



YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	The CES College of Arts and Commerce
• Name of the Head of the institution	Prof. 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	principal@cescollege.ac.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	
• Affiliated / Constitution Colleges	
• 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.	8766614175				
• 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/2022/05/AQAR-2020-21.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/wp-content/uploads/2021/10/academic-calendar-2021-2022.pdf				
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			Yes		

NAAC guidelines	
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File
9.No. of IQAC meetings held during the year	2
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • If yes, mention the amount 	
11.Significant contributions made by IQAC during the current year (maximum five bullets)	
Inter- Collegiate Events and State level seminar, study tour, guest lectures for students are planned and conducted.	
Health camp organised at adopted village Morpirla . Blood Donation Camp conducted by the college for students and the community.	
MOU signed with GIPARD for research and capacity building .	
Two FDP on ICT and session on 'Motivated Teams' for teaching staff was conducted.	
Initiated promotion of faculty member under CAS.	
Infrastructure upgradation through CSR	
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
<p>Training on use of ICT, uploading data on IAIMS Portal</p>	<p>Conducted hands on training on uploading IAIMS portal and Google platform</p>
<p>Examination reforms</p>	<p>1) Several reforms with reference to conduct of ISA's and SEE examinations, assessment and declaration of the results have been implemented 2) Conduct of Sem V and Sem VI regular and repeat GU examinations as per Goa University guidelines 3) Entry of ISA Marks on IAIMS Portal 4) Timely declaration of results in presence of parents by the mentors 5) Question papers are based on OBE</p>
<p>Inclusive development of students</p>	<p>State Level Intercollegiate students' seminar, Natyarang, Personality development workshop ,State level activities 'POLITORIA', 'Bhavgeet' , Poets meet, webinars on "Life of Shivaji" and "Azadi Ka Amrut Mahotsav" conducted, Students participated in AITM MBA FIESTA 2k22 in Belagavi, other state level activities, students council and cultural activities, NSS,NCC units, Feedback formats have been revised, feedback is collected and analysed, necessary action taken report has been submitted, scholarships awarded, Format of Student Satisfaction Survey (SSS) has been revised and survey is conducted. Meetings with PTA and Alumni conducted</p>
<p>Teaching learning, PBAS and CAS Initiatives for faculty</p>	<p>Program Outcomes (PO), PSO, CO are uploaded on college website, PBAS and promotion of faculty complied, one year study leave</p>

	to pursue Ph.D. for faculty
Upgradation of infrastructural facilities on the campus.	Three laptops and 43 inches LED TV in library have been added. Automation of library. Full day library facility, online and offline resources, MAGZTER subscription, library resources for Alumni, activated QR Code and UPI ID Payment Facility for students. An interactive smart board has been installed. Two classrooms have been upgraded with new chairs and benches. Sports and canteen facilities have been upgraded.
Motivating research and publication	CES College signed MoU with Goa Institute of Public Administration and Rural Development (GIPARD) for training, capacity building and research.. Faculty presented papers and participated in state, national and international seminars as well as published papers.
MOU with local industries to involve more students for internship	Internship for students at banks, tourism department
Extension activities	Health camps, Vanamahotsav , blood donation camps, cleanliness drives, celebration of national days, visit to old age homes

13. Whether the AQAR was placed before statutory body?	Yes
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- Name of the statutory body

Name	Date of meeting(s)
CES Governing Council	19/11/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
Yes	05/01/2023

15. Multidisciplinary / interdisciplinary

The institution has a well-defined institutional development plan (short term and long term) which is in harmony with the NEP 2020. The whole thrust of this plan is to empower students through quality education and augment their holistic development, while ensuring that the institution moves gradually towards becoming a multidisciplinary and interdisciplinary knowledge hub.

In accordance with the guidelines laid down by the NEP, the institution is in the process of joining a cluster of 14 colleges known as the Higher Education Institution Cluster. The process of signing a MOU with the clustered colleges is underway. The cluster includes colleges offering courses in culinary arts, science, and engineering, besides colleges offering general education in arts and commerce. Consultations are on with these institutions to decide and finalize flexible curriculum that will provide multiple entry and exits to students.

The institution is affiliated to the Goa university and the process of syllabus revision is being done in accordance with the guidelines laid by the NEP. It is proposed to convert the activities under NSS and NCC to credits. The University intends to implement the 4 years degree program from the academic year 2023-2024.

16. Academic bank of credits (ABC):

The institution is affiliated to the Goa University. The university has passed an ordinance and accordingly set up an Academic Bank of Credit that is to going to be implemented w.e.f the academic year 2023-2024. The college is registered with the Academic Bank and students will register themselves.

Keeping ahead of it the objective of imparting value-based education thus ensuring the all-round development of students, the college conducts short term diploma course in Sanskrit on a regular basis.

The courses offered at the college have well defined learning outcome which are posted on the college website at the start of each academic year.

17.Skill development:

With the objective of enhancing the Skill Development and Employability of students the institution has set up a Skill Development, Career and Placement Cell. The institution also has in place a Students Internship Committee. They as an intermediary between the various companies and the students who register for skill courses or undergo internships in various organizations.

Some of the organizations where internships are completed by students of commerce include:

1. The Goa State Co-operative Bank Ltd, Cuncolim Branch
2. The State Bank of India
3. The Quepem Urban Co-operative Bank
4. Central Bank of India

The Directorate of Higher Education , Govt of Goa has also signed MOU's with various Skill Build organizations. Students are encouraged to take up skill build courses. Some of the corporates who have conducted on campus orientation for students include TCS, IBM, Bajaj FinServ. Youth Employment Program was conducted in collaboration with TCS.

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

Teachers have contributed to the online teaching module of the Govt. of Goa (DISHTAVO) in the form of lectures in both English and Konkani languages.

The institution celebrates all national days including constitution day, Human Rights Day, voters, day, women's day, teachers day, yoga day, Hindi day. Blood donation camps are held on regular basis.

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

In course of time, the institution envisions to have its own unique OBE framework to help develop student's competencies. With the objective of giving a further boost to outcome-based education the institution has embarked on the task of upgrading classroom to smart rooms, increasing the number of internship program, skill build courses and vocational courses.

The college had signed MOU with GIPARD for working on projects on issues of relevance .

20.Distance education/online education:	
Currently under Digi Saksham the institution monitors the students undertaking online courses. The institution intends to offer online courses to students soon. The college has subscribed to Magzter.	
Extended Profile	
1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	177
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	561
File Description	Documents
Data Template	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	230
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	176
File Description	Documents
Data Template	View File
3.Academic	
3.1	29

Number of full time teachers during the year		
File Description	Documents	
Data Template	View File	
3.2	14	
Number of Sanctioned posts during the year		
File Description	Documents	
Data Template	View File	
4.Institution		
4.1	20	
Total number of Classrooms and Seminar halls		
4.2	2330768	
Total expenditure excluding salary during the year (INR in lakhs)		
4.3	63	
Total number of computers on campus for academic purposes		
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		
<p>The curriculum for the B.A and B.Com. programmes is drawn up by the Board of Studies in respective courses by the Goa University for effective implementation in affiliated colleges.</p> <p>Faculty members organize workshops to discuss the details of the syllabus in B.A. / B.Com. courses and clarify the topics/sub-topics to be covered .</p> <p>Advance pedagogy is adopted for effective implementation of the curriculum. Semester wise teaching plan is made and uploaded on the DHE, IAIMS portal in advance. Regular compliance of the syllabus as well as attendance is done by the faculty.</p>		

Faculty makes use of ICT for the effective implementation of syllabus.

The students are taken for study tour, field visits, industrial visit, local cultural activities as popular local drama, Tiatr.

The college organizes seminars , workshops and guest lectures for the students.

The students and faculty are encouraged to participate in the seminars, workshops, conferences to update and develop their knowledge.

Academic and co-curricular activities complement classroom teaching.

During the pandemic, changes were made in teaching-learning pedagogy to meet the need of the hour. The campus was Wi-Fi enabled for online-teaching.

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)

- The academic calendar is prepared by the Goa university, which includes date of commencement and end of academic year as well as dates of semester end examination and vacations.
- The institution prepares academic calendar as per the schedule of the Goa University for the smooth functioning of the conduct of classes, examination and co-curricular activities.
- On the basis of the academic calendar ISA schedule is prepared by the Examination Committee, which is announced to the students well in advance.
- The faculty prepares semester-wise teaching plan based on academic calendar.

File Description	Documents
Upload relevant supporting documents	No File Uploaded
Link for Additional information	https://cescollege.ac.in/wp-content/uploads/2021/11/academic-calendar-2021-2022.pdf

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

2

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)

0

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	No File Uploaded

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 institution through its B.A and B.Com programmes endeavours to imbibe and integrate among students various issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability through different courses.

Sociology course: In the three years integrated course various topics related to gender inequality, women's movement, gender and society, violence against women, issues affecting women, constitutional provisions for women are covered.

Political Science course: In the three years integrated course various topics related to Human Rights ,Leadership, Constitutional

Values are covered.

Geography course: In the three years integrated course various topics related to environment, sustainability, Ecosystems, conservation of Biodiversity are covered.

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

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

16

File Description	Documents
Any additional information	View File
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

174

File Description	Documents
Any additional information	View File
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	View File
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	https://cescollege.ac.in/wp-content/uploads/2023/05/Feedback-2021-22.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of 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

260

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

In the pursuit of excellence, the College endeavours to address the diverse needs of all students, including first-generation learners. Consistent efforts are made to identify and cater to the needs of students both advanced and slow learners.

The continuous assessment of the learning levels of the students is done by the teachers during lecture interactions, class tests, assignments, presentations, group discussions and assessment through Intra-Semester Assessment helps to identify slow and advanced learners. Teachers initiate further steps to help students learn more effectively.

Initiatives for advanced learners:

Advanced learners are motivated to participate in inter-collegiate events and competitions that provide exposure to current trends and interact with peer groups .Slow learners are also motivated to take up leadership roles in the students' council, cultural council, NSS, NCC, cells, and associations, by assigning the responsibility to coordinate and organize events, competitions and seminars. Students are motivated to outshine by bestowing special titles/awards/prizes to those excelling in academic and co-curricular pursuits. The

Outstanding Student award is announced annually. Skill and personality development workshops, career counselling and employment trainings are conducted. Students are encouraged to undertake internship and participate in competitive examinations.

Initiatives for Slow learners:

Remedial and coaching classes are conducted for slow learners. Simple reading materials and books are made available to increase their understanding of the subject. Besides regular mentor-mentee interaction, slow learners are directed to seek guidance from college counsellor. Student doubts and difficulties are solved as per requirements by the teachers.

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
561	29

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 teaching-learning pedagogies are blended with experiential learning, participative learning, problem solving methodologies and peer teaching to make education student-centric and holistic.

Experiential and participative learning: Apart from theoretical teaching-learning the institution organises seminars, workshops, guest lectures, field visits, debates, institutional visits, film screening and competitions. Extra-curricular activities are organised to develop organisational, planning and leadership skills among the students.

As a part of UBA and community service students visit adopted villages to create awareness on cleanliness and social issues. Teaching-learning experience is further enhanced by teachers' extensive use of ICT tools such as PPTs, LCDs and interactive boards have better enabled the students to embrace and use digital technology for participative learning. Faculty assign research-based project work, case studies and assignments to develop problem-solving temperament and skills. Faculty teach students about research methodology, cultivate research skills, critical thinking and discover innovative solutions to contemporary issues. Individual work and team work are blended to optimize experiential and participative learning. Students are motivated to undertake internship training in banks, private offices and industries.

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

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

The institution acknowledges the significance of Information and Communication Technology and modern learning tools for effective teaching-learning process. Consistent efforts are made to upgrade and optimize ICT facilities on campus.

The ICT infrastructure includes Wi-Fi campus, all classrooms with LCD projectors, computer lab and a smart room with interactive smartboard, one classroom with interactive smartboard and an IAIMS portal for academic management, admission process and result generation.

The college library is fully automated, provides access to NList, accessible online (OPAC), and subscribes MAGZTER and e-journals from prestigious institutions. The library provides for a Research Cell and computers with Wi-Fi connectivity for students' utility.

The faculty is adopting both conventional and ICT teaching methods to optimise teaching-learning process. The classroom teaching and activities are organised through presentations and multimedia applications such as You-Tube, Google documents, online videos and google classroom, WhatsApp for enhancing students' creative and critical thinking. ICT-based learning has enabled simulation methods

for effective teaching. The ICT tools are used for distributing reading material, collecting information, maintaining records and communication.

The institution website provides information related to academics, examination, various events on campus and other related facilities and opportunities. The College has an official account on social media such as Facebook, Instagram and Twitter.

The challenges faced during COVID-19 have further strengthened the adoption of ICT in teaching-learning process.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	cescollege.ac.in

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.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

08

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

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

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

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

398

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 College is affiliated to Goa University and follows the guidelines laid down by the University for continuous internal

evaluation. The mechanism of internal assessment is transparent and robust. The Examination Committee ensures the conduct of all assessment activities in a systematic and time-bound manner. The examination schedule is notified well in advance to the students on notice boards, class WhatsApp groups and the College website.

At the beginning of the academic year students are orientated about internal examination (ISA and SEE), structure of assessment, different modes of internal assessment, marking scheme, credit scheme and overall outcomes.

The institution follows different modes of internal assessment such as paper presentations, assignments, field studies, class tests, quizzes, group discussions, debates, interactive sessions, role plays and oral examination as per the requirement of the course taught as prescribed by the Board of Studies.

Marks are shared with students by the concerned teacher who responds to any issue/doubt. The consolidated marks are shared with the students and uploaded on the IAIMS portal.

Students participating at State, National and International level sports, events and competitions are duly permitted to appear for repeat internal assessment. This gives them an opportunity for holistic development without affecting their academic performance.

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

The college is affiliated to Goa University and follows Goa University Statutes and Ordinances regarding examinations. Internal examinations and Semester End Examinations during the academic year 2021-22 for Semester I to VI (regular and repeat) were conducted by the college due to pandemic.

The answer scripts of internal written tests are shown to the students after evaluation by the subject teachers and any issues respect to marks and doubts are resolved immediately. Later the marks are entered and displayed on the IAIMS portal.

The college Grievance Committee looks into the evaluation related grievances of students as in accordance with the University Statutes/Ordinances. The Grievance Committee includes a convenor and senior faculty members who examine the grievances within stipulated time frame and complete the process so that the results are declared in time.

Any changes in the strategy of conduct of examination and assessment procedures is done through feedback mechanism during departmental meetings, IQAC and examination Committees meetings. The changes in strategy and action plan are incorporated accordingly.

All records related to continuous internal assessment are maintained systematically and transparency is ensured. Repeat internal examination is given to the absentees and for improvement.

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 institution follows the curriculum drafted by the respective Board of Studies , Goa University and subsequently approved by the Academic Council. The course syllabus, aims and objectives along with Programme Outcomes(POs), Programme Specific Outcomes(PSOs) and Course Outcomes(COs) are published on the college website. The Course Outcomes for all programs aligned with the vision, mission and objectives of the College.

Through the Induction Programme students are oriented about the course structure and learning outcomes. During classroom interaction the faculty articulates the learning objective and expected outcomes for each topic. Respective course teacher reiterates on the POs, PSOs and COs to their students at the beginning of each semester. The students are made aware of the knowledge, skills, and competencies that they would acquire upon completion of the course.

Faculty are encouraged to participate in Faculty Development Programmes, Refresher and Orientation Courses, workshops and seminars to gain familiarity with course objectives and pedagogy

approaches.

Faculty members also prepare and publish on IAAMS portal course-wise teaching plans, objectives, learning outcomes, teaching methods and the references to give an opportunity to students to be prepared for the classes.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<p>1) https://cescollege.ac.in/wp-content/uploads/2021/02/CO-PO-for-Arts.pdf</p> <p>2) https://cescollege.ac.in/wp-content/uploads/2021/02/CO-PO-for-Commerce.pdf</p>
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 institution continuously and consistently strives to achieve the Programme Outcomes and Course Outcomes through the teaching-learning process to attain the holistic development of the students. The POs and COs are stated in the teaching plan and uploaded on IAAMS portal and the college website.

The Programme Outcomes and Course Outcomes are evaluated at different levels:

Continuous Internal Assessment: Attainment of learning outcomes is evaluated through the internal assessment conducted in the form of class tests, assignments, quiz, field work, internships, presentations, oral examinations.

Semester End Examination: Students performance and learning outcomes are evaluated at the end of each semester through Semester End Examination. The result analysis and final credits achieved by the students reflects the learning outcome of students.

Interactions, debates, discussions and communication in the classroom also helps to assess learning outcomes. Remedial coaching is provided to slow learners to achieve the desired results.

Students' academic achievements, merit scholarships, internships, progression to higher education and employment reflects the

attainment of desired outcomes and goals.

Feedback: The student feedback and exit survey is used to improve academic achievements, frame effective strategies and analysis of course outcomes. Alumni feedback is used to evaluate the relevance of the curriculum, expected skills and attainment of goals.

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

114

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

<https://cescollege.ac.in/wp-content/uploads/2023/05/Students-feedback-form-21-22-1-7.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

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

0

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

02

File Description	Documents
Report of the event	View File
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

04

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

02

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 community by organising awareness sessions among students on issues related to environment, gender equity, community service, health and hygiene. This leads to holistic development and favourable impact on students.

These activities are conducted through NSS, NCC, Gender Champion Club and other departments, students, faculty members and other stake holders actively participated in these activities.

File Description	Documents
Paste link for additional information	Nil
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

0

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

18

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

450

File Description	Documents
Report of the event	View File
Any additional information	View File
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

02

File Description	Documents
e-copies of linkage related Document	View File
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

1

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The College has adequate infrastructure and physical facilities for smooth teaching –learning system. The faculty made use of latest technology (ICT, LCD and Smart Board) for effective implementation of curriculum in 16 class rooms with LCD facilities and Wi-Fi connection. Classroomno. 18 have been equipped with smart board. IT and Language laboratory have been equipped with necessary IT infrastructure, and smart board. Geography laboratory have been equipped with networking and internet facilities, maps, globes, aerial photographs, stereoscopes, GPS, models of landforms and geometry set. Partially automated library equipped with KOHA software, text and reference books, journals, e-journals, e-resources, magazines, newspapers and has been kept open from 9a.m. to 5p.m. for the convenience of stakeholders. 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. A diesel generator installed at the college helps in maintaining regular power supply in case of power failure. Academic activities were held through offline mode as per the standard guidelines. For the effective teaching-learning process, faculty made the best use of the available infrastructure, academic facilities and ICT enabled tools.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://drive.google.com/file/d/1r9zvNU1RfC9Lg-yN5CcqBb-qRaA_8Tcp/view

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 activities associated with physical education and sports. The girl's common room measures at length of 8 meters and breadth 4.40 meters. Sports room no.1, has length of 8 meters and breadth of 4.40 meters. Sports room no. 2 has length of 5

meters and breadth of 3.70 meters. The outdoor facilities include open ground of length of 26 meters and breadth of 18 meters, used for badminton, Tennikoit, volley ball, traditional games, and other outdoor, sports and physical activities.

The College formed the students and cultural council for the academic year 2021-2022, to provide opportunities to the council members in organising cultural activities for the overall development of the students. The regular cultural activities were held in physical form, in the college hall equipped with necessary devices and facilities. Major intra-collegiate and inter-collegiate cultural events and competitions were held at Cuncolim municipal hall. The students were motivated to actively participate in intra-collegiate events and competitions organised by the college and inter collegiate events and competitions organised by other institutions.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://drive.google.com/file/d/1ZBoUecEMlQTU_MreCgXz76a-ppQEjGnu/view

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

20

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

20

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://drive.google.com/file/d/19prWifqT-8AAbyK6SIv2N6gnXbfkaUFR/view
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)

53.15

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

Fully

21.11

2022

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	http://dhegoalib.unifyed.com:8080/

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)

181855

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

65

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. There are 3 BSNL FTTH connections each having bandwidth of 200 Mbps. The college Information Technology laboratory has 25 computers, Wi-Fi facility and LED Interactive smart board for smart and innovative teaching-learning. The IT facilities of the administrative and accounts section have been upgraded with RUSA fund. The College campus along with office, library, classrooms and labs are equipped with Wi-Fi connections. All classrooms have been equipped with Speakers and LCD's projectors and two smart interactive boards have been installed in two classrooms. 43" LED screen have been installed in library for project work and group discussion. QR codes were used on library books and also on ID cards to keep track of footfall data in the library. The college has an inhouse team for the maintenance of systems, network and hardware. Outsourcing is done for repairing of hardware peripherals such as printers. Repairs of systems or peripherals under warranty, were referred to the respective service providers. Irreparable IT equipment's were referred to the purchase and disposal committee for further decision and action.

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

4.3.2 - Number of Computers

63

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

4.4 - Maintenance of Campus Infrastructure

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

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

17.46

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 infrastructure facilities. Management grants adequate funds for the same. Purchase and maintenance committee, sports committee and library committee review proposals for allocation of funds by the Principal, IQAC and governing council. As per requisitions, quotations were invited and equipment were purchased with lowest quote.

The entry point and crucial locations are under CCTV surveillance and security personnel ensures safety and security of facilities. Classrooms and laboratories are with LCD Wi-Fi facility. Outsourcing of IT laboratory has been done for major repairs. Licenses of all software were renewed.

Library is kept open from 9a.m. to 5p.m. for all stakeholders. Stock verification and weeding out of damaged stock was done with prior approval.

The geography laboratory is equipped with toposheet, stereoscope, satellite imageries, GPS instruments, globes and aerial photograph. Purchases and disposals of sports equipment's were referred to committee for decision and action.

Girl's common room is equipped with necessary facilities. Sufficient water storage tanks are placed overhead. Diesel generator helped in maintaining regular power supply during power failure. Fire extinguishers have been placed at crucial locations and were refilled. All the physical, academic and support facilities are maintained and cleaned regularly.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://drive.google.com/file/d/1YMMrwfKgaqy1rFOqMHbjYzQQNw_Rakfu/view?usp=share_link

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

109

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

27

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

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

A. All of the above

File Description	Documents
Link to institutional website	https://cescollege.ac.in/wp-content/uploads/2023/05/Annual-Reports-6.5.3.pdf
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

168

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

168

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)	View File

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

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	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

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

41

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

5

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.

6

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)	View File

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

The Students', Sports and Cultural Council were formed by nominating student representative from each class and the leaders were appointed accordingly. The council held regular meetings and organized activities and sports. It encouraged team work related to cultural, social, sports, gender and environmental issues. The councils encourage the students to organize and participate in events at collegiate and inter collegiate levels.

NSS Advisory Committee: A male and female Student Representative are included in the committee for promotion of better outreach and extension activities.

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 of the college for constructive suggestions and improvement in the learning environment in the college.

Cell for Anti- Ragging: Two Student representatives from Arts and Commerce respectively are included in the Cell.

Collegiate Student Grievance Redressal Committee : A student member is included as a member in this Committee.

Red Ribbon Club: Two students are included as brand ambassadors in this Club which is directed by Goa State AIDS Control Society,

Panaji-Goa.

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

39

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 held during the year to discuss the activity plans, Alumni enrolment drive and developmental works in the college. The total new enrolment of Alumni done during 2021-22 is 42.

Meetings of the Alumni Association were held on 4th May 2022 and 30th May 2022.

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

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs
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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

The College is established in 1987-88, Vision and Mission of the college aims at holistic development of the students. It sensitizes students about various societal and national issues to make responsible citizens. The management, Principal, faculty members with IQAC work together for effective planning and implementation of plans and policies through academic and administrative decision making by way of participation of HOD's, convenors of cells and committees as well as representatives of non-teaching staff, students, Alumni and PTA for enhancement in quality in higher education. The committees design their plans and IQAC finalizes calendar of activities and its implementation for the academic year.

Qualified staff is appointed, continuous training and encouragement to undertake research activities by teachers and students. Essential infrastructure is provided to impart quality education. Meetings are conducted and policy decisions are conveyed to faculty members. Different academic and statutory committees are formed to take care of holistic development of the students. Remedial classes as well as extra coaching for slow and advanced learners are conducted. Students are given industry and corporate exposure through industrial visits, internship programs, guest lectures, soft skill workshops, participation in inter-collegiate seminars, business fairs, employment drive fairs, quiz, sports and cultural events.

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 and academic activities as well as providing 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 infrastructural extension, renovation and upgradation of ICT facilities.

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.

At the end of every academic year the Heads of different departments of the college prepare prospective workload for the next academic year on the basis of current student strength. The Head of the institution then seeks approval for the same. Recruitment procedure of additional staff is planned accordingly and all sanctioned post have been filled as per the procedure. At the time of the interview on the basis of performance selection of suitable candidate is done by the interview panel that comprises of external subject experts, government and management representative as well as head of the respective departments.

Admission committees are formed every year for smooth admission procedure. Committee members counsel the students during admission in selection of program and courses.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional perspective plan aligns with the vision and mission of the institution, which are the constant driving factors for improving academic quality policies and strategies. It is effectively deployed to focus on bringing quality improvements in the following areas. The strategies and plans are effectively deployed through IQAC that emphasizes curricular planning and implementation, teaching-learning evaluation process, research, collaboration and extension activities, academic infrastructural facilities, student support activities and student progression, Internal Quality Assurance system, institutional values and best practices, governance, leadership and management from the beginning of the academic year. The departments, cells and committees are functioning to achieve the said objectives. Initially the strategic plan of events and activities is chalked out that supports the growth and development in these key areas and at the end of the year, a review is taken about implementation and the outcomes of the perspective plans.

The policy of the College is in alignment with the Goa University and the UGC. The College level policies are framed and implemented by the IQAC.

All the Heads of the departments and Conveners of the various Committees conduct the meetings. The decisions taken during the discussions were documented in the form of proceedings.

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 organizational structure of the college consists of the Management, Governing body, Principal, the teaching staff, the non-teaching staff and the students.

Principal in consultation with the faculty takes academic decisions and implements them through decentralization in administration. Planning and implementation of the decisions involves participation of Vice-Principal, the IQAC, Heads of the Departments, committees, cells, students, Alumni, NGO and PTA. Recruitment, promotion and hierarchy of the staff, service rules and procedures are as per the Goa University statute 2018 and approved pattern of the UGC and Government of Goa.

The IQAC comprises of the Principal, coordinator, teachers, members of the management of CES and other stakeholders like student representative, Alumni, parent representative. All academic, curricular, extra-curricular, extension and developmental activities come under the purview of the IQAC.

The overall functioning of the college is carried out smoothly and effectively with the help of different statutory and internal committees dedicated to student development through academic, curricular, extra-curricular, extension and outreach programs and activities conducted all through the academic year.

Students are made aware of various government schemes, scholarships and free ships which they can avail during their academic program.

In addition to this faculty members voluntarily contributes scholarships to meritorious students.

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

A. All of the above

areas of operation Administration Finance and Accounts Student Admission and Support Examination

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

Due to the effective welfare measures , three faculty members are working on their Ph.D. research. The faculty are motivated to attend Faculty Development Programmes, Refresher Courses, Orientation Course, Dishtavo recording, organize, write, present and publish research papers at state and national level events .Leave availment and financial requirement is met.

The staff members are trained to put in use contemporary practices in general office administration, digitalization initiatives and secretarial practices.

A well equipped Research Center is setup in the college library to promote scientific temperament for research.

The staff welfare association and was formed on 23rd June 2020 for the welfare of teaching and non teaching staff.The institution has a Staff Credit Co-operative Society and few Staff members have availed of the loans.

Teaching Staff /Non-teaching Staff

Seed money to publish papers in conferences/ journals. Advance salaries paid by management. (on account of delay in government salary). Free internet connectivity Medical reimbursement The college Gym and other sports facilities are accessible for the staff. Canteen facility Leave Travelling Allowance

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

11

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)	View File

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

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

7

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

18

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

Faculty submit applications in the required PBAS (Performance Based Appraisal System) proforma as per Statute 2018(No.2/562/18-Legal(Vol.IX)/2250), SC-16 of Goa University. The promotion of faculty members has been completed under CAS during the academic year 2021-22 in accordance with the recommendations of IQAC's CAS Committee.

The IAIMS portal has been implemented since 2021-22 the teaching plan, the academic activity based calendar and reports of all the academic and extracurricular activities and enrichment programmes are routed through IQAC. Compliance, attendance of the students is uploaded as per the requirement. The feedback for teachers and students is included in the portal and collected from time to time. The profound performance appraisal system is complete with feedback analysis and implementation of action taken on it.

Performance appraisal for non-teaching staff

The performance appraisal system for non-teaching staff is based on the notification dated notification dated 13/02/2020 , Office Memorandum No. 1/82-PER(Part-IV), Government of Goa, Department of Personnel Secretariat. Porvorim-Goa and the confidential report is

maintained by the Principal on annual basis.

The above appraisal system for teaching and non-teaching staff is a process of minute evaluation of the progress , challenges faced and the improvements made and oppurtunities available during the academic year.

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

6.4 - Financial Management and Resource Mobilization

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

The College is covered under the Grant-in-Aid pattern of assistance scheme. As per this scheme, statutory audit is mandatory for institution which is done through Certified Chartered Accountant. The external auditor conducts a detail audit once accounts are finalized by the college. Annual grants are released based on external audit report and higher education department audit. During the course of external audit objections raised were placed before the Governing council and duly settled. Over and above, the Directorate of Accounts, Government of Goa conducts detailed audit of the book of accounts.

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)

0

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 receives salary and non-salary grants from the State Government. At the beginning of the financial year, the Principal in consultation with different committees prepares the annual budget for financial year which is approved by the Governing Council.

The management is committed in raising funds for the upgradation and extension of the infrastructure of college and providing financial support for academic and welfare of students and staff. In addition, funds are raised through Corporate Social Responsibility (CSR) and contributions from Parent Teacher Association (PTA). After following the due procedures, all financial transactions were sanctioned by the Principal and the management. The funds are being optimally utilized to ensure the promotion of the Institution on a sound footing.

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

The strategies and processes adopted by IQAC were guided by the vision and mission of the college. Through Teaching Learning and Evaluation is effectively met through the planning, implementation and uploading of teaching plan, development of students personality through curricular , co- curricular, sports, NSS, NCC and outreach activities, emphasis on ICT based teaching and counselling is done. Working on DHE IAIMS portal, organisation and participation in

workshops, seminars, sports and other activities has helped in ensuring better outcomes. Special attention has been paid towards the slow and fast learners.

The IQAC initiatives includes conduct of Inter- Collegiate Events and State level seminar, study tour, guest lectures for students conducted, Health camp organised at adopted village Morpirala, Blood Donation Camp conducted by the college for students and the community, MOU signed with GIPARD for research and capacity building, Two FDP on ICT and session on 'Motivated Teams' for teaching staff was conducted, Initiated promotion of faculty member under CAS and Infrastructure upgradation through CSR.

The College is affiliated to Goa University and follows the statute. The mechanism of SEE and ISA examinations have been reformed and the assessment is transparent and robust as Sem I to Sem VI were conducted and results were made ready by the college as per the ordinances. To achieve the same examination schedule is notified well in advance to the students on notice boards, class WhatsApp groups and the College website.

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

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 incremental improvement in activities is assessed with the help of coverage of syllabus, planning and compliance, enlisting of learning outcomes, providing flexibility in the curriculum, ensuring best practices, remedial teaching, provision of question bank and study material, continuous rise in use of ICT and improved evaluation process. The teaching-learning pedagogies are blended with experiential learning, participative learning, problem solving methodologies and peer teaching to make education student-centric and holistic. The institution organised seminars, workshops, guest lectures, field visits, debates, institutional visits, film

screening and competitions to enhance the quality of higher education. The extra-curricular activities were conducted to develop organisational, planning and leadership skills among the students. The fast learners were guided to continue with the post graduate studies and the slow learners were assisted.

To improve the reading ability and study the college library works with extra timings and is fully automated. It provides access to NList, accessible online (OPAC), subscribed to MAGZTER and e-journals from prestigious institutions. The library provides for a Research Cell and computers with Wi-Fi connectivity for students' utility.

The physical and social aspect of the students personality is developed through NSS, NCC, Sports and outreach programs.

As there is a need to revisit the psychological condition of the students directly or indirectly affected by pandemic, the requirements of the students for a decade necessitates personal attention and that has been the endeavour at the institution.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/e-access/
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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://cescollege.ac.in/wp-content/uploads/2023/05/Annual-Reports-6.5.3.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
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 a fundamental human right. It is essential to achieve peaceful societies with full human potential and sustainable development. Empowering women spurs productivity and economic growth. Gender socialization is important to initiate change process at a young age to shape attitudes and transform behaviors. Schools and colleges play a significant role in creating positive social norms in the society by shaping the youth of the nation. The C.E.S College has a strong ethical work culture and observes high aesthetical standards in all its activities.

File Description	Documents
Annual gender sensitization action plan	Nil
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://drive.google.com/file/d/1oGqVzjUCehTMqr04p_aaylI_nvWftlYl/view?usp=share_link

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.

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	D. Any 1 of the above
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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:	C. Any 2 of the above
<ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of Bicycles/ Battery powered 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	No File Uploaded
Any other relevant documents	No File Uploaded

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

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

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	View File

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	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

The Institution has promoted an inclusive environment which promotes tolerance and harmony towards cultural, regional, linguistic, socio-

economic and secular diversities. This has ultimately helped in making the college truly diverse, multi-cultural, multi-regional and multi-linguistic.

The College has implemented government policies to inculcate the true spirit of open mindedness and harmony, including the Reservation Policy, the National Policy for Persons with Disabilities 2006, and the National Policy for the Empowerment of Women 2001 and others.

The Institution also has Grievance Redressal System which includes Collegiate Student Grievance Redressal Committee (UGC (Redress of Grievances Students) Regulation, 2019), Grievance Redressal Officer for persons with disabilities (Disabilities Act, 2016), Internal Complaint Committee for Prevention of Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal), Grievance Committee (Examination), Cell for Anti- Ragging, Anti - Ragging Squad, Unfair Means Committee deals with grievances of students.

Institution has code of ethics for students (provided in the college prospectus), teachers and all stakeholders (Goa University Ordinance) followed by all.

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

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

College vision, mission aims at holistic development of students and sensitizing them on constitutional rights, values, duties and responsibilities.

Celebration of Independence Day, Goa Liberation Day, Goa Revolution Day, Republic Day, Constitutional Day, Human Rights Day, National Unity Day, National Youth Day and organised sessions ,surveys, competitions, quiz, visits, street plays that hassensitized constitutional values and created awareness of fundamental rights and duties amongst the students.

NSS Unit of the institution conducts a cleanliness drive to mark the

occasion of Swachh Bharat Abhiyan in college premises, Cuncolim village areas such as old age homes, historical sites, religious places and also at nearby educational institutes.

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 organized

B. Any 3 of the above

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

Institution celebrates the national and international commemorative days by organising events and festivals with an objective of promoting patriotism ,environment protection, languages and literature, Science and Mathematics, unity, morality ,secularism, Yoga and fitness, gender equity ,democratic values and citizenship. The celebration of events ensure connectivity with the community and

inculcates values among the youth.

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

7.2 - Best Practices

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

1) Visit to old age home

Objectives

Promoting community service for holistic development of the society.

Context

The students are involved in community service to render social service by visiting old age home.

Practice

Visit to old age home at Cuncolim on 27th November 2021 was an opportunity to the volunteers to interact, sensitize and to become compassionate and responsible towards senior citizens. It was a valuable life lesson.

Evidence

Visit to Old Age home at Cuncolim was attended by 34 NSS Volunteers interacted , shared their feelings, distributed fruits, sweets and greeting cards with a joyful goodbye.

Problems / resources

Limited number of students were allowed due to COVID -19 protocols.

2) Promotion of Indian languages

Objective

Use and Application - Konkani, Marathi, Hindi and Sanskrit.

Context

The institution aims to establish a stronger connection with the local community , to promote, protect and preserve our rich cultural and linguistic heritage .The practice motivates modern generation to use grammatically perfect language to write official correspondence and bring marginalized sections in main stream.

Practice

All the official work of the Indian language departments is done in their respective languages by the faculty including writing notice, minutes, letter to guests and application. Bilingual dictionaries are added to the library collection for translation purposes.

Evidence

Sr. no.

Title

1

Use for official purpose

2

Activities of Sangam Literary Club (2021-22)

3

College Newsletter 'Darpan'

4

Indian language department activity reports.

5

Newspaper reports

6

Newspaper/ Magazine articles

7

Literary seminar participation

8

Glance of project topics

Problems

Coining appropriate terms.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

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

Enhancement of quality in higher education and accountability is reflected in the functioning of the college. Technology upgradation and ICT facilities through increased number of interactive smart classrooms and increased strength above 200 mbps bandwidth above the 50 mbps bandwidth parameter. The teaching learning and evaluation has shown improvement through reforms in examination and uploading of teaching plan, attendance, compliance and remedial classes. The offline classes and online posting of study material, question bank, interaction are responsible for combating the challenges faced by the stakeholders due to COVID - 19. The outreach programmes include emphasis on health hygiene, field trips, study tours, internships as well as counselling, mentoring and discipline for the holistic development of students. The aim of the college is to contribute to the development of human knowledge and has encouraged its students to strictly follow excellence and service. This has 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

1. Meetings with Alumni and PTA .
2. Preparations for implementation of NEP 2020.
3. Seminars, guest lectures, internships, personality and skill development program, workshops for students, motivating activities for slow and fast learners, coaching and placement cell activities.
4. FDP on ICT based student centric learning methods; experiential learning, participative learning and problem solving methodologies.
5. Health camps, self defence training for female students, sports activities.
6. MOUs with local industries, other institutes.
7. Celebration of national days and important days during the academic years.
8. Enlisting best practices as a part of future plans.
9. Activities related to gender sensitization, ethical values, scientific thinking have been planned.