YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	The Cuncolim Educational Society's College of Arts and Commerce , Cuncolim
• Name of the Head of the institution	Dr. Sanjay P. Sawant Dessai
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322865210
• Mobile No:	9765569757
• Registered e-mail	cescac21@yahoo.co.in
• Alternate e-mail	principal@cescollege.ac.in
• Address	Cuncolim-Salcete-Goa.
• City/Town	Cuncolim-Salcete-Goa
• State/UT	Goa
• Pin Code	403703
2.Institutional status	
• Type of Institution	Co-education
• Location	Semi-Urban
• Financial Status	UGC 2f and 12(B)

• Name of the Affiliating University	**Goa University**
• Name of the IQAC Coordinator	**Dr. (Mrs) Apoorva A. Marathe**
• Phone No.	**9527435941**
• Alternate phone No.	**08322865210**
• Mobile	**9970995941**
• IQAC e-mail address	**iqac@cescollege.ac.in**
• Alternate e-mail address	**apoorvamarathe@cescollege.ac.in**

3.Website address (Web link of the AQAR (Previous Academic Year)	https://cescollege.ac.in/wp-content/uploads/2020/12/Uploaded-AQAR-2019-2020-on-23rd-December-2020.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://cescollege.ac.in/academic-calendar-2020-21-2/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.59**	**January 2013**	**05/01/2013**	**04/01/2018**
Cycle 2	**B**	**2.33**	**November 2018**	**02/11/2018**	**01/11/2023**

6.Date of Establishment of IQAC	**15/07/2013**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
nil	**nil**	**nil**	**nil**	**nil**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of	View File

IQAC		
9.No. of IQAC meetings held during the year	06	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

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

Initiated promotion of four faculty members under CAS.

Participated in project of NAAC, 'Role of Quality Assurance and Accreditation in Improvement of Higher Education: A Case study of Selected Indian Higher Education Institutions' (for Affiliated/Constituent Colleges).

Initiated Sponsored Scholarship for toppers in the final year.

Established 'The CES Employees Co-operative Credit Society' for all employees of Cuncolim Educational Society.

Initiated 'CES College Staff Welfare Association'.

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

Plan of Action	Achievements/Outcomes
To conduct two meetings each with IQAC members, students, Alumni, teaching and non - teaching staff .	Conducted a meeting with IQAC members, a meeting with the internal members and a meeting with the staff members.
Introduce new courses.	Marathi - Discipline Specific Core (DSC) Semester I and II B.A.
Organise seminars, workshops for students.	1) Webinar for students on 'Blogging As Self Employment Strategies To Earn Online'; "Life of Shivaji'; 'Azadi Ka Amrut Mahotsav '. 2) Workshop on 'Working on Project and Report Writing' for students of Hindi and Konkani . 3) State level 'Intercollegiate Kavi Sammelan'. 4) Orientation for NCC students on 'Leadership, Personality Development and Social Welfare'. 5) State level "Creative Advertisement - Video Making Competition"; 'Commerce Quiz'; 'Business Quiz'; Essay competition;
Career guidance and placement for students.	Organised sessions on career guidance, internship for students, placements.
Organize Faculty Development Program (FDP) / workshops for teaching and non- teaching staff.	1) Workshop on "Saving and Investment Options for Tax Planning for Financial Year 2021-22"; 2) 'Professional Development of Faculty' on SC-16; 3) 'Teaching Plan and on Compliance'. 4) Organised FDP on "Information and Communication (ICT)".
Mentoring and counselling for slow learners and advanced learners.	Students are distributed among regular faculty members for mentoring. Counselling is provided for the needy students by the college counsellor. The

	Counsellor conducted online sessions on 'Goal Setting' and 'Study Skills'.
Monitoring Intra Semester Assessment (ISA) examinations.	Intra Semester Assessment Monitoring Committee (I.S.A.M.C.) has been formed for monitoring conduct of examinations and assessments.
Upgradation of Infrastructure and learning resources.	1. Completion of RUSA Building including three classrooms, Girls common room, Sports room, Smart room and internet facility upgradation of 200 mbps. 2. Upgradation of KOHA software. 3. Allocation of Gsuite Institutional Email Id's for teaching and non-teaching staff. 4. Upgradation of college website.

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Council of CES	18/12/2021

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	15/01/2022

Extended Profile

1.Programme

1.1   **94**

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

File Description	Documents
Data Template	View File

2.Student

2.1 **560**

Number of students during the year

File Description	Documents
Data Template	No File Uploaded

2.2 **286**

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

File Description	Documents
Data Template	View File

2.3 **184**

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	No File Uploaded

3.Academic

3.1 **21**

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 **0**

Number of Sanctioned posts during the year

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**94**

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	**560**

File Description	Documents
Data Template	No File Uploaded

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**286**

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**184**

File Description	Documents
Data Template	No File Uploaded

3.Academic

3.1 Number of full time teachers during the year	**21**

File Description	Documents
Data Template	View File

3.2 Number of Sanctioned posts during the year	0

File Description	Documents
Data Template	No File Uploaded

4.Institution

4.1 Total number of Classrooms and Seminar halls	20
4.2 Total expenditure excluding salary during the year (INR in lakhs)	28,56,606
4.3 Total number of computers on campus for academic purposes	60

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

College is affiliated to Goa University and BOS of Goa University designs the curriculum of the given CBCS courses. Board of studies Undergradute coursesis constituted of various college faculty members affiliated to university in the given program and courses. Members of BOSprepares a syllabus in the respective course and submits the same to the Board of Studies. The syllabus is then discussed by the members of the board of Studies. Accordingly,it is approved by the Board of Studies by following all the procedures. After following all the technical procedure, the curriculum is sent by the university to the affiliated colleges for its implementation. After receiving the syllabus in the respective course, the colleges conduct workshops for its effective implementation. The institution ensures that the curriculum is delivered to the students in a well-planned and documented process in number of ways:

• Teaching plan is prepared by the faculty in advance and is

mailed to the HOD/Vice-Principal of the college

· Compliance copy is submitted at the end of the semester

· Faculty make use of ICT

· Workshops, seminars, Guest lectures are organized for students where specialized knowledge in a respective aspect of the curriculum is explained by experts.

· Teachers participate, present and work as resource persons in Workshops, seminars, webinars, FDP, Orientation/Refresher courses to enhance their knowledge and skills in courses they teach.

· Administration provides adequate resources (internet facilities, Geography lab.) support for effective implementation

· E-Content is prepared by the faculty in their courses and is uploaded on DISHTAVO portal.

· Due to the COVID-19 Pandemic in this academic year, curriculum was delivered through online mode of teaching.

· Faculty were trained to make use of Google classroom.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

Academic calendar is prepared by the IQAC and is uploaded on the College website for the conduct of Continuous Internal Evaluation (CIE). The institution adheres to the academic calendar and makes modification if need arise. In this academic year due to COVID-19 pandemic, there weresudden changes in the academic terms which necessitated modification in the academic calendar as per the notifications received from time to time from the DHE, Government and Goa University.

File Description	Documents
Upload relevant supporting documents	**No File Uploaded**
Link for Additional information	https://cescollege.ac.in/academic-calendar-2020-21-2/

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	**B. Any 3 of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

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

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

01

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

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

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

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	**No File Uploaded**

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

0

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

0

File Description	Documents
Any additional information	**No File Uploaded**
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The curriculum prescribed by the University consists of various Discipline Specific Core, Electives, Generic and Ability Enhancement Compulsory Courses (AECC) which are offered under B.A./ B.Com programmes.The courses offered by the institution integrates crosscutting issues relevant to Gender, Human Values, Environment.

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

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

22

File Description	Documents
Any additional information	**No File Uploaded**
Programme / Curriculum/ Syllabus of the courses	**No File Uploaded**
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	**No File Uploaded**
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

183

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

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	No File Uploaded
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	No File Uploaded
Any additional information(Upload)	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

720

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

299

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

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

The classes were conducted in online mode during the academic year 2020-21 due to the COVID 19 pandemic. Instead of June the academic year began from 1st September 2020. The assessment of the learning levels of the students is done by the teachers in the classrooms during lectures through conducting class tests, assignments, Online examination (Semester End Examination), Power Point Presentation, Video Clips, Digital stories and Group Discussion on the basis of which slow and advanced learners are identified.

Slow Learners: Tutorials and remedial classes were organized, the purpose of which is to give special coaching in areas where student need support. Additional reading material and books in simple form was made available to increase their understanding of the subject. E-links were also suggested to the students to help them gain an in-depth knowledge of the subject.

Advanced Learners: During lectures, class tests, assignments and interactions were arranged in online mode, the teachers were able to assess the calibre of the students and identify the advanced learners. Departments through a combination of academic and co-curricular activities encourage the advanced learners to optimize their potential.

They are encouraged to help and provide support to the weaker students by engaging in group discussions and presentations. The College libraryalso provided the inclined facility and other e-resources to help the advanced learners to broaden their horizons.

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

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

Number of Students	Number of Teachers
560	**25**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

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

The College makes continuous and conscious efforts to enable its students to realize their potential and evolve as leaders and transforming agents of society. Some of the methods employed by the college in this process are:

1. Old age home visits are organised by NSS Students, to gain an understanding of the socio-economic situation of the old people living the age-old homes.

2. Placement Cell invites entrepreneurs and talks were arranged to know the exiting job requirements of entrepreneurs.

3. The Research and Skill Development Cell helps students conduct independent research survey methods, data collection, and social outreach.

4. Use of ICT & E-resources by students is encouraged.

5. The college employs an interactive approach through discussions, debates, oral group presentations to encourage greater participation and interactive learning.

6. All the departments of College conducted various online/offline activities, these activities strengthen their confidence to participate in activities like Quiz and activities related to

Personality development .

7. Professional Counsellor was employed to enhance the learning process by supporting them.

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

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

Teachers of the College try to make the best use of the ICT enabled tools in their teaching process with the help ofGoogle Meet, Zoom, Microsoft Teams and other tools .Theyhave acquired the knowledge and skills to use new digital tools to help all students to achieve high academic standards.

Lecture Plans and PowerPoint presentations including data,videos , diagrams andcharts, have been used in the classrooms which help them to have an interactive conversation with the students while keeping them updated with the latest changes in the knowledge.

Teachers use e-books, educational podcasts and videos, such as Ted Talks, YouTube Content which further adds quality to lecture delivery.They sharereading materials, short notes, e-books over different media like Google Classroom, E-Mail and WhatsApp.

The College has a Wi-Fi Enabled Campus and ICT Enabled Classrooms which helps in the e-learning process.The usage of ICT tools has enhanced quality education and has ensured effective teaching learning process.

The college has an Automated Library which enables the students to find the location of the books easily. The library provides accessibility to e-resources vide INFLIBNET to teachers and students. The college has well equipped Computer Labs and bandwidth of 200 Mbps.

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

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

2.3.3.1 - Number of mentors

22

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	**No File Uploaded**
Circulars pertaining to assigning mentors to mentees	**No File Uploaded**
mentor/mentee ratio	**No File Uploaded**

2.4 - Teacher Profile and Quality

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

29

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

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

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

07

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

396

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

2.5 - Evaluation Process and Reforms

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

The C.E.S. College has been affiliated to Goa University, and follows Goa University Statutes and Ordinances (CBCS-2018). Continuous internal assessment and S.E.E. examinations for the year 2020-21 for the I to VI Semester (regular and repeat) were conducted by the college in accordance with OS-1. Prudent and systematic record keeping has been made possible through continuous assessment of the student's periodic performances. Students were also given third ISA if need arises on the basis of medical ground and to improve their performance.

Continuous online assessment was done through MCQs, Analytical tests, Case studies, interactive sessions, group discussions, PowerPoint presentations, project writings, assignments and classroom presentations for ISA I,II and III. Google meet was used for project paper examination in the form of viva-voce during the pandemic. Teachers bridged the knowledge gap of the students

through innovative pedagogical practices employed in online lectures throughout the academic year 2020-21 for the first time by continuously using the ICT techniques and Software.

Teaching, learning and evaluation processes encouraged the understanding of teaching as a developmental process that evolved over a period with suggestions and valued inputs from the learners which were collected through feedback.

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

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

During the academic year 2020-21, Semester I to Semester VI End and internal examinations, internal assessments and evaluation were done internally and personal attention was given as per, Goa University ordinance OS-1, implemented under the COVID-19 Pandemic, since 16th March 2020.

The Intra Semester Assessment Monitoring Committee (I.S.A.M.C.) was set up to function in accordance with the Ordinance 66(O-66) on 27th October, 2020. . The conduct of examination assessment and evaluation has been carried out based on OS-1 and I.S.A.M.C. as all the examinations were conducted smoothly and the procedure was simple and transparent. The guidelines of the Government and the University regarding attendance were strictly adhered.

The College had adopted a computerised online educational portal DHE IAIMS for the benefit of the students. This system enabled storage of data pertaining to syllabus, study material, attendance and evaluation. The College conducted III ISA and repeat ISA for the students. Special efforts were made to reach out to those students who were not able to appear for the SEE examination and internal assessment in order to minimise drop outs.

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

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The college has displayed the Vision and Mission statements, the Program Outcomes (PO), Program Specific Outcomes(PSO) and Course Outcomes(CO) for both programs on the C.E.S. College website. These outcomes have been framed, taking into account the programmes and variety in students' level of learning as there are slow and advance learners. The programme outcomes were communicated to the students by teachers and Principal's address on Google meets in 2020-21.

COs and Learning Outcomes depend upon the nature of the course and the subject concerned. They are syllabus oriented and vary as per the subject. The students are encouraged, guided to learn and imbibe these outcomes. COs are percolated through organization of co-curricular and extra-curricular activities by departments and cells, by encouraging student participation. The teaching-learning and assessment processes are reviewed by the IQAC. Records of academic results and other achievements are maintained by the College Office. The feedback obtained from students on the teaching- learning process helped in understanding the future expectations.

The POs, PSO and COs of B.A. and B. Com program emphasize on communication skills, competitive spirit, literary sensibility with soft skills development, financial management, employability, critical thinking, resource utilisation and decision making for skill development of the youth. The long term goal is ensuring constructive social work through women empowerment, gender equity, good citizenship and environmental sensibility among students.

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

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

The assessment tools and processes used for measuring the attainment of each of the Program Outcomes and Program Specific Outcomes are evaluated through direct and indirect methods. Online SEE and ISA tests and Examinations are direct methods used and home assignments, online presentations, video making and digital stories are indirect methods.

The problems and questions asked in the examinations measure the skills and knowledge described by the course outcomes. This helps in assessment of PO. Assignments are given as a part of ISA, each per semester and students refer books and online resources. Two internal tests are conducted per semester and based on answering of the questions the performance is measured. The objective of continuous assessment is ensuring learning competencies.

Alumni survey is an important assessment tool that helped in finding out the relevance of the curriculum with the expected skills and measure of attainment of goal for the specified B.A. and B.Com program.

The student exit survey was used to identify several factors for future strategy framing and SWOC analysis of the courses.

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

2.6.3 - Pass percentage of Students during the year

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

175

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<u>View File</u>
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

2.7 - Student Satisfaction Survey

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

<u>https://cescollege.ac.in/wp-content/uploads/2022/01/sss-2020-21.pdf</u>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

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

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

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

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

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	[View File](#)

3.2.2 - Number of books and chapters in edited volumes/books published and papers

published in national/ international conference proceedings per teacher during the year

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

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

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

?The college organises various extension activities in the neighborhood community through sensitizing students to issues related to environment, gender equity, community service, health and hygiene. This leads to holistic development and favourable impact on the lives of students.

These activities are conducted through UBA, NSS, NCC, Gender Champion Club, departments, spread during the academic year.

Around 400 students, faculty members and other stake holders actively participated in these activites.

File Description	Documents
Paste link for additional information	https://docs.google.com/document/d/1xbYrBhwFKV_cRVT2Me_gLuEeMiF3X_BS/edit?usp=sharing&ouid=11624253043960159272&rtpof=true&sd=true
Upload any additional information	View File

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

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

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

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

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

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

0

File Description	Documents
e-copies of linkage related Document	**No File Uploaded**
Details of linkages with institutions/industries for internship (Data Template)	[View File](#)
Any additional information	**No File Uploaded**

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The College has adequate infrastructure and physical facilities for smooth teaching -learning system. The faculty make use of latest technology (ICT, LCD and Smart Board) foreffective implementation of the curriculum in the 16 class rooms with LCD facilities and Wi-Fi connection. IT laboratory, Geography laboratory and Language laboratory have been equipped with necessary IT infrastructure, networking and internet facilities, maps, globes, topographical maps, aerial photographs, stereoscopes, GPS, models of landforms and geometry set, smart TV. Library has beenpartially automated with KOHA software and is equipped withtext and reference books, journals, e-journals, e-resources,magazines, newspapers, digital database and facilities for stakeholders and has been kept open from 9 a.m. to 5p.m. that provides required material for the students. Staff room has table with drawers, chairs, cupboards, shelves and printer.The classrooms, staff rooms, library, seminar hall, laboratories, canteen, common room, wash room and college campus has been maintained and cleaned regularly and monitored. A diesel generator installed at the college helps in maintaining regular power supply in case of power failure.During the Covid-19 pandemic, online teaching and learning was followed.Maximum number of academic activities were held through online modeand few were also held through offline mode as per the guidelines.

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

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

The C. E. S. College offers indoor and outdoor facilities for the promotion of physical, mental health and welfare of the students through smooth conduct of cultural, sports and games activities .Sports room has indoor game facilities and the outdoor facilities includeopen ground is used for conducting sports activities such

as badminton, Tennikoit, traditional games, volley ball and other outdoor physical activities.

The College formed the students and cultural council even during COVID times. The cultural activities were organised through Google meet. The renovatedIT infrastructure available at the college ensured the conduct ofinter class and inter collegiate activities successfully. The students were encouraged to participate in inter collegiate events and competitions organised by other institutions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	1) https://drive.google.com/file/d/1egw35h HDfnGdfjpv97vhvZCU_a8sZYUv/view?usp=sharin g 2) https://drive.google.com/file/d/1rHEt RU8dSf5tS1XTm0PCmBZEnHkY4D4_/view?usp=shar ing

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

19

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

19

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

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

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

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

4.2 - Library as a Learning Resource

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

Name of the ILMS software

Nature of automation

Version

Year of Automation

KOHA

Partially

19.05

2017

KOHA

Partially

20.11

2020

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

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

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

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

126785

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

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

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

3373

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

4.3 - IT Infrastructure

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

The entire campus of the college has been equipped with Wi-Fi and LAN connectivity. BSNL broadband connection and Gwave fiber connection of 10 MBPS were used till January 2020. In February 2020 this was replaced by BSNL FTTH fiber connection bandwidth of 200 MBPS. The college Information Technology laboratory has computers, Wi-Fi facility and LED Interactive smart board for smart and innovative teaching-learning.The IT facilities of the administrative and accounts section was upgraded with RUSA fund. College campus along with office, library, classrooms and labs were equipped with WiFi connectionsince June 2020.Speakers and LCD's have been installed in all 16 classrooms. Outsourcing is done for maintenance and repairing of IT infrastructure.The college has an in-house team for the maintenance of its systems and network and minor hardware daily repair. Major repairs were referred to the service providers. Irreparable IT equipment's were referred to the purchase and disposal committee for further decision and action. IT lab is used by staff and students.

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

4.3.2 - Number of Computers

60

File Description	Documents
Upload any additional information	No File Uploaded
Student – computer ratio	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded

4.4 - Maintenance of Campus Infrastructure

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

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

2563799

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

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

The college makes budgetary provision for maintaining and utilizing the campus infrastructure facilities. The Management grants adequate funds for purchase, maintenance and repairing. The purchase and maintenance committee, sports committee, library committee of the college review the proposals for the allocation of funds by the Principal, IQAC and the governing council. As per the requisition, the quotations were invited and the equipment were purchased with the lowest quote.

Securitypersonnel ensures safety and security of college facilities.The entry point and crucial locations are under CCTV surveillance. Sixteen classrooms and three laboratories are with LCD Wi-Fi facility. The girl's common room is equipped with sanitary pad machine and necessary facilities. Sufficient water storage tanks are placed overhead and are taken care through regular cleaning and maintenance.

Library is kept open from 9a.m. to 5p.m. for all stakeholders. Stock verification process and weeding out of old /damaged stockwas done with prior approval.Outsourcing of IT laboratory has been done for major repairs. Licenses of all software were renewed. The geography laboratory is equipped with toposheet, stereoscope, satellite imageries, GPS instruments, globes, aerial photograph and other necessary equipment's. Purchases and

disposals of the sports equipment's were referred to committee for further decision and action.

The diesel generator helped in maintaining regular power supply during power failure. The fire extinguishers have been placed at crucial locations and were refilled.The classrooms, staff rooms, library, seminar hall, laboratories, canteen, washrooms and college campus were cleaned and sanitized as per the SOPs.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

81

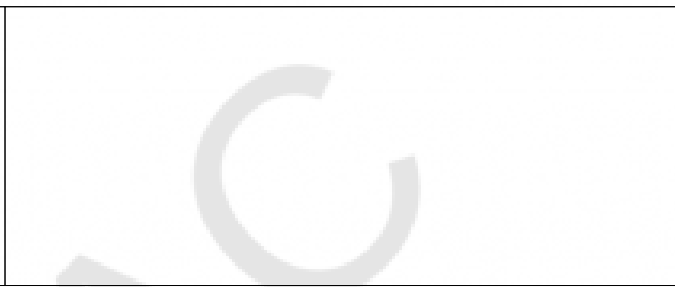| File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

16

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<u>View File</u>

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

File Description	Documents
Link to institutional website	**Nil**
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	<u>View File</u>

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

222

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

222

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<u>View File</u>

5.1.5 - The Institution has a transparent mechanism for timely redressal of student	**A. All of the above**

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

0

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	**No File Uploaded**

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

5.2.2.1 - Number of outgoing student progression to higher education

27

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

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

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

04

File Description	Documents
Upload supporting data for the same	View File
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

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

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

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

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

The students' council and Cultural Council were formed by nominating student representative from each class . Elections were not held due to COVID 19 pandemic situation and all communication and activities held online. The council organised online activities to explore the talents among students, motivate them during the pandemic situation.

The council encourages the students to participate in events

organised by other institutions. They represent the student body and actively participate in the various Inter- Collegiate events.

NSS Advisory Committee: A male as well as female Student Representative is included in the committee for better outreach and extension activities in the college. They provide suggestions for better service to society. Due to COVID 19 pandemic situation the committee formed in the previous academic year was continued.

Gender Champion Club: Students are enrolled on this Club to organise gender related activities and create awareness.

Representation of students on Administrative and Academic Bodies of the College:

IQAC: A student representative has been included in the IQAC Cell of the college to provide constructive suggestions and improvement in the learning environment in the college.Due to COVID 19 pandemic situation the student representative appointed in the previous academic year was continued.

Cell for Anti- Ragging: Two Student representatives from Arts and Commerce respectively are included in the Cell. Due to COVID 19 pandemic situation the students representatives appointed in the previous academic year were continued.

Collegiate Student Grievance Redressal Committee (UGC Redress of Grievances Students) Regulation, 2019) : A student member is included as a member on this Committee.Due to COVID 19 pandemic situation the student representative appointed in the previous academic year was continued.

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

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

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

16

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

5.4 - Alumni Engagement

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

Alumni Association of the College was registered under Society act 1961 at Registrar's office, Government of Goa. The Registration No. of the "Alumni Association" is 31/Goa/2018. Executive Committee meetings were not held during the year due to COVID 19 pandemic. The new enrolment of Alumni during the academic year 2020-21 is 18.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1q_OBrLfnv eBUbVPw15DBAq3ZdcOAgdOo/view?usp=sharing
Upload any additional information	**No File Uploaded**

5.4.2 - Alumni contribution during the year (INR in Lakhs)	

File Description	Documents
Upload any additional information	**No File Uploaded**

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

TheCuncolim Educational Society was established on 2nd October 1963 with the objective of imparting quality education to the students to foster their development through the knowledge that would make the men lightened citizens in a progressive society. The C.E.S College of Arts and Commerce was established in the year 1987-88. It offers Degree course in Bachelor of Arts and Bachelor of Commerce.

The College is managed by C.E.S management's statutory body, the Governing Council headed by the Chairman. The governing council consists of academicians, businessmen, teacher's representatives and alumni.

The governance of the institution emphasizes quality in education for sustainable future of students. Every effort has been made to ensure infrastructural development, implementation of the revised policies of admission, ICT based teaching, learning and evaluation, appointment of qualified staff and promotion of research for all inclusive education.

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

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

Principal plays a crucial role in managing the administrative andacademic activities as well asproviding necessary guidance in overall functioning of the College. The College is affiliated to

Goa University, the Statutes of Goa University and guidelines of DHE/UGC are implemented meticulously.

The leadership functions of the Principal as Chairman of IQAC, Member Secretary of CES Governing Council has been reflected in infrastructure in extension, renovation, up gradation of ICT facilities on campus to meet the challenges of COVID-19 pandemic. Members of staff are representedonIQAC and Governing Council.

The Principal, Vice Principal ,faculty members are involved in conduct of teaching, learning, evaluation , research ,admission as well as co-curricular, extension, community related activities with the help of the departments , statutory and other committees.The key issues regarding the students, faculty and other staff members are solved through decentralised mechanism practiced at the college.

File Description	Documents
Paste link for additional information	1) https://drive.google.com/file/d/1ieqKfAXrMbpv7ppT2PcXUUNprys-_WXN/view?usp=sharing 2) 2) https://drive.google.com/file/d/1I_TBZCsEZ_NW9g6xKkI1JfdNj2UVjVgm/view?usp=sharing
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Strategic plan: To meet the additional requirements there has been upgradation and renovation from time to time during NAAC Cycle I 2012 and NAAC Cycle II 2018. Hence the College had planned to go for extension of college building by adding three classrooms andother facilities for the benefit of the students and promote infrastructural facilities.

Deployment of strategic plan: The College has successfully completed the extension of college building during 2020-21.The facilities in three additional classrooms include Projector, Screen, furniture and fixtures. The IT lab and Sports room has been well equipped. Facilities in Girl's common room include attached washroom and restroom.

The College has installed Wi-Fi facility with 200 mbps bandwidth

for all the classrooms, staffroom, library, office, examination section and other cells to ensure online functioning during COVID-19 pandemic

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

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

The Cuncolim Educational Society was established on 2nd October 1963 with the objective of imparting quality education to the students to foster their development through the knowledge that would make them enlightened citizens in a progressive society. The College of Arts and Commerce was established in the year 1987-88 offers Degree course in Bachelor of Arts and Bachelor of Commerce.

The College is managed by C.E.S management's statutory body Governing Council. The Principal is to implement the decisions, has ensured decentralization in administration as Vice Principal , the IQAC, HOD's, other committee convenors are involved in planning and implementation.

The teaching faculty has been headed by respective HOD'S ,Office Administration, Accounts section, Library, Gymkhana ,Cultural Council, Students Council and NSS/NCC units. Office administration is further split into Headclerk and System Administrator. The library is managed by Librarian and assisted by the library staff. Gymkhana takes care of the College sports activities led by the Director of Physical Education assisted by gymkhana staff. Faculty members, office staff, students, alumni, PTA members ,invitees have been working as coordinators , convenors and members of committees, councils ,cells and participated in decision making and executing all the activities throughout the academic year in online mode due to pandemic.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the Institution webpage	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	**No File Uploaded**

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

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

6.3 - Faculty Empowerment Strategies

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

The college has been always encouraging faculty members to pursue higher studies and has undertaken all the measures to achieve the outcomes. The staff is allowed To attend faculty development programmes and trainings like Refresher Courses , Orientation Course, FIP, make presentations at workshops, seminars, conferences within and outside the State. Further travelling allowance financial assistance is provided as per requirement and Duty Leave has been sanctioned.

The staff welfare association was formed on 23rd June 2020.

The teaching and non-teaching staff have been sanctioned sick leaves for COVID related reasons. Earned leave was sanctioned for meeting other purposes and three female staff availed Child Care Leave, three female staff availed Maternity leave and male staff

member availed Paternity leave.

The institution hosted birthday celebration of every teaching and non-teaching staff. It also hosted felicitation and farewell of two retiring employees.

Staff picnic was hosted at the end of the academic year as a recreation activity by the staff association of the College.

Management paid salaries of its staff in the event of delay in receiving government approval after appointments or in case of a delay in disbursement of salaries by the Government.

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

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

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

3

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<u>View File</u>

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

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

5

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

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

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

05

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

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

Performance appraisal for teaching staff:

The college under takes promotion as per Statute

2018(No.2/562/18-Legal(Vol.IX)/2250), SC-16 of Goa University. The promotion of four faculty members has been completed under CAS during the academic year 2020-21 in accordance with the recommendations of IQAC's CAS Committee .

Goa University Statute (No.2/562/18-Legal(Vol.IX)/2250)

Performance appraisal for non-teaching staff

The process of appraisal comprises of submission of Self-appraisal format duly filled by the non-teaching staff to the headclerk. The Principal reviews the self-appraisal documents. The Institutions Performance Appraisal System for non-teaching staff is followed as pernotification dated 13/02/2020 , Office Memorandum No. 1/82-PER(Part-IV) ,Government of Goa, Department of Personnel Secretariat. Porvorim-Goa.

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

6.4 - Financial Management and Resource Mobilization

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

External Audit was conducted by the Chartered Accountant appointed by the college at the end of the financial year. Finalization of account was completed and financial statements were prepared and submitted to the auditor for further verification. The Financial audit was completed in the month of October, 2021. The audited statement was signed by the Principal and the management.

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

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

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

nil

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

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

The college has adopted following strategies for mobilization of funds and the optimal utilization of resources.

A. The Government Non-Salary Grants are used in the following ways :

1. The Government of India provides Rs. 35 lakhs Non-Salary Grants under reimbursement scheme and accordingly college prepares its annual budget.

2. The HOD's, Convenors of all the departments , Cells and units proposes the requisitions based on the annual academic plan to the Principal .

3. After the scrutiny of the budget proposals of the above activities, the required funds are made available at the accounts section.

B. The College has approached various companies for CSR funds.

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

6.5 - Internal Quality Assurance System

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

a) New Education Policy : The IQAC conducted discussion on NEP in August 2020 to understand the role of Institutions of Higher Education in the forth coming decades in India.

b) Strategies adopted during COVID-19 during the academic year 2020-21:

To deal with the challenges of the pandemic innovative teaching-learning practices were planned and adopted. Online admission through DHE portal was done. The sessions were conducted to train the faculty to under take the teaching, learning and evaluation in online mode due to pandemic situation. The curricular and co-curricular activities were conducted through online. Online classes were conducted through Google meet and examinations were conducted as per Goa University guidelines.

c) Academic plan for the year 2021-22 was framed as per Goa University academic calendar

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

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

The counselling of students during admissions on DHE portal was done. The review of teaching – learning process was done through discussions, class assignments, quiz, tests, video making, power

point presentations, through Google meet and Google classrooms. In the Odd semester, lecture plan and compliance was done through hard copy. During the even semester, the DHE, Goa implemented IAIMS portal foruploading of teaching plans, attendance and compliance on daily basis to enhance quality. The ISA's were conducted in online and offline mode following SOP. The results were displayed on college website. The SEE examinations were conducted as per Goa University guidelines and the results were declared in online mode. Are view of learning out comes was done through analysis of academic results by the departments. Identification of slow and advanced learners was done. Further, counseling and mentoring initiated steps to promote academic progress.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Gender equality is one of the key challenges facing society in Cuncolim and surrounding areas. The gender equity promotion programs covered, Guest speakers from prominent field are invited to speak on the given topic which highlights the importance and contribution of women in the society. The gender equity promotion programs organized by the institution are given below:

C.E.S. college has a strong ethical work culture that is based on inclusivity. It observes high aesthetical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth or other status. Its unique work culture, healthy traditions and ethos have led to enrolment of 65% women students and 58% women staff.

Safety, security and well-being, along with gender equity and friendly working atmosphere are the issues of prime concern to C.E.S. Annual gender sensitization action plan taken in C.E.S. college is as follows:

Sr. No

Name of the Programme

Date

No. of Participants

1

Poster competition on International Girl Child Day organized by NSS unit

11th October 2021

27 (15 females)

2

Awareness on self-defence organized by NSS unit by sharing videos.

31st March 2021

397 (289 females)

3

Awareness on Self-defence techniques through videos organized by NSS unit.

25th May 2021

243 (170 females)

4

Talk on Road safety by Mr. DamodarMestri and Pledge on Road Safety organized by NSS unit.

17th February 2021.

397 (279 Females)

5

Poster making competition on Road Safety organized by NSS unit.

17th February 2021

18 (12 females)

6

Poster Competition on Good Health and Nutrition organized by NSS unit.

30th March 2021

14 (9 females)

7

Awareness on Basic nutrients and balanced diet organized by NSS unit.

21st May 2021

369 (291 females)

Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community,as is evident by the following facilities-

1. Safety and Security

- Security check points at all campus entries and exits.
- Extensivesurveillancenetworkwith24x7monitored control.
- Rotationaldutybyallfacultymembersfordisciplineandsecurity.
- Night Patrols by Security Guard.
- Strict implementation of Anti-Ragging and Anti-Smoking.
- Awareness campaigns on women safety and gender sensitivity through street plays, rallies and camps by NSS and NCC student volunteers.
- The Institute is the preferred destination of parents for education of their female wards as evidenced by the Stakeholder Feedback.
- Eco-friendly crèche for wards of institute staff with dedicated staff and faculty supervisors.

1. Counseling

- Formal and informal avenues for counseling male and female students and staff for academic and other issues/problems.
- Class and Proctorial Committees are available for counseling of both male and female students.
- Grievance Redressal Committees for staff and students
- Gender sensitization camps - Women's rights, Human rights, Child rights, Gender justice, Gender equality, Gender sensitization workshops, Specific courses dedicated to gender issues, Campaigns against female feticide.
- FacultyPlacementCellsandAlumniPlacementAssistanceCell
- Others - Admission Counseling, Orientation Programmes for Teachers and Students.
- Moral Counseling, Career Counseling.

1. Common Room

- Common room has been allocated for women,which also

facilitate meetings and discussions.

1. Other Measures

Other measures of Gender Sensitization include -

- Curriculum and Coursework.
- Co-curricular activities.
- Enrolment of 65% women students and 58% women staff.

C.E.S. College has been successful in caring for its diverse students and staff members harmoniously in its efforts to steadily achieve its vision and mission. This is also evident from regular feedback from all its stakeholders.

Other Initiatives

Additional initiatives ensure active participation of students in co-curricular activities including sports in all UG programs and also at intra-faculty, inter-faculty and inter-university levels.

File Description	Documents
Annual gender sensitization action plan	https://cescollege.ac.in/wp-content/uploads/2022/01/7.1.1-photos.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://cescollege.ac.in/wp-content/uploads/2022/01/7.1.1-Specific-facilities-for-women.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The College's key operations has very less impact on the environment as the College is very conscious of generating less waste and recycling it by passing it through a system that enables the used material to be reused ensuring that less natural resources are consumed.

The College has segregated waste into three parts:

1.Solid Waste

2.Liquid Waste

3.E- Waste

1. Solid Waste:

The waste is generated by all sorts of routine activities carried out in the College that includes paper, plastics, glass, metals, eatables, etc. The waste is segregated at each level and source. The administrative supervisor in each block ensures that the waste in each floor is collected at designated time intervals. The block safai workers in each floor collect, clean, segregate and compile the waste in the dustbins (Green and Black) provided at each floor. The floor dustbins are emptied in movable containers/dustbins provided for each block and is taken to the dumping yard provided by the College .

The College has contacted an authorized vendor collects the waste paper; segregate them, recycles it.

Workshop on Swachhta organized by MGNCRE

The NSS Volunteers of the college participated in the workshop organized by MGNCRE on 30th April 2021. 76 volunteers participated

in this activity (27 males and 49 females).

2. Liquid Waste:

The college has made provisions for appropriate drainage.

3. E-Waste Management:

Flip flops, memory chips, motherboard, compact discs, cartridges generated by electronic equipment's such as Computers, Radio,TV, Phones, Printers, Fax and Photocopy machines are given to the authorized vendors for recycling.The antivirus maintenance and renewal are done through AMC's.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	Nil
Any other relevant information	No File Uploaded

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

E. None of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered

D. Any 1 of the above

vehicles
3. **Pedestrian Friendly pathways**
4. **Ban on use of Plastic**
5. **landscaping with trees and plants**

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Any other relevant documents	**No File Uploaded**

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	**E. None of the above**

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**D. Any 1 of the above**

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

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

Institution provides an inclusive environment for everyone with tolerance and harmony towards cultural,regional,linguistic,communal socioeconomic and other diversities.Different sports and cultural activities organized inside the college promote harmony towards each other.

Commemorative days like Women's day, Yoga day, Human Rights Day, Revolution Day, Hindi Day, Marathi Day, Teachers Day, AIDS were observed in the college. There are different grievance redressal cells in the institute like Student grievance redressalcell,Women grievance redressal cell which deal with grievances without considering anyone's racial or cultural background.

Institution has code of ethics for students (provided in the college prospectus)as well as code of ethics for teacher sand all stakeholders (Goa University Ordinance) which has to be followed by each one of them irrespective of their cultural,regional,linguistic,communal socioeconomic and other diversities.

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

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

C.E.S. College consistently works for preparing a sound academic foundation of the student community and making them better citizens.In this regard,the institution inculcates the feeling of fraternity and integrity among the student community through various practices and programs.

The College ensures that the students participate very enthusiastically in all such activities. The College has strived forward with great effort to increase the level of awareness and appropriate practices amongst the students.

The College celebrated the Goa Kranti Din, Cuncolim Revolt Day,Independence Day, Gandhi Jayanti, Goa Liberation Day, Republic Day with great pomp and vigour. The College also celebrated Constitution Day on the eve of completion of 70 years of implementation of the constitution.

The Faculty of various departments, have organized various academic and co-curricular activities for the propagation of the Fundamental Duties and Rights of the Indian citizens. The students of have enthusiastically participated in various programs.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	[View File](#)
Any other relevant information	No File Uploaded

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

D. Any 1 of the above

organized

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

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

1. December 10, 2020 : Quiz Competition,

The objective of organizing the Quiz was to improve the physical, social, cultural and spiritual well-being and welfare of the student community of our college by highlighting what this day stands for.

2. International Yoga Day Celebration

Spreading growth, development and peace throughout the world.Making people aware of physical and mental illnesses and providing solutions through yoga.It also aims to develop a habit of meditation for peace of mind,self-awareness which is necessary to survive in a stress-free environment.

3. Quiz on International Yoga Day

The NSS volunteers answered quiz on the occasion of International Yoga Day on 21st June 2021 by visiting the Government website (Digital India).

4. Pledge Taking on Yoga Day

The NSS Volunteers took pledge on International Yoga Day on 21st June 2021. 258 volunteers took part in pledge taking (68 males and 190 females).

5. Gandhi Jayanthi : 02 October,2020

C.E.S. college celebrates Gandhi Jayanthi every year and remembers the significant role played by Gandhi ji.

6. Human Rights Day : 10 December,2020

C.E.S. college celebrates Human Rights Day and highlights the importance of Human Rights to students.

7. Republic Day : 26 January, 2021

C.E.S. college celebrates the Republic Day every year. Chairman will host the flag and delvers speech highlighting about the significance of Republic Day to the students and staff.

8. National Technology Day : 11 May, 2021

Department of Information Technology organized 'Magazine Cover Designing Competition' on National Technology Day. 11th may 2021, 8particpants. Main objective behind the observance of National Technology Day is to promote the spirit of entrepreneurship and innovation among Indians. On this day, the Government of India acknowledge sup coming entrepreneurs and innovators for their exceptional achievements.

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

7.2 - Best Practices

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

Name of best practice.

Awarding Scholarships' to meritorious students.

Objectives of the practice

To encourage meritorious students and to improve the quality in

Higher Education.

The Context

Scholarship is knowledge resulting from study or is a gift of money to pay for academic education. As a part of social responsibility the faculty of C.E.S. college provide academic scholarships for students for scoring highest marks in their respective subjects and also for securing overall maximum (highest marks). This inculcates competitive spirit among the students and gives them an incentive or boost to pursue higher studies.

The Practice

Some of the scholarships are awarded in the memory of the beloved ones. The motto of this scholarship is to promote the interest among the students in the respective subject and also for encouraging them to pursue higher studies in the respective subjects as well.

Name of the best practice

Inter- collegiate Poets Meet- 'KaviSammelan'.

Objectives of thePractice

To encourage the budding poets with literary skills.

The Context

The College has been organizing Inter- collegiate Poets Meet- 'KaviSammelan' for the last three decades in the memory of (Late) Adv. Pio F. Lawrence, Chairman of the Cuncolim Educational Society. Academic year 2020-21 was a challenging year, this competition was organized in an virtual mode on 26th June, 2021 at 9.00 a.m.

The Practice

'Kavi- Sammelan' has been a celebration of poems festival at college as budding poets write and recite poems in all four languages English, Hindi, Marathi and Konkani. The Chief Guest for the poets' meet was Dr. HanumantChandrakantChopdekar, Associate Professor and Head, Department of Konkani, Goa University, Taleigao-Goa. Student Poets from the professional colleges, non- proffessional colleges as well as Goa University participated in

the said event. Renowned poets were invited as chief guests and judges for these meets who have presented their observations, shared experiences, recited beautiful poems and guided the budding poets. Over the years the sensitive issues like corruption, environmental issues, elections, dowry, gender issues, caste system, poverty, unemployment as well as emotions like love, patriotism, bravery, humour, nature have been explored. The winners of this event have grown in as known poets, literary persons, teaching faculty at colleges and University in Goa.

Evidence of Success

In Marathi section First Place was secured by ShubhankarSatishHegde, Government College of Arts Science and Commerce Quepem Goa. Second Place was secured by Mruga Mahesh Naik, VVM's Shree Damodar College of Commerce and Economics Margao and Third Place was secured by Dnyanada A. Prabhudessai, VVM's Shree Damodar College of Commerce and Economics Margao.

In Hindi section First Place was secured by SuhanaSadikVanti, Government College of Arts Science and Commerce Quepem Goa and Second Place was won by Tara LaxmanLamani, Carmel College of Arts Science and Commerce for Women Nuvem Goa.

In Konkani category First Place was secured by VaibavKavlekar, College of Theatre Arts Kala Academy GOA. Second Place was secured by Aishwarya Bharat Nair, Department of Konkani, Goa University and Third Place was secured by AniketNaresh Nail, College of Theatre Arts Kala Academy GOA.

Thirty-Seven participants participated in the XXX State Level Inter-Collegiate and University Poets' Meet (KaviSammelan).

Problems Encountered and Resources Required

Due to COVID 19 pandemic the meet was postponed from January to June and was conducted in virtual mode.

File Description	Documents
Best practices in the Institutional web site	**No File Uploaded**
Any other relevant information	[View File](#)

7.3 - Institutional Distinctiveness

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

The college has emphasized on enhancement in quality education that is reflected as the college made ICT facilities available to meet the challenges ofCOVID-19 pandemic. The college increased the strength to 200 mbps bandwidth above the 50 mbps band width parameter. The college conducted all online lectures of one hour. This ICT facility ensured conduct of ISAs and conduct of Semester End examinations during the academic year. Special efforts of counseling have been made to reach to the students who are first generation learners and residing in remote areas. The aim of the college is to contribute to the development of human knowledge and hasencouraged its students to strictly follow excellence and service. The ICT facilities have successfully promoted the achievement of the vision and mission of the college.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

IQAC has planned to initiate the training in uploading data onIAIMS Portal. It has planned to conduct quarterly external members meetings (4) by monthly internal meetings and meeetings with students , teaching staff , non-teaching staff ,Alumni and PTA to ensure and improve quality culture at the institution.

The Initiatives of IQAC include use of ICT training enhancement of quality in teaching-learning ,collection , analysis and action taken on feedback from all stakeholders,CAS Initiatives for faculty, stress on physical and library facilities on the campus,organisation of workshops for advanced steps in Mentoring,conduct of AnnualAcademic Audit ,introduction of BSC programme under CBCS.Add on/Certificate programmes (Professional Ethics & Human Values),implementation of SWAYAM/MOOCs related to B. A/B. Com ,faculty to encourage students to take up field-based projects ,MOU with local industries to involve more students for internship ,obtain feedback from employers (stake holders),

The Activities for students progression and promotion of research include

IQAC to organize workshops on Student centric methods, such as experiential learning, participative learning and problem solving methodologies for quality enhancement.Organisation of Seminar for students and different emerging areas of research in linguistics,IPRand social sciences .Workshop on writinga research paper by the Research Cell, MoUs with other Institution and Industries should be done for funding of research,collaboration activity for research including faculty and students exchange by the College,organisation of ten days /twodays workshop on research methodology,best practices, mentoring ,should be conducted by the College, encouraging facultyto take up funded projects for ICAER, ICSSR ,organisation of 'Health Camp' for local citizens, self defence training camp for female students,coaching of SC/ST students for Competitive examination,initiatives on internship and placement .For personality enhancement workshops, guest lectures , study tours , industrial visits,and other activities are planned by Students Council ,NCC,NSS, Gender Champion Cell.Provision for new Sports Equipment's in Gymkhana, upgradationof library andPhysical Facilities for students,devise and follow Infrastructure maintenance policy and procedure. Organisation of activities to improvethe employability of the students by giving them industry exposure,skill based training programmes,canteen facilities, yoga , sports and participation in competitive examinations.The extension activities include visiting the old age home and encouraging participatory role of members of old age in ensuring better life practices. recognizing the role of Freedom Fighters of Cuncolim, organisation of Lecture series on communal harmony, promoting mental health through mentoring and counselling,promoting civic behavior through students and staff.