Yearly Status Report - 2019-2020

Part A	
Data of the Institution	
1. Name of the Institution	**DCT's DHEMPE COLLEGE OF ARTS AND SCIENCE**
Name of the head of the Institution	**Prof. 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	**Self financed and grant-in-aid**
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/aqar20/

4. Whether Academic Calendar prepared during the year

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

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
One-day State-level Workshop on NAAC Accreditation	18-Jul-2019 1	52
International Webinar on Wildlife Conservation: Insight into effects of COVID 19 pandemic	01-Jul-2020 2	700
One-day Workshop on Citation, Referencing and Bibliography as per MLA 8th Edition	22-Aug-2019 1	70
Green Day Celebration	29-Aug-2019 1	1043
One-day Workshop on IPR, Copyright and Patenting	25-Jan-2020 1	52
Six-day Skill Enhancement Workshop for Laboratory Assistants across Goa.	24-Jun-2019 6	45
Interstate cluster of Colleges Webinar series One-week Faculty Development Programme titled Inclusive Quality Initiatives for Higher Education	27-Apr-2020 7	250
Formal constitution of Institutions Innovation Council	23-Oct-2019 1	28
CONCLAVE 2020 Students Webinar series organized by IQAC	23-May-2020 7	175
InternationalSymposium on Material Science and Innovation for Sustainable Society in collaboration with Meijo University, Japan under the aegis of MoU signed with The Faculty of Science & Tech., Meijo University, Japan	26-Aug-2020 2	1238
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount

Department of Geology	Research Project	Directorate of Higher Education	2019 365	67500
Dhempe College	Workshop on Skill Enhancement	Directorate of Higher Education	2019 6	82678
Department of Botany and Chemistry	Faculty Exchange Program	Dempo Charities Trust	2019 8	16457
Library	Seminar	Dempo Charities Trust	2019 1	3808
Dept. of Indian Languages	Seminar	Dempo Charities Trust	2019 1	22014
Dept. of Indian Languages	International Conference	Snehavardhan Research Institute	2019 1	10000
IQAC	Workshop	Dempo Charities Trust	2019 1	26420
Dept. of Mathematics	2 Workshops	Dempo Charities Trust	2019 2	97111
Dhempe College	Maintenance grant-salary	Goa Government	2019 365	130289993
Dhempe College	Maintenance grant- non salary	Goa Government	2019 365	3095702
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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 :	5
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)

* Infrastructural upgradation viz. classrooms, laboratories and improved sanitation facilities has been undertaken. Easy mobility for differentlyabled

learners has been facilitated through construction of lift and special toilet facility. Improvement in logistics and IT support system has been achieved through augmentation in computer systems, LMS, internet connectivity, ICT tools and instrumentation facilities.

• Workshop on Flipped Learning and Knowledge-Sharing Session series on methods in curriculum transaction have been conducted to systematize use of blended and hybrid pedagogy. This has helped in adapting teaching environments to suit the needs of diverse learners.

• 'Skilling' has been emphasized upon through the constitution of Institution's Innovation Council and establishment of Digital Language Laboratory and Skill Development Centre. Programmes in entrepreneurship training, industry-interface, self-help opportunities and communication-proficiency have been conducted through these initiatives. Workshops, value-addition activities and skill-development courses imparting upcoming technologies/tools/legislations such as Data Science, GIS, Latex, Econometrics, IPR, MLA 8th Edition Style of Referencing etc. have been introduced for students. Skill-enhancement workshops have been conducted for school teachers as well as technical and administrative staff of colleges.

• Efforts in environmental action have been diversified through creation of informative videos on appropriate garbage disposal and waste segregation in addition to cleanliness drives, preparation and distribution of cloth-bags to reduce plastic-consumption.

• Initiatives in promoting student-leadership, research-aptitude, scientific-temper and confidence have been strengthened by conducting Student Webinar series and guiding self-sustenance activities during lockdown period.

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

Plan of Action	Achivements/Outcomes
To establish Digital Language Laboratory and Skill Development Centre	Established Digital Language Laboratory and Skill Development Centre and conducted 3 training programs
To foster innovation ecosystem	Institution's Innovation Council (IIC) has been instituted and 20 activities have been conducted. Rewarded with 4 Star Certificate by MHRD.
To conduct add-on, value-added and skill development programs	21Add-on, Value-added and Skill Development courses were conducted and 423students benefited from it
To promote academic outreach	Conducted workshop on Flipped Learning and 20other academic outreach workshops/seminars
To augment infrastructure and logistics	Additional Classrooms, Laboratories, Lift and Washrooms have been added. New equipment has been purchased.

To renovate and upgrade existing infrastructure	Classrooms have been renovated and 34 additional computer systems have been purchased, internet speed has been augmented to 15.125 MBPS and digitization of Library using KOHA software has been carried out.
To organize conferences, workshops and seminars	3 International, 3 National, 20 State level and 9Institution level Conferences/ workshops/trainingprograms/ seminars/webinars were organised
To promote and carry out research; to present and publish research papers	38 faculty members presented 60 research papers, published 15 research papers and 1 chapter in book, edited 1 book, 2 research projects are ongoing. 6 faculty members received PhD degrees during the year and 16 are pursuing their PhDs; 6 awards have been received for research
To promote health awareness, especially mental health awareness amongst students	15 programs were organised to enhance awareness about mental health and other health issues
To organise at least 25 extension activities and implement Unnat Bharat Abhiyan	67 extension activities were organised and Unnat Bharat Abhiyan is being implemented
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14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
Local Management Committee	**28-Nov-2020**

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	**2020**

Date of Submission	**03-Feb-2020**

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 introduced CAMU, a SaaS based Cloud solution that helps in creating an effective campus and learning administration process. It provides multiple work solutions together on one platform, powered by live, uptodate data. The aim of introducing CAMU on campus is to have an integrated Student Information System(SIS) and Learning Management System (LMS) on a single platform that would uniquely position the institution with the following capabilities: • Single platform for students and teaching faculty driven by the CAMU mobile app. • Deliver outcomebased education. • Simplify the student course registration. • Create visibility to the teaching and learning process of the institution. TheSIS part of CAMU includes: • Admission • Student enrolment • Student fee management • Staff records • Student records • Student communication The LMS part of CAMU includes: • Academic planning • Teaching plans • Questions banks • Online assessment • Student attendance • Student portal with individual information • Outcome based education CAMU was implemented on campus in 201920 in stages beginning with the online admission of students for all the three years of the BA and BSc integrated program. Part of the academic planning was introduced with the entire data base of teaching faculty being uploaded into the CAMU system along with teaching timetables for faculty of various departments. The next stage of implementation will involve execution of the Outcome based education module that will help the faculty in assessing the learning outcomes of students. The College website has anERPsystem, Spectra, that is utilized for collection, storage and dissemination of information. Spectra comprises of reporting of activities carried out by individual staff members on regular basis. It consists of academic details, cocurricular activity reports, research outputs, etc. The college also utilizes Sara Tech Examination software. SMS service by Kaavay has been resourced for faster and easier communication with students. GSuite's Google Classroomplatform was |

used to deliverlectures and disseminate study material to students especially during the lockdown period and was also used for evaluation process. The working of the library is digitized by the use of partially automated, open source software called Koha (version 18.11.04.000), which is used for OPAC (online public access catalogue), cataloguing and circulation process through barcode scanner.

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

As an institution affiliated to Goa University, the College adheres to the curriculum and the academic processes prescribed by the University for the B.A., B.Sc. and M. Sc. Programmes. The College ensures effective curriculum delivery through a PDCA (Plan-Do-Check-Act) mechanism that 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 Head of Department (HoDs). Lessons are delivered as per the approved plan. The HoD, the Vice-Principal and the Principal check the delivery of lectures and completion of syllabus. ISO audit is conducted every year. 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. Some faculty members also prepare for delivery of the course, including usage of education technology (Moodle, Google Classroom, online learning resources, etc.), field trips, industrial visits, internships, seminars, theatre in learning, role plays, etc. The College notifies skill development courses designed by the faculty of the College to impart specific technical and life skills to students, in the prospectus and on the website. The College ensures completion of the syllabus in the prescribed number of lectures through Heads of Departments (HoDs) meetings/ staff meetings conducted by the Principal and teachers' feedback given by the students. Remedial sessions are conducted for the benefit of slow learners and students deficient in academic performance. Special inputs are given to advance learners. The advanced learners are encouraged to conduct peer tutoring for weak students informally. Audio lectures in some subjects are provided for visually impaired students. Some teachers have recorded their lectures and practical for the benefit of the students. As required under the CBCS, components related to gender, environment, sustainability, human values, etc., are integrated in the teaching-learning process, as well as in the NSS, NCC and other co-curricular programmes. Academic Audit is conducted by inviting external academic experts and suggestions are implemented.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Data Analysis using Spreadsheet		17/07/2019	10	Prepares students for career in data science and data analytics.	The students will be able to do the following: Create a Spreadsheet and perform the basic operation on the same. Data Analysis using the Spreadsheet Working with range names, tables cleaning data with function. Conditional formatting, Sorting, filter
Techniques of Fruit Preservation		24/06/2019	6	This course will help the students to be entrepreneurs in processing in small scale industries. They can store the fruits when available for long time and also be entrepreneurs in fruit preservation	Develop the skills in Food Preservation
Fundamentals of GIS		06/11/2019	6	It is an aid for further degree in remote sensing and GIS after which they can be employed as GIS analyst,GIS	Participants will be able to interpret geological information through satellite imageries. They will have basic working

			operator and GIS specialist in various fields.	knowledge of QGIS platform.
Determination of Physico-chemical and Microbiological parameters in drinking water.	27/11/2019	7	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	06/11/2019	8	Participants can use the skill in typing mathematical equations and increases the scope of employabilit y	Participants will be able to successfully installandus e LaTeX and various templates to compose Mathematical documents, p resentations , and reports. Be aware of a range of online resources to support the use of LaTeX Create project reports. Write a jour
Basic Statistics and Econometrics	11/11/2019	6	A BA Economics student with knowledge of Econometrics will be better equipped to acquire internships/ employment at research institutions	Students will be able to analyze, interpret socio economic data and derive conclusions and policy p rescriptions .
Seize the Stage	26/08/2019	20	Equipping students for careers in	Skills in n?tya - acting

	Date			
			theatre, cinema as well as mass communication. Guiding students towards commencement of personality-enhancement classes as well as utilizing the medium of theatre through social entrepreneurship for activities	rubrics combined with communication skills, facial expressions, confidence-building, stage-presence, make-up skills, Indian stage costume design, perception and feedback through performative and participatory workshops.
Finesse in Formal Correspondence	03/01/2020	9	Outcome-driven training for students training for campus recruitment with pharmaceutical companies such as Unichem Laboratories Ltd. and Sanofi India Ltd.Nine students were recruited in the above-mentioned organizations.	Intensive training in topics that ranged from verbal and non-verbal communication with a focus on effective delivery to soft skills training, preparation for interviews, building of a resume and a CV., and e-correspondence and academic writing
Self Defense	11/11/2019	10	Participants can become self-defense trainer after acquiring higher skills	This course will help students/ participants to develop self-defense skills such as grappling, striking, blocking, etc. for

				eliminating dangers thereby developing self confidence
Spoken Tutorial (PHP with MySQL)	29/04/2019	30	Participants can start their own database website	Participants will be able to develop dynamic web application with MY SQL database.
Spoken Tutorial (GChempaint)	13/05/2019	30	Participants can use the software for teaching chemical structures	2D Chemical structure editor
Spoken Tutorial (Avagadro)	20/05/2019	30	Participants can apply the skills in computational chemistry, molecular modelling, bioinformatics	Molecular builder software
Spoken Tutorial (Scilab)	20/05/2019	30	Participants can use for engineering and science applications including mathematical and data analysis	Numerical computational software
GNU Image Manipulation Programme (GIMP)	03/12/2019	6	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 MYSQL	26/08/2019	11	Participants can start their own database website	Participants will be able to develop dynamic web application with MY SQL

				database.
CPP	02/08/2019	9	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 encapsulation.
Blender	07/01/2020	9	Prepares students to pursue career in graphics development, animation,film editing.	The students will be able to create and edit 3D animation, videos,arts etc
Preparation to Competitive Examination	04/07/2019	15	Prepares students for career advancement by pursuing higher degree.	The students will be prepared for MCA entrance examination in various areas of Computer Science, Logical reasoning, and general aptitude.
Spoken Tutorial (Cell Designer)	29/04/2019	30	Knowledge of this tool is an asset for any candidate to be employed in the RD section of companies and higher education and research institutions.	Cell designer is an editor program/ modelling tool for drawing biochemical pathways and gene regulatory pathways
Spoken Tutorial (Cell	06/05/2019	30	Knowledge of this tool is an asset for	Cell designer is an editor

Designer)			any candidate to be employed in the RD section of companies and higher education and research institutions.	program/ modelling tool for drawing biochemical pathways and gene regulatory pathways
Spoken Tutorial (Libre Office)	29/04/2019	30	It is a basic and essential skill required to be employed an any organ ization.	It is used for word processing, calculations using spreadsheet, make presentation slides, draw and edit mathematical formulas

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BA	B.A Economics(Honours) DSC ECC 105 Indian Economy - I	17/06/2019
BSc	BSc Physics(Honours) DSC PYC 105 Section 1: Classical Mechanics	17/06/2019
BSc	BSc Mathematics(Honours) DSC MTC 105 Algebra	17/06/2019
BSc	BSc Zoology(Honours) DSC ZOC 105 Endocrinology	17/06/2019
BA	BA English (Honours) DSC ENC 105 American Literature	17/06/2019
BSc	BSc Botany (Honours) DSC BOC-105 Classical Taxonomy and Phylogeny	17/06/2019
BSc	BSc Chemistry(Honours) DSC5CHC105 Physical Chemistry	17/06/2019
BA	BA History (Honours/General) DSC HSC 105 Indian National Movement	17/06/2019
BA	BA Konkani (General) DSC KOC105 Konkani Bhas Aani	17/06/2019

BA	BA Political Science(Honours) DSC POC 105 Western Political thinkers (Plato to Locke)	17/06/2019
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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	Bachelor of Arts	17/06/2019
BSc	Bachelor of Science	17/06/2019
MSc	Master of Science- Analytical Chemistry	12/06/2019

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

	Certificate	Diploma Course
Number of Students	278	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
GNU Image Manipulation Programme (GIMP)	03/12/2019	9
PHP MYSQL	26/08/2019	9
CPP	02/08/2019	10
Blender	07/01/2020	10
Preparation to Competitive Examination	04/07/2019	9
Data Analysis using Spreadsheet	17/07/2019	9
Spoken Tutorial - PHP MYSQL	08/08/2019	10
Techniques in Fruit Preservation	24/06/2019	10
Seize the Stage	26/08/2019	13
Finesse in Formal Correspondence	03/01/2020	19
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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
BA	Department of Economics	6
BSc	Department of Zoology	14
BSc	Department of Botany	9
BSc	Department of Geology	12

BSc	Department of Chemistry	45
BA	Department of History	20
BA	Department of Konkani	5
BA	Department of Hindi	2
BA	Department of Marathi	3
BA	Department of Political Science	22
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	Yes
Parents	No

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

Feedback Obtained

Online feedback on curriculum is obtained from students at the end of each semester, on each course, with effect from December 2018. The feedback broadly covers curriculum delivery, lecturing methodology, teacher attributes, availability of resources, student support mechanism, 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 Sub-committees for incorporating changes/corrections as and when required for the purpose of syllabus upgradation. The College also takes into account the feedback of Students BA, Students BSc, Alumni BA, Alumni BSc, 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
PhD or DPhil	Chemistry	5	1	1
MSc	Analytical Chemistry	20	30	20
BA	Honours/General	180	191	181
BSc	Honours	209	468	210
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2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	1004	39	69	2	10

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
102	85	193	26	0	192
[View File of ICT Tools and resources](#)					
[View File of E-resources and techniques used](#)					

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

Yes, the college has a well-established student mentoring programme which is designed to ensure that students 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 mentor-mentee is 1:13. • Each faculty member is provided with guidelines –hyperlink-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 follow-up action. • Where required, the mentee student is referred to the counsellor. • The convener of the mentorship programme is faculty in-charge of the programme under the general supervision of the Principal. • A summary of the mentorship programme during 19-20 is provided here (hyperlink : https://drive.google.com/file/d/1U3gLMVkB6fDAryRjhC5h9Bu_FPip4DRB/view?uspsharing) 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
1043	81	1:13

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
11	11	0	11	5

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

2019	Mr. Prajal Sakhardande	Associate Professor	Cuncolim Mitra Award from Cuncolim Chieftain
2019	Mr. Prajal Sakhardande	Associate Professor	Felicitated and awarded by Carmelite Church, Margao
2020	Dr Manjunath Nayak	Assistant Professor	Awarded best paper award for his paper on "Raman analyses of potassium iron silicate glasses" at the International Symposium on Material science and Innovation for Sustainable society in collaboration with Meijo University, Japan
2019	Dr. Roshida Rodrigues	Assistant Professor	Best Research Paper Award for a National Conference on "Women Empowerment and Gender Equality- Contemporary Issues' at Thakur College of Science and Commerce, Kandivali, Mumbai
2019	Dr. Preethi Pandit	Assistant Professor	Awarded the Second place for Best Idea "Ideathon 2019" organised by BITS BIRAC Bio NEST CIIE at BITS Pilani, K K Birla, Goa Campus
2019	Dr. Sonia B. Parsekar	Assistant Professor	Awarded First prize for poster on the theme "Need for Green Chemistry' at the one-day National Symposium on "Green Chemistry for Better Sustainability," at Dnyanprassarak Mandal's College and Research Centre, Assagao, Bardez-Goa
2019	Dr. Durga P. Kamat	Assistant Professor	Awarded Second prize for poster on

			the theme "Need for Green Chemistry' at the one-day National Symposium on "Green Chemistry for Better Sustainability," at Dnyanprassarak Mandal's College and Research Centre, Assagao, Bardez-Goa
2020	Dr. Gauri Achari	Assistant Professor	Awarded First prize for oral presentation at the National Conference on 'Frontiers in Biopesticides and Biofertilizers' organized by PES College
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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
MSc	M.Sc.	I and III	02/11/2019	06/01/2020
BSc	B.Sc.	II and IV(19-20)	15/04/2020	20/05/2020
BSc	B.Sc.	I and III(19-20)	02/11/2019	04/02/2020
BA	B.A.	I and III (19-20)	02/11/2019	04/02/2020
BA	B.A.	II and IV (19-20)	15/04/2020	20/05/2020
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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 semester-end 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 e-resources, books as a part of their assignment. Through Blended learning strategies, student's skills are continuously assessed in innovative ways such as class-based performance in group's as well individual activities in the form of debates, discussions, paper presentations and role-play. MCQ's and short

answer tests/problems in turn help in assessing the understanding levels and levels of difficulty and hence the learning levels of a student. This in turn helps in identifying slow learners and advanced learners.

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 Intra-Semester 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 Semester-end 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
M.Sc.	MSc	Chemistry	19	19	100
B.A.	BA	Honours/General	102	99	97.05
B.Sc.	BSc	Honours	148	147	99.32
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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/2020/11/DhempeCollege_Student-Satisfaction-Survey-19-20.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
Major Projects	1135	Department of Science and Technology	5	0
Minor Projects	770	Directorate of Higher Education	2.7	0.65
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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
Two-day training session for Teachers and post graduate students for Shimadzu Prominence Isocratic HPLC System in Research lab	Department of Chemistry (M.Sc.)	27/01/2020
Six-Day Skill Enhancement Workshop for Laboratory Assistants across Goa. A total of 45 laboratory assistants from ten institutions.	Department of Chemistry in collaboration with Directorate of Higher Education	24/06/2019
One day workshop on "IPR, Copyright and Patenting"	Department of Political Science in association with EDC limited	25/01/2020
One day workshop on "Citation, Referencing and Bibliography	Department of English	22/08/2019
Competition on Design thinking and Problem Solving	Department of Economics	29/08/2019
Industrial Visit to Cipla Pharmaceutical Verna, Goa	Department of Biotechnology	25/09/2019
Industrial Visit to Goa Dairy Pvt. Ltd., Ponda Goa	Department of Biotechnology	25/09/2019
Visit to IGNITE – EDC Innovation Hub Panaji	Dhempe College	23/12/2019
Faculty Development Program on Entrepreneurship organized by CIBA	Department of Botany and Economics	17/02/2020
Interaction with MD CEO, Aurelian Resources Pte Ltd	Department of Geology	13/09/2019
Bridging the GAP Series: Employment in television and radio media	Department of English	22/02/2020
Dhempes Young Innovators': A working model competition	Institutions Innovation Council	14/12/2019

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
Second Place for Best Idea at "Ideathon	Dr. Preethi Pandit	BITS BIRAC Bio NEST CIIE at BITS Pilani, K	15/10/2020	innovative Ideas

		K Birla, Goa Campus		
2019				
Second place for Obstacle detection and object recognition- Paper collection robot	Tejas Lotlikar Narayan Bandekar Vaibhav Pissurlekar	Directorate of Higher Education	28/02/2020	Model making
First place for Geochemical investigation of the bubbling ponds of Goa	Siddharth Prabhu Ashwini Shetye Varada Bhobe Siddhesh Nirmalkar Faiza Doddamani Prachi Redkar	Directorate of Higher Education	28/02/2020	Poster making
First place for Air cube design	Soham Naik	St. Xavier's College, Mapusa	08/01/2020	Model making
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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
1	Institutions Innovation Council	Initiation Cell of MHRD, Government of India	-	-	23/10/2019
No file uploaded.					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

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

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

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	Please refer attached document	0	0
View File			

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 Chemistry	1

Department of Zoology	1
Department of Computer Science	1
Department of History	1
Department of Hindi	1
Department of Konkani	1
Department of Marathi	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
CuO-NiO-TiO2 bimetallic nanocomposites for catalytic applications	Pratibha V. Bakre, Durga P. Kamat, Ketan S. Mandrekar, Santosh G. Tilve, Narendra Nath Ghosh	Molecular Catalysis	2020	4	Dhempe College of Arts and Science	0
A survey of Konkani NLP resources	Annie Rajan, Ambuja Salgaonkar, Ramprasad Joshi	Computer Science Review	2020	0	Dhempe College of Arts and Science, Goa	0
Effect of fractional substitution of Sb3 ions on structural, magnetic and electrical properties of cobalt ferrite	Chandan Naik, A.V. Salker	Materials Science Engineering B	2020	3	Goa University	0
The significance of eco-feminism in environmental philosophy: critical appraisal	Roshida Rodrigues	Our Heritage	2020	0	Dhempe College of Arts and Science, Goa	0
A comparative	Avelyno D'Costa	Journal of Threatened	2019	5	Dhempe College of	0

analysis of hair morphology of wild and domestic ungulate prey species of Leopard Pantherapardusfusca (Mammalia: carnivore: Felidae) from Goa, India		Taxa			Arts and Science, Goa	
Laudato Si': Caring beyond Limits with a Cosmo centric World vision	Cindrella Sequeira	Theology	2019	0	Dhempe College of Arts and Science	0

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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
Please refer attached document	nil	nil	2020	0	0	0

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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	75	209	159	12
Presented papers	28	21	2	9
Resource persons	3	9	24	21

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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
Human Rights Rally	Department of Philosophy with Uzwaad	3	54
Kolhapur Flood Relief	Department of History, Economics, NSS Unit and Dr. Doshi School of Valivade	10	53
Household survey in Succor village	Unnat Bharat	3	19
Household survey in Divar village	Unnat Bharat	3	16
Household survey in St. Estevam Village	Unnat Bharat	5	14
Visit to Heritage sites of Pilerne Village	Unnat Bharat	5	0
Street play on The true sense of Independence	Department of Philosophy with Uzwaad	1	15
Street Play on Significance of Goa Revolution Day	Department of Philosophy with Uzwaad	1	15
No Plastic Straw Campaign	Department of Philosophy with Uzwaad	1	10
Two-day sale of stationery and other items prepared by special children	WANGDA Project with Disha School for Special Children	1	5
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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
Survey and Documentation of Biodiversity	Letter of Appreciation and Recognition of Services	TERI [The Energy and Resources Institute]	67
Institution's Innovation Council	Four Star Certificate	Ministry of Education, Government of India	1043
Economic Revival Plan	Letter of Appreciation	Directorate of Higher Education, Government of Goa	1043
No file uploaded.			

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
Please refer attached document	nil	nil	0	0

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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
Please refer attached document	0	0	0

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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
Please refer attached document	nil	nil	01/01/2020	01/01/2020	0

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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
EQUIPE-16-INSERM, Paris, France	20/01/2020	1) Talk by Dr. Srinivas Kaveri 2)Course on Immunology	74
Association of Friends of Astronomy (Renewed)	09/11/2019	T.Y.B. Sc students worked for completion of project	5
EDC Limited	27/08/2020	Talk on "Startup Vs Business State level workshop on IPR	96
The faculty of Science and Technology, Meijo University, Japan	02/12/2019	Attended and presented a paper on "Synthetic Studies in Selected	352

		Heterocyclic compounds by Dr. Durga Kamat in a symposium at Meijo University Visit to three different labs of faculties of Applied chemistry International symposium on Material Scien	
Vellalar College of Women, Erode, Tamilnadu	01/01/2019	1)Faculty Exchange Programme 2) Faculty and Students Exchange Programme 3) Interstate cluster of Colleges webinar series One-week Faculty development programme titled" Inclusive Quality Initiatives for Higher Education"	254

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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
12007000	12007584

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
Classrooms with LCD facilities	Newly Added
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)	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added

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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	1178	2061716	285	305841	1463	2367557
Reference Books	32974	0	229	0	33203	0
e-Books	46	82583	15	15351	61	97934
Journals	0	0	27	57825	27	57825
e-Journals	0	0	4	13105	4	13105
Digital Database	0	0	1	5900	1	5900
CD & Video	114	0	0	0	114	0
Weeding (hard & soft)	0	0	0	0	0	0
Others(specify)	0	0	18	42247	18	42247
Library Automation	0	0	1	0	1	0

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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	Platform on which module is developed	Date of launching e-content
Nil	Nil	Nil	01/01/2020

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/	Others

								GBPS)	
Existing	125	37	122	2	13	13	60	14	0
Added	34	0	0	0	1	2	0	1	31
Total	159	37	122	2	14	15	60	15	31

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

15 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
Nil	[Nil](Nil)

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
3806000	250000	1107853	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 time-table committee prepares the academic schedule. It assigns classrooms to each department/subject/course. The committee shall be responsible for allocation/re-allocation of classrooms. • The examination committee shall allocate classrooms for purpose of semester-end examination. • The Head of Department shall prepare the individual time-table of his/her department. The laboratory assistants shall generally monitor the usage of laboratory equipment, chemicals, glassware, etc. • The College is also equipped with special tac-tiles, elevator and ramps to make the premises and classrooms user friendly for the Divyangjan students. Instrumentation Centre • The instrumentation centre has high-end and high-value instruments.The use of it by students/ research scholars/faculty is allowed in presence of/by technician. • All users shall maintain a usage log-book for each instrument. Seminar Hall / Audio-Visual Room • The Seminar Hall / Audio-Visual Room shall be available for use for purpose of organizing invited lectures/seminars/conferences/meetings, etc. • The administrative office shall maintain a log-book of requisitions for the Seminar Hall/AV room. Library / Browsing Centre • The library is also equipped with "KOHA" an open sourced Integrated Library Management System (ILMS) which has modules such as acquisition, serials, cataloguing, reports etc. • The desktops at the browsing centre shall be available only for purpose of preview/reference of e-books, e-journals, digital resources subscribed by the Institute. Gymkhana • The Gymkhana shall be accessible to the students during the working/Extra hours of the College and shall ordinarily be under the supervision and guidance of the Director of Physical Education and Sports (DPES). IT Network • The College has its IT policy in place and same is available on college website. • IT services comprise access to Internet and email (dhempecollege.edu.in), and intra-College network (Spectra). Health care facilities • The College has Health care centre with First-aid facilities, all departments have been provided with First-aid boxes. • 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. • Counsellor is appointed by the College. • 108 and 112 service is made available in case of emergency. Safety and security facilities • Safety and security being the integral part of the College infrastructure 4 security personnel have been appointed to look after the security of the campus "24?7". • 73 CCTV cameras are installed covering the entire campus. The periphery of the campus is kept well-lit. • Corridors and all the laboratories are fitted with portable fire extinguishers as the statutory requirement. Maintenance • All equipment and instruments shall, to the extent possible, be covered by an annual maintenance contract, warranty, extended warranty as the case may be. • The IT Assistant shall be responsible for general maintenance and upkeep of the IT infrastructure including all desktops, network switches, surveillance systems, etc.

dhempecollege.edu.in

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
Financial Support from institution	Scholarships	68	224988
Financial Support from Other Sources			
a) National	GaganBharari Shiksha Yojana, Post Matric, Science Promotional Scheme, ICCR and others	173	2248146
b)International	0	0	0
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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
Webinar presentation training and exposure	01/04/2020	172	External and in-house faculty, alumni resource person and students
Vocational Training	17/06/2019	86	Department of Zoology staff and students, Directorate of Fisheries, Govt. of Goa, Ela Farm. Department of Biotechnology staff and students
Departmental Clubs	17/06/2019	83	College teaching staff, students and invited resource

			persons
Yoga	21/06/2019	183	National Service Scheme Unit and Department of Physical Education
Remedial Coaching	17/06/2019	250	College Faculty members, students
21 Skill development courses	17/06/2019	423	External and in-house faculty, alumni resource person and students
Soft skill Development	17/06/2019	1043	External and in-house Faculty, alumni resource person and students
Personal Counselling	17/06/2019	70	College Counselling Cell, counsellor
Personality Enhancement Programs	17/06/2019	1043	College teachers, students and invited resource persons from industries, firms, distinguished alumni
Mentorship Programme	17/06/2019	1043	College Mentorship Committee and teaching staff as mentors
[View File](#)			

 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	Bridging the Gap series with Ashwini Priolkar and Lester D'Souza (Dept. of English)	0	60	0	0
2019	'Glimpses of underwater world and career in Marine Science' (Dept. of Zoology)	0	40	0	0

2019	'Careers in Defence' (N.C.C.)	0	50	0	0
2019	PhD student, institute de Ciéncia de Materials de Barcelona counselled on-Opportunities for study abroad (Dept. of Chemistry)	0	44	0	0
2019	Industry expectation, skill set enhancement (Dept. of Computer Science)	0	16	0	0
2019	MSc Entrance exam (GU-ART) Chemistry, Geology, Mathematics, Computer Science, Bio technology	283	95	64	1
2019	MA Entrance exam (GU-ART) in Psychology, English, Economics, Konkani	30	151	26	2
2019	National Level Competition in Mathematics "MADHAVA" A competition sponsored by NBHM	6	0	0	0
2019	Webinar on "Career Opportunities beyond Borders" (Dept. of Physics)	0	60	0	0
2019	GALF Outreach	0	80	0	0

	Programme with Keki Daruwalla and Ranjit Hoskote (Dept. of English)				

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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
8	8	6

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
Please refer attached document	0	0	Nil	0	0

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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
2020	0	Please refer attached document	Nil	Nil	Nil

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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
SET	1
GATE	2
Any Other	2

No file uploaded.

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

Activity	Level	Number of Participants
Please refer attached document	Nil	0

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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
2019	Indo-Thai Tennis Ball Cricket Championship 1st place	International	1	0	201703525	Vedant Sawant
2019	All India Inter-University Football Championship 3rd place	National	1	0	201807136	Joston Cardoz
2019	Selected to represent India along with three cadets from other states at the NCC Youth Exchange Programme in the Maldives	International	0	1	201701787	Sharmista Sanyal
2019	66th National Film Awards- Best Konkani Feature Film "Amori" (Dusk) The Award was presented on 23rd December 2019 at Vigyan Bhavan, New Delhi by the Hon. Vice President	National	0	1	201701850	Sobita Kudtarkar

| 2019 | 2nd place at the Kalptaru National Classical Dance comp etition | National | 0 | 1 | 20196523 | Aryaa Rege |

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 inter-collegiate activities. Intra-collegiate Events organised: • The Graduation Day was organized on the 16th of July, 2019 at Clube Tennis de Gaspar Dias. • The Annual Freshers' Party was organized on the 13th of August, 2019. • The traditional Dahi Handi was celebrated on 24th August, 2019. • National Sports Day was organised on 29th August, 2019. • Teachers' Day was celebrated on 20th September, 2019. • The Annual Fun Week 2019-20 was held from 13th to 18th December, 2019. Inter-Collegiate Events organised: • Creations 2020 - this Students' Council's Inter-Collegiate Cultural Eventwas hosted on the 14th and 15th of January, 2019 at the Dr. Shyama Prasad Mukherjee Indoor Stadium, Taleigao M.L.A of Saligao Constituency Mr. Jayesh Salgaonkar was the Chief Guest. • Ebullience the Inter-Collegiate Sports event was organised on 29th January, 2020 at Bambolim Athletic Stadium, Bambolim by the Sports Secretary and his team. Executive Director of Sports, Mr. V.M Prabhudessai was the Chief Guest for the same. Inter-collegiate Events participated in: Some highlights: • A team of 64 students participated in the event Meteora organised by Don Bosco College winning the overall1st place. • The students participated in Phoenix event organised by the Saraswat College, Mapusa on 11th of January 2020, securing the 1st Runners up place. • The students participated in K-OSS 2019 organised by S.S Dempo College, Cujira- Goa on the 31st of January and 1st of February 2019, securing the overall 1st Runners up position. • 35 students participated in Astitva 2.0 held by DMC College, at Mapusa on 27th January, 2020 winning the 1st Runners up title. 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 real-world situations engages them in academic and administrative bodies of the College. Student representatives are found on: Statutory bodies: • IQAC • Anti-ragging 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 environment-friendly 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 members actively participated in the linkage between Goa and Jharkhand under the "Ek Bharat Shrestha Bharat" mission. • Lockdown initiatives: Some Council members were resource persons and also participated in webinars during the pandemic - "International Webinar on Wildlife Conservation", "Conclave 2020", "Inter-actions 2020" • Student representatives are also on board the Institution's Innovation Council.

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 visited the campus in the following capacities: Invited as Chief Guests • Ganesh Shetgaonker, Chairman Pollution Control Board, for Graduation Day • Prof. Kaustubh Priolker Dean of Natural Sciences and Head of Department of Physics, Goa University for the Quarks Club inauguration • Mahesh Patankar, Manager – Technical services, Sesa Goa Iron ore, Vedanta for the inaugural ceremony of Geo-Science week "Anatexis" Career Talks and Exam Preparation • The Department of Geology organised a talk on 'Careers in Geoscience' by Ashish Gadgil, Geologist at Schlumburger, Australia and alumnus of the department. • The Alumni Association along with Department of Geology, organised a guest lecture titled "Dhempeite to an Entrepreneur" by Rajshekhar Kudupali, alumnus, Gold mine Prospector based in Tanzania. Lectures • Department of Biotechnology - talk on 'Expedition to the Arctic, Antarctic and the Himalayas' by Rakesh Rao from EnScitec Production. • Department of Geology - a lecture on 'Global Mine Scenario' by Rajshekhar Kudupali, Gold Mine Prospector, Tanzania. • A talk on "How to learn Remember Periodic Table" by Dr. S.P Kamat, Retired Professor in Organic Chemistry, Goa University by Department of Chemistry • Department of Biotechnology - a session on Flower arrangement by Daniel D'Souza, a landscape designer/ horticulturist based in Goa. • A lecture on 'Mudlogging' was conducted for students by alumnus Juber Khan, Data Analyst Geoservices, Schlumberger Middle East Asia Pvt. Ltd. UAE. • The Department of English organised a Session on 'Social Etiquette towards Effective Communication' by Dr. Cidalia Bodade – Founder Panache and Communication expert. • Under 'Bridging the Gap', the industry academia-interface of Department of English, two talks were held:1) Ashwini Priolker, Senior Correspondent, Bloomberg Quint 2) Lester D'Souza, All India Radio, Panaji. • Department of Philosophy - a self-defense course of 30 hours by Arjun Kadam, a trained Judo Coach. • Orientation program for students of Department of Economics by Kimberly Noronha and Meena Safaei. • National level webinar on 'Career Opportunities beyond Borders after Graduation' by the department of Physics where, Mr. Anjan Gopishetty, Cold Chain Solution Manager EMEA at Envirotainer AB, Frankfurt Germany, Mr. Anmol Naik, Research Scholar, IIT Bombay, Ms. Michelle Rodrigues Research Scholar, Quantum Solid State Physics (QSP) at KU Leuven, Belgium were invited. Judges • Lester D'Souza, (Goa University) and Gunjan Garg, (content writer for Growth Gravy) were invited as judges - 'Voice it Out'. For "Anatexis": • Teresa Rodrigues D'Souza Secretary, Goa Mineral Ore Exporter's Association - Poster Competition. • Yogita Bakhale Karkhanis, Assistant Professor (Geology), DM's College, Mapusa- Poster Competition. • Anthony Viegas- debate Competition. For "Fun Week" judges: • Christina Dedhia - Drama Competition and compered. • Maithili - Mr and Miss Fun Week •

5.4.2 – No. of enrolled Alumni:

175

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

80850

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 College Management ensures the active participation of all its stakeholders in the development of the College. The working of the College is decentralized by creating different committees, including the IQAC committee. The Administrator, who is the representative of the Management, thePrincipal, the Vice Principal, the IQAC Coordinator, in collaboration with the Heads of Departments, the faculty members and the non-teaching staff, work together to achieve the objectives set in the vision and mission of the college. 1.Library Our College library is one of the oldest in the state of Goa and covers Faculty of Arts and Science. At present, the library has33203 reference books, journals(others). Upgradation of the library is a practice that involves decentralization and participative management. The Institution has a College Library Committee which guides the smooth functioning of the library. This committee holds periodic meetings to discuss matters related to college library and its use. The committee has been facilitating the upgradation of the library through its suggestions. Suggestions from teachers are taken by the librarian to ensure that the latest books, e-books, periodicals and journals, that are in line with the current syllabus, are procured. Thus, the teaching staff also participates in the upgradation of the library. A proper procedure is followed for the same: After discussing with faculty members of their respective departments, the Heads of the Departments prepare the list of required books and journals to be purchased, keeping in mind the budget allocated annually. After acquiring the authorization of the Principal, the list is submitted to the librarian who does the purchase or subscription. On the arrival of the books, the bills, the price of each book and rates are verified by the Library staff. Each book is then entered in the Accession Register. The bills, with the accession numbers entered against each item, are then processed for payment. This procedure is certified by the Librarian and the bills are forwarded to the Accounts Section. With the permission of the Principal, the account section makes the payments. 2.Skill Development Courses (SDC) The College ensures that students gain proficiency in different skills by promoting skill-based courses in addition to the papers offered as part of the UG/PG programme. These Skill Development Courses (SDC) are specially designed by the faculty members in consultation with the Principal and Skill Development Courses Cell. These Skill Development Courses are managed through decentralization and participative management. Every year, the college proposes a number of Skill Development Courses in varied subject areas. The selection of the Skill Development Courses is done in a systematic manner. Detailed proposal of the Skill Development Course, including the syllabus, course objectives, teaching methodology, parameters of evaluation, learning outcomes, faculty resources, student intake, fee structure, and the course schedule, has to be submitted to the SDC through Head of Department by the concerned faculty member. The faculty member who proposed the Skill Development Course, then becomes the course Coordinator. This year the College proposed 30 skill development courses.

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

Partial

6.2 – Strategy Devlopment and Deployment

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

Strategy Type	Details
Admission of Students	The strategy is to improve 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. • As a strategy to oversee the admission process, the college has a separate Admission Committee to ensure smooth conduct of admissions in accordance with the policies of the College and rules/regulations of the Government of Goa, as applicable. • The College has created a database of all students admitted during the year 2019-20. • CAMU software was implemented for online admissions of students for all three years of the B. A and B.Sc. integrated programmes as a strategy for smooth digitized functioning of online admissions.
Industry Interaction / Collaboration	Developing industry-institution interface for the benefit of the faculty and students is the key strategy of the College to make students skilled and employable. • Industrial visits to pharmaceutical companies and various laboratories are conducted as a strategy to expose students to new techniques and instrumentation, in various scientific disciplines, and acquire first-hand experience. • Resource persons from various industries are invited to interact with students and deliver guest lectures. • While the number of participants in existing internships are on the rise, the College initiates more internships for students. • The College provides hands-on training in industrial set-up for faculty and students whenever possible. • Twopharmaceutical companies offered placement for MSc students at the campus. 13 of the 20 MScstudents were selected.
Human Resource Management	The strategy followed by the College for human resource management is based on continuous training and skill advancement. • As a strategy to familiarize the new faculty members with the mode of conduct of examinations in accordance with relevant Goa University statutes and ordinances, orientation programs are organized. • Training programs for Science teaching faculty members have been initiated by the College so as to be appropriately equipped in the

		operational and technical aspects of instruments. • Teachers have been particularly trained to attain 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. • As a strategy to ensure continuous enhancement of the knowledge and research capacities, the College encourages the participation of faculty in workshops and conferences at various levels. During the lockdown period many webinars were conducted including a one-week faculty development programme – Interstate Cluster of Colleges Webinar Series which was attended by several faculty members.
	Library, ICT and Physical Infrastructure / Instrumentation	The strategy adopted for library, ICT and infrastructure/ instrumentation is focused on acquiring and implementing up-to-date software, procedures and technologies. . • Faculty as well as graduate and post graduate students of M.Sc. Analytical Chemistry are given access to Inflibnet, Kopy Kitab for their project research work. • Koha software was deployed for the smooth functioning of library work. • Google tool such as G-Suite was used to manage Google Classroom and other ICT teaching learning activities such as conducting lectures, online exams and sharing the reference material.Other ICT tools such as Moodle, Polls Everywhere, Padlet, Edmodo, Easy class were also used. • Structural retrofitting of the college was continuedto ensure structural stability and security of the users. • High-end instruments were purchased using RUSA funds to encourage up-to-date and appropriate research. • A fully-functional language lab (DLLSDC)wasinauguratedto facilitate smooth conduct of skill development courses and provide hands on training to students.
	Research and Development	As a quality improvement strategy, the institution has a fully functional Research Cell that conducts periodic training of faculty members in the working of instruments. • This is

	strategized through induction of trained faculty, in the Research Cell, possessing adequate research experience. • As a strategy to acquire the very best research instruments and software that would further enhance research capacity, regular meetings of the RUSA Committee were held to discuss the appropriate use of RUSA funds. • As a strategy to ensure the smooth operation and maintenance of the instruments installed in the Research Room/Instrumentation Centre, a well-qualified and experienced technician has been appointed by the College. • The teaching faculty of the College are encouraged to undertake research projects, pursue Ph.D. and Postdoctoral research, as a strategy to develop a research culture and to ensure better research guidance to the TYBA and TYBSc students, in their research projects. Moreover, experienced technicians from industries are regularly invited to conduct training programmes for staff and students. • The college has taken initiative to be a part of a research cluster developed between certain Colleges in Goato encourage staff to pursue research. The college is a recognized Research Centre in the subject of Chemistry in collaboration `with the Cluster of Colleges.
Examination and Evaluation	The relevant Goa University Statutes and Ordinances with reference to examinations and evaluation are effectively implemented as a strategy, while making improvements wherever possible, using appropriate tools and mechanisms. • As quality improvement strategy 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. This examination software is coded in PHP, HTML, JAVA Script, database-MySQL. • An elaborate, well-planned mechanism of exam schedules, assessment schedules and a marks entry mechanism are already in place as a strategy for timely results. • Trained, full-time administrative staff have been appointed exclusively for examination purpose, as a strategy to facilitate examination and evaluation work. • As a strategy to redress the students'

		grievances with regard to examinations, the College has a separate Examination Grievance Redressal Committee. • Due to the pandemic situation, some projects were evaluated using online mode, viva was conducted through video calling/ conferencing using platforms such as Google Meet. Similarly pending practical exams, due to Lockdown, were shifted to online platforms such as Google Classroom.
	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. • Lesson plans based on the syllabus are charted by the faculty members, as a strategy to develop the teaching-learning process, which were accordingly verified by the respective Heads of Department followed by the Vice Principal. • As a strategy to advance the teaching learning process, flipped learning and blended learning has been emphasized upon, in addition to the traditional classroom approach. Use of Wi-Fi enabled ICT tools such as audio-visual presentations, Google Classroom and Moodle was widely encouraged. • As a strategy, to facilitate access to online resources so that students and the staff may be encouraged in doing reference work and research, the College campus is fully-equipped with Wi-Fi facilities. • 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. . • The traditional classroom teaching is supplemented with in-class technological aids such as Polls Everywhere, Google Slides and Pear Deck. • As a strategy to complete the syllabus even during the lockdown, online teaching methods were adopted. Audio/video lectures, PowerPoint presentations and notes through platforms like Google classroom, Moodle were sent to students. Quizzes using Google forms and other mediums were also conducted.
	Curriculum Development	The College follows the prescribed curriculum given by Goa University. However, in order to enhance the curriculum, several strategies are

	adopted: • As the College is affiliated to Goa University, it follows the prescribed curriculum. However, many of the faculty members are actively involved in the development of the curriculum as members of the Board of Studies (BoS), giving vital suggestions and feedback on the syllabus framed. As a strategy of the College, these teachers who are the members of the BoS, discuss the curriculum and acquire the suggestions of the other faculty members in the department, prior to the BOS meeting, thereby representing the views and suggestions made by the college faculty for the enhancement of the curriculum. • In order to enhance the curriculum, blended learning and flipped learning has been emphasized as a strategy. • As a continuation to the workshop conducted on 16th October 2018, to train teachers in preparing subject-wise and paper-wise Learning Outcomes, an internal training of the same has been continued wherein the trained seniors impart their knowledge and train the new teachers in preparing the Learning Outcomes. The curriculum of Skill Development Courses offered by the College, are strategically designed by each department along with the Principal and the Convenor of Skill Development Courses Cell in order to enhance the employability of the students.

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

E-governace area	Details
Administration	Customized ERP for administrative staff, faculty and students were developed for administrative purposes. G- Suite facilities have been availed.
Finance and Accounts	Tally 9 ERP is utilized
Student Admission and Support	Student database has been generated and maintained. CAMU was implemented in stages beginning with online admission of students for Fy/Sy/Ty BA and BSc courses.
Examination	SaraTech Examination Software has been installed

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	Name of the professional body for	Amount of support

		for which financial support provided	which membership fee is provided	
2019	Dr. Roshida Rodrigues	Women Empowerment gender Equality: Contemporary Issues	Thakur College of Science Commerce, Mumbai	9300
2019	Dr. Vaishali Naik	Conference of women in diverse fields at National international level at Pune	Snehavardhan Research Institute, Pune	3180
2019	Mr. Vinay Bapat	Conference of women in diverse fields at National international level at Pune	Snehavardhan Research Institute, Pune	3180
2019	Mr. PrajalSakhardande	Conference of women in diverse fields at National international level at Pune	Snehavardhan Research Institute, Pune	3180
2019	Mrs. Anju Sakhardande	Conf. of women in diverse fields at National international level at Pune	Snehavardhan Research Institute, Pune	9872
2019	Dr. Ashish Prabhugaonkar	Fungal Bio diversity study -Biopesticides herbicides	PES RaviNaik College of Arts and Science	1000
2019	Dr. Joslyn Henriques	Emerging Trends in tourism Entrepreneurship Management Bazaari	Fr. Agnel College, Pillar	2500
2019	Dr. Minal Shirodkar	Green Audit for College campuses	IQAC of Dnyanprassarak Mandal's College Research Centre	1500
2019	Dr. Avelyno D'Costa	Basic Molecular Biology tools Techniques	Bio Nest, BitsPilani, Vasco	4500
2019	Dr. Shilpa Samant	Inter Multidisciplinary Conference	SSA Gov college, Goa Leelawati College, Pune	2500

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)
2019	-	Six-Day Skill Enhancement Workshop for Laboratory Assistants	24/06/2019	29/06/2019	0	45
2019	State Level Workshop on 'NAAC Accreditation	-	18/07/2019	18/07/2019	15	0
2019	Carbon Footprint Calculation Workshop	-	09/08/2019	09/08/2019	36	0
2019	Training workshop in 'Linear Algebra using Python Learning' for Mathematics, Physics and Computer Science teachers in Goa	-	16/12/2019	21/12/2019	22	0
2020	Three-Day Skill Enhancement Refresher Workshop in English Grammar and Formal Correspondence for teachers from high schools	-	23/01/2020	25/01/2020	16	0

	across the state ofGoa.						
2019	Workshops on Flipped Classroom	-	19/08/2019	20/08/2019	30	0
2020	IIC State level workshop on Intellectual Property Rights, Copyright and Patenting was organized in collaboration with Ignite - EDC Innovation Hub	-	25/01/2020	25/01/2020	52	0
2020	Spoken Tutorial MOODLE learning Management System	-	01/01/2020	31/05/2020	50	0
2020	Workshop on Developing Language Skills	-	06/03/2020	06/03/2020	17	0
2020	Knowledge sharing session on Flipped Methodologies in Pedagogy: Dhempe college Experience'	-	10/04/2020	10/04/2020	26	0

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

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Workshop on	1	09/07/2019	13/07/2019	5

'Basic Molecular Biology Tools Techniques" organized by BITS BIRAC Bio NEST at BITS Pilani, KK Birla Goa Campus				
Internship to understand the basic working of FOMA and how morphological paradigms for Konkani Language are modelled in FOMA, a morphological analysis tool under Dr. Shilpa Neenad Desai at Fr. Agnel College, Pilar	1	24/10/2019	01/11/2019	8
105th orientation programme at Goa University at UGC-HRDC, Goa University	6	12/11/2019	09/12/2019	24
NSS orientation and training programme at Empaneled Training Institute, Shivaji University Kolhapur	1	03/12/2019	09/12/2019	6
Annual Refresher Course in English Language Teaching (ARPIT-NPTEL) organized by SWAYAM-MHRD, Government of India	1	01/10/2019	16/02/2020	28
Faculty development programme (FDP)	1	17/02/2020	22/02/2020	6

sponsored by NSTEDB, DST NIMAT Project, Govt of India at Agnel Technical Education Complex, Verna Goa				
One Week Faculty Development Programme a National Collaborative Webinar Series-Interstate Consortium of Colleges organized by Vellalar college, Erode	46	27/04/2020	04/05/2020	7
Online Course-Coursera Conducted by Technion-Israel, Institute of Technology in association with Stanford University: Nanotechnology and	3	14/04/2020	20/05/2020	38
Nano sensors-Part-I Nanotechnology and Nano Sensors-Part-II	3	14/04/2020	08/07/2020	85
Webinar on "National workshop on ICT Tools for online learning" conducted by SNDT Women's University,Teaching learning Centre, DET, PMMMNMTT-MHRDin association with IQAC, SNDT Women's University, Mumbai.	2	20/04/2020	28/04/2020	8
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
6	29	4	9

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Annual free health check-up for staff above the age of fifty. Financial assistance for Faculty development for visiting other institutes. Special leave was permitted for those staff members who were confined in the containment zone during the Pandemic times. 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: Special casual leave is granted to faculty members to attend academically relevant Seminars, Conferences, Symposia, Workshops etc. International grants for paper presentation: The teaching staff of the college are motivated to	Festival advance: Festival advances are granted to the non-teaching staff. Training workshop: Training workshops are being organized for the non-teaching 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 non-teaching staff members who need to provide child care for their minor children. Duty Leave: Duty Leave is granted to all non-teaching members when on official duty at the University and other appropriate permitted 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. Gymnasium: Many of the non-teaching staff also participate in the activities in the gymnasium. Annual free health check- up for staff above the age of fifty.	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. Scholarships: Students of M.Sc. and Biotechnology have been offered scholarships by the management and industries and industry associations. Gymnasium: The College has a well-equipped 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, preacher curl machine, hyper extension, leg extension machine, leg press machine, weighing machine, barbells, dumbbells, ankle weights and so on. Dnyandaan: A welfare scheme has been undertaken by the faculty members of the college to fund the annual fees of students coming from economically weaker sections. Endowment prizes: In order to provide greater fillip to excellence in academic, co-curricular and sports a number of endowment prizes have been instituted by faculty members, alumni and well-wishers of the institution.

develop a research acumen by providing International grants for presenting papers in International seminars and conferences. Study leave: Study leave is granted for teachers in order to work on their research projects. Other Facilities: Medical reimbursement, leave travel concession, children's educational fee reimbursement etc. are also provided as per government rules and regulations. Gymnasium: The teachers utilize some of the facilities provided in the gymnasium. Sporting activities such as table tennis, badminton and carom are being used by male and female faculty members. Inter-staff activities are also being held in the gymnasium.

6.4 – Financial Management and Resource Mobilization

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

Internal financial audit is conducted every year in the College. The audit is undertaken by the Principal and the Accountant of the College while also consulting the Administrator. An audited balance sheet, income expenditure account and receipt and payments accounts are prepared for the year by the 31st of March. The auditor scrutinizes the bills, receipts and the payments made. The external financial audit of the college is conducted annually by an auditing firm appointed by the Management. The Accountant of the College makes all relevant and authenticated records of financial transactions of the College available and attends to all queries of the auditors. Moreover, the college also conducts an external audit by the Audit Cell of the Directorate of Higher Education, Government of Goa, wherein all receipts and payments, financial protocol, service records including fixation of pay, promotion, increments, leave, allowances/benefits, and so on are thoroughly checked.

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
Please refer attached document	0	0
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6.4.3 – Total corpus fund generated

1737857

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	Goa University	Yes	ISO 9001:2015
Administrative	Yes	DHE Audit	Yes	ISO 9001:2015

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

• Annual parent-teacher meetings are organized wherein parents are apprised with the achievements, initiatives and activities undertaken by the college for continual student development. Parents utilize this platform to raise queries and concerns, make suggestions and extend their support. • On the basis of the recommendations made by Principal at PTA meetings, parents encouraged their children to participate in skill development courses offered by the college • Parents interact with teachers and mentors of students. Through these interactions, specific concerns, if any, related to the students are expressed and addressed.

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

Six-day Skill Enhancement Workshop for Laboratory Assistants across Goa was organized in association with the Directorate of Higher Education. "Basic training for laboratory equipment's": One-day training program was held on 24th January 2020 which was organized by University Science Instrumentation Centre (USIC), Goa University. In addition, several online development programmes were attended by support staff during the pandemic times. Staff attended online courses from Udemy such as, 'Excel from Beginner to Advanced', 'Computer Organization and How to Organize Computer Files', Computer Basics for Seniors: the easy way to learn computers' and others.

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

At the end of the previous NAAC cycle, several suggestions were made for the advancement of the College in areas of infrastructural development, research advancements, more innovative courses and programmes with international collaborations. An initiative was taken to adopt some of these suggestions for the betterment of the institution. These post accreditation initiatives taken by the College are listed below. 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. A digital language laboratory equipped with 30 student consoles, one master console, quality audio input and software solution by Orell has been set-up for communication proficiency. There is an increase in the number of Laboratories, equipment required for practical as well as research work were also procured. Research facilities were outsourced to other colleges students to facilitate their research projects. Facilities for Divyangjan Special facilities for Divyangjan were made for easy access within premises, such as a special washroom, ramp and elevator. Approval of skill developmental courses Five skill development courses designed and implemented by the Institution have received approval from the Goa university. Enhancedonline teaching facilities G-suite was adopted for administrative purposes as well as for teaching purposes. All official correspondence was shifted to the institutional email id. With the help of the G-Suite, online teaching is enhanced by using platforms such as Google Classroom and Google Meet. International Collaboration programme As a new initiative to promote International collaboration an online enrichment programme on Advanced Immunology in collaboration with Dr. Srinivas Kaveri, Director, Le Centre

National de la Recherche Scientifique (CNRS) and Institute National de la Santé et de la Recherche Médicale (INSERM), Immunopathology and Therapeutic Immunointervention, Paris, France was organized by The Department of Biotechnology. InternationalSymposium on 'Material Science and Innovation for Sustainable Society' in collaboration with Meijo University, Japanunder the aegis of MoU signed with The Faculty of Science Tech., Meijo University, Japan Dnyandaan- The College formalized Dnyandaan, to provide financial assistance by the faculty to needy students. Students coming from financially weaker sections were given financial assistance to pay the fees. 19 students benefited from this initiative. Instrumentation Room for strengthening of research capabilities To enhance the research capability, procurement of instruments such as Isocratic HPLC system, Sonicator, high temperature furnace with environment control and MilliQ water purifier were planned, out of which Shimadzu Isocratic UPLC-HPLC, Sonicator, were procured under Management funds. Flame photometer training session was carried out.

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
2019	IIC seminar - Dhempe's Young Innovators competition	14/12/2019	14/12/2019	14/12/2019	36
2019	IIC seminar - • Seminar on Product Design design thinking, Model Building, Innovative Ideas and Creative Research.	18/12/2019	18/12/2019	18/12/2019	58
2020	IIC seminar -• Goa's Young Innovators (Self driven activity) (students were sent by IIC)	08/01/2020	08/01/2020	08/01/2020	2
2020	Conclave 2020- Students	23/05/2020	23/05/2020	30/05/2020	175

Year	Programme	Period from	Period to	Period to	Number
	Webinar Series of six sessions of 22 presenters				
2019	Dnyandaan (for students)	17/06/2019	17/06/2019	31/07/2020	19
2020	FDP Webinar Series Interstate Cluster of Colleges	27/04/2020	27/04/2020	04/05/2020	250
2019	Teachers exchange programme - Vellalar	26/12/2019	26/12/2019	28/12/2019	3
2020	Vellalar teacher-student's exchange program	27/02/2020	25/02/2020	29/02/2020	17
2019	Workshops on Flipped Classroom	19/08/2019	19/08/2019	20/08/2019	30
2019	IIC seminar -A visit to IGNITE – EDC Innovation Hub, Panaji – Goa	23/12/2019	23/12/2019	23/12/2019	12

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
A lecture on prevention of Sexual Harassment (POSH) Act, 2013.	24/01/2020	24/01/2020	99	14
A Demonstration of Self – Defence Techniques to women students	27/09/2019	27/09/2019	91	0
A Talk on	09/10/2019	09/10/2019	53	0

'Women Empowerment				
Panel Discussion on 'Women Empowerment'	06/03/2020	06/03/2020	100	0
A talk on 'Women Rights '	09/03/2020	09/03/2020	100	0
A talk on Women and Health (Mental)	11/03/2020	11/03/2020	32	13
A debate cum discussion on the topic 'Awareness on LGBTQIA Rights (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual)'	28/01/2020	28/01/2020	38	22
Paper presentation by faculty member on 'The Significance of Eco-feminism in Environmental Philosophy: Critical Appraisal' at National Conference on 'Women Empowerment and Gender Equality-Contemporary Issues'.	04/01/2020	04/01/2020	1	0
A session on 'Prevention of Sexual Harassment' regarding ICC committee of the college.	08/01/2020	08/01/2020	27	14
A seminar on 'Women in Science' on the occasion of Science day	28/02/2020	28/02/2020	34	0
An invited talk on "Sexual Harassment –	16/01/2020	16/01/2020	6	1

Perspectives of Law".				
Paper presentation by faculty member on 'Writing the New Woman or Evolving Newer Stereotypes: A Feminist Reading of Select Indian Women Poets Writing in English' at the 1st Rupkatha International Open Conference on Recent Advances in Int erdisciplinar	20/08/2019	22/08/2019	1	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
In-house Action: 1. Undertaking Green Audit Certification Level III (UAB/GR/30560). 2. Solid-waste segregation at source, providing the same todesignated agency for appropriate disposal paper-waste sent for recycling e-waste handed over to government-authorized vendors. 3. Reduction in use of single-use/disposable plastic viz. straws, bottles, wrappers, folders, thermocol cups/plates for programmes use of SUPW (Socially Useful Productive Work) items made by staff and students as replacements wherever possible. 4. Use of: ? biodigester for conversion of food-waste into biogas for use in canteen ? in-house well-water to reduce usage of PWD water. ? in-house compost for gardening. 5. Celebration of Green Day, workshop on carbon footprint-calculation, talks on e-waste management, distribution of cloth-bags, swachhta drives, water quality assessment to foster environmental consciousness under Green Campus policy. 6. Annual appointment of Student Green Ambassadors. 7. Sessions on 'Plastic-free July – 31 days and counting', 'No Plastic Straw Campaign at restaurants'. 8. Sustainability-building talks on 'Solid Waste Management' 'Biodiversity', and 'Composting and Vermicomposting' 9. Training in water-quality assessment. 10. Field-trips to sewage treatment plant. 11. Poster-competitions for students onenvironmental themes. 12. Celebration of World Environment Day through students' environmental webinar 'Inter-actions'. Extension programmes: 13. Adoption of five villages (viz. Pilerne, Britona, Diwar, Juvem and Socorro) for extension work under MHRD's Unnat Bharat Abhiyan. Institutional UBA team has visited village Panchayats and held discussions on issues of concern such as water ponds, garbage, Juvem fort clean up etc. During Covid-19 crises, distribution of hand sanitizers and awareness drives through short videos on mask-making, precautions against COVID19, waste-segregationetc. were undertaken. 14. Distribution of 700 cloth bags made by NSS students to CCP for reduction in plastic-consumption during pandemic. 15. Training by faculty member for farmers on organic farming and preparation of manure field visit to Goshala. 16. Heritage trails, talks, cleanliness at historical sites and conservation of heritage trees by faculty member. 17. Sessions on Carbon-footprint calculation for other organisations by faculty members. Research: 18. Ongoing research project to develop a system to integrate Mechanical Energy and Solar Energy as alternate energy-source to power various systems in

institution. 19. International Symposium on Materials Science and Innovation for Sustainable Society' organised by College in association with Nanomaterial Research Centre, Meijo University. 20. Poster-presentation on 'Need for Green Chemistry' invited talk on 'water pollution and conservation'. 21. Students' participation in 4th International Conference on ITC for Sustainable Development, Innovative Idea Competition in All Goa Quiz Competition.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	6
Provision for lift	Yes	6
Ramp/Rails	Yes	6
Braille Software/facilities	No	0
Rest Rooms	Yes	6
Scribes for examination	Yes	4
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
2020	0	0	01/01/2020	0	Please refer attached document	0	0
					[View File](#)		

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

Title	Date of publication	Follow up(max 100 words)
Code of conduct (Ethics) prescribed by Goa University OrdinanceOA-4	01/01/2019	Code of conduct for teachers: During Staff meetings, Principal reiteratedthe necessity to maintain decorum, follow code of ethics and set good examples to students as mentors. Punctuality and attendance of teachers was maintained through biometric machine and movement register. Committees of teachers carried out co-curricular and organizational

			activities. Teachers were encouraged to undertake Research Projects, publish originalResearch Papers, Books, and participate in Seminars, Conferences. Lessons plans were checked by the Vice Principals. Student feedback on teacherswas taken on a 4-scale pointer.Generally, if any teacher scores below 2, s/he is counselled by the Principal. Teachers were oriented about ordinances and conduct of examination.
Pledge on Malpractices and Plagiarism framed by Dhempe College.	01/01/2019		Pledge on Malpractices and Plagiarism framed by Dhempe College: A pledge on plagiarism was administered to all staff and students of the College. During the Students' Council and NSS Inaugural, a pledge wasadministered to students to refrain from any malpractice that would mar the reputationof the College. TY students were guided to take original topics for research in order to contribute new knowledge. Research papers received for publication in the institutional journal were checked for similarities, if any, through the Urkund software.
Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	01/01/2019		ICC: The students were sensitized to develop better understanding about the issue of Sexual Harassment and to prevent untoward incidents. Students were made aware about the law related and encouraged to report grievances, if any. The committee members were briefed about ICC function and importance. Awareness was generated

			among the students.
Exam and Attendance rules OA 17 and OC 45.4	01/01/2019		Exam and Attendance rules OA 17 and OC 45.4: At the beginning of the academic year, students were oriented about the exams and attendance. Special orientation was conducted for FY students about the CBCS exam system. The College strictly adhered to Goa University rules and regulations regarding the attendance and exam. Students who did not complete the internal assessment of two ISAs were not allowed to appear for the SEE exam as per the University rule. The October exams were conducted as per the schedule set by the university. The April exams were rescheduled due to the Covid-19 crisis.
Code of Conduct for the students	01/01/2019		Code of Conduct for the students: Students were made aware of the code of conduct during orientation program by the Principal. Emphasis was laid upon discipline, dress ethics, obedience, attendance and conformity to Goa University ordinances. Students were guided to be responsible users of social media and refrain from any malpractice. Students were provided with photo ID cards to be carried mandatorily in the campus and during examination. Monthly attendance was maintained and reported to parents through SMS. Discipline committee and Anti-ragging squad maintained regular checks on students within campus and during extra-curricular activities outside campus. Students were guided to undertake

		eco-conscious practices in college.
Code of Conduct for the administrative staff of the College	01/01/2019	Code of conduct for the administrative staff of the College: During the meeting with administrative staff, Principal reiterated the value of diligence and meticulousness in official duties. Emphasis was laid upon fostering cordial relationships with staff and students. Audits were conducted by Government auditors and ISO Committee.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
National Yoga Day	21/06/2019	21/06/2019	202
Session on 'Cyber Crime'	13/07/2019	13/07/2019	94
Interactive session on 'Prevention of Drug Abuse'	01/07/2019	01/07/2019	25
Documentary screening on the 'Brief History of Human Rights'	10/07/2019	10/07/2019	3
Documentary screening on Nature Worship as a part of Environmental Ethics.	17/07/2019	17/07/2019	15
Heritage Walks	30/06/2019	30/06/2019	70
Talk on 'Surgical Strike', Kargil War and martyrsof the war	26/07/2019	26/07/2019	26
Celebration of birth anniversary of Munshi Premchand and Sant Tulsidas	31/07/2019	31/07/2019	51
Talk on the theme 'Vande Mataram'	27/08/2019	27/08/2019	60
Workshop on Carbon Footprint	09/08/2019	09/08/2019	36
View File			

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 biodigester 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 on the campus.

3. In order to reduce printing of paper, the College has digitised, opted for e-mail alerts and WhatsApp groups for communication. Use of e-books and Inflibnet is emphasised upon for students. Classrooms are equipped with LCD projectors teachers disseminate classroom notes and presentations via Moodle (Dhempe Learn) and Google Classroom. The College has its own website where all the events and other announcements are notified digitally. Library is in the process of turning electronic using KOHA software. CAMU software has been introduced as a learning management system. The exam section also uses exam-related software to generate results. Notices to students are sent through SMS and also uploaded on the website in a timely manner.

4. Stations of potable drinking water are placed in the campus to avoid the use of plastic bottles. The canteen has adopted single use plastic-free and straw-free policy.

5. Solid waste is segregated at source and collected by Panaji Municipality e-waste is handed over to the Government-authorized vendors.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Title: Efforts towards Ecological Sustenance through Green Certification Objectives of the Practice: ? To contribute towards a greener environment and offer safer work-spaces. ? To make the campus and its surrounding eco-friendly ? To reduce institutional energy consumption. ? To minimize institutional water-consumption. ? To minimize use of chemical pollutants on campus. ? To create awareness among stakeholders about their responsibility towards environment. ? To make researchers aware about environmental problems faced globally and work towards solutions. ? To train staff and students through environmental programmes and encourage participation in the mission to reduce carbon footprint. ? To monitor and measure environmental impact and set goals towards reducing adverse impact on environment. The Context : Since its inception in 1962, Dhempe College of Arts and Science has been involved in practices that seek to contribute towards environmental sustainability. Presently, the institution's Green programme aligns itself with the Sustainable Development Goal of taking impact-driven Climate action by reducing carbon footprint and promoting healthy resource-management by keeping the environment clean. It also identifies proactive participation in the national Swachhta Abhiyan as one of the key measures in achieving sustainability. The programme has been designed to address some key problems pertaining to climate change, plastic-consumption, water-shortage, energy-deficiency, chemical pollution, inappropriate garbage-disposal and waste mismanagement. Inadequate awareness, knowledge and sensitization are identified as lead factors that add to these problems. It was also recognized that students should be initiated into frontline roles as ambassadors of Green futures. The institution has, therefore, adopted a systematic, phase-wise approach to initiate and implement sustainability-drives and practices in an incremental manner. The Practice: Organizing Climate Action 1) A Green Policy Statement committed to reduce adverse impact on environment has been formulated and a Green Committee has been instituted. 2) The Committee selects students as Green Ambassadors who are then oriented to foster environmental consciousness among peers and participate in state-level sustainability-drives. 3) NSS and NCC volunteers organize swachhta drives in villages, heritage-sites and nodal tourist-spots to combat adverse-impacts of plastic disposal and garbage mismanagement. They also undertake tree-plantation, preparation and distribution of paper/cloth bags and awareness campaigns for carbon-footprint reduction through cleanliness. 4) Workshops,

talks and training programmes in calculation of carbon footprint, preparation of effective microorganisms, energy audit, solar energy utilization and water-quality analysis are conducted for staff and students. 5) Green Day is celebrated every year through various activities. Efforts in Sustainability and Clean Energy 6) An ongoing research project sanctioned by Directorate of Science and Technology on 'Design and development of a photovoltaic and human power hybrid energy system for varied applications' is being carried out by two faculty members. As part of this, two solar panels of 330 Watts, Inverter 1KVA and two batteries of 100Ah have been procured the output generated is connected to 16 LED tubelights in the corridor with the running power of 07-08 hours. 7) To foster global sustainability, the institution has organised an International Conference on "Nanomaterials for Environmental Applications" and an International Symposium in "Materials Science and Innovation for Sustainable Society" in collaboration with Meijo University, Japan. At the latter, Nobel Laureate Prof. Akira Yoshino's Keynote Address focused on impact-oriented futuristic research. 8) Faculty and students have undertaken environmental research projects related to Renewable energy, Waste Management, Energy Audit, Hybrid Energy, Carbon Footprint Calculation, Environmental Ethics, Water Quality Assessment of the state, Micro plastics and Dye degradation. 9) Carbon Footprint Calculation. Energy Audit, Water Quality Assessment and Ambient Noise Pollution measurement are undertaken to promote clean energy and reduce negative impact of anthropogenic interference in environment. Promoting Biodiversity 10) Campus biodiversity is fostered through gardening and greenhouse. 11) Regional biodiversity and sustainability is promoted through seed-saving efforts and preservation of local varieties of rice. These efforts progressively increased during the lockdown period in view of resource-crunch. 12) The urbane college campus houses 28 varieties of flowering plants, 16 varieties of fruit bearing plants, 20 varieties of medicinal plants and 28 varieties of ornamental plants. Evidence of Success: Efforts in environmental sustainability is an ongoing process which often yields intangible results over time. However, there have been some immediate outcomes of the activities that presently constitute the evidence of success for the collective practices undertaken by the College. 1. As an outcome of a workshop, students prepared and sold effective Microorganism Solutions. 2. Twenty students cultivated crops for ecological and self-sustenance. 3. Students undertook door-to-door carbon footprint calculation. Problems Encountered and Resource Required: ? Apathy in general public pertaining to environmental issues and self-action thus, greater efforts go into regular awareness drives. Title: Skill Development Programme Objectives of the practice: Skill development courses are introduced in the undergraduate curriculum mainly to, ? develop the intrinsic potential of students in skills pertaining to technical, soft and life-skills which enhance their employability. ? hone counseling skills to aid societal welfare through empathy and rapport. ? instill entrepreneurial skills among students towards creating more job-givers than job-seekers. The context: The College is affiliated to Goa University and follows the prescribed syllabus. However, the scope of curriculum needs to be widened to meet multidimensional skill-requirements and cater to burgeoning aspirations of younger students. In view of this, curriculum is supported by skill development courses and activities conducted by every Department. Upon graduation, students face challenges as skill-requirement for employability is diverse. It is deemed necessary to develop these skills right from the beginning of their graduation programme. In view of this, the college offers programmes related to soft skills such as communication, confidence-building, presentation, oratory and technical skills in ICT, instrumentation etc. Students are also encouraged to pursue the path of entrepreneurship. This programme is in sync with the National Mission of skill-enhancement and global emphasis on innovation. The practice: The practice of skill-development in the institution was started since 2003 under the nomenclature of 'Non-Conventional Courses'. Later, the courses were bifurcated

into value-added and hobby courses. Over last five years, a systematic approach has been adopted. Skill-development courses have been offered keeping the demands of job-market in view. Departments design skill-development programmes in the form of courses and/or activities as follows: Skill-Development Courses Following are some standard measures followed for the conduct of SDCs: ? The College has instituted a Skill-Development Courses Cell. ? Faculty member has to submit a proposal in the prescribed format, entailing details of implementation schedule, fee structure and budget allocation, to the Cell. ? Upon receiving approval, faculty members launch the courses. The faculty member proposing the course becomes the course coordinator. Faculty members from the institution as well as academicians, researchers and industry experts are invited from renowned universities, research institutes and multinational companies as guest faculty. ? Five courses from those offered have been certified by Goa University for two credits. Skill-development activities Apart from courses, the College organizes numerous activities throughout the year for skill enhancement viz.: ? Internship programmes during vacation in certain subjects at research institutes, industries and hospitals. ? Food-festival and entrepreneurship exhibition to develop culinary, marketing and entrepreneurial skills. ? Science exhibition and model-development. ? Oratorical events, quizzes, seminar presentations. ? Visits to incubation centre, innovation bootcamps, industry and field and participation in state-level competitions. ? Intercollegiate events like Ebullience and Creations organized by students to develop organization skills, leadership qualities, group dynamism and interpersonal relations. ? Workshops on Patenting, Copyright and IPR to develop scientific writing skills. ? Activities under Institution Innovation Council viz. participation in webinars, innovation start-up presentations, talks on entrepreneurship etc. Evidence of success: The Skill Development Programme is outcome-driven. Courses and activities are aimed at enhancing student-participation, skill-acquisition and employability. The evidence of success recorded is as follows: (i) Due to sustained skill-development efforts made by the College under Institution's Innovation Council, it was awarded a four-star rating for promoting innovation and start-up in campus as prescribed by Innovation cell, Ministry of Education, Government of India during the IIC calendar year 2019-20 (ii) Evidence from recruitment, result and benefits derived: 1. Students have been placed in reputed companies such as Wipro, Italab Private Ltd., GSPCB, Unichem Laboratories Ltd., Sanofi India Ltd., Educational Institutes and NGOs. 2. Students have started pursuing unconventional career paths with self-employment opportunities. 3. Long term benefits of courses and activities are evidenced in former students presently excelling in nodal positions in industries. 4. Over the last five years, the number of courses offered, student-intake in the same and student-participation in skill-enhancement activities has increased. Problems encountered and resource required: ? Time is an encumbrance for maximal participation since the college has adopted CBCS with 148 credit requirements for graduation. Currently the courses are conducted during the vacations and/or after teaching hours. Separate space and infrastructure is required. ? The availability timings of the experts from external agencies and students' regular academic timings pose a challenge in conducting the courses. ? The fee charged for most courses is nominal. Therefore, additional funding from external resources to develop infrastructural and logistical resources is required for the skill development activities.

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/2020/11/Best-Practice_II_AQAR19_20.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 institutional vision and mission lay emphasis upon holistic empowerment of society. This is largely realised through extension programmes such as WANGDA, JAGRUTI, participation in national campaigns viz. Swachhta Abhiyan, Unnat Bharat Abhiyan and academic outreach activities conducted for general public from time-to-time. However, the distinctiveness of the College is epitomized by the individual faculty members who carry institutional values beyond professional duties and contribute in social development. Some nodal contributions have been as follows: (a) Faculty member from Department of Botany has preserved germplasms of 30 traditional Goan rice varieties. She guides local farmers in cultivating these varieties. Under her guidance, 20 students engaged in growing crops and local produce during the lockdown. A faculty member from the same Department is involved in raising awareness among students and general public about biodiversity for environmental sustainability. (b) Faculty member from Department of Geology is engaged in studying water resources of Goa under his guidance, students have learnt to estimate different physico-chemical and biological parameters of estimating potability in drinking water. The study in water quality assessment and creation of sources-inventory is expected to help the state government preserve natural springs of the state. He guided an undergraduate project on the Bubbling Ponds of Goa which won the state-level Innovation competition, 'Kalpak' organised by DHE, Goa. (c) Faculty member from Department of History is proactively involved in conserving environment and heritage sites. He also raises awareness among students and general public about the same by conducting heritage trails, talks, informative documentaries and cleanliness drives. (d) Faculty member from Department of Psychology leads a mental health awareness programme 'Jagruti' in collaboration with NGO Sangath. The programme has been implemented beyond-campus in schools and villages. As part of the programme, students engage in awareness programmes and counselling about mental well-being. A faculty member from the same Department has also initiated the WANGDA (Together) programme for special children from DISHA school. College students organise activities for the children within and beyond campus. (e) Faculty member from Department of Philosophy has founded the social action group UZWAAD. With a team of young students, she conducts extension activities oriented towards suicide prevention, cleanliness, environmental-protection, women empowerment, girl-child education and reduction in plastic consumption. (f) Faculty member from Department of Biotechnology volunteered at virology lab at Goa Medical College during Covid-19 crisis. Under her guidance, students made presentations on pivotal Covid-related topics such as 'Coronaviruses and their detection through RT-PCR' and 'Journey of a vaccine' at Students' Webinar series 'Conclave 2020'. (g) During pandemic crisis, faculty members and students used social media platforms for knowledge transactions on socially and ecologically relevant issues. The priority and thrust of the institution remain focused upon bringing advancements in society through individual and collective acts. Actions taken by faculty members are also directed towards creating reciprocal leadership among students who are expected to continue and add to these outreach initiatives.

Provide the weblink of the institution
https://www.dhempecollege.edu.in/

8.Future Plans of Actions for Next Academic Year

In order to achieve its objectives, the IQAC has planned following activities for the academic year 2020-21: 1. To organize online induction programme for newly-admitted students. 2. To enhance e-content creation by training teachers to use e-resources/tools effectively. 3. To adopt new effective modes of pedagogy.

4. To contribute in development of e-content for Digital Integrated System of Holistic Learning and Virtual Orientations (DISHTAVO) - an initiative of Directorate of Higher Education, Government of Goa, India. 5. To create awareness regarding COVID-19 and help society fight against it through academic outreach and extension services. 6. To organize events which promote mental health awareness and well-being among students and the general public especially during pandemic crises. 7. To implement more modules of CAMU, a comprehensive Learning and Campus Management System, for attendance, lesson plans, time table, teaching-learning process and assessment in addition to the admission process. 8. To create awareness about the new National Education Policy amongst teachers, students and general public through webinars and YouTube videos. 9. To promote research among students by providing training in writing papers, referencing, citation and ethics. 10. To promote research in environmental/socially relevant issues. 11. To increase faculty participation in Faculty Development Programmes. 12. To emphasize on Skill development activities and organize skill-development courses including soft skills, life skills and professional skills. 13. To design and implement courses through Digital Language Laboratory for students, teaching staff, administrative staff and industry employees. 14. To organize a webinar series for students through the Institutions Innovation Council for entrepreneurship development. 15. To facilitate entrepreneurship programme for students through Institution's Innovation Council. 16. To organize at least 15 invited lectures/talks by experts in various fields. 17. To organize Personality Enhancement Programmes (PEP) for students. 18. To increase industrial internships and projects. 19. To collaborate with industry, research and educational institutes by signing MoU. 20. To organise workshops/seminars/conferences for students and faculty members. 21. To promote interest and research in Indian art, aesthetics, literature and multilingualism by organising Conferences/ Events. 22. To organise online cosplay events for students to foster interest in curriculum in the digital mode. 23. To organize activities in association of PTA of the college. 24. To increase alumni participation/contribution to the College. 25. To organize extension activities. 26. To organize green activities. 27. To implement Unnat Bharat Abhiyan, Ek Bharat Shreshth Bharat Abhiyan and Swachhta Mission. 28. To facilitate exchange programs for teachers and students. 29. To implement Dynandaan- an initiative to support students from economically weaker sections by paying annual fee.