YEARLY STATUS REPORT - 2023-2024

Part A	
Data of the Institution	
1.Name of the Institution	THE C.E.S. College of Arts and Commerce, Cuncolim- Goa
• Name of the Head of the institution	Prof. Avinash V. Raikar
• Designation	Officiating Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	8766614175
• Mobile No:	9860868326
• Registered e-mail	principal@cescollege.ac.in
• Alternate e-mail	office@cescollege.ac.in
• Address	Cuncolim, Salcete, Goa
• City/Town	Cuncolim, Salcete, Goa
• State/UT	Goa
• Pin Code	403703
2.Institutional status	
• Affiliated / Constitution Colleges	Affiliated
• 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. Suraj M. Popker**
• Phone No.	**9049157511**
• Alternate phone No.	**8766614175**
• Mobile	**9049157511**
• IQAC e-mail address	**iqac@cescollege.ac.in**
• Alternate e-mail address	**surajpopker@cescollege.ac.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://drive.google.com/file/d/19jCMysDzZgLl4mXnjFyr-v0tQitiXgr1/view
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/2024/10/Academic-Calendar-23-24.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.59**	**2013**	**05/01/2013**	**04/01/2018**
Cycle 2	**B**	**2.33**	**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
The C.E.S. College of Arts and Commerce, Cuncolim, Salcete – Goa	Awareness talk on Consumer Rights and Responsibilities as per the Consumer Protection Act 2019	Department of Civil Supplies and Consumer Affairs, Government of Goa	2023-24	7,621.00
The C.E.S. College of Arts and Commerce, Cuncolim, Salcete – Goa	Session on Financial Literacy as a part of Financial Literacy Week	Reserve Bank of India	2023-24	4,725.00
The C.E.S. College of Arts and Commerce, Cuncolim, Salcete – Goa	National Youth Week to commemorate the birth anniversary of Swami Vivekananda	Directorate of Sports and Youth Affairs, Government of Goa	2023-24	37,515.00
The C.E.S. College of Arts and Commerce, Cuncolim, Salcete – Goa	NSS Grants for conducting NSS Regular Activities	Directorate of Sports and Youth Affairs, Government of Goa	2023-24	1,22,316.00
The C.E.S. College of Arts and Commerce, Cuncolim, Salcete – Goa	Red Ribbon Grants for organising HIV/AIDS prevention activities	Goa State Aids Control Society	2023-24	9,000.00

8.Whether composition of IQAC as per latest | **Yes**

NAAC guidelines		
• Upload latest notification of formation of IQAC	View File	
9.No. of IQAC meetings held during the year	1	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	Yes	
• If yes, mention the amount	1,10,000.00	

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

1) Workshop on Outcome -Based Education for the members of teaching faculty of our college was conducted on 2nd May 2024 on 'Course Outcome Attainments of Students' by Prof. Niyan Marchon, Professor, Goa State Higher Educational Council and One day workshop for Teaching and Non- Teaching Staff Members on Topic 'Preparation for NAAC' on 17th January 2024 by Prof. F.M. Nadaf, Deputy Director DHE, Govt. of Goa. 2) Certificate Courses are conducted for skill enhancement includes 'Banking, Finance and Insurance' from 31st August to 9th October 2023', 'Filing of Income Tax Returns' for the B.com students from 9th January to 19th January 2024, ' e - Office and Basics of Windows' from 27th January to 26th February 2024 and 'Tally Certificate Course' a hands - on training from 4th March 2024 till 26th March 2024. 3) Workshop for Students in association with NISM and SEBI on 'Financial Education and securities market' was organised from 9th to 12th January 2023. Guest Lectures were organised. 4) Two day National Level Seminar on Viksit Bharat @2047 : The Role of Banking, Finance and Industry on 16th and 17th February 2024 and State Level Students Seminar on the theme "Issues before Indian Economy " on 20th March, 2024 were organised. 5) Organised second 'Oscar Memorial Run' Inter collegiate cross country race on 2nd October 2023.

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
National and State Level Seminar	Two day National Level Seminar on the theme "Viksit Bharat@2047 : The Role Banking, Finance and Industry was conducted. State Level Students Seminar on the theme "Issues Before Indian Economy" was conducted.
Certificate Course and Skill Development Programme.	Certificate Courses are conducted for skill enhancement includes 'Banking, Finance and Insurance', 'Filing of Income Tax Returns' for the B.com students, ' e - Office and Basics of Windows' and 'Tally Certificate Course' a hands – on training. Workshop for Students in association with NISM and SEBI on 'Financial Education and securities market' was organised.
Guest Lectures	Guest lectures were conducted by departments.
Faculty Development Programme / Workshop for faculty	Workshop on Outcome -Based Education for the faculty of our college was conducted on 'Course Outcome Attainments of Students' by Prof. Niyan Marchon, Professor, Goa State Higher Educational Council and One day workshop for Teaching and Non-Teaching Staff Members on Topic 'Preparation for NAAC' by Prof. F.M. Nadaf, Deputy Director DHE, Govt. of Goa.
Meetings with PTA and Alumni	Two meetings of College Alumni Association were conducted. Two PTA Executive Committee meetings and Two General Body meetings

	were held.
Experiential and participative Learning for Students.	Students participated in intercollegiate events and competitions. Field trips and Study Tours were organised.
Implementation of Course Syllabus as per NEP 2020.	Course Syllabus is complied as per NEP 2020 and required amendments were done.
MoU with industries and other institutions.	MoU for Bajaj Finserv Limited and GIPARD was signed.
Activities related to gender sensitization, ethical values and scientific thinking	Celebration of NATIONAL GIRL CHILD DAY with relative competitions were organised.
Enlisting best practices as a part of future plans.	'Yuvankur', Activities under Sangam Literary Club, Mental Health and fitness- workshop on stress management and 'Young Entrepreneur challenge' is an inter- class competition organised to give opportunity for students to develop entrepreneur skills.
Promoting Sports	Organised 'Second Oscar Memorial Run Inter Collegiate Cross Country Race' on Founders' Day of the College, Inter - Collegiate Football, Invitational was Kho-Kho Tournament, Inter-Collegiate Cricket for Staff, Cheiftain Memorial Programe, Yoga Day Celebration in fire-fighter station
13.Whether the AQAR was placed before statutory body?	**Yes**

- Name of the statutory body

Name	Date of meeting(s)
CES Governing Council	09/11/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2024-25	10/01/2025

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: i. The Goa State Co-operative Bank Ltd, Cuncolim Branch ii. The State Bank of India iii. The Quepem Urban Co-operative Bank iv. 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. A Youth Employments Program was conducted in collaboration with TCS wherein 23 students have qualified.

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	185

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

File Description	Documents
Data Template	View File

2.Student

2.1	**528**
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	**230**
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	**96**
Number of outgoing/ final year students during the year	

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	**07**
Number of Sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**20**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**31.58**
4.3 Total number of computers on campus for academic purposes	**85**

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

The curriculum in respect of B.A./ B.Com. Program is drafted by the Board of studies of Goa University and same is been implemented by all the colleges affiliated to the University. College takes up necessary measures and steps for effective implementation of curriculum design by the Board of Studies: Depending upon the needs of the students various pedagogies were adopted by the Institution for effective implementation of curriculum under CBCS and NEP-2020.

All the Faculty prepare a semester wise teaching plan in their respective course, the same is uploaded on DHE-IAIMS portal along with its compliance.

Faculty members makes use of ICT.

For practical experience of the course students are taken for the study Tour, Field Trips, Industry visit, Tiatr/Drama and Films are depicted.

The Students and Members of Faculty are motivated to participate in the Workshop, Seminars, Conferences for upgradation of knowledge.

Academic, Curricular, Co-curricular activities and Guest Lectures

complements classroom teaching.

Faculty members are actively involved in DISHTAVO (e-content), an initiative of DHE, Goa to present modules in regional language based on the curriculum.

File Description	Documents
Upload relevant supporting document	View File
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 with reference to Goa University academic calendar, which includes the date of commencement and end of academic year, dates of Semester End Examinations and vacations.

The IQAC of the College prepares academic calendar as per the schedule of the Goa University for the smoothconduct of classes, examination and co-curricular activities.

The faculty prepares semester-wise teaching plan based on academic calendar.

On the basis of the academic calendar, schedule for SEE/SEA , ISA and repeat examinations is prepared by the Examination Committee, which is announced to the students and faculty well in advance through the College website and WhatsApp groups.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://cescollege.ac.in/wp-content/uploads/2024/10/Academic-Calendar-23-24.pdf

1.1.3 - Teachers of the Institution participate in A. All of the above
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

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

185

File Description	Documents
Any additional information	View File
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)

03

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)	View File

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

79

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

79

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institution's B.A. and B.Com. programs integrate essential issues like Professional Ethics, Gender, Human Values, Environment, and Sustainability into the curriculum. The B.A. Sociology course explores gender inequality, the women's movement, violence against women, and constitutional provisions for women.

The B.A. Environmental course addresses topics related to natural resources, ecosystems, and their impact on society, livelihoods, and conservation. Additionally, a Generic Elective course in Political Science covers themes such as Truth, Non-violence, Ethical Religion, the removal of untouchability, Gandhi's Satyagraha, efforts for Hindu-Muslim unity, and Human Rights. These courses aim to raise awareness and promote critical thinking on these important societal issues, helping students develop a well-rounded understanding of contemporary challenges.

File Description	Documents
Any additional information	View File
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

10

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

160

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni   **B. Any 3 of the above**

File Description	Documents
URL for stakeholder feedback report	**No File Uploaded**
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	<u>View File</u>
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	<u>View File</u>
URL for feedback report	<u>NIL</u>

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	<u>View File</u>

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

176

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

College Teachers identify advanced and slow learners through Interaction, class tests, assignments, presentations, group discussionsand internal assessments that evaluate students' understanding, participationand concept application. Based on these assessments, the institution designs programs tailored to each group's needs.

Institutions design programs for advanced learners to deepen their understanding of subjects, stimulate critical thinking, and encourage self-directed learning. These students participate in enrichment activities, research projects, and complex tasks, preparing them for further academic and non-academic challenges. The institution also provides opportunities to attend seminars, workshops, certificate courses, internships, and inter-collegiate events, where studentscan gain new perspectives, engage with experts, and broaden their academic and professional connections.

The institution provides additional guidance to support slow learners, helping them access suitable tutorials and online resources for self-paced learning. They are encouraged to use the library beyond lecture hours.The college counselor and mentor work to support slow learners by identifying their challenges, setting realistic goals, and offering personalized guidance. Through these efforts, the counselor and mentor foster a positive, supportive network that enables students to overcome obstacles and reach their academic potential.This approach ensures that every student can achieve their fullest potential regardless of their learning pace.

File Description	Documents
Link for additional Information	NIL
Upload any additional information	View File

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

Number of Students	Number of Teachers
529	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

Student-centered methods like experiential learning, participative learning, and problem-solving methodologies are implemented to enhance learning experiences and foster deeper understanding of concepts.

Experiential learning at College enriches students' education through hands-on activities. Field trips and internships provide real-world exposure, while workshops expand professional skills. Publishing articles and books allows students to develop research and writing skills. This approach complements classroom learning, equipping students with practical experience for their future careers.

Participative learning encourages active student involvement, allowing them to discuss, debate and share ideas in a collaborative environment. Through group discussions, team projects and interactive sessions, students not only learn from each other but also develop communication, leadership, and critical thinking skills. This approach builds confidence as students take an active role in their learning process.

Problem-solving methodologies challenges students to apply their knowledge to complex, open-ended problems, fostering analytical and innovative thinking. By working through real-life scenarios students learn to break down problems, explore solutionsand make informed decisions.

Together, these student-centered methods create a dynamic and engagelearning environment that encourages curiosity, critical thinking, and practical application, ultimately preparing students for real-world challenges and promoting lifelong learning skills.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://drive.google.com/file/d/1oeSdEKFOCuL34vtZlX229RjM2Rmj94PA/view?usp=sharing

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

Teachers acknowledge the significance of Information and Communication Technology and modern learning tools as catalysts for transforming the classroom experience for students. Consistent efforts are made to upgrade and optimize ICT facilities on campus.

Teachers provide a customized learning environment for students through ICT facilities in the classroom. IT Laboratory is equipped with a smartboard and also classrooms are also fitted with LCD Projectors or interactive smartboards.

The entire campus is connected with LAN, Wi-Fi, surveillance cameras and a public-address system. The College network is segmented into domains to give secured/authorized access to data users. The College library is fully automated with NList services, is accessible online (OPAC) and subscription-based journals from prestigious institutions. Learning/Content Management Systems like Google Classroom are used to conduct ISAs, feedback, and quizzes. The Aided programs use the IAIMS portal (DHE's - MIS) for attendance records, admission process, and result generation. The College displays public coverage of the various events on campus through social media.

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://cescollege.ac.in/wp-content/uploads/2023/01/College-Profile-.pdf

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

14

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

29

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

7

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

408

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 with Goa University and adheres to the University's norms for continuous internal evaluation. The procedure for internal evaluation is transparent and robust. The College has an Examination Committee that assures the systematic and timely administration of all assessment activities. The committee diligently organizes the schedule for all ISA/SEE examinations and ensures that all evaluations are completed within one month of the completion of the exam, including declaration of the results. (As per the University, Statute) College'sISA monitoring Committeeassist Examination Committee for the smooth conduct of ISA examination .

The committee organizes in coordination with the IQAC orientation sessions at the beginning of the academic year for students and newly appointed faculty regarding the exam pattern, core structure and evaluation procedure. Continuous evaluation permits faculty to evaluate the performance of their students by the Course Outcomes. This allows the faculty to arrange remedial measures and evaluate the students' performance. Students are regularly assessed using ISA, which includes paper presentations, assignments, field studies, class tests, quizzes, group discussions, debates, student seminars, and role-playing activities.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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

The College ethos is exceedingly student-centric and strives to

create an educational climate that encourages critical thinking and learning. The IQAC, Examination Committee, College Unfair Means Enquiry Committee and College Grievance Committee ensures the appropriate redressal of students' grievances.

At the beginning of the academic year, during the Student Induction Programme. The Principal highlights students regarding the conduct of examinations, evaluation patterns, and grievance redressal procedures.

The College Unfair Means Enquiry Committee examines all cases of unfair means are dealt with as per the University Statute in force. College Grievance Committee: By the provisions of Goa University Ordinances, the College has a grievance committee to address all grievances about ISA/SEE including the distribution of marks.

In case of assessment-related grievances, a First-year and Second-year student can apply for personal verification of marks. The marks are verified in the presence of the student, the subject teacher, and the Principal/ Vice-Principal. The committee warrants that all grievances are resolved in a fair and timely manner.

File Description	Documents
Any additional information	View File
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 Course Outcomes for all programs are by the vision and mission, aims, and objectives of the College.

The Programme Outcomes, Programme Specific Outcomes and Course Outcomes are displayed on the College website, these outcomes have been framed, considering the programs and students' level of learning : slow and advanced learners are communicated through the following mechanisms:

Faculty Induction Program is conducted at the commencement of the academic year, newly appointed members are instructed to pay attention to the POs (Program Outcomes), PSOs (Program Specific Outcomes), and COs (Course Outcomes) of their respective courses

considering the overall learning outcomes for the students of the College.

At the time of admission, Admission Committee and Principal conducts an orientation session for the students/parents where in POs are highlighted.

POs, PSOs, and COs are stressed by the respective course teacher in the classroom.

The students are made aware of the knowledge, skills, and competencies that they will acquire upon completion of the course.

Mentors also communicate POs during their interactions with students and parents.

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

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

The Course Outcomes for all programs are aligned with the College's Vision, Mission, Core Values and Objectives. The Programme Outcomes, Programme Specific Outcomes, and Course Outcomes are displayed on the College's website and communicated via the following channels:

Faculty:

The COs of each course are informed to the newly appointed faculty at the Departmental level by the respective H.O. D's / Department in-charges /Programme Coordinators.

Students:

At the time of admission, the Principal holds an orientation session for students/parents in which POs are highlighted. Likewise, the Student Induction Programme emphasizes the same.

The course instructors emphasize POs, PSOs, and COs in the classroom at the beginning of each semester/term. Students are informed of the

knowledge, abilities, and competencies they will obtain upon course completion.

Mentors also communicate POs with students and parents during their interactions.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://cescollege.ac.in/wp-content/uploads/2021/02/CO-PO-for-Commerce.pdf

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

101

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	View File
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/2025/01/Student-Survey-Report-2023-24_compressed.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)	View File

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)	View File
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

11

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

3.2 - Research Publications and Awards

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

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

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)	<u>View File</u>

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

0

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

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

During the year, numerous extension activities were organized in the neighbourhood community to sensitize students to social issues and promote their holistic development: Environmental initiatives included tree plantation drives and awareness campaigns under the Swachhata Hi Seva campaign, focusing on cleanliness, freedom from plastic, and administering the Swachhata pledge. Students participated in the Fit India Swachhata Freedom Runs to promote health and fitness. Awareness campaigns like HIV-AIDS sessions, rallies, digital poster-making, flyer-making, and slogan-writing competitions educated students and the community about health and safety precautions. National events like National Youth Week, National Voters Day, and Amrit Kalash Yatra were celebrated to

instill patriotism and civic responsibility. Students contributed to fundraising efforts for the National Foundation for Communal Harmony (NFCH) and the Armed Forces Flag Day Fund, supporting communal harmony and armed forces welfare. The Meri Maati Mera Desh campaign highlighted cultural pride with activities like the decoration and collection of boiled rice and soil for Amrit Kalash. These programs encouraged students to engage with societal challenges, fostering values of teamwork, leadership, and social responsibility. The activities created a significant impact, empowering students to contribute positively to the community while enhancing their holistic development.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1ezxzP95vp46vf50MeFZ0JaaIdD7qNYVL/view?usp=sharing
Upload any additional information	No File Uploaded

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

01

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	View File
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

29

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)	<u>View File</u>

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

29

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

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

7

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

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

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

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	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 process. The faculty makes use of ICT, LCD and Smart Board for effective teaching-learning process. All class rooms are well equipped with LCD facilities, Wi-Fi connection and audio system. Classrooms (smart rooms) no. 07, 14 ,18, 20 and two IT Laboratories have been equipped with necessary IT facilities including smart board. Geography laboratory is equipped with networking and internet facilities, maps, globes, aerial photographs, stereoscopes, GPS, models of landforms and geometry set. College Library is partially automated and equipped with KOHA software, laptops, computers, smart TV, physical resources and e - resources. Library is kept open from 8 a.m. to 5 p.m. for satisfying the academic needs of staff and students. Staff room is well equipped with necessary devices and facilities. College campus is supported with a generator in case of power failure.

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

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

The students' council, cultural council and sports council organises

events for the overall development of students. The College has indoor and outdoor facilities for the smooth conduct of physical education and sports activities and for the promotion of physical and mental health and welfare of the students. Sports room no.1 is 8 x 4.40 meters and provides facilities for Carrom and Chess. Sports room no. 2 is 5 x 3.70 meters and provides indoor facilities for Table Tennis and Treadmill. The College ground is of 26 x 18 meters, used for badminton, Tennikoit, volley ball, traditional games and other outdoor, sports and physical activities. The College organised Annual Sports Day at DSYA ground Cuncolim. On the occasion of CES Founders' Day on 2nd October 2023 the College organised State Level 'Oscar Memorial Run'. The girls common room measuring 8 x 4.40 meters is well furnished.

The College hall measuring 12 x 15 metersis equipped with necessary devices and facilitiesto conduct cultural, departmental, intra-collegiate and inter-collegiate activities. Major cultural events are organised at Cuncolim Municipal Hall. The students are also motivated to participate in inter-collegiate events and competitions organised by the other institutions at State and National level.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2023/01/College-Profile-.pdf

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

22

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

20

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[NIL](#)
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

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

31.58

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	NIL

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources   **A. Any 4 or more of the above**

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

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

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

2.25

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

117

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

4.3 - IT Infrastructure

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

The entire campus of the college is equipped with Wi-Fi and LAN connectivity. There are 3 BSNL FTTH connections each having bandwidth of 200 Mbps. The college has twoInformation Technology laboratories which consist of 25 and 22 computers respectively along with LED Interactive smart board for smart and innovative teaching-learning. The IT facilities of the administrative and accounts section were been upgraded as per need. All the classrooms have been equipped with Speakers and LCD's projectors. Five classrooms equipped with Smart interactive board, makes teaching -learning more effective. Two 43" LED screen installed in library is used 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 and basic repairs of systems, network and hardware peripherals such as printers, LED displays. 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

90

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

4.3.3 - Bandwidth of internet connection in the Institution   A. ? 50MBPS

File Description	Documents
Upload any additional Information	[View File](#)
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)

5.85

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 submit proposals for the allocation of funds by the Principal and management. As per requisitions, quotations are invited and equipment are purchased with lowest quote.

The entry point and crucial locations are under CCTV surveillance. Security personnel ensures safety and security of facilities.

The college has an inhouse team for the maintenance and minor repairs of systems, network and hardware. Outsourcing is done for major repairs. Licenses of all software are renewed as per need.

Purchase of books and reading resources is managed by the library, as per requisition received from the faculty. Stock verification and weeding out of old or damaged stock is done periodically. Regular cleanliness and maintenance of library is carried out by the Library MTS.

The geography laboratory purchases equipment and required resources with prior approval . Purchases and disposals of sports equipment's are referred to committee for decision and action.

Sufficient water storage tanks are placed overhead. Fire extinguishers have been placed at crucial locations. 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://cescollege.ac.in/wp-content/uploads/2024/10/Library-Policy_compressed.pdf

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

41

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

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

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

37

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

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

A. All of the above

File Description	Documents
Link to institutional website	<u>https://cescollege.ac.in/aqar-uploads/</u>
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	<u>View File</u>

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

0

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

0

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student 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

B. Any 3 of the above

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	<u>View File</u>
Details of student grievances including sexual harassment and ragging cases	<u>View File</u>

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

23

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

2

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' council and Cultural Council were formed by conducting elections. The councils organised activities to explore the talents among students and motivate.

The councils also encourage the students to participate in the various Inter- Collegiate events.

The council held regular meetings in which common issues were discussed by giving opportunity to the students to represent their ideas to create social, cultural and environmental awareness.

NSS Advisory Committee: A male as well as female Student Representative is included in the committee for better outreach and extension activities in the college.

IQAC: A student representative has been included in the IQAC Cell of the college.

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

Collegiate Student Grievance Redressal Committee (UGC Redress of Grievances Students) Regulation, 2019) : 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.

Consumer welfare cell: A student representative is elected for conducting consumer awareness related activities.

Cell for Anti- Ragging, Anti - Ragging Squad, Collegiate Student Grievance Redressal Committee (UGC (Redress of Grievances Students Regulation, 2019), Students Aid Fund Committee: General Secretary(GS) is a member.

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

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

36

File Description	Documents
Report of the event	View File
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 Alumni Association had two Executive Committee Meetings held on 12th January 2024 and 23rd April 2024. The alumni association organised Blood Donation camp in association with NSS Unit and Blood Bank Unit of Hospicio, South Goa District, Margao, Goa.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1_SPsMBpkK9S JT2knJNdPGUPADmT-k8JT/view?usp=sharing
Upload any additional information	No File Uploaded

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

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 institutional governance and leadership are in accordance with the vision and mission of the institution and it is visible in various practices such assustained institutional development, decentralization, contribution in the institutional governance and in their futuristic institutional perspective plan.The model of governance practiced in the institution is transparent, collaborative and participatory. The institutional academic and administrative councils are acting under the guidance of the Principal. The involvement of the diverse people with their different skill sets at different levels of the organization is the benchmark. The Head of the Institution provides valuable insights in preparing and organizing the academic and other extracurricular activities. The duties are classified and assigned to all the Heads of the Departments who delegate their responsibilities to the faculty members concerned. The decisions taken by the Institution Council are implemented for the welfare of the institution. The

institutional governance model therefore is structured to facilitate of sharing their responsibility in decision making. The centralized IQAC oversees the planning and implementation of quality measures in the institution. IQAC representatives of the respective departments act as the contact point between the IQAC and the individual Departments.

Staff meetings are held periodically to discuss important issues pertaining to the academic programmes and the administration of the institution.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/aim-and-objective/
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.

The College is affiliated to Goa University, the statutes of Goa University and guidelines of DHE/UGC are implemented meticulously. The Principal allows the departments and the various committees to conduct their academic and co-curricular activities independently and report to IQAC. Various committees are functioning in our institution in order to fulfil the short term and long-term plans. Various Statutory, Academic and Non-academic Committees such as the Admission Committee, IQAC, Cell for Anti- Ragging, Students Aid Fund Committee, Feedback Committee, Mentoring Committee, Alumni Association, Gender Champion and Women's Cell, Magazine Committee, NSS, NCC, Sports Council, Parent – Teacher Association and their works are decentralized. The management invites suggestions from the faculty members and administrative staff at the joint meeting.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institutional Development 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 areas of:

1. Curricular planning and implementation.
2. Teaching Learning process.
3. Research, Development and Innovation.
4. Academic infrastructural facilities.
5. Student support activities and student progression.
6. Internal Quality Assurance System.
7. Industry-Academic Partnership.
8. Collaboration and Extension Activities

The policy of the College is in alignment with the Goa University and the UCC. The College level policies andguidelines are framed by respective departments in collaboration withIQAC. All the Heads of the Departments and Convenors of the various committees conduct the meetings at the level and the decisions are taken. By the end of every academic year, a meeting is convened by the principal and all the Heads of the department to discuss regarding the plans for the upcoming academic year. The departmental Time table, Workload and other association activities are prepared in accordance with the meeting. Co-curricular and extracurricular activities are also implemented and followed. The Institution has been working towards enhancing employability and entrepreneurial skills.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2023/07/IDP-Document-CES-College-of-Arts-and-Commerce-Cuncolim-Goa-1.pdf
Upload any additional information	View File

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 Management, the Governing Board, the Principal, the teaching and non-teaching personnel, and the students make up the college's organizational structure. The required statutory committees and cells have been complied. The IQAC Coordinator, HODs , Physical Edu.

& Sports Director, Librarian, non-teaching staff work under Principal. 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 is responsible for all academic, extracurricular, curricular, extensionand developmental activities. For the upcoming academic year, the IQAC creates a calendar of planned activities. Various internal committees devoted to student development through academic, curricular, extracurricular, extension, and outreach programs and activities are used to carry out the college's operations throughout the academic year. During their academic curriculum, students are informed about the numerous government programs, scholarships, and freebies that are available to them. In addition to this faculty members freely contributes scholarships to meritorious students.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/governing-council-2/
Link to Organogram of the Institution webpage	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

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

1. The Institution has credit co-operative society for all the staff which provides loans up to five lakhs.

2. As per the Guidelines and directives of DHE GOA and UGC all the employee welfare privileges such as leaves, promotion, allowances, reimbursement and all facilities as per the notification is followed timely.

3. Principal and Management motivate the teachers to do research and promote the teacher to attend, participate and organize seminars, workshops, conferences and training programmes.

4. Gym facility is available for the staff and students.

5. Felicitation of retired employee is done by the Management and Principal for their contribution towards the Institution.

6. Teaching and non-teaching staff have permission to participate in various training programmes like Orientation programme, Refresher Courses, Short term courses and faculty Development Programme which is essential for the CAS promotion as per UGC guidelines.

7. De-worming tablets issued by the Health department are distributed periodically to teaching and non-teaching staff members and the students

8.Free participation in all Faculty Development Programmes ,Library Support, Support of official Email Id's, Free remote access to N-List, Wi-fi support on campus for academic activities.

File Description	Documents
Paste link for additional information	https://drive.google.com/drive/folders/1gw1twDWpfXPiWqPDI4jHnBBlo1nGMWTq?usp=sharing
Upload any additional information	View File

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

13

File Description	Documents
Upload any additional information	View File
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

02

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

Academic performance of the college is brought out by qualitative Performance Based Appraisal System (PBAS). PBAS is followed by the college as per Statute 2018 (No. 2/562/18-Legal (vol. rx) /2250) , SC-16 of Goa University. The IQAC evaluates API forms as per the norms of the UGC. The promotion of faculty members has been completed under CAS during the academic year 2023-24 in accordance with the recommendations of IQAC's CAS Committee considering the norms of CAS.

Completed Appraisal forms along with the documents are forwarded to IQAC through the Principal. Semester and Annual subject wise result evaluation of each faculty's performance is determined on the basis of the subject result.

The DHE has implemented IAIMS portal since 2021-22. The faculty uploads teaching plan, attendance of the students, ISA and SEE/SEA examination marks on IAIMS portal.The feedback of the teachers and students is included in the portal, which are collected and analysed from time to time.

Performance appraisal for non-teaching staff is conducted as per the notification dated 13/02/2020, Office Memorandum No. 1/82—PER (PartIV) , Government of Goa, Department of Personnel Secretariat, Porvorim-Goa and the confidential report is maintained by the Principal on annual basis.

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 conducts an internal & external financial audit regularly to ensure transparency, accountability and accuracy in financial operations. The internal financial audit iscarried out annually by an external auditor appointed by the college management. This audit covers all financial transactions, allocations and expenditures within the financial year, ensuring that financial records are accurate and compliant with Government policies. Additionally, the college undergoes an external audit once every 10 years conducted by the Directorate of Higher Education,Goa to assess compliance with regulatory standards and maintain financial integritythereby enhancing the trust and credibility in its financial practices.

In the event of any audit objections the accounts sectionin coordination with relevant departmentsthoroughly reviews the objections to identify discrepancies. Appropriate clarifications and corrective actions are taken to resolve the objections in a timely manner. Necessary adjustments are made to financial records, ensuring compliance with audit recommendations .College ensures financial transparency and upholds accountability in all its operationscontributing to the overall efficiency and sustainability of institutional processes.

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

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)

1.10

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

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

College predominantly relies on funding from the State Government to support its core operational, academicand infrastructural needs. These funds are essential for the college's day-to-day functioning and long-term growth. To supplement these government grants college seeks additional support from non-government bodies, individualsand philanthropic donations particularly for developmental projects and enhancements in student facilities.

The college implements a well-structured budgeting process to ensure that all available resources are used effectively. Each department submits activity budget proposal based on its needswhich is then reviewed by the accounts section to align with institutional priorities. This process ensures that resources are allocated efficiently and are used optimally. Regular internal reviews are conducted to monitor expenditure and ensure adherence to the budgetsupporting the college's mission to provide a quality education and sustainable growth.

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 IQAC plays a key role in aligning the college's strategies with

its vision and mission, focusing on effective teaching-learning and holistic student development. The college ensures transparency by documenting teaching plans and uploading them on the DHE-Goa portal. Adhering to Goa University's examination statutes, the college communicates exam schedules well in advance via notices, the website, and WhatsApp groups.

Collaborating with various councils and clubs, the IQAC organizes co-curricular activities to enhance students' personalities and skills. The integration of ICT-based teaching methods and counseling services supports both academic growth and personal development. Faculty are encouraged to participate in workshops and seminars, while the IQAC organizes additional events to improve teaching quality and learning outcomes.

To further enrich the academic experience, the IQAC organizes study tours, guest lectures, and other events for students and faculty. Additionally, blood donation camps are organized to foster social responsibility. The IQAC also reviews faculty performance (PBAS) and monitors timely upgrades to college infrastructure, ensuring a conducive learning environment. This comprehensive approach supports academic excellence, personal growth, and community engagement.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2024/10/Academic-Calendar-23-24.pdf
Upload any additional information	No File Uploaded

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

The IQAC ensures continuous improvement in academic activities by monitoring syllabus coverage, compliance with the BOS-drafted curriculum, and the achievement of learning outcomes. It promotes flexibility in the curriculum, provides question banks and study materials, and integrates ICT to enhance teaching and evaluation processes.

To foster a student-centric and holistic education, the IQAC blends experiential, participative, and problem-solving learning methodologies and organizes quiz competitions. In collaboration with various departments, the IQAC hosts seminars, workshops, guest

lectures, field trips, debates, and inter-collegiate competitions to enhance academic quality. Extra-curricular activities also promote students' planning and implementation skills.

The institution supports both fast and slow learners by encouraging higher studies for advanced learners and providing mentoring for slow learners. The college library, fully automated with extended hours, offers access to N-List, an online OPAC, and prestigious journals to enhance reading and research. The research cell, equipped with Wi-Fi, aids research scholars and students.

Furthermore, the physical and social development of students is promoted through sports, NCC, NSS, and outreach programs, ensuring a well-rounded education.

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

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://drive.google.com/drive/folders/1l9hA-GSD7UYj1BX-Sh7tnwnTyhfqyzno?usp=sharing
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Promoting gender equity is essential for fostering an inclusive and balanced academic environment. By actively addressing gender disparities, the institution creates a culture that values diversity and encourages participation from all genders.

College aims at achieving gender equity through its comprehensive policies that promote equal opportunities in admissions, faculty recruitment, career advancement and in providing a healthy and safe ecosystem for all genders. The college has conducted various programs throughout the year focusing on gender sensitivity which can help in fostering an atmosphere of respect and understanding. The college provides a CCTV surveillance campus for the safety and security of all. The Counselling Cell and the Mentoring Committee address various issues for the students. The ladies student representative voices out the problems faced by the female students.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/1E-9-rioFDSRwGvDDo-RYidsOrurMXYmX/view?usp=sharing
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/1DxbXxJfMFR84kDoAoWyckKV2k5j4S0BY/view?usp=sharing

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	View File

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

LED bulbs have been installed across the campus to reduce electricity consumption and support sustainable practices.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	https://drive.google.com/file/d/1DxbXxJfMFR84kDoAoWyckKV2k5j4S0BY/view?usp=sharing
Any other relevant information	View File

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

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
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:

B. Any 3 of the above

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	[View File](#)
Any other relevant documents	**No File Uploaded**

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

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

E. None of the above

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
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).

College is committed to fostering an inclusive environment that embraces and celebrates diversity across cultural, regional, linguistic, communal, socioeconomic, and other dimensions. To achieve this, we implement a range of initiatives designed to encourage tolerance and unity among all community members.

Furthermore, we have established support systems, including counselling services and diversity-focused committees, to address the needs of underrepresented groups. Policies aligned with national guidelines, such as Reservation Policy of India, National Policy for Persons with Disabilities (2006) and the National Policy for the Empowerment of Women (2001) are actively enforced to ensure equal opportunities for all. The Internal Complaint Committee for the Prevention of Sexual Harassment of Women at Work, the Grievance Committee for exams, the Anti-Ragging Cell, the Anti-Ragging Squad, and the Unfair Means Committee addresses concerns from all. The college also has a Grievance Redressal System, which features the Collegiate Student Grievance Redressal Committee (as per the UGC regulations from 2019), a Grievance Redressal Officer for Persons with Disabilities (under the Disabilities Act, 2016), and a general Grievance Redressal Officer.

Additionally, the college adheres to a code of ethics for students (outlined in the college prospectus), teachers, and all stakeholders (according to Goa University Ordinance).

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

The college takes great effort in promoting constitutional rights and duties among its students and employees. Various activities are organised by the college spread awareness about the importance of participating in electoral processes, sensitizing students and the employees about the rights guaranteed by the constitution.

The college celebrates important days such as Constitutional Day and National Voters Day. On these days a number of activities are conducted for the students' activities conducted by the college. Constitutional Day celebration included creating online awareness about the importance of constitution and its values, Preamble reading to create awareness about their role in upholding its principles and online quiz to increase their knowledge about the constitutional rights, which would help them to become responsible citizens of the country.

On the National Voters Day, students and employees took voters day pledge. As 'Right to Vote' is the main constitutional right, highlighting its importance, activities are held from time-to-time such as poster making competition, essay writing competition. Besides this, under a campaign 'Chunav Ka Parv, Desh Ka Garv' online awareness on electoral process, collage making competition, slogan and flyer making competition, poetry writing competitions centered on the theme 'Voting' were conducted.

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,   **D. Any 1 of the above**

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**

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

The college celebrates national days such as Independence Day, Republic Day, National Unity Day, National Youth Day, National Girl Child Day, Gandhi Jayanti, National Librarians Day and International commemorative events such as International Women's Day and World Mental Health Day is celebrated.

National days are commemorated in the institution through cultural program such as music, poetry, dance on patriotic themes to honour a nations historical movement, commemorate its heritage, and recognise the values, ideals and struggles that shaped India's current identity. Other national days such as National Youth Day is observed to promote rich ideals of Swami Vivekananda amongst students, National Girl Child is celebrated to highlight and address the social challenges faced by girls and to promote equality, opportunities and respect for young girls in the society.

Similarly international commemorative days are also recognised like International Women's Day to promote amongst student community as well as among employees a deeper understanding of the historical and ongoing struggle for women's right. World Mental Health Day is observed to promote well-being among students.

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	**No File Uploaded**

7.2 - Best Practices

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

1. Young Entrepreneurs Challenge This initiative fosters entrepreneurial skills, creativity and teamwork while providing practical exposure to market dynamics. Through an inter-class competition, students set up stalls on campus to sell food, games, and other products, managing planning, sales and accounting. Teams submit receipts and payments statement and the highest-earning team wins a prize. Young Entrepreneurs Challenge was held on 21st December 2023, the event saw enthusiastic participation demonstrating students' interest in entrepreneurship and understanding of financial management. Challenges like limited buyers and space constraints can be addressed through expanded outreach and sponsorships. This practice equips students with real-world business skills, preparing them for future challenges.

2. Workshop on Stress Management It is designed to raise awareness of stressors and enhance mental well-being, this workshop provided students with tools to balance academic and personal life. Held on 2nd December 2023 it featured sessions on identifying stressors, managing interpersonal challenges and promoting a healthy lifestyle. High participation underscored its relevance, with students reporting improved preparedness for handling stress. Challenges, such as sustaining engagement post-workshop, could be mitigated through follow-ups or peer support. This initiative reflects the institution's commitment to holistic development by fostering resilience and mental health awareness.

File Description	Documents
Best practices in the Institutional web site	[View File](#)
Any other relevant information	[View File](#)

7.3 - Institutional Distinctiveness

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

The college has implemented various initiatives to enhance the quality of higher education and accountability. These include the establishment of the ISA Monitoring Committee, reforms in examination processes, and adherence to Goa University's examination notifications. Faculty members use online platforms such as Google Classroom and WhatsApp groups to share study materials, fostering effective communication with students.

The holistic development of students is supported through outreach programs, including field trips, study tours, counseling, mentoring,seminars,workshops and initiatives focused on discipline, health, and hygiene, with the IQAC collaborating with departments to organize these activities. The institution also prioritizes student well-being by providing clean drinking water and installing sanitary pad dispensers in girls' washrooms.

These efforts reflect the institution's commitment to achieving its vision and mission, which focus on developing students' human skills and knowledge.

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

The curriculum in respect of B.A./ B.Com. Program is drafted by the Board of studies of Goa University and same is been implemented by all the colleges affiliated to the University. College takes up necessary measures and steps for effective implementation of curriculum design by the Board of Studies: Depending upon the needs of the students various pedagogies were adopted by the Institution for effective implementation of curriculum under CBCS and NEP-2020.

All the Faculty prepare a semester wise teaching plan in their respective course, the same is uploaded on DHE-IAIMS portal along with its compliance.

Faculty members makes use of ICT.

For practical experience of the course students are taken for the study Tour, Field Trips, Industry visit, Tiatr/Drama and Films are depicted.

The Students and Members of Faculty are motivated to participate in the Workshop, Seminars, Conferences for upgradation of knowledge.

Academic, Curricular, Co-curricular activities and Guest Lectures complements classroom teaching.

Faculty members are actively involved in DISHTAVO (e-content), an initiative of DHE, Goa to present modules in regional language based on the curriculum.

File Description	Documents
Upload relevant supporting document	View File
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 with reference to Goa University academic calendar, which includes the date of commencement and end of academic year, dates of Semester End Examinations and vacations.

The IQAC of the College prepares academic calendar as per the schedule of the Goa University for the smoothconduct of classes, examination and co-curricular activities.

The faculty prepares semester-wise teaching plan based on academic calendar.

On the basis of the academic calendar, schedule for SEE/SEA , ISA and repeat examinations is prepared by the Examination Committee, which is announced to the students and faculty well in advance through the College website and WhatsApp groups.

File Description	Documents
Upload relevant supporting documents	[View File](#)
Link for Additional information	https://cescollege.ac.in/wp-content/uploads/2024/10/Academic-Calendar-23-24.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

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

185

File Description	Documents
Any additional information	View File
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)

03

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)	View File

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

79

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

79

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institution's B.A. and B.Com. programs integrate essential issues like Professional Ethics, Gender, Human Values, Environment, and Sustainability into the curriculum. The B.A. Sociology course explores gender inequality, the women's movement, violence against women, and constitutional provisions for women.

The B.A. Environmental course addresses topics related to natural resources, ecosystems, and their impact on society, livelihoods, and conservation. Additionally, a Generic Elective course in Political Science covers themes such as Truth, Non-violence, Ethical Religion, the removal of untouchability, Gandhi's Satyagraha, efforts for Hindu-Muslim unity, and Human Rights. These courses aim to raise awareness and promote critical thinking on these important societal issues, helping students develop a well-rounded understanding of contemporary challenges.

File Description	Documents
Any additional information	View File
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

10

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

160

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**B. Any 3 of the above**

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

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

720

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

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

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

176

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

College Teachers identify advanced and slow learners through Interaction, class tests, assignments, presentations, group discussionsand internal assessments that evaluate students' understanding, participationand concept application. Based on these assessments, the institution designs programs tailored to each group's needs.

Institutions design programs for advanced learners to deepen their understanding of subjects, stimulate critical thinking, and encourage self-directed learning. These students participate in enrichment activities, research projects, and complex tasks, preparing them for further academic and non-academic challenges. The institution also provides opportunities to attend seminars, workshops, certificate courses, internships, and inter-collegiate events, where studentscan gain new perspectives, engage with experts, and broaden their academic and professional connections.

The institution provides additional guidance to support slow learners, helping them access suitable tutorials and online resources for self-paced learning. They are encouraged to use the library beyond lecture hours.The college counselor and mentor work to support slow learners by identifying their challenges, setting realistic goals, and offering personalized guidance. Through these efforts, the counselor and mentor foster a positive, supportive network that enables students to overcome obstacles and reach their academic potential.This approach ensures that every student can achieve their fullest potential regardless of their learning pace.

File Description	Documents
Link for additional Information	NIL
Upload any additional information	View File

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

Number of Students	Number of Teachers
529	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

Student-centered methods like experiential learning, participative learning, and problem-solving methodologies are implemented to enhance learning experiences and foster deeper understanding of concepts.

Experiential learning at College enriches students' education through hands-on activities. Field trips and internships provide real-world exposure, while workshops expand professional skills. Publishing articles and books allows students to develop research and writing skills. This approach complements classroom learning, equipping students with practical experience for their future careers.

Participative learning encourages active student involvement, allowing them to discuss, debate and share ideas in a collaborative environment. Through group discussions, team projects and interactive sessions, students not only learn from each other but also develop communication, leadership, and critical thinking skills. This approach builds confidence as students take an active role in their learning process.

Problem-solving methodologies challenges students to apply their knowledge to complex, open-ended problems, fostering analytical and innovative thinking. By working through real-life scenarios students learn to break down problems, explore solutionsand make informed decisions.

Together, these student-centered methods create a dynamic and engagelearning environment that encourages curiosity, critical thinking, and practical application, ultimately preparing students for real-world challenges and promoting lifelong learning skills.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://drive.google.com/file/d/1oeSdEKFOCuL34vtZlX229RjM2Rmj94PA/view?usp=sharing

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

Teachers acknowledge the significance of Information and Communication Technology and modern learning tools as catalysts for transforming the classroom experience for students. Consistent efforts are made to upgrade and optimize ICT facilities on campus.

Teachers provide a customized learning environment for students through ICT facilities in the classroom. IT Laboratory is equipped with a smartboard and also classrooms are also fitted with LCD Projectors or interactive smartboards.

The entire campus is connected with LAN, Wi-Fi, surveillance cameras and a public-address system. The College network is segmented into domains to give secured/authorized access to data users. The College library is fully automated with NList services, is accessible online (OPAC) and subscription-based journals from prestigious institutions. Learning/Content Management Systems like Google Classroom are used to conduct ISAs, feedback, and quizzes. The Aided programs use the IAIMS portal (DHE's - MIS) for attendance records, admission process, and result generation. The College displays public coverage of the various events on campus through social media.

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://cescollege.ac.in/wp-content/uploads/2023/01/College-Profile-.pdf

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

14

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

29

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

7

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

408

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 with Goa University and adheres to the University's norms for continuous internal evaluation. The procedure for internal evaluation is transparent and robust. The College has an Examination Committee that assures the systematic and timely administration of all assessment activities. The committee diligently organizes the schedule for all ISA/SEE examinations and ensures that all evaluations are completed within one month of the completion of the exam, including declaration of the results. (As per the University, Statute) College'sISA monitoring Committeeassist Examination Committee for the smooth conduct of ISA examination .

The committee organizes in coordination with the IQAC orientation sessions at the beginning of the academic year for students and newly appointed faculty regarding the exam pattern, core structure and evaluation procedure. Continuous evaluation permits faculty to evaluate the performance of their students by the Course Outcomes. This allows the faculty to arrange remedial measures and evaluate the students' performance. Students are regularly assessed using ISA, which includes paper presentations, assignments, field studies, class tests, quizzes, group discussions, debates, student seminars, and role-playing activities.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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

The College ethos is exceedingly student-centric and strives to create an educational climate that encourages critical thinking and learning. The IQAC, Examination Committee, College Unfair Means Enquiry Committee and College Grievance Committee ensures the appropriate redressal of students' grievances.

At the beginning of the academic year, during the Student Induction Programme. The Principal highlights students regarding the conduct of examinations, evaluation patterns, and grievance redressal procedures.

The College Unfair Means Enquiry Committee examines all cases of unfair means are dealt with as per the University Statute in force. College Grievance Committee: By the provisions of Goa University Ordinances, the College has a grievance committee to address all grievances about ISA/SEE including the distribution of marks.

In case of assessment-related grievances, a First-year and Second-year student can apply for personal verification of marks. The marks are verified in the presence of the student, the subject teacher, and the Principal/ Vice-Principal. The committee warrants that all grievances are resolved in a fair and timely manner.

File Description	Documents
Any additional information	View File
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 Course Outcomes for all programs are by the vision and mission, aims, and objectives of the College.

The Programme Outcomes, Programme Specific Outcomes and Course Outcomes are displayed on the College website, these outcomes have been framed, considering the programs and students' level of learning : slow and advanced learners are communicated through the following mechanisms:

Faculty Induction Program is conducted at the commencement of the academic year, newly appointed members are instructed to pay attention to the POs (Program Outcomes), PSOs (Program Specific Outcomes), and COs (Course Outcomes) of their respective courses considering the overall learning outcomes for the students of the College.

At the time of admission, Admission Committee and Principal conducts an orientation session for the students/parents where in POs are highlighted.

POs, PSOs, and COs are stressed by the respective course teacher in the classroom.

The students are made aware of the knowledge, skills, and competencies that they will acquire upon completion of the course.

Mentors also communicate POs during their interactions with students and parents.

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

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

The Course Outcomes for all programs are aligned with the College's Vision, Mission, Core Values and Objectives. The Programme Outcomes, Programme Specific Outcomes, and Course Outcomes are displayed on the College's website and communicated via the following channels:

Faculty:

The COs of each course are informed to the newly appointed faculty at the Departmental level by the respective H.O. D's / Department in-charges /Programme Coordinators.

Students:

At the time of admission, the Principal holds an orientation session for students/parents in which POs are highlighted. Likewise, the Student Induction Programme emphasizes the same.

The course instructors emphasize POs, PSOs, and COs in the classroom at the beginning of each semester/term. Students are informed of the knowledge, abilities, and competencies they will obtain upon course completion.

Mentors also communicate POs with students and parents during their interactions.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	https://cescollege.ac.in/wp-content/uploads/2021/02/CO-PO-for-Commerce.pdf

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

101

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	View File
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/2025/01/Student-Survey-Report-2023-24_compressed.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)	View File

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)	View File
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

`11`

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

3.2 - Research Publications and Awards

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

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

`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

`0`

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

During the year, numerous extension activities were organized in the neighbourhood community to sensitize students to social issues and promote their holistic development: Environmental initiatives included tree plantation drives and awareness campaigns under the Swachhata Hi Seva campaign, focusing on cleanliness, freedom from plastic, and administering the Swachhata pledge. Students participated in the Fit India Swachhata Freedom Runs to promote health and fitness. Awareness campaigns like HIV-AIDS sessions, rallies, digital poster-making, flyer-making, and slogan-writing competitions educated students and the community about health and safety precautions. National events like National Youth Week, National Voters Day, and Amrit Kalash Yatra were celebrated to instill patriotism and civic responsibility. Students contributed to fundraising efforts for the National Foundation for Communal Harmony (NFCH) and the Armed Forces Flag Day Fund, supporting communal harmony and armed forces welfare. The Meri Maati Mera Desh campaign highlighted cultural pride with activities like the decoration and collection of boiled rice and soil for Amrit Kalash. These programs encouraged students to engage with societal challenges, fostering values of teamwork, leadership, and social responsibility. The activities created a significant impact, empowering students to contribute positively to the community while enhancing their holistic development.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1ezxzP95vp46vf50MeFZ0JaaIdD7qNYVL/view?usp=sharing
Upload any additional information	No File Uploaded

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

01

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year(Data Template)	<u>View File</u>
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

29

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)	<u>View File</u>

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

29

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

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

7

File Description	Documents
e-copies of linkage related Document	**No File Uploaded**
Details of linkages with institutions/industries for internship (Data Template)	<u>View File</u>
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

3

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

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 process. The faculty makes use of ICT, LCD and Smart Board for effective teaching-learning process. All class rooms are well equipped with LCD facilities, Wi-Fi connection and audio system. Classrooms (smart rooms) no. 07, 14 ,18, 20 and two IT Laboratories have been equipped with necessary

IT facilities including smart board. Geography laboratory is equipped with networking and internet facilities, maps, globes, aerial photographs, stereoscopes, GPS, models of landforms and geometry set. College Library is partially automated and equipped with KOHA software, laptops, computers, smart TV, physical resources and e - resources. Library is kept open from 8 a.m. to 5 p.m. for satisfying the academic needs of staff and students. Staff room is well equipped with necessary devices and facilities. College campus is supported with a generator in case of power failure.

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

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

The students' council, cultural council and sports council organises events for the overall development of students. The College has indoor and outdoor facilities for the smooth conduct of physical education and sports activities and for the promotion of physical and mental health and welfare of the students. Sports room no.1 is 8 x 4.40 meters and provides facilities for Carrom and Chess. Sports room no. 2 is 5 x 3.70 meters and provides indoor facilities for Table Tennis and Treadmill. The College ground is of 26 x 18 meters, used for badminton, Tennikoit, volley ball, traditional games and other outdoor, sports and physical activities. The College organised Annual Sports Day at DSYA ground Cuncolim. On the occasion of CES Founders' Day on 2nd October 2023 the College organised State Level 'Oscar Memorial Run'. The girls common room measuring 8 x 4.40 meters is well furnished.

The College hall measuring 12 x 15 metersis equipped with necessary devices and facilitiesto conduct cultural, departmental, intra-collegiate and inter-collegiate activities. Major cultural events are organised at Cuncolim Municipal Hall. The students are also motivated to participate in inter-collegiate events and competitions organised by the other institutions at State and National level.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2023/01/College-Profile-.pdf

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

22

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

20

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

31.58

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	NIL

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**A. Any 4 or more of the above**

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

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

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

2.25

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

117

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

4.3 - IT Infrastructure

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

The entire campus of the college is equipped with Wi-Fi and LAN connectivity. There are 3 BSNL FTTH connections each having bandwidth of 200 Mbps. The college has twoInformation Technology laboratories which consist of 25 and 22 computers respectively along with LED Interactive smart board for smart and innovative

teaching-learning. The IT facilities of the administrative and accounts section were been upgraded as per need. All the classrooms have been equipped with Speakers and LCD's projectors. Five classrooms equipped with Smart interactive board, makes teaching -learning more effective. Two 43" LED screen installed in library is used 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 and basic repairs of systems, network and hardware peripherals such as printers, LED displays. 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

90

File Description	Documents
Upload any additional information	**No File Uploaded**
Student – computer ratio	*View File*

4.3.3 - Bandwidth of internet connection in the Institution	**A. ? 50MBPS**

File Description	Documents
Upload any additional Information	*View File*
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)

5.85

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 submit proposals for the allocation of funds by the Principal and management. As per requisitions, quotations are invited and equipment are purchased with lowest quote.

The entry point and crucial locations are under CCTV surveillance. Security personnel ensures safety and security of facilities.

The college has an inhouse team for the maintenance and minor repairs of systems, network and hardware. Outsourcing is done for major repairs. Licenses of all software are renewed as per need.

Purchase of books and reading resources is managed by the library, as per requisition received from the faculty. Stock verification and weeding out of old or damaged stock is done periodically. Regular cleanliness and maintenance of library is carried out by the Library MTS.

The geography laboratory purchases equipment and required resources with prior approval . Purchases and disposals of sports equipment's are referred to committee for decision and action.

Sufficient water storage tanks are placed overhead. Fire extinguishers have been placed at crucial locations. 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://cescollege.ac.in/wp-content/uploads/2024/10/Library-Policy_compressed.pdf

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

41

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

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

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

37

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

0

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

0

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

B. Any 3 of the above

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

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

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

23

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	<u>View File</u>

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

2

File Description	Documents
Upload supporting data for the same	<u>View File</u>
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)	<u>View File</u>

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

The students' council and Cultural Council were formed by conducting elections. The councils organised activities to explore the talents among students and motivate.

The councils also encourage the students to participate in the various Inter- Collegiate events.

The council held regular meetings in which common issues were discussed by giving opportunity to the students to represent their ideas to create social, cultural and environmental awareness.

NSS Advisory Committee: A male as well as female Student Representative is included in the committee for better outreach and extension activities in the college.

IQAC: A student representative has been included in the IQAC Cell of the college.

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

Collegiate Student Grievance Redressal Committee (UGC Redress of Grievances Students) Regulation, 2019) : 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.

Consumer welfare cell: A student representative is elected for conducting consumer awareness related activities.

Cell for Anti- Ragging, Anti - Ragging Squad, Collegiate Student Grievance Redressal Committee (UGC (Redress of Grievances Students Regulation, 2019), Students Aid Fund Committee: General Secretary(GS) is a member.

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

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

36

File Description	Documents
Report of the event	View File
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 Alumni Association had two Executive Committee Meetings held on 12th January 2024 and 23rd April 2024. The alumni association organised Blood Donation camp in association with NSS Unit and Blood Bank Unit of Hospicio, South Goa District, Margao, Goa.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1_SPsMBpkK 9SJT2knJNdPGUPADmT-k8JT/view?usp=sharing
Upload any additional information	No File Uploaded

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

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 institutional governance and leadership are in accordance with the vision and mission of the institution and it is visible in various practices such assustained institutional development, decentralization, contribution in the institutional governance and in their futuristic institutional perspective plan.The model of governance practiced in the institution is transparent, collaborative and participatory. The institutional academic and administrative councils are acting under the guidance of the Principal. The involvement of the diverse people with their different skill sets at different levels of the organization is the benchmark. The Head of the Institution provides valuable insights in preparing and organizing the academic and other extracurricular activities. The duties are classified and assigned to all the Heads of the Departments who delegate their responsibilities to the faculty members concerned. The decisions taken by the Institution Council are implemented for the welfare of the institution. The institutional governance model therefore is structured to facilitate of sharing their responsibility in decision making. The centralized IQAC oversees the planning and implementation of quality measures in the institution. IQAC representatives of the respective departments act as the contact point between the IQAC and the individual Departments.

Staff meetings are held periodically to discuss important issues

pertaining to the academic programmes and the administration of the institution.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/aim-and-objective/
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.

The College is affiliated to Goa University, the statutes of Goa University and guidelines of DHE/UGC are implemented meticulously. The Principal allows the departments and the various committees to conduct their academic and co-curricular activities independently and report to IQAC. Various committees are functioning in our institution in order to fulfil the short term and long-term plans. Various Statutory, Academic and Non-academic Committees such as the Admission Committee, IQAC, Cell for Anti- Ragging, Students Aid Fund Committee, Feedback Committee, Mentoring Committee, Alumni Association, Gender Champion and Women's Cell, Magazine Committee, NSS, NCC, Sports Council, Parent – Teacher Association and their works are decentralized. The management invites suggestions from the faculty members and administrative staff at the joint meeting.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institutional Development 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 areas of:

1. Curricular planning and implementation.
2. Teaching Learning process.
3. Research, Development and Innovation.
4. Academic infrastructural facilities.
5. Student support activities and student progression.
6. Internal Quality Assurance System.
7. Industry-Academic Partnership.
8. Collaboration and Extension Activities

The policy of the College is in alignment with the Goa University and the UCC. The College level policies andguidelines are framed by respective departments in collaboration withIQAC. All the Heads of the Departments and Convenors of the various committees conduct the meetings at the level and the decisions are taken. By the end of every academic year, a meeting is convened by the principal and all the Heads of the department to discuss regarding the plans for the upcoming academic year. The departmental Time table, Workload and other association activities are prepared in accordance with the meeting. Co-curricular and extracurricular activities are also implemented and followed. The Institution has been working towards enhancing employability and entrepreneurial skills.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2023/07/IDP-Document-CES-College-of-Arts-and-Commerce-Cuncolim-Goa-1.pdf
Upload any additional information	View File

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 Management, the Governing Board, the Principal, the teaching and non-teaching personnel, and the students make up the college's organizational structure. The required statutory committees and cells have been complied. The IQAC Coordinator, HODs , Physical Edu. & Sports Director, Librarian, non-teaching staff work under Principal. 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 is responsible for all academic, extracurricular, curricular, extensionand developmental activities. For the upcoming academic year, the IQAC creates a calendar of planned activities. Various internal committees devoted to student development through academic, curricular, extracurricular, extension, and outreach programs and activities are used to carry out the college's operations throughout the academic year. During their academic curriculum, students are informed about the numerous government programs, scholarships, and freebies that are available to them. In addition to this faculty members freely contributes scholarships to meritorious students.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/governing-council-2/
Link to Organogram of the Institution webpage	https://cescollege.ac.in/wp-content/uploads/2021/11/organogram.png
Upload any additional information	View File

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

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

6.3 - Faculty Empowerment Strategies

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

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

1. The Institution has credit co-operative society for all the staff which provides loans up to five lakhs.

2. As per the Guidelines and directives of DHE GOA and UGC all the employee welfare privileges such as leaves, promotion, allowances, reimbursement and all facilities as per the notification is followed timely.

3. Principal and Management motivate the teachers to do research and promote the teacher to attend, participate and organize seminars, workshops, conferences and training programmes.

4. Gym facility is available for the staff and students.

5. Felicitation of retired employee is done by the Management and Principal for their contribution towards the Institution.

6. Teaching and non-teaching staff have permission to participate in various training programmes like Orientation programme, Refresher Courses, Short term courses and faculty Development Programme which is essential for the CAS promotion as per UGC guidelines.

7. De-worming tablets issued by the Health department are distributed periodically to teaching and non-teaching staff members and the students

8.Free participation in all Faculty Development Programmes ,Library Support, Support of official Email Id's, Free remote access to N-List, Wi-fi support on campus for academic activities.

File Description	Documents
Paste link for additional information	https://drive.google.com/drive/folders/1gw1twDWpfXPiWqPDI4jHnBBlo1nGMWTq?usp=sharing
Upload any additional information	View File

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

13

File Description	Documents
Upload any additional information	View File
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

02

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

Academic performance of the college is brought out by qualitative Performance Based Appraisal System (PBAS). PBAS is followed by the college as per Statute 2018 (No. 2/562/18-Lega1 (vol. rx) /2250) , SC-16 of Goa University. The IQAC evaluates API forms as per the norms of the UGC. The promotion of faculty members has been completed under CAS during the academic year 2023-24 in accordance with the recommendations of IQAC's CAS Committee considering the norms of CAS.

Completed Appraisal forms along with the documents are forwarded to IQAC through the Principal. Semester and Annual subject wise result evaluation of each faculty's performance is determined on the basis of the subject result.

The DHE has implemented IAIMS portal since 2021-22. The faculty uploads teaching plan, attendance of the students, ISA and SEE/SEA examination marks on IAIMS portal.The feedback of the teachers and students is included in the portal, which are collected and analysed from time to time.

Performance appraisal for non-teaching staff is conducted as per the notification dated 13/02/2020, Office Memorandum No. 1/82—PER (PartIV) , Government of Goa, Department of Personnel Secretariat, Porvorim-Goa and the confidential report is maintained by the Principal on annual basis.

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 conducts an internal & external financial audit regularly to ensure transparency, accountability and accuracy in financial operations. The internal financial audit iscarried out annually by an external auditor appointed by the college management. This audit covers all financial transactions, allocations and expenditures within the financial year, ensuring that financial records are accurate and compliant with Government policies. Additionally, the college undergoes an external audit once every 10 years conducted by the Directorate of Higher Education,Goa to assess compliance with regulatory standards and maintain financial integritythereby enhancing the trust and credibility in its financial practices.

In the event of any audit objections the accounts sectionin coordination with relevant departmentsthoroughly reviews the objections to identify discrepancies. Appropriate clarifications and corrective actions are taken to resolve the objections in a timely manner. Necessary adjustments are made to financial records, ensuring compliance with audit recommendations .College ensures financial transparency and upholds accountability in all its operationscontributing to the overall efficiency and sustainability of institutional processes.

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

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)

1.10

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

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

College predominantly relies on funding from the State Government to support its core operational, academicand infrastructural needs. These funds are essential for the college's day-to-day functioning and long-term growth. To supplement these government grants college seeks additional support from non-government bodies, individualsand philanthropic donations particularly for developmental projects and enhancements in student facilities.

The college implements a well-structured budgeting process to ensure that all available resources are used effectively. Each department submits activity budget proposal based on its needswhich is then reviewed by the accounts section to align with institutional priorities. This process ensures that resources are allocated efficiently and are used optimally. Regular internal reviews are conducted to monitor expenditure and ensure adherence to the budgetsupporting the college's mission to provide a quality education and sustainable growth.

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 IQAC plays a key role in aligning the college's strategies

with its vision and mission, focusing on effective teaching-learning and holistic student development. The college ensures transparency by documenting teaching plans and uploading them on the DHE-Goa portal. Adhering to Goa University's examination statutes, the college communicates exam schedules well in advance via notices, the website, and WhatsApp groups.

Collaborating with various councils and clubs, the IQAC organizes co-curricular activities to enhance students' personalities and skills. The integration of ICT-based teaching methods and counseling services supports both academic growth and personal development. Faculty are encouraged to participate in workshops and seminars, while the IQAC organizes additional events to improve teaching quality and learning outcomes.

To further enrich the academic experience, the IQAC organizes study tours, guest lectures, and other events for students and faculty. Additionally, blood donation camps are organized to foster social responsibility. The IQAC also reviews faculty performance (PBAS) and monitors timely upgrades to college infrastructure, ensuring a conducive learning environment. This comprehensive approach supports academic excellence, personal growth, and community engagement.

File Description	Documents
Paste link for additional information	https://cescollege.ac.in/wp-content/uploads/2024/10/Academic-Calendar-23-24.pdf
Upload any additional information	No File Uploaded

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

The IQAC ensures continuous improvement in academic activities by monitoring syllabus coverage, compliance with the BOS-drafted curriculum, and the achievement of learning outcomes. It promotes flexibility in the curriculum, provides question banks and study materials, and integrates ICT to enhance teaching and evaluation processes.

To foster a student-centric and holistic education, the IQAC blends experiential, participative, and problem-solving learning methodologies and organizes quiz competitions. In collaboration

with various departments, the IQAC hosts seminars, workshops, guest lectures, field trips, debates, and inter-collegiate competitions to enhance academic quality. Extra-curricular activities also promote students' planning and implementation skills.

The institution supports both fast and slow learners by encouraging higher studies for advanced learners and providing mentoring for slow learners. The college library, fully automated with extended hours, offers access to N-List, an online OPAC, and prestigious journals to enhance reading and research. The research cell, equipped with Wi-Fi, aids research scholars and students.

Furthermore, the physical and social development of students is promoted through sports, NCC, NSS, and outreach programs, ensuring a well-rounded education.

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

| 6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA) | B. Any 3 of the above |

File Description	Documents
Paste web link of Annual reports of Institution	https://drive.google.com/drive/folders/1l9hA-GSD7UYj1BX-Sh7tnwnTyhfqyzno?usp=sharing
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Promoting gender equity is essential for fostering an inclusive and balanced academic environment. By actively addressing gender disparities, the institution creates a culture that values diversity and encourages participation from all genders.

College aims at achieving gender equity through its comprehensive policies that promote equal opportunities in admissions, faculty recruitment, career advancement and in providing a healthy and safe ecosystem for all genders. The college has conducted various programs throughout the year focusing on gender sensitivity which can help in fostering an atmosphere of respect and understanding. The college provides a CCTV surveillance campus for the safety and security of all. The Counselling Cell and the Mentoring Committee address various issues for the students. The ladies student representative voices out the problems faced by the female students.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/1E-9-rioFD SRwGvDDo-RYidsOrurMXYmX/view?usp=sharing
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/1DxbXxJfMF R84kDoAoWyckKV2k5j4S0BY/view?usp=sharing

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	View File

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

LED bulbs have been installed across the campus to reduce electricity consumption and support sustainable practices.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	https://drive.google.com/file/d/1DxbXxJfMF R84kDoAoWyckKV2k5j4S0BY/view?usp=sharing
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction	**C. Any 2 of the above**

of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of Bicycles/ Battery powered vehicles** 3. **Pedestrian Friendly pathways** 4. **Ban on use of Plastic** 5. **landscaping with trees and plants**	**B. Any 3 of the above**

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

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

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**No File Uploaded**
Certification by the auditing agency	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	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	**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
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).

College is committed to fostering an inclusive environment that embraces and celebrates diversity across cultural, regional, linguistic, communal, socioeconomic, and other dimensions. To achieve this, we implement a range of initiatives designed to encourage tolerance and unity among all community members.

Furthermore, we have established support systems, including counselling services and diversity-focused committees, to address the needs of underrepresented groups. Policies aligned with national guidelines, such as Reservation Policy of India, National Policy for Persons with Disabilities (2006) and the National Policy for the Empowerment of Women (2001) are actively enforced to ensure equal opportunities for all. The Internal Complaint Committee for the Prevention of Sexual Harassment of Women at Work, the Grievance Committee for exams, the Anti-Ragging Cell, the Anti-Ragging Squad, and the Unfair Means Committee addresses concerns from all. The college also has a Grievance Redressal System, which features the Collegiate Student Grievance Redressal Committee (as per the UGC regulations from 2019), a Grievance Redressal Officer for Persons with Disabilities (under the Disabilities Act, 2016), and a general Grievance Redressal Officer.

Additionally, the college adheres to a code of ethics for students (outlined in the college prospectus), teachers, and all stakeholders (according to Goa University Ordinance).

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

The college takes great effort in promoting constitutional rights and duties among its students and employees. Various activities are organised by the college spread awareness about the importance of participating in electoral processes, sensitizing students and the employees about the rights guaranteed by the constitution.

The college celebrates important days such as Constitutional Day and National Voters Day. On these days a number of activities are conducted for the students' activities conducted by the college. Constitutional Day celebration included creating online awareness about the importance of constitution and its values, Preamble

reading to create awareness about their role in upholding its principles and online quiz to increase their knowledge about the constitutional rights, which would help them to become responsible citizens of the country.

On the National Voters Day, students and employees took voters day pledge. As 'Right to Vote' is the main constitutional right, highlighting its importance, activities are held from time-to-time such as poster making competition, essay writing competition. Besides this, under a campaign 'Chunav Ka Parv, Desh Ka Garv' online awareness on electoral process, collage making competition, slogan and flyer making competition, poetry writing competitions centered on the theme 'Voting' were conducted.

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	D. Any 1 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

The college celebrates national days such as Independence Day, Republic Day, National Unity Day, National Youth Day, National Girl Child Day, Gandhi Jayanti, National Librarians Day and International commemorative events such as International Women's Day and World Mental Health Day is celebrated.

National days are commemorated in the institution through cultural program such as music, poetry, dance on patriotic themes to honour a nations historical movement, commemorate its heritage, and recognise the values, ideals and struggles that shaped India's current identity. Other national days such as National Youth Day is observed to promote rich ideals of Swami Vivekananda amongst students, National Girl Child is celebrated to highlight and address the social challenges faced by girls and to promote equality, opportunities and respect for young girls in the society.

Similarly international commemorative days are also recognised like International Women's Day to promote amongst student community as well as among employees a deeper understanding of the historical and ongoing struggle for women's right. World Mental Health Day is observed to promote well-being among students.

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	No File Uploaded

7.2 - Best Practices

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

1. Young Entrepreneurs Challenge This initiative fosters entrepreneurial skills, creativity and teamwork while providing practical exposure to market dynamics. Through an inter-class competition, students set up stalls on campus to sell food,

games, and other products, managing planning, sales and accounting. Teams submit receipts and payments statement and the highest-earning team wins a prize. Young Entrepreneurs Challenge was held on 21st December 2023, the event saw enthusiastic participation demonstrating students' interest in entrepreneurship and understanding of financial management. Challenges like limited buyers and space constraints can be addressed through expanded outreach and sponsorships. This practice equips students with real-world business skills, preparing them for future challenges.

2. Workshop on Stress Management It is designed to raise awareness of stressors and enhance mental well-being, this workshop provided students with tools to balance academic and personal life. Held on 2nd December 2023 it featured sessions on identifying stressors, managing interpersonal challenges and promoting a healthy lifestyle. High participation underscored its relevance, with students reporting improved preparedness for handling stress. Challenges, such as sustaining engagement post-workshop, could be mitigated through follow-ups or peer support. This initiative reflects the institution's commitment to holistic development by fostering resilience and mental health awareness.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

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

The college has implemented various initiatives to enhance the quality of higher education and accountability. These include the establishment of the ISA Monitoring Committee, reforms in examination processes, and adherence to Goa University's examination notifications. Faculty members use online platforms such as Google Classroom and WhatsApp groups to share study materials, fostering effective communication with students.

The holistic development of students is supported through outreach programs, including field trips, study tours, counseling, mentoring,seminars,workshops and initiatives focused on discipline, health, and hygiene, with the IQAC collaborating with departments to organize these activities. The institution

also prioritizes student well-being by providing clean drinking water and installing sanitary pad dispensers in girls' washrooms.

These efforts reflect the institution's commitment to achieving its vision and mission, which focus on developing students' human skills and knowledge.

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

Plan of Action of the academic year 2024-25 is as follows:

1)National Level Seminar for Faculty and students.

2)Certificate Course and Skill Development Programme.

3)Guest Lectures

4)Faculty Development Programme / Workshop for faculty

5)Meetings with PTA and Alumni

6)Experiential and participative Learning for Students.

7)Implementation of Course Syllabus as per NEP 2020.

8)MoU with industries and other institutions.

9)Activities related to gender sensitization, ethical values and scientific thinking

10)Enlisting Best Practices as a part of future plans.

11) Compliance as per Institutional Development Plan 2020