaled out of 4 and if any teacher scores below 2, is counselled by the Principal. Teachers are oriented pertaining to the ordinances and conduct of examination.
Act and Rules (Prevention, Prohibition and Redressal) ACT 2013 which is come into force from 09/12/2013.	19/06/2018	ICC: The students were sensitized to develop better understanding about the issue of Sexual Harassment. They were made aware about the issue and encouraged to report and briefed about the consequences that could affect an individual leading to mental trauma, social withdrawals, less productive and physical symptoms. To inspect students' understanding of sexual harassment the students were given basic questions on the topic before the session and asked them to write their

		perspectives. The committee was briefed by Advocate member and NGO member about the formation of the ICC and gave details to deal with the cases if any
Exam and Attendance rules OA 17 and OC 45.4	19/06/2018	Exam and Attendance rules OA 17 and OC 45.4: The students at the beginning of the academic year 201819 were oriented about the exams and attendance, as it also appears in the College prospectus. The College strictly adhered to the Goa University rules and regulations regarding the attendance and Exam. The students with less than 75 attendance were debarred from semester end exams of AY 201819. Students who did not complete the internal assessment of two ISA were also not allowed to appear for the SEE exam as per the university rule. The exams were conducted as per the schedule set by the university.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Independence day Celebration	15/08/2018	15/08/2018	252
Prevention of HIVAIDS: The Institution organised a series of programmes towards bringing about awareness regarding prevention of HIVAIDS.	22/03/2019	22/03/2019	105
Blood Donation Camp: In recognition of the dire need for blood in cases of casualty, trauma and other medical	07/12/2018	14/03/2019	91

emergencies.			
Celebration of International Yoga Day: The holistic significance of Yoga in the lives of individuals.	21/06/2018	21/06/2018	250
Heritage Trail	26/08/2018	26/08/2018	50
Heritage walk	26/09/2018	26/09/2018	60
Organised a programme to commemorate the Opinion Poll Day followed by heritage walk.	16/01/2019	16/01/2019	40
Old Goa Heritage walk	30/01/2019	30/01/2019	55
Commemorated Martyrdom Day	30/01/2019	30/01/2019	55
NSS day	24/09/2018	24/09/2018	165
Swachhata drive	25/09/2018	25/09/2018	185
Talk on Gandhi Ideology	01/10/2018	01/10/2018	150
Gandhi Jayanti	02/10/2018	02/10/2018	145
Organised Salam Pulwama rally	22/02/2019	22/02/2019	50
A programme commemorating the 141th Birth Anniversary of the father of Konkani Literature Shennoi Goembab.	23/06/2018	23/06/2018	40
'Urja Mandal' A programme commemorating the death Anniversary of the poet Laureate Bakibab Borker	07/07/2018	07/07/2018	30
Celebrating Munshi Premchand and Sant Tulsidas (birth Anniversary)	31/07/2018	31/07/2018	50
International Mother Tongue Day	21/02/2019	21/02/2019	101
Goa Liberation Day Celebration	19/12/2018	19/12/2018	140
Republic Day Celebration	26/01/2019	26/01/2019	150

Communal Harmony programme to reinforce the important national value of communal harmony.	07/01/2019	07/01/2019	231
Efforts towards raising Kerala Relief Fund.	16/08/2018	20/08/2018	155
International Mother Tongue Day	21/02/2019	21/02/2019	101
Goa Liberation Day Celebration	19/12/2018	19/12/2018	140
Republic Day Celebration	26/01/2019	26/01/2019	150
Communal Harmony programme to reinforce the important national value of communal harmony	07/01/2019	07/01/2019	231
Efforts towards raising Kerala Relief Fund.	16/08/2018	20/08/2018	155
NCC Day Celebration	24/11/2018	24/11/2018	23
Rashtriya Ekta Diwas: Students took pledge on to commemorate Birth Centenary of Sardar Vallabhbhai Patel	31/10/2018	31/10/2018	30
Celebration of NSS Day	24/09/2018	24/09/2018	165
National Sports Day: To commemorate the Birth Anniversary of Indian Hockey Legend, Major Dhyan Chand	29/09/2018	29/09/2018	335
NCC Day Celebration	24/11/2018	24/11/2018	23
Rashtriya Ekta Diwas: Students took pledge on to commemorate Birth Centenary of Sardar Vallabhbhai Patel.	31/10/2018	31/10/2018	30
Celebration of NSS Day	24/09/2018	24/09/2018	165
National Sports Day: To commemorate the Birth	29/09/2018	29/09/2018	335

Anniversary of Indian Hockey Legend, Major Dhyan Chand.			
Independence day Celebration	15/08/2018	15/08/2018	252
A street play on Swachhta Awareness	15/08/2018	15/08/2018	35
Campus Cleanliness Drive	01/08/2018	01/08/2018	275
Swachhta Oath	01/08/2018	01/08/2018	275
Celebration of World Mental Day	10/10/2018	10/10/2018	55
Screening of the movie 'Good will Hunting'.	25/01/2019	25/01/2019	12
An awareness programme on 'Prevention of Child Sexual Abuse' as a part of ' Child Safety, National Priority, Nationwide Campaign'	10/01/2019	10/01/2019	39
A talk on food safety and Consumer Awareness on consumer Protection Act and the food safety and Standard Act.	01/10/2018	01/10/2018	31
A National workshop on 'Intellectual Property Rights'	08/03/2019	08/03/2019	84
Green Day celebration	03/08/2019	03/08/2019	249
Quiz on 'Indian Constitution and Electoral Politics	25/01/2019	25/01/2019	8
Special lecture for Constitution week: on Constitution of India: Fundamental Rights and Duties	22/01/2019	22/01/2019	30
A group discussion on decriminalisation of section 377 and the rights of LGBT community	25/09/2018	25/09/2018	32
An awareness	10/09/2018	10/09/2018	19

programme on International Suicide prevention Day.			
Organised a talk and interactive presentation on 'Environment and Men' by Mr. Laxmikant Desai and Dattaram Phadte of Environment Conservation Research Organisation (ECRO).	03/08/2018	03/08/2018	30
Commemoration of Bhagat Singh, Sukhdeo and Rajguru as 'Shahid Diwas'.	23/03/2019	23/03/2019	50
Commemoration of the Death anniversary of Veer Savarkar.	26/02/2019	26/02/2019	55
Special Lecture on ' Indus Valley Civilisation' along with visit to customs House Museum as a part of Vivekananda and Jijabai Jayanti.	12/01/2019	12/01/2019	45
Special Lecture by Gandhian Thinker Kumar Kalanand Mani on 'Gandhi's relevance in the 21st century'.	01/10/2018	01/10/2018	30
A multimedia talk on ' History and Heritage of Goa from the earliest times to 2017'	21/08/2018	21/08/2018	35
Commemoration of the Cuncolim Revolt of 1583.	15/07/2018	15/07/2018	30
Talk on Prevention of Sexual Harassment: In order to sensitize students regarding the menace of Sexual harassment.	11/03/2018	23/03/2018	74

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. The College has a compost Pit in the garden, a food digester for Canteen waste and an incinerator installed in the ladies washroom. The College also has a Green House. 2. L.E.D. Bulbs are used instead of CFLs in the campus. 3. In order to reduce printing of paper, the College has digitised, opted for email alerts and WhatsApp groups for communication. Use of ebooks and inflibnet is emphasised for students. The classrooms are equipped with LCD projectors and the teachers disseminate classroom notes and presentations via Moodle (Dhempe Learn) and Google Classroom. The College has its own websites where all the events and other announcements are notified digitally. The library is in the process of transforming into electronic library using KOHA software. We are in the process of installing CAMU software for recording attendance. 4. Stations of potable drinking water are placed in the campus to avoid the use of plastic bottles. The Canteen has adopted single use plasticfree and strawfree policy. 5. Solid waste is segregated at source and is collected by Panaji Municipality.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice Title: Efforts towards Ecological Sustenance Objectives of the Practice: • Contribute to greener environment and offer safe work place and work practices. • To make the campus and surrounding eco friendly • To reduce the energy and water consumption in the college campus. • To minimize use of chemical pollutants in college campus. • To create awareness amongst the staff students of the college about their responsibility towards implementation of environment policy. • To make researchers aware about the environmental problems and work towards seeking solutions and remedies. • To train all staff and students with green practices empower them to contribute and participate in a mission to reduce adverse impact on environment. The Context: With the dichotomy between environmental sustenance and economic development augmenting the need to internalise ecologically healthy practices is more pressing than ever. Thus, the responsibility of creating, maintaining and promoting a synergetic interface with the natural ecosystem lies heavily with educational institutions which kindle and shape young thought. Therefore, since its inception in 1962, Dempo Charities Trust's Dhempe College of Arts and Science has been involved in practices that seek to contribute towards environmental sustainability. The College has been emphasizing on creating an environmental awareness not only in the campus but also in the society. The largest focus has been on creating responsiveness through workshops, seminars, awarenessdrives, active research, pilot projects and treeplantation initiatives. These endeavours have been extended to society through vigorous handson collaborations and socialwelfare programmes mainly through activities by the Staff, NSS unit and NCC wing Following a systematic appraisal and audit of these efforts, in 2015 the institution became the first College in Goa to be awarded Green Certification GSCP012010 of Green Standard Certification Programme. As of today, in light of the institution sustaining and upgrading its green practices, level III of Green Certification has been achieved The Practice Green Audit Committee encouraged all the departments to do environment related activities. These activities are classified as : o Environmental related research projects and research publications. o Various training programmes for staff and students. o Talks by experts o Various competitions for students. o Field trips ? 35 students have been identified as Green Ambassadors who propagate environmental awareness among other students. ? They are grouped into various committees such as i) Landscaping ii) Carbon Footprint Calculation iii) Renewable Energy iv) Waste Management v) Water Conservation vi) Swachha Bharat Abhiyan under the guidance of staff members and are trained in these activities. ? Various other activities are organized throughout the year such as training programmes, field trips, workshops, film shows, tree plantations and cleanliness drives. ? Green Audit Committee members conducted

the orientation programme for students with regard to Green Tips and the role which they can play in maintaining clean environment, save energy and conserve water. ? Water quality assessment is done regularly by faculty members from Geology, Biotechnology and Chemistry Departments. ? Carbon Footprint calculation is carried out for last three years and the knowledge about it is imparted to students. ? Essay competition on 'Climate Change – Problems Solutions' was organized for students and three best essays were sent for the intercollegiate essay competition held at National Center for Polar and Ocean Research (NCPOR). Our student Ms. Rakshanda Naik bagged first prize and Ms.Sakshi Navelkar bagged third prize in the competition held at NCPOR. • Field trip to Butterfly Conservatory was organised at Priol, Ponda for Green Ambassadors. Four faculty members along with 15 students visited the Butterfly Conservatory. • A talk on 'Waste Management' was organized for Green Ambassadors. • Workshop on Carbon Footprint calculations was conducted by faculty members who are members of Green Audit Committee for Green Ambassadors. • A talk on ewaste management by Engineers of Green wave solutions was organized in the College. • International conference on 'Nanomaterials for Environmental Applications' was organized by the College. • 24 Cleanliness drives, 5 Swachhta awareness programs, ODF awareness, Green Day celebration, Green practices promotion has been carried out • Green Audit was conducted by an auditor from Green Standard Certification programme GSCP012010 (URS) Evidence of Success: As a result of all the efforts towards the Ecological Sustenance, the College has been awarded Green Certification: GSCP012010 of level III by Green Standard Certification Programme. Problems Encountered And Resource Required: • Planning required to adjust students' and teachers' timing beyond daily timetable for organizing the activities related to environmental awareness. • Attitude problems noticed in public though all are aware of menace of plastic use, water energy saving and keeping environment clean. Best Practice Title: Skill Development Programmes Objectives of the practice: The skill development programmes are introduced at the undergraduate curriculum mainly: • To develop and actualize the inert potential amongst students apart from the regular curriculum which includes employability skills, entrepreneurship skills, life skills, soft skills, skills to contribute to community service, counselling skills and technical skills. • To create more job givers than job seekers by encouraging students for selfemployment and to venture into startups. The context: The College is affiliated to Goa University and follows the prescribed syllabus. In order to meet ever increasing skill requirements in the current economic environment and the increasing aspirations of our young students it is important to widen the scope of the curriculum. Thus, every department of the College is encouraged to conduct skill development programmes. The practice: The College encourages students to inculcate skills in communication, problem solving, entrepreneurship, sophisticated instrumentation, creativity and IT skills. This practice has been started since 2003 and were then called as Nonconventional Courses. Later these courses were identified as skill enhancement courses and hobby courses, adding value to education. Over the span of last five years, a systematic approach was adopted and Skill Enhancement Programmes of minimum 30 hours have been floated keeping in mind various demands of the society for a purposeful and efficient livelihood. The proposals are submitted to the SDC committee for evaluation and approval. All departments follow the standard format developed by the SDC committee to conduct the course. These include syllabus, implementation schedule, fee structure and budget allocation. Experts from the College and leading Research Institutes and Universities, industries in and around Goa are invited as guest faculties to provide the best possible training to our students. The courses consist of lectures as well as practical hands on sessions and field visits. Courses are conducted during winter/ summer vacations or after regular teaching hours. Tests are conducted for relevant courses and certificates are provided to participants. The skill development

programmes are open to locals and students of other colleges as well. During the academic year 201819, various programmes were organized in the College by various departments. Computer Science department conducted five courses viz Learning of GIMP software, Learning of PHP and My SQL, Course on Multimedia, Programming in 'C', Programming 'C'. These courses are aimed to enhance programming skills of students. Department of Biotechnology conducted Certificate Course and Entrepreneurship Development Program in Winemaking and Bakery. Students were trained to make different types of still wines such as grape, pineapple, dates, watermelon, orange etc. In Bakery, students were given handson training in baking different types of items. Basic aim of this course was to encourage participants to start their own enterprise even from home Department of Botany oganised Certificate course in Orchids, Anthurium Cultivation, Flower Arrangements and Creative Kitchen. This certificate course offers handson practical training programs on different techniques in gardening. This course gives the impetus for students to get a better job opportunity, set up their own farm in their segment of interest to develop their career. This department also organized Certificate course in Fungi : Basic techniques in Mycology and Mushroom Cultivation which offers handson practical training programs to enhance different techniques to use fungi as food. Department of Geology conducted course on 'Remote Sensing and GIS'. Students were taught to interpret geological information through satellite imageries. They also got basic working knowledge of GIS platform. It is an aid for further degree in remote sensing and GIS after which they can be employed as GIS analyst, GIS operator and GIS specialist in various fields. Department of Chemistry conducted courses on Analytical Tools and Determination of Physicochemical and Microbiological parameters in drinking water. The course on Analytical Tools helped students to gain adequate knowledge to operate instruments like XRD, XRFS, SEM, Magnetic studies. Department of Mathematics organized course on Mathematical Typesetting – LATEX. The students were trained to use LaTeX and various templates acquired from the course to compose Mathematical documents, presentations, and reports. This department also organized courses on Statistical Techniques using R software which helped students to understand various concepts in statistical techniques and statistical surveys. Department of Indian Languages conducted a course on Typing in Devanagari'Mangal' font (Unicode). Department of Psychology held a Certificate course in Learning Difficulties: Assessment And Remediation. After attending this course students were able to assess learning difficulties and use appropriate remedial teaching. Trained participants can work as Resource Room Teachers in schools as well

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/Green_18_19-3-hyperlink.pdf

7.3 – Institutional Distinctiveness

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

The uniqueness lay in its focus on socially relevant extension programme in accord with institutions vision and objectives. Over a period, faculty members have started many such activity that has taken distinct shape with time. Its relevance is connection between education and its social relevance and student's participation. A few examples of these programmes are described below: A faculty member from the Department of Botany has preserved germplasm of 30 varieties of local Goan rice that can also grow in the Khazan lands and in fields irrigated with fresh water. Local farmers are motivated to cultivate varieties of traditional Goan rice. She started a Gauseva Mahasangh 350

injured/ stray cows, surrounding Bicholim taluka are provided medical treatment and rearing later. A faculty member from the Department of Geology has undertaken water analysis of springs and water bodies in Pernem, Sattari, Bardez and Bicholim Taluka of Goa, in collaboration with a faculty member of the Department of Chemistry. Different physicochemical and biological parameters of estimating potability of drinking water is studied. The data generated was used to educate the villagers. He has an ongoing Research Project, "Assessment of water quality in Bardez and Tiswadi taluka of Goa, India" sponsored by Department of Higher Education, Govt. of Goa. A faculty member from the Department of History is an active member of Heritage Action Group and works on Heritage conservation. He worked towards maintenance and preservation of various heritage sites in Goa, create awareness among students and general public about heritage conservation and save coconut Chipko Andolan. He is receiver of Goemkarponn award by 'Transform Goa' in collaboration with 'Goa for Giving' also felicitated as one of the Eminent Goan Personalities for Goa by EcoTreks contributed a chapter History and Heritage of Goa in the book entitled 'Public History of Goa'. He has published a book 'Goa Gold Goa Silver Her History Her Heritage from earliest times to 2019'. A faculty from the Department of Psychology leads a Mental Health Awareness programme in association with an NGO Sangath. The faculty participated in Mindscope 3rd Mental Health film festival wherein movies on mental health were screened. With Muktha Foundation, Bangalore an awareness programme on 'Prevention of Child Sexual Abuse' as part of 'Child Safety, National Priority, Nationwide campaign' was organised. Dhempe College was its regional partner. Training was provided in identifying and prevent CSA. DISHA (a school for disabled students) in one initiative for display and sale of items prepared by divyang students. Hamara School for the underprivileged, students undertake development programmes. A faculty member from the Department of Philosophy is a founder and leader of an initiative titled "Uzwaad" which focuses on suicide prevention, plasticfree Goa, beach cleaning drive, preservation of Goan Heritage through road shows etc. Along with Green Waves Environmental Solutions, a streetplay entitled 'Save Goa and its Environment' was performed by the crew at Miramar beach and SwimSea resort, Dona Paula. The students were exposed the realities and socioeconomic challenges faced by the rural communities in Goa

Provide the weblink of the institution
https://www.dhempecollege.edu.in/wp-content/uploads/2019/12/Distinctiveness_hyperlink.pdf

8.Future Plans of Actions for Next Academic Year

Future Plan of Action for the Academic Year 201920 In order to achieve its objectives, the IQAC has planned following activities for the academic year 201920: 1. To adopt online admission process for new entrants. 2. To organize Student induction program, Chrysalis, for newly admitted students. 3. To organize a NAAC Accreditation workshop. 4. To organize an International conference in vernacular languages. 5. To organize State level workshops to discuss extended CBCS syllabus in various subjects 6. To increase alumni participation/contribution to the College. 7. To emphasize on skill development activities and organize at least 20 skill development programs including soft skills, life skills and professional skills. 8. To organize a State level competition for Best Orator. 9. To organize at least 5 activities in association of PTA of the college. 10. To design and implement courses through Digital Language Laboratory for students, teaching staff, administrative staff and industry employees. 11. To have an external member's Mock pre NAAC visit. 12. To establish Institutional Innovation Council. 13. To increase industrial internships and projects. 14. To integrate CAMU, a comprehensive Learning and Campus Management System, that is designed to support of teaching, learning and administration. 15. To construct additional infrastructure, viz., classrooms,

laboratories, washrooms, elevator and offices. 16. To implement centralized evaluation system. 17. To promote research in environment related topics. 18. To organize at least 10 extension activities. 19. To organize at least 10 green activities. 20. To organize at least 15 personality enhancement programs. 21. To organize at least 15 invited lectures/talks by experts in various fields. 22. To complete process of signing MoU with Meijo University, Japan for promotion of research exchange. 23. To float health scheme for staff members. 24. To facilitate exchange programs for teachers and students. 25. To facilitate entrepreneurship program for students by EDC. 26. To implement Unnat Bharat Abhiyan and Swachhta Mission. 27. To undergo AAA, ISO, NIRF and Green Audit