YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution　　　　　　VVM's SHREE DAMODAR COLLEGE OF COMMERCE & ECONOMICS

- Name of the Head of the institution　　Prof. Sanjay Prabhakar Sawant Dessai

- Designation　　Officiating Principal

- Does the institution function from its own campus?　　Yes

- Phone no./Alternate phone no.　　08322722500

- Mobile no　　9765569757

- Registered e-mail　　principal.sdcc@vvm.edu.in

- Alternate e-mail　　sanjay.dessai@vvm.edu.in

- Address　　SHREE DAMODAR EDUCATIONAL CAMPUS, G. R. KARE ROAD, TANSOR, COMBA

- City/Town　　MARGAO

- State/UT　　Goa

- Pin Code　　403601

2.Institutional status

- Affiliated /Constituent　　AFFILIATED

- Type of Institution　　Co-education

- Location　　Urban

- Financial Status   **UGC 2f and 12(B)**

- Name of the Affiliating University   **Goa University**

- Name of the IQAC Coordinator   **DR. LINA SADEKAR**

- Phone No.   **8407988477**

- Alternate phone No.   **08322722500**

- Mobile   **8407988477**

- IQAC e-mail address   **iqac.sdcc@vvm.edu.in**

- Alternate Email address   **lina.sadekar@vvm.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year)

https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2024/07/AQAR-2022-23.pdf

4.Whether Academic Calendar prepared during the year?   **Yes**

- if yes, whether it is uploaded in the Institutional website Web link:

https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2024/08/Academic-Calender-23-24.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**Three Star**	**-**	**1999**	**09/10/1999**	**08/10/2004**
Cycle 2	**B++**	**-**	**2006**	**17/10/2006**	**16/10/2011**
Cycle 3	**B**	**2.81**	**2015**	**01/05/2015**	**30/04/2020**
Cycle 4	**A**	**3.03**	**2021**	**30/11/2021**	**29/11/2026**

6.Date of Establishment of IQAC   **19/03/2005**

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

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

8.Whether composition of IQAC as per latest NAAC guidelines   `Yes`

- Upload latest notification of formation of IQAC   [View File](#)

9.No. of IQAC meetings held during the year   `8`

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?   `Yes`

- If No, please upload the minutes of the meeting(s) and Action Taken Report   No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year?   `No`

- If yes, mention the amount

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

`Organised Shree Damodar Chavath Bazar-an outreach programme, aimed to provide a platform to Self Help Groups as well as the students of the College so as to encourage entrepreneurship among them.`

`A workshop on 'How to write a book/article review' for the students Organised`

`Christmas Fiesta an outreach programme to provide a platform for local vendors an outreach programme aimed to provide a platform for local vendors fostering the promotion of their products and igniting the entrepreneurial spirit among students.`

`To commemorate International year of Millets 2023, organized a session on the Importance of Millets in Diet for students`

`?Organized financial literacy programme for senior citizens.`

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
Planned A workshop on 'How to write a book/article review' for the students	Initiated a workshop on how to write literature review for our students.
Planned a session to commemorate International year of Millets 2023	organised a session on the Importance of Millets in Diet for students
Planned financial literacy programme for senior citizens.	Contributed towards financial literacy of senior citizens
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Planned an outreach programme -a shopping mela for local vendors of our society	Christmas Fiesta- an outreach programme to provide a platform for local vendors to promote their products and igniting the entrepreneurial spirit among students.

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Council	19/10/2024

14.Whether institutional data submitted to AISHE

Part A

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• Name of the Head of the institution	Prof. Sanjay Prabhakar Sawant Dessai
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NAAC guidelines

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- Name of the statutory body

Name	Date of meeting(s)
Governing Council	19/10/2024

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2024	19/02/2024

15.Multidisciplinary / interdisciplinary

The College offers a diverse range of programmes, including B.Com, BCA, B.Voc(ST), BBA(FS), BBA and M.Com. To enrich the academic experience, collaborative workshops, seminars, and

training sessions are regularly conducted by various departments, committees, and clubs for both students and faculty members. The B.Voc(ST) programme, with its unique feature of multiple entry and exit points, aims at fostering the holistic development of students. In collaboration with the Fine Arts Club, the Department of Economics & Banking organized 'Skill Stir 3.0,' an event benefiting all students. Furthermore, the Career Cell, in partnership with Eduadvise, conducted a Career Counselling programme on 'Career Opportunities Overseas' for B.Com, BBA, and BBA(FS) students. The Placement Cell, in collaboration with the Government of Goa, Office of Commissioner, Labour and Employment, Regional Employment Exchange Model Career Centre organized an Orientation on the Civil Service Exam (GPSC) for students across all programmes. On the International Day of Yoga, the Department of Physical Education & Sports, along with the NSS Unit, NCC & Navy Wing conducted a yoga session for staff and students. The Counseling Cell, in association with the IQAC, organized a session on 'Cyber Wellness.' The IQAC, along with the SC/ST Cell, OBC Cell, and Students Welfare Cell, jointly organized a Capacity Building Workshop Cum Certificate Course for students across all programmes The Research and Development Cell in collaboration with the Faculty Development Cell, organized a 5-Day National level FDP on Application of Artificial Intelligence (AI) in academic Research. Various certificate courses and training sessions were organized in collaboration with organizations like IP Gates computer training Institute, Flowell Inc Avanteia Pvt Ltd, Comtech Academy,D. Shravan Swaroop and Associates, Arna Financial Services, SDS Accosphere Advisers Pvt Ltd. The College also collaborated with the Directorate of Women and Child Development and Aamhi Udyogini Pratishthan, Margao, to organize Damodar Chavat Bazar and Christmas Fiesta, Reconnect Series III session on "Equity Investment" organized by the Department of Management in collaboration with the Alumni Engagement Cell.

16.Academic bank of credits (ABC):

The College has successfully implemented the Academic Bank of Credits (ABC) for students following the receipt of the circular from the Directorate of Higher Education, Government of Goa. Subsequently, students from various programmes, including B.Com, BCA, B.Voc(ST), BBA(FS), BBA, and M.Com, have completed their registration for the ABC initiative. This transformative step places students within a system that centralizes the maintenance of a digital repository, documenting the credits earned by each student. This centralized database is a crucial requirement for the college to integrate seamlessly into the National Education

Policy (NEP) system.

17.Skill development:

The College prioritizes holistic student development through a range of multidisciplinary certificate courses designed to cultivate life skills, soft skills, and provide placement training. The B.Voc (ST) programme, a skill-based initiative aligned with the National Education Policy (NEP), allows for multiple entry and exit points. Complementary skill-focused activities such as leadership camps, live projects, digital marketing courses, mock trading, bazaar day, internships, workshops, industrial visits, and field trips are regularly organized to provide students with practical industry exposure. Furthermore, the college fosters a vibrant learning environment by celebrating various festivals and organizing competitions. The incubation center, in collaboration with Fiire, facilitates the necessary resources for students aspiring to start their own ventures. Industry faculty interactions and guest lectures play a pivotal role in helping students understand the practical skills required in their respective fields. The placement cell conducts pre-placement training sessions to enhance students' skills and boost their confidence during interviews. To promote multicultural awareness, the college conducts sessions on multicultural literacy. Moreover, the institution aims to forge partnerships with organizations like the National Skill Development Corporation and Sector Skill Councils for sector-specific counseling to upskill students for diverse job roles. In addition to the existing initiatives, the college offers multidisciplinary certificate courses focusing on life skills, soft skills, placement training, and physical education. The B.Voc (ST) programme stands out with a practical and skill-based syllabus, constituting 70% of the coursework. The Department of Computer Science supplements the learning experience by organizing guest lectures, such as the one dedicated to enhancing the software testing component of the Web Developer skill course for first-year B.Voc (ST) students. Various courses, including critical thinking, Capacity Building Workshop, Communication & Presentation Skill, writing research paper, and a practical approach to data science, are conducted for the BCA programme. The life skills cell is dedicated to organizing events specifically tailored for first-year students to facilitate their growth. Guest lectures on Skill Development and Employee Productivity are part of ongoing efforts to continuously enhance students' skills and prepare them for the professional world.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language,

culture, using online course)

The College's Staff Recreation Cell is actively involved in organizing a myriad of events to celebrate various festivals throughout the year. During national-level events for the National Service Scheme (NSS) and National Cadet Corps (NCC), our students showcase their talents by performing local folk dances and songs, effectively representing the cultural richness of our state. As part of the Directorate of Higher Education (DHE) initiative under DISHTAVO, faculty members have contributed to course recordings in the local Goan language, Konkani. This initiative reflects our commitment to linguistic diversity and ensures that educational content is accessible to a wider audience. Recognizing the diverse linguistic backgrounds of our students, teachers incorporate local languages into their classroom instruction, particularly for those who may face challenges in understanding English. This inclusive approach enhances the learning experience for all students, fostering a supportive and accessible educational environment. A workshop on vedic mathematics was organised for the students to develop efficient problem solving techniques

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

The College, affiliated with Goa University, receives the syllabi for all programmes from the University. While defined objectives exist for all courses, Course Outcomes (COs) are limited and primarily focus on the knowledge students will acquire upon completing a course. However, faculty members across departments have integrated additional, more specific higher-order learning outcomes based on Bloom's Taxonomy. These outcomes include understanding, application of knowledge, analysis of situations, and policies, among others. Faculty members underwent training during a workshop organized by the College. It is noteworthy that, in the case of the two programmes designed by the College during the considered period—B.Voc. (Software Technologies) and Post Graduate Diploma in Finance & Taxation— every course features well-defined objectives and clear Course Outcomes that span all levels of learning. These Course/Learning Outcomes are outlined in documents maintained by teachers and are communicated to students during the initial session of the semester when teachers introduce the course and discuss the syllabus. These outcomes primarily pertain to conceptual understanding and the application of acquired knowledge. For instance, in the Income Tax course at B.Com Semester IV, teachers have specified "will be able to file Income tax returns online" as a course outcome in their Course Outlines. Pedagogical strategies, particularly those

involving participatory learning, collaborative learning, problem-solving, practical sessions, etc., are employed by teachers, and these methods are explicitly mentioned in their Course Outlines. Videos, documentaries, flipped learning techniques, case study methods, student seminars, peer learning, buddy teaching, book reviews and article reviews are utilized to supplement content and enhance students' understanding of concepts and principles. To foster a comprehensive understanding and real-life application, teachers engage students in various activities, including group discussions, debates, quizzes, and role plays/skits, ensuring a dynamic and effective learning environment.

20.Distance education/online education:

The faculty members have produced numerous modules for online teaching as part of the DISHTAVO Project under the Directorate of Higher Education (DHE). Additionally, the college houses an IGNOU center and a fully equipped library that facilitates remote access through Web-OPAC. This provides an excellent opportunity for our students to enroll in and complete additional courses, enhancing their academic experience. Faculty encourage the students to do online certificate courses as a part of ISA, from the various platforms such as coursera, Moocs, Udemy etc

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**289**

File Description	Documents
Data Template	[View File]

2.Student

2.1 Number of students during the year	**1447**

File Description	Documents
Institutional Data in Prescribed Format	[View File]

2.2	**346**

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 Number of outgoing/ final year students during the year	**450**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**56**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**56**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**48**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**215.01**
4.3 Total number of computers on campus for academic purposes	**108**

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 institution guarantees effective curriculum delivery through a meticulously planned process. At the beginning of each academic year, the college adheres strictly to the University-prescribed curriculum developed by the Boards of Studies. Faculty members, many of whom actively participate in these boards, play a significant role in curriculum development. The academic calendar of Goa University is followed by the college.

Departmental meetings are held every semester to assign courses to faculty, following College guidelines that prevent any teacher from instructing the same course for more than three years. This approach encourages diverse teaching experiences and avoids academic stagnation. For courses with multiple divisions, the workload is distributed among teachers, with each ideally teaching three or at least two courses.

At the semester's start, faculty members prepare detailed course outlines, including weekly plans and instructional strategies that align with University Ordinances. These outlines require approval from the Head of the Department (HoD). At the semester's end, teachers submit comprehensive course files documenting all aspects of the course, including assessments and student feedback. The HoD and Principal rigorously review these files to ensure compliance and quality. Additionally, remedial classes are provided to support slow learners, fostering continuous improvement.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.1.1_additional_information.pdf

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

The institution strictly adheres to the academic calendar, including the conduct of Continuous Internal Evaluation. The College prepares its academic calendar based on the terms provided by Goa University, ensuring alignment with university guidelines.

The Examination Committee designs a comprehensive Examination Calendar, detailing all key dates for Intra-Semester Assessment (ISA) and Semester-End Examinations (SEE).

This calendar outlines timelines for the announcement of assessment modes, submission of question papers, declaration of results, and eligibility for entitlement marks for activities such as NSS, NCC, Sports, and Cultural events. The calendar is prominently displayed on the College website and notice boards, ensuring that students are well-informed about assessment schedules.

For the past three years, the institution has utilized a Google Calendar integrated with the College website, allowing both faculty and students to access it anytime. This digital approach has streamlined processes, facilitated coordination among departments, and promoted a paperless environment. Committee and department activities are synchronized with the academic calendar, ensuring smooth conduct of academic and co-curricular activities. This meticulous planning and adherence to the calendar guarantee the timely and effective implementation of Continuous Internal Evaluation. The IQAC compiles the contributions that have been received from the several departments.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.1.2_additional_information.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	View File

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

7

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
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)

10

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
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

421

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

In 2023-2024, the College offered 250 courses across all its programmes. 51 Courses have crosscutting issues as part of the curriculum. Of the 51 courses, 45.10% have a component related to professional ethics, 29.41% to health and wellness, 19.60% contains topic related to environment and 3% include gender-related issues.

All First year students have to complete 2- credit courses on Environmental Practice in Goa at FY B.Com, FY BCA, FY BBA and FY BBA (FS). In 2023 – 2024, students completed projects on Consumer Attitude and Behaviour Towards Purchase of Green Products, Alternative Medicine Sector in and around Margao, Sustainable Investments: Impact on Environment and Society, the Role of SHG'S in Women Empowerment in South Goa,Empowering Women Entrepreneurs: A Study of Government Initiatives and Utilization of Schemes.

The Internal Complaints Committee (ICC) familiarized First year students and newly appointed staff with the major provisions of the POSH Act and sensitized them about Sexual Harassment.

The college conducted various sessions for all students, covering areas such as Healthy Transition into the working world, Optimum Health and Menstrual Hygiene Awareness, Sexual Harassment at Workplace: A Hostile Work Environment, Building Resilience: A key to thrive in stressful times, etc. Thus, all students of the college were sensitized on important crosscutting issues.

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

6

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

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

498

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution

A. All of the above

**from the following stakeholders Students
Teachers Employers Alumni**

File Description	Documents
URL for stakeholder feedback report	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.4.1_All_Feedback_Form_Analysis_2023-24.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows   **A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.4.2_ALL_STAKEHOLDER_ATR.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

1447

File Description	Documents
Any additional information	View File
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

346

File Description	Documents
Any additional information	View File
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

37 advanced learners were awarded the VVM Golden Jubilee Scholarship of Rs. 5000/-. Advanced learners participated in various inter-college academic activities:

1. A Computer Science student earned third place in a State-Level Comic Strip Competition.
2. B.Com students emerged as the overall champions of Arena 2024.
3. 2 BBA students won the inter-collegiate Economics Quiz Competition, 'Arthamanthan 0.4' themed 'Viksit Bharat.'
4. They also presented papers and secured first place at a State-Level Student Seminar on 'Emerging Trends and Challenges in the Service Sector.'
5. Completed a Critical Thinking & Problem Solving certificate course to think rationally and draw logical conclusions.
6. Excelled in departmental competitions, winning titles such as Commerce Wizard of the Year, Economist of the Year, and Tech Wizard of the Year.

7 advanced learners (PG) provided training sessions to aid 50 TY B.Com students preparing for the GU-ART exam. Advanced learners conducted for buddy teaching sessions for weaker students.

Remedial classes and peer learning sessions were held for weaker students who were identified during mentoring sessions.Weaker students were permitted to appear for a ISA (Repeat) to improve theirperformance. A bridge course in Accountancy was offered at the beginning of the academic year.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/Criteria-2.2.1-link.pdf
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
1447	56

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

144 students completed industry internships. Students engaged in experiential learning through hands-on activities designed to deepen their understanding. These activities helped students create storyboards and mini animated projects. Additionally, workshops, seminars, study tours, mock interviews, and 20 educational visits conducted. Competitions like the Mock Trading, Debate and Product Design Competition offered platforms for students to showcase innovative ideas and apply theoretical learning. During the 'Popup Bazaar,' 'Shree Damodar Chavath Bazaar,' and 'Christmas Fiesta,' students gained hands-on exposure to entrepreneurial skills. Students participated in Seminar cum Research Paper Presentation Competitions and Business Plan Competitions. The Internal Audit activity provided practical exposure in the area of internal auditing. Students showcased AI-generated art during "PixelSplash", An AI-generated Art Exhibition that aligned with the principles of Outcome-Based Learning.

Participative learning was fostered through collaborative sessions like peer-led sessions, role play, buddy teaching and Team building activities. Learning activity sessions such as Think-Pair-Share and Four Corners, were employed to enhanced student participation. Students also participated in the Students Parliament Competition.

Critical thinking was enhanced through brainstorming sessions. The 'Magic of Vedic Mathematics' workshop focused on developing efficient problem-solving techniques, followed by in-class problem-solving, ensuring that students were well-equipped to tackle complex challenges.

File Description	Documents
Upload any additional information	[View File]()
Link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/2.3.1.pdf

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

All classrooms are equipped with LCD projectors, speakers, and Wi-Fi routers, enabling teachers to use PowerPoint presentations, video clips, and YouTube videos to enhance their lessons. Four 65-inch Smartboards have been installed in select classrooms, further enriching the learning experience. Tools like Nearpod Quizzes offer an interactive way to engage students, while e-quizzes help reinforce their understanding. ICT-enabled services, including the Online Public Access Catalog (OPAC) and QR codes for library access, simplify the retrieval of resources. During the Library Awareness Session on the Pearson Digital Library, students are introduced to advanced digital learning tools.

A newly constructed computer lab with 22 desktop computers is available for student use, with all labs fully equipped with essential software to support technology-driven learning. Teachers effectively use platforms such as Microsoft Teams and Google Classroom for teaching and assessments. Google Workspace facilitates lectures, webinars, quizzes, and online competitions, creating a comprehensive digital learning environment.

File Description	Documents
Upload any additional information	[View File]()
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File]()

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

54

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

56

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
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

10

File Description	Documents
Any additional information	View File
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

437

File Description	Documents
Any additional information	View File
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.

To ensure transparency, students were made aware about the pattern of internal assessment, at the commencement of the academic year. The eligibility criteria for SEE was clearly informed. The Assessment Calendar was displayed on the College website in advance and students were made aware of the same.

The College conducted ISAs as were required by the relevant Ordinances and additional ISAs were arranged for students who missed the regular ISAs or wished to improve their performance.

The Examination Committee circulated the Examination Manual and Assessment Grid among all faculty members. Timely instructions for supervisors, evaluators and students were issued inorder to ensure robust conduct of the examinations. Teachers encouraged students to complete certificate courses, internships and MOOCS Courses pertaining to their relevant subject area as an option for ISA instead ofassignments. After the ISAs, students were shown their answerbooks. ISA marks were entered in respective portals to

enable students and parents to check the marks. Students could apply for personal verification to their assessed end semester answerbooks.

Open house was held for all programmes wherein the mentors met their mentees and parents to discuss their SEE performance and ways to improve performance in the next semester.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2024/10/Exam-Manual-2023-24.pdf

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

The B.Com, BCA and B.Voc. Ordinances provide for personal verification of answerbooks at Semesters I-IV. The mechanism adopted by the College with regards to grievances is preventive and student friendly. The redressal of student grievances took less than 20 days. The Notice for personal verification was displayed the day after declaration of results, students were given 7-10 days to apply and the date for personal verification was fixed after 5-7 days. The entire process of personal verification was completed within 15 days from the declaration of the result. Once the students apply, only to ensure transparency, in the presence of the Principal, the examiners concerned explained to the students the rationale for the marks assigned. After Personal Verification, the student stated whether he/she was satisfied/not satisfied. If the student was not satisfied, the case was then referred to the Exam Related Grievance Committee. The members then met and reviewed the applications. However for the Academic Year 2023-24, no cases were reported to the Exam Related Grievance Committee since students were satisfied after the verification.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://www.damodarcollege.edu.in/grievance-redressal-cell/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The institution has taken significant steps to introduce and raise awareness about NEP among the teachers and students. As part of this effort, the college organized orientation programs and workshops to familiarize faculty with the NEP structure and its impact on curriculum design, teaching strategies, and student engagement. The college ensures that both teachers and students are well-informed about the Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs). POs and PSOs for all programs are prominently displayed on the College website. During the Deeksharambh program, students are introduced to these outcomes and encouraged to review them online. Faculty members develop COs that align with the POs and PSOs, which are included in the Course Outlines and uploaded to IAIMS. Students are briefed on COs and Learning Outcomes (LOs) at the start of each semester through discussions on Course Outlines.

Teachers design their classroom sessions to meet the COs, utilizing various pedagogical strategies. For eg:problem-solving techniques, practical sessions, participatory learning and collaborative exercises are employed to engage students actively in the learning process. Methods such as flipped learning, case studies, and role-play scenarios are used to foster a deeper understanding of the subject matter. Classroom activities and assignments are specifically tailored to achieve the COs. Instructional sessions were designed with these outcomes in mind, and assessments (ISAs / SEE) are carefully crafted to evaluate students' achievement of COs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023- 24/criterion2/paste_link.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The College assessed the attainment of Program Outcomes (PO) and

Course Outcomes (CO) through formative and summative assessments such as:

1. Non-test ISAs take several forms. Teachers assign group / practical assignments, where students conducted surveys, or carried out a practical exercise, analyzed the findings and reported conclusions.

2. Some test –ISA tested the understanding of the student in coding/designing web pages and applications.

3. End-Semester examinations had questions that tested knowledge, understanding, application and analytical ability.

4.Various co-curricular and extra-curricular activities were organized to help in the attainment of Programme Specific Outcomes.

With the Implementation of NEP for the first year students, the students were evaluated based on this new scheme. Test and examinations were conducted as per the NEP policy prescribed.

Teachers still record student data on excel sheets for the purpose of facilitating the alignment and achievement of CO and PO across all courses. In these sheets, educators were able to construct assignment matrices, log test and assignment scores, and map the data to ensure an effective and holistic evaluation process. With the advent of NEP, new teaching learning methods are used and additional evaluation avenues are available to teachers to grade students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/2.6.2_link.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

309

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	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/annual_report.pdf

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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/Overall_SSS_2024-25.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)

NIL

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

4

File Description	Documents
Any additional information	<u>View File</u>
Institutional data in prescribed format	<u>View File</u>

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

3.1.3.1 - 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)	<u>View File</u>
Any additional information	<u>View File</u>
Supporting document from Funding Agency	<u>View File</u>
Paste link to funding agency website	<u>NIL</u>

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Shree Damodar Chavath Bazaar and Christmas Fiesta offered Self Help Groups, local vendors, and college students a platform to promote their products and nurture entrepreneurial skills. Bazaar Days helped students develop business acumen, while Tech Tank provided constructive feedback on their innovative projects. Students presented unique business ideas and strategies at a National Level Business Plan Competition. The competitions organized by the Clubs of various programmes fostered creative thinking. A field trip to Samant Agro Farm gave students practical insights into agripreneurship. Some students gained real-world experience by working on live projects for companies, while some earned appreciation letters for designing brochures and invite cards. Additionally, students led sessions on 'Social Media Marketing' and 'cybercrime awareness' for prospective women entrepreneurs. Various project orientations and Buddy Training in Research Methodology equipped students with the skills needed for research report writing. Faculty presentations and conferences,

like the one on 'Economic Transformation – A Future Perspective vis-à-vis Technology,' encouraged a culture of research and knowledge sharing. Furthermore, E-Cell, IIC, Faculty Development Cell and the Research & Development Cell, contributed to the overall development of students and faculty in the fields of innovation and research through workshops, sessions and development programmes.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion3/Paste_link_for_additional_information.pdf

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

37

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

13

File Description	Documents
URL to the research page on HEI website	https://www.damodarcollege.edu.in/research-page/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

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

8

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

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

4

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The college demonstrated its commitment to community engagement and student development through a series of extension and outreach

activities over the year. These initiatives aimed to sensitize students to social issues and foster their holistic development. Key programs included the Nasha Mukt Bharat Abhiyan, promoting a drug-free society, and awareness campaigns on organ donation and AIDS, addressing critical health issues. Environmental conservation was highlighted through activities like the Medicinal Plant Gardening "SANJEEVANI VATIKA", beach cleanliness drives, and participation in the International Coastal Cleaning Drive.

The college also organized a Blood Donation Camp, an Anaemia Detection Camp, and various health awareness sessions to promote well-being. Initiatives such as the Goa Bird Atlas Surveyand Swachhata Hi Seva Campaignemphasized environmental conservation and cleanliness. The institution further extended support to local schools and communities through the Outreach Program for Jyot School Students, a donation drive at Anganwadis, and visits to old age homes.

Additional activities included workshops, career guidance webinars, and interactive sessions to empower students and the community. Programs like Empowering Panchayats in Goaand COPE: Counseling and Outreach for Peer Empowermentfostered leadership and social responsibility among students, reflecting the college's dedication to societal well-being and student development.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion3/Additional-Link.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - 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

3.4.3.1 - 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

47

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

1599

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

2

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

31

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
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.

A. DIRECT LEARNING FACILITIES The College has 45 ICT-enabled classrooms equipped with LCD projectors, speakers, Wi-Fi routers, CCTV cameras, and UPS backup. TV's are installed in three of these

classes. The College boasts an 80-seater, air-conditioned Smart Classroom featuring a smart podium and interactive board. There are seven recording rooms, five computer labs with 23, 21, 24, 22, and 12 systems respectively, and a UGC Network Resource Centre.

For faculty use, the College provides 51 laptops and 9 pen tabs. Both students and teachers have access to a NAS server for storing and retrieving educational and library resources.

B. LEARNING SUPPORT FACILITIES The College Library contains over 36,428 books, periodicals, journals, and e-resources. Students can utilize a PC-cum-TV (Vigyankosh) and five systems in the Reading Room for collaborative learning. Additional facilities include a Research room, Incubation Centre, a Skill Development Centre, and two meeting rooms. Two halls, with capacities of 300 and 150, are available for seminars, conferences, and other major events. There are 3 staffrooms, a Counsellor's Cabin, Principal's and Vice-Principal's Offices, Administrative Office, Examination Section, IQAC Room and Sports Director's Office.

The campus is fully monitored by CCTV, and a 250 KVA diesel generator ensures uninterrupted power supply.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023- 24/criterion4/4.11Additional_ information(updated).pdf

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

The College features a spacious Multipurpose Hall dedicated to indoor sports and games. It includes a wooden badminton court and facilities for table tennis, carrom, chess, weightlifting, powerlifting, bodybuilding, tennikoit, taekwondo, judo, and yoga. This hall serves as a venue for both intra-mural and inter-collegiate events. Additionally, the College boasts two outdoor playgrounds: Ground 1, which covers 1,350 square meters, and Ground 2, spanning 8,450 square meters, both utilized for various sports such as football, cricket, handball, athletics, kabaddi, and kho-kho. There are also dedicated basketball and volleyball courts, along with cement cricket pitch nets for practice.

For lawn tennis and swimming, the College coordinates with nearby clubs and schools to provide access to facilities. The on-campus gym is well-equipped with a four-station multi-gym, motorized treadmill, weighing scale, dumbbells, kettlebells, leg curl and extension machines, a squat rack, bench press, chest fly, and an exercycle.

Various intra- and inter-college activities, including singing, dancing, fashion shows, skits, farewell functions etc are organized in the Multipurpose Hall, Hall 1 and Hall 2. A 100-square-meter Smart Classroom is also used for debates, quizzes, and workshops.

Furthermore, the College includes NCC/NSS rooms and a Students' Consumer Cooperative Society

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/campus-life/cultural-council/

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

48

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/infrastructure/
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)

31.28

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
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)

College has adopted Koha as its Integrated Library Management System, which is regularly updated. It has modules such as Technical Processing, Circulation, Acquisition, Serial Management, OPAC, Administration, Queries, and Utilities. All books are barcoded, for quick and error-free circulation transactions.

Library is a member of INFLIBNET N-LIST Consortium, National Digital Library of India (NDLI) , Pearson Digital Library and has subscribed to Indiastat.com database. College has introduced Digital Newstand called MAGZTER which offers more than 8500 Magazines and Newspapers in various languages(English, Marathi, Hindi, Kannada, Telegu, Malayalam, and many more languages) plus stories from various personalities from Business and Technology domains. Besides Magzter, The Wall Street Journal , LiveMint, The Economic Times Prime were added as E-Newpapers. The NDLI Club has organized activities such as book exhibitions, competitions, online quizzes and Book donation drive. Library webpage on the College website has a knowledge portal, subject gateways, Books to Read, and Career Zone.

There are QRCodes for 10 Library applications viz. Books to Read, New Arrivals, Question Papers, NDLI Club, Digital Library, Subject Gateways, Knowledge Portal, Media Coverage, Syllabus and Published papers. Library and Reading Room are Wi-Fi enabled. The Reading Room has a wall-mounted PC-cum-TV 'Vigyankosh', a browsing section with 5 laptops and 02 Digital display boards.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.damodarcollege.edu.in/

4.2.2 - The institution has subscription for the `B. Any 3 of the above` following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	View File
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)

`9.79`

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
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

`9.15`

File Description	Documents
Any additional information	View File
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 College has 45 desktops and 41 laptops for studentuse and 47 laptops are issued to teachers.New Laboratrywith 22 high-performance desktops with graphic cards is setup. A 15KvA Online UPS provides centralized power backup to laboratries. A4TB NAS server is used for backup and storage. Four classrooms now have 65" SmartTVs, while other classrooms and computerlaboratries have LCDprojectors with UPS backup and external speakers. The meeting-room has a 65" SmartTV, and an 86" Interactive Smart Board is installed in the smart classroom. The college hasa smart podium with an interactive monitor and sound system.Pen-tablets, wide-angle HD webcams, and noise-cancelling microphonesare available. The surveillance system has been upgraded with IP cameras, and 100 IP night-vision cameras are added.An A4-Scanner was purchased, printer/copier machines, I-Card printer, digital display boards, IPPBX system are other IT facilities. Two halls are equipped with sound systems,5 wireless headband microphonesand other microphones are available. The college has all required software like antivirus, Tally-ERP, CMS, Adobe Photoshop, and CorelDraw. The campus is Wi-Fi enabled, having a leased line internet connection with LAN speeds of100Mbps/1000/Giga,and 80Mbps bandwidth, renewed for 1 year from April 2023.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.damodarcollege.edu.in/campus-life/infrastructure/

4.3.2 - Number of Computers

108

File Description	Documents
Upload any additional information	View File
List of Computers	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)

129.72

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
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.

Classrooms and laboratories are allocated to specific classes, while facilities like smart classrooms, halls, and sports areas are booked upon prior intimation. The Library and Reading room operate from 8:00 a.m. to 4:45 p.m.

The Maintenance Policy outlines the procedures for upkeep of movable and immovable assets. The College adheres to GFR 2017 for

purchasing goods and services,awarding AMCs, etc. The Fire Insurance Policy for the building and equipment is renewed annually. Firefighting equipment is maintained regularly.

The Office maintenance all assets, including fixtures, basic amenities, IT, library, and sports facilities, following established procedures. Maintenance contracts are secured for elevators, generators, photocopiers, and ACs after warranty expiration. Proper procedures are followed for disposing of unserviceable items.

IT and non-IT facility issues are reported via designated email IDs- itsupport.sdcce@vvm.edu.in and support.sdcce@vvm.edu.inrespectively. Minor repairs are handled by trained staff, while major issues are addressed by vendors or service providers. Software licenses are renewed regularly.

CCTV surveillance, along with security and housekeeping services, ensures campus safety and cleanliness. VVM and its designated committees/staff oversee construction, maintenance, and periodic inspection of the canteen.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion4/4.4.2_Web_Links_Policies_Manuals.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

82

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
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

43

File Description	Documents
Upload any additional information	View File
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://www.damodarcollege.edu.in/
Any additional information	View File
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

`1000`

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

`1000`

File Description	Documents
Any additional information	View File
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 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

`A. All of the above`

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
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

6

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

70

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
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

31

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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.

39

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at unive rsity/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 of the College are actively involved in the decision making processthrough the various councils, committees, cells and clubs and in planning, organizing and executing various curricular as well as extra curricular in-house activities and inter-class competitions. Students are members of mandatory committees like the Women's Cell, Student Welfare Cell, Anti-Ragging Cell and the Grievance Redressal Cell. They also organize Students' Council, Cultural and Sports Council events as well as social awareness activities through the NSS and NCC cells.

Students organize events under the Green club, Yuva Tourism, Readers club and Ek Bharat Shreshtha Bharat (EBSB) Two students were a part of the new committee constituted in 2023-24 namely, the Young Inspirators Network(YIN). Students are also members of Virtual Commerce Club. Canteen committee also had student members suggesting on the food quality, pricing and menu selections. The Entrepreneurship Cell of the College includes student members that aspire to be entrepreneurs in the future and also suggest and help in organizing sessions under the same.

Overall, the college fosters a culture of student engagement and

participation across various facets of campus life, empowering them to contribute to the institutions growth and development.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2023/10/College-Final-Committees-2023-24.pdf
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

95

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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

Shree Damodar College Ex-Students Association was formally registered on July 1, 2016, with a seven-member Executive Committee (EC). Since then, alumni have been actively engaged in the Collegefunctioning and decision-making processes, playing a vital role in its development.

Alumni are part ofthe Board of Management, the College Governing Council, and the Internal QualityAssurance Cell.In 2023-2024, 14faculty members and 11non-teaching staff members were College alumni.

During the academic year 2023-2024,at the Golden Jubilee Valedictory function, seven alumni expressed their gratitude towards the institution. Fourteen alumni were invited as resource persons , eight alumni served as judges for both in-house and inter-collegiate competitions, including Techweek and Anantara and guided students to present a programme at All India Radio. Furthermore, they also contributed as sponsors for numerous College events.The farewell of the former Principal,was attended byfive alumni.

The active participation and support of alumni have helped to strengthen the bond between past and present students, further enhancing the academic and co-curricular initiatives of the college. Their involvement demonstrates a strong commitment to the institution's continued growth and success.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/alumni/#1653032377655-c881e33e-5a9b
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The College's Vision and Mission emphasize its commitment to holistic, high-quality education, reflected in its wide range of academic, co-curricular, and extra-curricular initiatives. These include guest lectures, industrial and field visits, short courses, add-on certificate programs, and workshops, all aimed at enhancing practical learning and skill development.

Student development is further supported by various councils and cells such as the Students' Council, Cultural Council, Sports

Council, Career Cell, Placement Cell, Women's Cell, NSS, NCC, and Skill Development Centre. These bodies organize events, competitions, and community service initiatives, ensuring well-rounded student engagement. Student participation in both intra- and inter-college activities fosters leadership and teamwork.

In line with its forward-thinking approach, the College introduced an Institutional Development Plan (IDP) this year and is set to implement the "Damodar@60" policy to drive its strategic initiatives. Additionally, the College demonstrates its commitment to inclusive education by fully funding a capacity-building workshop for socioeconomically disadvantaged students, organized by the IQAC, SC/ST, and OBC Cells.

Overall, the College's governance is closely aligned with its Vision and Mission, showcasing a strong commitment to the comprehensive development of its students and their future success.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in
Upload any additional information	View File

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

The college operates through decentralization and participative management. The Vice-Principal, IQAC Coordinator, HoDs and Programme Coordinatorsare involved in all academic decisions. The College Director of Physical Education and Sports and the College Librarian independently manage their departments, keeping the Principal informed. Administrative matters are handled by the head clerk and accountant, while the system administrator manages IT-related tasks.

The principal, vice principal, IQAC coordinator, and convenor of the Students' Council are members of the governing council (GC), which approves budgets, audited accounts, and expenditures up to Rs. 2 lakhs for workshops, seminars, conferences, and events. The GC also approves the Annual Report and E-Governance Report.

The principal is an invitee to all VVM's Board of Management and Core Committee meetings. Programme Coordinators and Department

Heads manage academic matters, including planning, course allotment, workload distribution, timetables, examinations, pedagogy, seminars, conferences, and events, with approval from the Principal.

The college has around 65 committees, clubs, cells, and councils, involving faculty and students, that plan and implement annual activities while keeping the principal informed.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/organogram/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College's Institutional Strategic Plan, as outlined in the Institutional Development Plan (IDP) 2022-2032, aligns with the National Education Policy (NEP) 2020 to advance teaching, learning, and research. Key priorities include implementing outcome-based education (OBE), promoting faculty development, and fostering industry-academia partnerships. Regular training, workshops, and industry embedment initiatives ensure faculty are well-equipped with technological advancements and subject expertise.

For student development, the College emphasizes multidisciplinary learning, certificate courses, and Centers of Excellence. ICT tools and student-centered learning methods are employed to boost learning outcomes and skill development. Additionally, extracurricular activities are supported, with NCC (Navy) cadets participating in RDC Day and SNIC camps, and NSS volunteers engaging in Adventure Camps and National Integration Camps.

Research and innovation are encouraged through collaborative projects, dedicated research units, and a focus on industry-relevant studies. The IDP also addresses infrastructure enhancements, such as upgraded sports facilities, ICT-enabled classrooms, and incubation centers to promote entrepreneurship.

The strategic plan is forward-looking and comprehensive, designed to meet the evolving needs of students and the institution by

fostering academic excellence, holistic development, and employability.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.damodarcollege.edu.in/infrastructure/
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 Board of Management (BoM), Core Committee (CC), and Governing Council (GC) held regular meetings. The BoM and CC made decisions on policy issues, academic progress, infrastructure development, and resource management. The GC approved proposals related to purchases, student activities, e-governance, annual reports, and budgets.

VVM has issued various policies, including the Code of Conduct, IT Policy, Sports Policy, and Policy for Retiring Staff, all of which are followed by the College. The college organogram is available on the website. The IQAC and all councils, cells, clubs, and committees met at least twice during the year. For staff appointments and service regulations, the college adheres to Goa University Statutes and Government of Goa guidelines.

Emails are sent twice a year to all teachers for career advancement applications, and non-teaching staff promotions are conducted as required. The college maintains a roster for regular, contract, and lecture-based posts. It follows the General Financial Rules 2017 and VVM guidelines for purchases and disposals, with financial powers delegated to the principal and accountant.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Library_Manual_Version_1.0.pdf
Link to Organogram of the institution webpage	https://www.damodarcollege.edu.in/organogram/
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	View File
Screen shots of user inter faces	View File
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 College has several welfare measures for the teaching and non-teaching staff. During 2023-2024, permanent staff have availed Children's Education Allowance, Leave Travel Concession, Childcare Leave, Earned Leave, Half Pay (Commuted) Leave, Paternity Leave, Maternity Leave, Study Leave and Sabatical Leave. Faculty of the Self-Financed Programmes with at least 3 years of service have been granted tenure contracts and 8 days EL per year. Non-teaching staff of these programmes are entitled to 15 days EL per year after one year and are reappointed every year with an annual performance-based increment of 8-12%. All staff members who have been with the College for at least 3 years are provided health insurance cover for themselves and their families for an amount of Rs. 1 lakh. Members of VVM Employees' Cooperative Credit Society

get loans at a concessional rate of 10% and receive 8.5%interest on deposits. All full-time teachers are issued College laptops. Teachers were offered interest-free loans for buying laptops. The Recreation Cell celebrated Ganesh Chaturthi, Navratri, Diwali and New Year. Contributory Lunch was organised for the Staff.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Final_6.3.1.pdf
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

4

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

7

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
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

13

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
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

Teaching Staff the College followed the appraisal scheme laid down in the Goa University Statutes, viz. Performance Based Appraisal System (PBAS). Regular faculty members submitted their PBAS forms at the end of the Academic year which were checked and

authenticated by the IQAC, and signed by the Principal. These Appraisals record and review the teachers' performance in teaching, participation in other academic activities, participation in extra-curricular activities and research. Students' feedback about teachers was collected and made available to the respective teachers. Where student feedback is not positive, the Principal discusses the feedback with the teacher and suggests areas and means for improvement.

Non-Teaching Staff The performance of non-teaching staff was recorded in the Confidential Reports prepared by the Head Clerk and reviewed by the Principal. The College follows the appraisal scheme laid down by the Directorate of Higher Education. The Confidential reports were prepared in April 2024 for the period 1st April 2023 – 31st March 2024. In the case of non-teaching staff in the self-financed programmes, an appraisal committee comprising the Principal and Vice Principal reviewed the performance of these staff members and recommended the quantum of the increment (between 8 and 12%).

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/2_LINK.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

The statutory financial audit of College account was conducted by an external auditor. All programme accounts were finalised and submitted to the auditor for audit by end- April, including income-expenditure statements and balance sheets.The audited statements were duly signed by the Authorized signatories and the Chartered Accountant.

The audit ensured compliance with regulations, procedures, policies and examined receipts, journal, payments, purchases, contra vouchers, salary disbursements, TDS, Income Tax, GPF, NPS, and salary deductions. There were no objections from the auditor; Any clarifications sought were immediately replied to.

The audited accounts were placed before the VVM AGM and approved. The audited accounts and required utilisation form of the aided programme (B.Com) were sent to DHE by October 2024. The DHE regularly conducts government audit to ensure the proper utilization of salary and non-salary grants and adherence to established procedures. DHE conducts assessment of grants for proper reimbursement and non salary grant based on the statements submitted. The College provided comprehensive responses to the audit queries and is currently awaiting further communication from the DHE.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.4.1_&_6.4.2_Statement_of_Accounts_merged_file.pdf
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)

367,500

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
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

The Resource mobilization policy comprises:

A. Planning Infrastructural requirements: BoM manages financial needs for academic programs to meet affiliation criteria and offer administrative support.

B. Funds Mobilization: A Resource Mobilization Plan is devised

based on student intake.

C. Monitoring Fund Utilization: Routine purchases undergo scrutiny by LDC, UDC, and the Accountant. After approval by the Principal, bills are settled through Net Banking.

1. The College receives the salary grant for staff of the aided programme from the Directorate of Higher Education. Staff members appointed under the self-financed programmes are paid salaries out of fees collected from students.

2. The College is entitled to an annual non-salary grant of Rs. 35 lakhs from the DHE in addition to the fees collected from students; an additional grant of Rs. 15 lakhs is available for Housekeeping, Gardening and security services.

D. Optimal Utilization: All non-routine financial transactions and purchases require GC/BoM approval. Limited Tender Enquiries or Quotations are sought by the college, and the lowest quotation is selected. The BoM oversees the overall fund utilization.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.4.3_merged_with_index.pdf
Upload any additional information	View File

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

1. "SkillStir: Empowering Students with Creative and Entrepreneurial Skills"

The "SkillStir" Certificate Course, organized by the Department of Economics & Banking in collaboration with the FY Certificate Course Committee, was held from 29th August to 15th September 2023. The course was designed and coordinated by Ms. Lizette D'Costa. Experts taught five key skills: crochet-making/knitting, thermocol decoration, decoupage, flower-making, and cooking/baking essentials. By learning these artistic and culinary skills, students gained hands-on experience and knowledge, providing them with opportunities to generate income through entrepreneurship,

craft markets, and other creative ventures, thereby enhancing their employability. 49 students successfully completed the course

2. "PixelSplash: Goa's First AI-Generated Art Exhibition"

"PixelSplash," an AI-generated art exhibition, was organized by the Department of Computer Science and curated by Mr. Sandesh Gaundalker. The exhibition took place from 22nd to 24th February 2024 at VVM's Shree Damodar College of Commerce & Economics. Coordinated by Ms. Annette Santimano, it was the first AI-generated art exhibition in Goa. The event showcased innovative artworks created by FY and TY B.Voc.(ST) students, demonstrating the intersection of artificial intelligence and artistic expression. This groundbreaking exhibition highlighted the limitless creative potential of AI, receiving widespread attention and acclaim from both art lovers and tech enthusiasts.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.5.1_paste_link_for_additional_info.pdf
Upload any additional information	View File

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

1. Enhancing Learning Through Student-Centric Approaches

At the institution, student-centric methods such as experiential learning, participative learning, and problem-solving methodologies are employed to enhance the learning experience.

Experiential learning is promoted through internships, workshops, seminars, study tours, and mock interviews. Students participate in activities like the "Mock Trading Competition" and "Popup Bazaar" to apply theoretical knowledge in real-world scenarios. Hands-on experiences, such as creating animated projects and engaging in internal audits, deepen their understanding.

Participative learning fosters collaboration through peer-led sessions, flipped classrooms, and educational field trips, allowing students to actively engage in knowledge sharing.

Problem-solving methodologies develop critical thinking through brainstorming sessions and workshops like "Magic of Vedic Mathematics," equipping students to tackle complex challenges.

1. Leveraging ICT for Effective Teaching and Learning

The institution embraces ICT-enabled tools to enhance the teaching-learning process. Classrooms are equipped with LCD projectors, speakers, Wi-Fi routers, and interactive Smart Boards, enabling teachers to deliver lessons through PowerPoint presentations, videos, and online resources like YouTube. Tools like Nearpod Quizzes and e-quizzes foster interactive student engagement, while library services, such as the Online Public Access Catalog (OPAC) and QR codes, streamline access to resources. Digital platforms like Microsoft Teams, Google Classroom, and Google Workspace are employed for lectures, assessments, and competitions. The use of fully equipped computer labs and advanced digital resources further enriches the learning experience.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.5.2_paste_link_for_additional_info.pdf
Upload any additional information	View File

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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Principals_Annual_Report_2023_24.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
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

Particulars

Males

Females

Males: Females

Students

769

653

769:653

Academic and Non Academic Staff

35

67

35:67

Total

804

720

67:60

The college maintains a strong gender equity ratio, ensuring balanced representation and equal opportunities for all students. The Internal Committee organized a talk on "Sexual Harassment at the Workplace: A Hostile Work Environment." The Women's Cell launched the 'Count Her In: Invest in Women' campaign to raise awareness about the importance of investing in women and promoting gender equality. To empower female students, a self-defense training session was held, alongside a workshop titled "Stand Up, Speak Out," which aimed to equip young women with the confidence to articulate their thoughts effectively in public settings. Additionally, a Dental Check-up Camp was conducted, offering free dental check-ups to both staff and students, thereby promoting dental health awareness. A special session on "Women's Health & Hygiene" was also organized for female students, focusing on educating them about physical health and personal hygiene. Women's Cell celebrated International Girl Child Day, highlighting the unique challenges and opportunities faced by girls worldwide, and furthering its mission to promote gender equality and empower women.

File Description	Documents
Annual gender sensitization action plan	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.1_Gender_Plan.jpg
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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.1Relevant_Document.pdf

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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	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

The College does not generate liquid, biomedical, hazardous chemical, or radioactive waste.

Solid Waste Management:

The institution implements a waste segregation policy as part of its solid waste management strategy. Wet waste from the canteen is composted, while plastic waste is collected weekly by the municipality. To reduce paper use, the College employs double-sided printing, digital display boards, online notices, and platforms like Fedena forleaveapplications, google classroom and Microsoft teams for online assessments . The NSS unit regularly organizes campus cleanliness drives, and the Green Club conducts activities such as kitchen gardening workshops and sapling plantation drives in collaboration with the Forest Department. A session on waste segregation provided practical tips for effective disposal, and the NSS unit also raised environmental awareness in the local community through various activities, including a sustainability poster competition.

  • **Waste Management:**

The College responsibly disposes of electronic waste through organizations approved by the Goa State Pollution Control Board. In addition, the College organized an E-Waste Awareness Campaign and Collection Drive to educate and involve the community in proper e-waste management. The IT staff also contribute to sustainability efforts by reusingparts from unserviceable electronic items, such as computers and projectors, to repair and

maintain functional equipment.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	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	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **C. Any 2 of the above**

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
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

A. Any 4 or all 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	View File
Any other relevant information	View File

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).

Year

Number of students admitted from the reserved category

SC

ST

OBC

Gen

2023 - 24

22

125

199

1099

B.Com

12

61

102

553

BBA(FS)

2

14

28

192

BCA

5

30

40

167

M.Com

0

9

9

72

B.Voc (ST)

1

7

8

70

BBA

2

4

12

45

Cultural, regional, and linguistic diversity is celebrated through a series of engaging events designed to foster tolerance and harmony. Events, such as International Mother Language Day and Bhartiya Bhasha Diwas, highlight the importance of linguistic heritage and promote respect for different languages. Cultural celebrations like Ganesh Chaturthi and Navratri bring together traditions from various regions, showcasing the rich culture of the community. Eco-Friendly Makhar Making Competition and Eco-

Friendly Akash Kandil Making Competition emphasize environmental consciousness while sustainably celebrating regional festivals.

The Shree Damodar Chavath Bazaar and Rasoi Utsav showcase local cuisine and traditions, while competitions like Damodar Idol and Patriotic Singing cultivate creativity and unity. The 'Count Her In: Invest in Women' campaign emphasizes gender equality, and the Scholarship Mela supports students' educational aspirations, fostering an inclusive cultural environment.

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

At Shree Damodar College, we are dedicated to advancing life skills, value education, and critical issue awareness through a variety of impactful events. Our Awareness Session on "Sexual Harassment at Workplace: A Hostile Work Environment" educates students and staff on fostering safe and respectful work environments, while the Awareness Session on "Empowering Consumers: Know Your Rights" provides essential knowledge for navigating consumer rights.

In an effort to shape responsible citizens who embody the principles and values enshrined in the Constitution of India, our institution offers a Value-Added Course (VAC) on Constitutional Values and Obligations for students pursuing BBA (Financial Services) and BVoc. This course aims to deepen students' understanding of the foundational values that guide the nation's democratic framework, such as justice, equality, liberty, and fraternity.

We highlight civic duties and national pride through initiatives like Activities Conducted on Constitution Day and Puneet Sagar Abhiyan, focusing on fundamental responsibilities and environmental stewardship. A one-month campaign 'Count Her In: Invest in Women' underscores commitment to gender equality and empowerment.

These activities collectively build students' skills, foster responsibility, and prepare them for informed, engaged citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.9_details_of_activities1.pdf
Any other relevant information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.9_any_other_rel_info1.pdf

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

A. All 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	View File
Any other relevant information	View File

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

The college observes both national and international days through a diverse array of events that celebrate global and local significance. The International Day of Yoga and World Youth Skill

Day highlight our commitment to holistic health and skill development, while World Sparrow Day and Millet Utsav emphasize our dedication to environmental and dietary awareness.

We mark International Women's Day and National No Smoking Day with rallies that promote gender equality and health consciousness. Celebrations like Independence Day, Republic Day Camp, and Kargil Vijay Diwas reflect our national pride and remembrance of historical milestones. The celebration of International Mother Language Day and Bhartiya Bhasha Diwas underscores the importance of linguistic diversity and cultural heritage.

Additionally, National Sports Day and Teachers' Day Celebration pay tribute to sportsmanship and educational contributions, while events like Essay Writing Competitions on Human Rights Day and National Voters' Day foster critical thinking and civic responsibility. Through these celebrations, we aim to cultivate a sense of global awareness and national pride among our students and community. The Armed Forces Flag Day honours commitment to the defence forces.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

"Empowering Panchayats in Goa: A comprehensive community service programme"

The "Empowering Panchayats in Goa" program, held from 6th to 10th October 2023, was a collaborative effort by the Department of Commerce & Management, Students' Council, and Sports Council. It addressed key issues in rural areas such as financial fraud, digital illiteracy, and health awareness. By equipping residents with essential knowledge and tools, the program empowered Panchayats to foster community well-being. Led by 20 B.Com

students and guided by faculty, the initiative's holistic approach highlighted the impact of student-led community engagement in driving sustainable change and promoting cooperation and development within local communities.

"Holistic Wellness Initiative: Cultivating Health and Fitness"

For "Holistic Wellness Initiative: Cultivating Health and Fitness" different sessions, camps and programs was organised to raise awareness, educate and promote the well-being among students by addressing various aspects of their physical health and fitness. This practice aims to equip students with the knowledge, skills, and habits necessary to develop a balanced approach to health and fitness that supports their academic success and personal growth. Overall, it helps to identify various aspects of their physical health as well as personal hygiene, fitness and to maintain overall wellness.

File Description	Documents
Best practices in the Institutional website	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.2_Best_practices.pdf
Any other relevant information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.2_any_other_relevant_info.pdf

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

TheCollege conductsan extensive series of hands-on workshops designed to equip students with the practical skills needed to thrive in the modern job market. These workshops catered to a variety of interests and fields, ensuring a well-rounded skillset for thestudents.

The "Animation for New Media" workshop provided insights into digital animation techniques, while "Creative Design Mastery" focused on using Canva and AI tools for enhanced graphic design. The "Kitchen Gardening" workshop introduced students to sustainable practices in growing their own food.

"Visual Brilliance: A Deep Dive into Canva, Google Slides, Forms, and AI" empowered studentsto create compelling visual content, and the "Hands-On AI-Enhanced UI/UX Design Experience in Figma" offered in-depth knowledge of user interface and experience design. Workshops on "The Practical Aspects of Goods and Services Tax (GST)" and "Excel Applications in Financial Management" were invaluable for those pursuing careers in finance.

Additional sessions included "e-Portfolio Designing," "Artificial Intelligence," "Wealth Creation through Equity," and "Training Sessions for IRDA Examinations." These workshops provided crucial industry-relevant skills, further enhanced by the "Graphic Designing Workshop using Canva."

These workshops have been pivotal in bridging the gap between academic learning and industry expectations, significantly boosting the employability of thestudents.

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 institution guarantees effective curriculum delivery through a meticulously planned process. At the beginning of each academic year, the college adheres strictly to the University-prescribed curriculum developed by the Boards of Studies. Faculty members, many of whom actively participate in these boards, play a significant role in curriculum development. The academic calendar of Goa University is followed by the college.

Departmental meetings are held every semester to assign courses to faculty, following College guidelines that prevent any teacher from instructing the same course for more than three years. This approach encourages diverse teaching experiences and avoids academic stagnation. For courses with multiple divisions, the workload is distributed among teachers, with each ideally teaching three or at least two courses.

At the semester's start, faculty members prepare detailed course outlines, including weekly plans and instructional strategies that align with University Ordinances. These outlines require approval from the Head of the Department (HoD). At the semester's end, teachers submit comprehensive course files documenting all aspects of the course, including assessments and student feedback. The HoD and Principal rigorously review these files to ensure compliance and quality. Additionally, remedial classes are provided to support slow learners, fostering continuous improvement.

File Description	Documents
Upload relevant supporting document	[View File]()
Link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.1.1_additional_information.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of

Continuous Internal Evaluation (CIE)

The institution strictly adheres to the academic calendar, including the conduct of Continuous Internal Evaluation. The College prepares its academic calendar based on the terms provided by Goa University, ensuring alignment with university guidelines. The Examination Committee designs a comprehensive Examination Calendar, detailing all key dates for Intra-Semester Assessment (ISA) and Semester-End Examinations (SEE).

This calendar outlines timelines for the announcement of assessment modes, submission of question papers, declaration of results, and eligibility for entitlement marks for activities such as NSS, NCC, Sports, and Cultural events. The calendar is prominently displayed on the College website and notice boards, ensuring that students are well-informed about assessment schedules.

For the past three years, the institution has utilized a Google Calendar integrated with the College website, allowing both faculty and students to access it anytime. This digital approach has streamlined processes, facilitated coordination among departments, and promoted a paperless environment. Committee and department activities are synchronized with the academic calendar, ensuring smooth conduct of academic and co-curricular activities. This meticulous planning and adherence to the calendar guarantee the timely and effective implementation of Continuous Internal Evaluation. The IQAC compiles the contributions that have been received from the several departments.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.1.2_additional_information.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	**A. All of the above**

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	View File

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

7

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
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)

10

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
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

421

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

In 2023-2024, the College offered 250 courses across all its programmes. 51 Courses have crosscutting issues as part of the curriculum. Of the 51 courses, 45.10% have a component related to professional ethics, 29.41% to health and wellness, 19.60% contains topic related to environment and 3% include gender-related issues.

All First year students have to complete 2- credit courses on Environmental Practice in Goa at FY B.Com, FY BCA, FY BBA and FY BBA (FS). In 2023 – 2024, students completed projects on Consumer Attitude and Behaviour Towards Purchase of Green Products, Alternative Medicine Sector in and around Margao, Sustainable Investments: Impact on Environment and Society, the Role of SHG'S in Women Empowerment in South Goa,Empowering Women Entrepreneurs: A Study of Government Initiatives and Utilization of Schemes.

The Internal Complaints Committee (ICC) familiarized First year students and newly appointed staff with the major provisions of the POSH Act and sensitized them about Sexual Harassment.

The college conducted various sessions for all students, covering areas such as Healthy Transition into the working world, Optimum Health and Menstrual Hygiene Awareness, Sexual Harassment at Workplace: A Hostile Work Environment, Building Resilience: A key to thrive in stressful times, etc. Thus, all students of the college were sensitized on important crosscutting issues.

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

6

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

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

498

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the	**A. All of the above**

institution from the following stakeholders Students Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.4.1_All_Feedback_Form_Analysis_2023-24.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion1/1.4.2_ALL_STAKEHOLDER_ATR.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

1447

File Description	Documents
Any additional information	View File
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

346

File Description	Documents
Any additional information	View File
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

37 advanced learners were awarded the VVM Golden Jubilee Scholarship of Rs. 5000/-. Advanced learners participated in various inter-college academic activities:

1. A Computer Science student earned third place in a State-Level Comic Strip Competition.
2. B.Com students emerged as the overall champions of Arena 2024.
3. 2 BBA students won the inter-collegiate Economics Quiz Competition, 'Arthamanthan 0.4' themed 'Viksit Bharat.'
4. They also presented papers and secured first place at a State-Level Student Seminar on 'Emerging Trends and Challenges in the Service Sector.'
5. Completed a Critical Thinking & Problem Solving certificate course to think rationally and draw logical conclusions.
6. Excelled in departmental competitions, winning titles such as Commerce Wizard of the Year, Economist of the Year, and Tech Wizard of the Year.

7 advanced learners (PG) provided training sessions to aid 50 TY B.Com students preparing for the GU-ART exam. Advanced learners conducted for buddy teaching sessions for weaker students.

Remedial classes and peer learning sessions were held for weaker students who were identified during mentoring sessions.Weaker students were permitted to appear for a ISA (Repeat) to improve theirperformance. A bridge course in Accountancy was offered at the beginning of the academic year.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/Criteria-2.2.1-link.pdf
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
1447	56

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

144 students completed industry internships. Students engaged in experiential learning through hands-on activities designed to deepen their understanding. These activities helped students create storyboards and mini animated projects. Additionally, workshops, seminars, study tours, mock interviews, and 20 educational visits conducted. Competitions like the Mock Trading, Debate and Product Design Competition offered platforms for students to showcase innovative ideas and apply theoretical learning. During the 'Popup Bazaar,' 'Shree Damodar Chavath Bazaar,' and 'Christmas Fiesta,' students gained hands-on exposure to entrepreneurial skills. Students participated in Seminar cum Research Paper Presentation Competitions and Business Plan Competitions. The Internal Audit activity provided practical exposure in the area of internal auditing. Students showcased AI-generated art during "PixelSplash", An AI-generated Art Exhibition that aligned with the principles of Outcome-Based Learning.

Participative learning was fostered through collaborative sessions like peer-led sessions, role play, buddy teaching and Team building activities. Learning activity sessions such as Think-Pair-Share and Four Corners, were employed to enhanced student participation. Students also participated in the

Students Parliament Competition.

Critical thinking was enhanced through brainstorming sessions. The 'Magic of Vedic Mathematics' workshop focused on developing efficient problem-solving techniques, followed by in-class problem-solving, ensuring that students were well-equipped to tackle complex challenges.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/2.3.1.pdf

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

All classrooms are equipped with LCD projectors, speakers, and Wi-Fi routers, enabling teachers to use PowerPoint presentations, video clips, and YouTube videos to enhance their lessons. Four 65-inch Smartboards have been installed in select classrooms, further enriching the learning experience. Tools like Nearpod Quizzes offer an interactive way to engage students, while e-quizzes help reinforce their understanding. ICT-enabled services, including the Online Public Access Catalog (OPAC) and QR codes for library access, simplify the retrieval of resources. During the Library Awareness Session on the Pearson Digital Library, students are introduced to advanced digital learning tools.

A newly constructed computer lab with 22 desktop computers is available for student use, with all labs fully equipped with essential software to support technology-driven learning. Teachers effectively use platforms such as Microsoft Teams and Google Classroom for teaching and assessments. Google Workspace facilitates lectures, webinars, quizzes, and online competitions, creating a comprehensive digital learning environment.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

54

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

56

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
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

10

File Description	Documents
Any additional information	View File
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

437

File Description	Documents
Any additional information	View File
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.

To ensure transparency, students were made aware about the pattern of internal assessment, at the commencement of the academic year. The eligibility criteria for SEE was clearly informed. The Assessment Calendar was displayed on the College website in advance and students were made aware of the same.

The College conducted ISAs as were required by the relevant Ordinances and additional ISAs were arranged for students who missed the regular ISAs or wished to improve their performance.

The Examination Committee circulated the Examination Manual and Assessment Grid among all faculty members. Timely instructions for supervisors, evaluators and students were issued inorder to ensure robust conduct of the examinations. Teachers encouraged students to complete certificate courses, internships and MOOCS Courses pertaining to their relevant subject area as an option

for ISA instead ofassignments. After the ISAs, students were shown their answerbooks. ISA marks were entered in respective portals to enable students and parents to check the marks. Students could apply for personal verification to their assessed end semester answerbooks.

Open house was held for all programmes wherein the mentors met their mentees and parents to discuss their SEE performance and ways to improve performance in the next semester.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2024/10/Exam-Manual-2023-24.pdf

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

The B.Com, BCA and B.Voc. Ordinances provide for personal verification of answerbooks at Semesters I-IV. The mechanism adopted by the College with regards to grievances is preventive and student friendly. The redressal of student grievances took less than 20 days. The Notice for personal verification was displayed the day after declaration of results, students were given 7-10 days to apply and the date for personal verification was fixed after 5-7 days. The entire process of personal verification was completed within 15 days from the declaration of the result. Once the students apply, only to ensure transparency, in the presence of the Principal, the examiners concerned explained to the students the rationale for the marks assigned. After Personal Verification, the student stated whether he/she was satisfied/not satisfied. If the student was not satisfied, the case was then referred to the Exam Related Grievance Committee. The members then met and reviewed the applications. However for the Academic Year 2023-24, no cases were reported to the Exam Related Grievance Committee since students were satisfied after the verification.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	https://www.damodarcollege.edu.in/grievance-redressal-cell/

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The institution has taken significant steps to introduce and raise awareness about NEP among the teachers and students. As part of this effort, the college organized orientation programs and workshops to familiarize faculty with the NEP structure and its impact on curriculum design, teaching strategies, and student engagement. The college ensures that both teachers and students are well-informed about the Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs). POs and PSOs for all programs are prominently displayed on the College website. During the Deeksharambh program, students are introduced to these outcomes and encouraged to review them online. Faculty members develop COs that align with the POs and PSOs, which are included in the Course Outlines and uploaded to IAIMS. Students are briefed on COs and Learning Outcomes (LOs) at the start of each semester through discussions on Course Outlines.

Teachers design their classroom sessions to meet the COs, utilizing various pedagogical strategies. For eg:problem-solving techniques, practical sessions, participatory learning and collaborative exercises are employed to engage students actively in the learning process. Methods such as flipped learning, case studies, and role-play scenarios are used to foster a deeper understanding of the subject matter. Classroom activities and assignments are specifically tailored to achieve the COs. Instructional sessions were designed with these outcomes in mind, and assessments (ISAs / SEE) are carefully crafted to evaluate students' achievement of COs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/paste_link.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The College assessed the attainment of Program Outcomes (PO) and Course Outcomes (CO) through formative and summative assessments such as:

1. Non-test ISAs take several forms. Teachers assign group / practical assignments, where students conducted surveys, or carried out a practical exercise, analyzed the findings and reported conclusions.

2. Some test –ISA tested the understanding of the student in coding/designing web pages and applications.

3. End-Semester examinations had questions that tested knowledge, understanding, application and analytical ability.

4.Various co-curricular and extra-curricular activities were organized to help in the attainment of Programme Specific Outcomes.

With the Implementation of NEP for the first year students, the students were evaluated based on this new scheme. Test and examinations were conducted as per the NEP policy prescribed.

Teachers still record student data on excel sheets for the purpose of facilitating the alignment and achievement of CO and PO across all courses. In these sheets, educators were able to construct assignment matrices, log test and assignment scores, and map the data to ensure an effective and holistic evaluation process. With the advent of NEP, new teaching learning methods are used and additional evaluation avenues are available to teachers to grade students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/2.6.2_link.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

309

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	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/annual_report.pdf

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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion2/Overall_SSS_2024-25.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)

NIL

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

4

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

3.1.3.1 - 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	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	NIL

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Shree Damodar Chavath Bazaar and Christmas Fiesta offered Self Help Groups, local vendors, and college students a platform to promote their products and nurture entrepreneurial skills. Bazaar Days helped students develop business acumen, while Tech Tank provided constructive feedback on their innovative projects. Students presented unique business ideas and strategies at a National Level Business Plan Competition. The competitions organized by the Clubs of various programmes fostered creative thinking. A field trip to Samant Agro Farm gave students practical insights into agripreneurship. Some students gained real-world experience by working on live projects for companies, while some earned appreciation letters for designing brochures and invite cards. Additionally, students led sessions on 'Social Media Marketing' and 'cybercrime awareness' for prospective women entrepreneurs. Various project orientations and Buddy Training in Research Methodology equipped students with the skills needed for research report writing. Faculty presentations and conferences, like the one on 'Economic Transformation – A Future Perspective vis-à-vis Technology,' encouraged a culture of research and knowledge sharing. Furthermore, E-Cell, IIC, Faculty Development Cell and the Research & Development Cell, contributed to the overall development of students and faculty in the fields of innovation and research through workshops, sessions and development programmes.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion3/Paste link for additional information.pdf

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

37

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

13

File Description	Documents
URL to the research page on HEI website	https://www.damodarcollege.edu.in/research-page/
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

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

8

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and

papers in national/ international conference proceedings year wise during year

4

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The college demonstrated its commitment to community engagement and student development through a series of extension and outreach activities over the year. These initiatives aimed to sensitize students to social issues and foster their holistic development. Key programs included the Nasha Mukt Bharat Abhiyan, promoting a drug-free society, and awareness campaigns on organ donation and AIDS, addressing critical health issues. Environmental conservation was highlighted through activities like the Medicinal Plant Gardening "SANJEEVANI VATIKA", beach cleanliness drives, and participation in the International Coastal Cleaning Drive.

The college also organized a Blood Donation Camp, an Anaemia Detection Camp, and various health awareness sessions to promote well-being. Initiatives such as the Goa Bird Atlas Surveyand Swachhata Hi Seva Campaignemphasized environmental conservation and cleanliness. The institution further extended support to local schools and communities through the Outreach Program for Jyot School Students, a donation drive at Anganwadis, and visits to old age homes.

Additional activities included workshops, career guidance webinars, and interactive sessions to empower students and the community. Programs like Empowering Panchayats in Goaand COPE: Counseling and Outreach for Peer Empowermentfostered leadership and social responsibility among students, reflecting the college's dedication to societal well-being and student development.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion3/Additional-Link.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - 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

3.4.3.1 - 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

47

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

1599

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

2

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

31

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
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.

A. DIRECT LEARNING FACILITIES The College has 45 ICT-enabled classrooms equipped with LCD projectors, speakers, Wi-Fi routers, CCTV cameras, and UPS backup. TV's are installed in three of these classes. The College boasts an 80-seater, air-conditioned Smart Classroom featuring a smart podium and interactive board. There are seven recording rooms, five computer labs with 23, 21, 24, 22, and 12 systems respectively, and a UGC Network Resource Centre.

For faculty use, the College provides 51 laptops and 9 pen tabs. Both students and teachers have access to a NAS server for storing and retrieving educational and library resources.

B. LEARNING SUPPORT FACILITIES The College Library contains over 36,428 books, periodicals, journals, and e-resources. Students can utilize a PC-cum-TV (Vigyankosh) and five systems in the Reading Room for collaborative learning. Additional facilities include a Research room, Incubation Centre, a Skill Development Centre, and two meeting rooms. Two halls, with capacities of 300 and 150, are available for seminars, conferences, and other major events. There are 3 staffrooms, a Counsellor's Cabin, Principal's and Vice-Principal's Offices, Administrative Office, Examination Section, IQAC Room and Sports Director's Office.

The campus is fully monitored by CCTV, and a 250 KVA diesel generator ensures uninterrupted power supply.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion4/4.11Additional_information(updated).pdf

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

The College features a spacious Multipurpose Hall dedicated to indoor sports and games. It includes a wooden badminton court and facilities for table tennis, carrom, chess, weightlifting, powerlifting, bodybuilding, tennikoit, taekwondo, judo, and yoga. This hall serves as a venue for both intra-mural and inter-collegiate events. Additionally, the College boasts two outdoor playgrounds: Ground 1, which covers 1,350 square meters, and Ground 2, spanning 8,450 square meters, both utilized for various sports such as football, cricket, handball, athletics, kabaddi, and kho-kho. There are also dedicated basketball and volleyball courts, along with cement cricket pitch nets for practice.

For lawn tennis and swimming, the College coordinates with nearby clubs and schools to provide access to facilities. The on-campus gym is well-equipped with a four-station multi-gym, motorized treadmill, weighing scale, dumbbells, kettlebells, leg curl and extension machines, a squat rack, bench press, chest fly, and an exercycle.

Various intra- and inter-college activities, including singing, dancing, fashion shows, skits, farewell functions etc are organized in the Multipurpose Hall, Hall 1 and Hall 2. A 100-square-meter Smart Classroom is also used for debates, quizzes, and workshops.

Furthermore, the College includes NCC/NSS rooms and a Students' Consumer Cooperative Society

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/campus-life/cultural-council/

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

48

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/infrastructure/
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)

31.28

File Description	Documents
Upload any additional information	[View File](#)
Upload audited utilization statements	[View File](#)
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)

College has adopted Koha as its Integrated Library Management System, which is regularly updated. It has modules such as Technical Processing, Circulation, Acquisition, Serial Management, OPAC, Administration, Queries, and Utilities. All books are barcoded, for quick and error-free circulation transactions.

Library is a member of INFLIBNET N-LIST Consortium, National Digital Library of India (NDLI) , Pearson Digital Library and has subscribed to Indiastat.com database. College has introduced Digital Newstand called MAGZTER which offers more than 8500 Magazines and Newspapers in various languages(English, Marathi, Hindi, Kannada, Telegu, Malayalam, and many more languages) plus stories from various personalities from Business and Technology domains. Besides Magzter, The Wall Street Journal , LiveMint, The Economic Times Prime were added as E-Newpapers. The NDLI Club has organized activities such as book exhibitions, competitions, online quizzes and Book donation drive. Library webpage on the College website has a knowledge portal, subject gateways, Books to Read, and Career Zone.

There are QRCodes for 10 Library applications viz. Books to Read, New Arrivals, Question Papers, NDLI Club, Digital Library, Subject Gateways, Knowledge Portal, Media Coverage, Syllabus and Published papers. Library and Reading Room are Wi-Fi enabled. The Reading Room has a wall-mounted PC-cum-TV 'Vigyankosh', a browsing section with 5 laptops and 02 Digital display boards.

File Description	Documents
Upload any additional information	[View File]()
Paste link for Additional Information	https://www.damodarcollege.edu.in/

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	B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
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)

9.79

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
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

9.15

File Description	Documents
Any additional information	View File
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 College has 45 desktops and 41 laptops for studentuse and 47 laptops are issued to teachers.New Laboratrywith 22 high-performance desktops with graphic cards is setup. A 15KvA Online UPS provides centralized power backup to laboratries. A4TB NAS server is used for backup and storage. Four classrooms

now have 65" SmartTVs, while other classrooms and computerlaboratries have LCDprojectors with UPS backup and external speakers. The meeting-room has a 65" SmartTV, and an 86" Interactive Smart Board is installed in the smart classroom. The college hasa smart podium with an interactive monitor and sound system.Pen-tablets, wide-angle HD webcams, and noise-cancelling microphonesare available. The surveillance system has been upgraded with IP cameras, and 100 IP night-vision cameras are added.An A4-Scanner was purchased, printer/copier machines, I-Card printer, digital display boards, IPPBX system are other IT facilities. Two halls are equipped with sound systems,5 wireless headband microphonesand other microphones are available. The college has all required software like antivirus, Tally-ERP, CMS, Adobe Photoshop, and CorelDraw. The campus is Wi-Fi enabled, having a leased line internet connection with LAN speeds of100Mbps/1000/Giga,and 80Mbps bandwidth, renewed for 1 year from April 2023.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/campus-life/infrastructure/

4.3.2 - Number of Computers

108

File Description	Documents
Upload any additional information	[View File](#)
List of Computers	[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)

129.72

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
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.

Classrooms and laboratories are allocated to specific classes, while facilities like smart classrooms, halls, and sports areas are booked upon prior intimation. The Library and Reading room operate from 8:00 a.m. to 4:45 p.m.

The Maintenance Policy outlines the procedures for upkeep of movable and immovable assets. The College adheres to GFR 2017 for purchasing goods and services,awarding AMCs, etc. The Fire Insurance Policy for the building and equipment is renewed annually. Firefighting equipment is maintained regularly.

The Office maintenance all assets, including fixtures, basic amenities, IT, library, and sports facilities, following established procedures. Maintenance contracts are secured for elevators, generators, photocopiers, and ACs after warranty expiration. Proper procedures are followed for disposing of unserviceable items.

IT and non-IT facility issues are reported via designated email IDs- itsupport.sdcce@vvm.edu.in and support.sdcce@vvm.edu.inrespectively. Minor repairs are handled by trained staff, while major issues are addressed by vendors or service providers. Software licenses are renewed regularly.

CCTV surveillance, along with security and housekeeping services, ensures campus safety and cleanliness. VVM and its designated committees/staff oversee construction, maintenance, and periodic inspection of the canteen.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion4/4.4.2_Web_Links_Policies_Manuals.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

82

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	[View File](#)
Upload any additional information	[View File](#)
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

43

File Description	Documents
Upload any additional information	View File
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://www.damodarcollege.edu.in/
Any additional information	View File
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

1000

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

1000

File Description	Documents
Any additional information	View File
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

A. All of the above

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
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

6

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

70

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
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

31

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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.

39

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
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 of the College are actively involved in the decision making processthrough the various councils, committees, cells and clubs and in planning, organizing and executing various curricular as well as extra curricular in-house activities and inter-class competitions. Students are members of mandatory committees like the Women's Cell, Student Welfare Cell, Anti-Ragging Cell and the Grievance Redressal Cell. They also organize Students' Council, Cultural and Sports Council events as well as social awareness activities through the NSS and NCC cells.

Students organize events under the Green club, Yuva Tourism, Readers club and Ek Bharat Shreshtha Bharat (EBSB) Two students were a part of the new committee constituted in 2023-24 namely, the Young Inspirators Network(YIN). Students are also members of Virtual Commerce Club. Canteen committee also had student members suggesting on the food quality, pricing and menu selections. The Entrepreneurship Cell of the College includes student members that aspire to be entrepreneurs in the future and also suggest and help in organizing sessions under the same.

Overall, the college fosters a culture of student engagement and participation across various facets of campus life, empowering them to contribute to the institutions growth and development.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/newsite/wp-content/uploads/2023/10/College-Final-Committees-2023-24.pdf
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

95

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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

Shree Damodar College Ex-Students Association was formally registered on July 1, 2016, with a seven-member Executive Committee (EC). Since then, alumni have been actively engaged in the Collegefunctioning and decision-making processes, playing a vital role in its development.

Alumni are part ofthe Board of Management, the College Governing Council, and the Internal QualityAssurance Cell.In 2023-2024, 14faculty members and 11non-teaching staff members were College alumni.

During the academic year 2023-2024,at the Golden Jubilee

Valedictory function, seven alumni expressed their gratitude towards the institution. Fourteen alumni were invited as resource persons , eight alumni served as judges for both in-house and inter-collegiate competitions, including Techweek and Anantara and guided students to present a programme at All India Radio. Furthermore, they also contributed as sponsors for numerous College events.The farewell of the former Principal,was attended byfive alumni.

The active participation and support of alumni have helped to strengthen the bond between past and present students, further enhancing the academic and co-curricular initiatives of the college. Their involvement demonstrates a strong commitment to the institution's continued growth and success.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/alumni/#1653032377655-c881e33e-5a9b
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The College's Vision and Mission emphasize its commitment to holistic, high-quality education, reflected in its wide range of academic, co-curricular, and extra-curricular initiatives. These include guest lectures, industrial and field visits, short courses, add-on certificate programs, and workshops, all aimed at enhancing practical learning and skill development.

Student development is further supported by various councils and cells such as the Students' Council, Cultural Council, Sports Council, Career Cell, Placement Cell, Women's Cell, NSS,

NCC, and Skill Development Centre. These bodies organize events, competitions, and community service initiatives, ensuring well-rounded student engagement. Student participation in both intra- and inter-college activities fosters leadership and teamwork.

In line with its forward-thinking approach, the College introduced an Institutional Development Plan (IDP) this year and is set to implement the "Damodar@60" policy to drive its strategic initiatives. Additionally, the College demonstrates its commitment to inclusive education by fully funding a capacity-building workshop for socioeconomically disadvantaged students, organized by the IQAC, SC/ST, and OBC Cells.

Overall, the College's governance is closely aligned with its Vision and Mission, showcasing a strong commitment to the comprehensive development of its students and their future success.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in
Upload any additional information	View File

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

The college operates through decentralization and participative management. The Vice-Principal, IQAC Coordinator, HoDs and Programme Coordinatorsare involved in all academic decisions. The College Director of Physical Education and Sports and the College Librarian independently manage their departments, keeping the Principal informed. Administrative matters are handled by the head clerk and accountant, while the system administrator manages IT-related tasks.

The principal, vice principal, IQAC coordinator, and convenor of the Students' Council are members of the governing council (GC), which approves budgets, audited accounts, and expenditures up to Rs. 2 lakhs for workshops, seminars, conferences, and events. The GC also approves the Annual Report and E-Governance Report.

The principal is an invitee to all VVM's Board of Management

and Core Committee meetings. Programme Coordinators and Department Heads manage academic matters, including planning, course allotment, workload distribution, timetables, examinations, pedagogy, seminars, conferences, and events, with approval from the Principal.

The college has around 65 committees, clubs, cells, and councils, involving faculty and students, that plan and implement annual activities while keeping the principal informed.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/organogram/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The College's Institutional Strategic Plan, as outlined in the Institutional Development Plan (IDP) 2022-2032, aligns with the National Education Policy (NEP) 2020 to advance teaching, learning, and research. Key priorities include implementing outcome-based education (OBE), promoting faculty development, and fostering industry-academia partnerships. Regular training, workshops, and industry embedment initiatives ensure faculty are well-equipped with technological advancements and subject expertise.

For student development, the College emphasizes multidisciplinary learning, certificate courses, and Centers of Excellence. ICT tools and student-centered learning methods are employed to boost learning outcomes and skill development. Additionally, extracurricular activities are supported, with NCC (Navy) cadets participating in RDC Day and SNIC camps, and NSS volunteers engaging in Adventure Camps and National Integration Camps.

Research and innovation are encouraged through collaborative projects, dedicated research units, and a focus on industry-relevant studies. The IDP also addresses infrastructure enhancements, such as upgraded sports facilities, ICT-enabled classrooms, and incubation centers to promote entrepreneurship.

The strategic plan is forward-looking and comprehensive, designed to meet the evolving needs of students and the institution by fostering academic excellence, holistic development, and employability.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.damodarcollege.edu.in/infrastructure/
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 Board of Management (BoM), Core Committee (CC), and Governing Council (GC) held regular meetings. The BoM and CC made decisions on policy issues, academic progress, infrastructure development, and resource management. The GC approved proposals related to purchases, student activities, e-governance, annual reports, and budgets.

VVM has issued various policies, including the Code of Conduct, IT Policy, Sports Policy, and Policy for Retiring Staff, all of which are followed by the College. The college organogram is available on the website. The IQAC and all councils, cells, clubs, and committees met at least twice during the year. For staff appointments and service regulations, the college adheres to Goa University Statutes and Government of Goa guidelines.

Emails are sent twice a year to all teachers for career advancement applications, and non-teaching staff promotions are conducted as required. The college maintains a roster for regular, contract, and lecture-based posts. It follows the General Financial Rules 2017 and VVM guidelines for purchases and disposals, with financial powers delegated to the principal and accountant.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Library_Manual_Version_1.0.pdf
Link to Organogram of the institution webpage	https://www.damodarcollege.edu.in/organogram/
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	View File
Screen shots of user inter faces	View File
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 College has several welfare measures for the teaching and non-teaching staff. During 2023-2024, permanent staff have availed Children's Education Allowance, Leave Travel Concession, Childcare Leave, Earned Leave, Half Pay (Commuted) Leave, Paternity Leave, Maternity Leave, Study Leave and Sabatical Leave. Faculty of the Self-Financed Programmes with at least 3 years of service have been granted tenure contracts and 8 days EL per year. Non-teaching staff of these programmes are entitled to 15 days EL per year after one year and are reappointed every year with an annual performance-based increment of 8-12%. All staff members who have been with the College for at least 3 years are provided health insurance cover for themselves and their families for an amount of Rs. 1

lakh. Members of VVM Employees' Cooperative Credit Society get loans at a concessional rate of 10% and receive 8.5%interest on deposits. All full-time teachers are issued College laptops. Teachers were offered interest-free loans for buying laptops. The Recreation Cell celebrated Ganesh Chaturthi, Navratri, Diwali and New Year. Contributory Lunch was organised for the Staff.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Final_6.3.1.pdf
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

4

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

7

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
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

13

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
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

Teaching Staff the College followed the appraisal scheme laid down in the Goa University Statutes, viz. Performance Based Appraisal System (PBAS). Regular faculty members submitted

their PBAS forms at the end of the Academic year which were checked and authenticated by the IQAC, and signed by the Principal. These Appraisals record and review the teachers' performance in teaching, participation in other academic activities, participation in extra-curricular activities and research. Students' feedback about teachers was collected and made available to the respective teachers. Where student feedback is not positive, the Principal discusses the feedback with the teacher and suggests areas and means for improvement.

Non-Teaching Staff The performance of non-teaching staff was recorded in the Confidential Reports prepared by the Head Clerk and reviewed by the Principal. The College follows the appraisal scheme laid down by the Directorate of Higher Education. The Confidential reports were prepared in April 2024 for the period 1st April 2023 – 31st March 2024. In the case of non-teaching staff in the self-financed programmes, an appraisal committee comprising the Principal and Vice Principal reviewed the performance of these staff members and recommended the quantum of the increment (between 8 and 12%).

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/2_LINK.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

The statutory financial audit of College account was conducted by an external auditor. All programme accounts were finalised and submitted to the auditor for audit by end- April, including income-expenditure statements and balance sheets.The audited statements were duly signed by the Authorized signatories and the Chartered Accountant.

The audit ensured compliance with regulations, procedures, policies and examined receipts, journal, payments, purchases, contra vouchers, salary disbursements, TDS, Income Tax, GPF, NPS, and salary deductions. There were no objections from the auditor; Any clarifications sought were immediately replied to.

The audited accounts were placed before the VVM AGM and approved. The audited accounts and required utilisation form of the aided programme (B.Com) were sent to DHE by October 2024. The DHE regularly conducts government audit to ensure the proper utilization of salary and non-salary grants and adherence to established procedures. DHE conducts assessment of grants for proper reimbursement and non salary grant based on the statements submitted. The College provided comprehensive responses to the audit queries and is currently awaiting further communication from the DHE.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.4.1_&_6.4.2_Statement_of_Accounts_merged_file.pdf
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)

367,500

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
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

The Resource mobilization policy comprises:

A. Planning Infrastructural requirements: BoM manages financial needs for academic programs to meet affiliation criteria and offer administrative support.

B. Funds Mobilization: A Resource Mobilization Plan is devised based on student intake.

C. Monitoring Fund Utilization: Routine purchases undergo scrutiny by LDC, UDC, and the Accountant. After approval by the Principal, bills are settled through Net Banking.

1. The College receives the salary grant for staff of the aided programme from the Directorate of Higher Education. Staff members appointed under the self-financed programmes are paid salaries out of fees collected from students.

2. The College is entitled to an annual non-salary grant of Rs. 35 lakhs from the DHE in addition to the fees collected from students; an additional grant of Rs. 15 lakhs is available for Housekeeping, Gardening and security services.

D. Optimal Utilization: All non-routine financial transactions and purchases require GC/BoM approval. Limited Tender Enquiries or Quotations are sought by the college, and the lowest quotation is selected. The BoM oversees the overall fund utilization.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.4.3_merged_with_index.pdf
Upload any additional information	View File

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

1. "SkillStir: Empowering Students with Creative and Entrepreneurial Skills"

The "SkillStir" Certificate Course, organized by the Department of Economics & Banking in collaboration with the FY Certificate Course Committee, was held from 29th August to 15th September 2023. The course was designed and coordinated by Ms. Lizette D'Costa. Experts taught five key skills: crochet-making/knitting, thermocol decoration, decoupage, flower-making, and cooking/baking essentials. By learning these

artistic and culinary skills, students gained hands-on experience and knowledge, providing them with opportunities to generate income through entrepreneurship, craft markets, and other creative ventures, thereby enhancing their employability. 49 students successfully completed the course

2. "PixelSplash: Goa's First AI-Generated Art Exhibition"

"PixelSplash," an AI-generated art exhibition, was organized by the Department of Computer Science and curated by Mr. Sandesh Gaundalker. The exhibition took place from 22nd to 24th February 2024 at VVM's Shree Damodar College of Commerce & Economics. Coordinated by Ms. Annette Santimano, it was the first AI-generated art exhibition in Goa. The event showcased innovative artworks created by FY and TY B.Voc.(ST) students, demonstrating the intersection of artificial intelligence and artistic expression. This groundbreaking exhibition highlighted the limitless creative potential of AI, receiving widespread attention and acclaim from both art lovers and tech enthusiasts.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.5.1_paste_link_for_additional_info.pdf
Upload any additional information	View File

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

1. Enhancing Learning Through Student-Centric Approaches

At the institution, student-centric methods such as experiential learning, participative learning, and problem-solving methodologies are employed to enhance the learning experience.

Experiential learning is promoted through internships, workshops, seminars, study tours, and mock interviews. Students participate in activities like the "Mock Trading Competition" and "Popup Bazaar" to apply theoretical knowledge in real-world scenarios. Hands-on experiences, such as creating animated

projects and engaging in internal audits, deepen their understanding.

Participative learning fosters collaboration through peer-led sessions, flipped classrooms, and educational field trips, allowing students to actively engage in knowledge sharing.

Problem-solving methodologies develop critical thinking through brainstorming sessions and workshops like "Magic of Vedic Mathematics," equipping students to tackle complex challenges.

1. Leveraging ICT for Effective Teaching and Learning

The institution embraces ICT-enabled tools to enhance the teaching-learning process. Classrooms are equipped with LCD projectors, speakers, Wi-Fi routers, and interactive Smart Boards, enabling teachers to deliver lessons through PowerPoint presentations, videos, and online resources like YouTube. Tools like Nearpod Quizzes and e-quizzes foster interactive student engagement, while library services, such as the Online Public Access Catalog (OPAC) and QR codes, streamline access to resources. Digital platforms like Microsoft Teams, Google Classroom, and Google Workspace are employed for lectures, assessments, and competitions. The use of fully equipped computer labs and advanced digital resources further enriches the learning experience.

File Description	Documents
Paste link for additional information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/6.5.2_paste_link_for_additional_info.pdf
Upload any additional information	View File

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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion6/Principals_Annual_Report_2023_24.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
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

Particulars

Males

Females

Males: Females

Students

769

653

769:653

Academic and Non Academic Staff

35

67

35:67

Total

804

720

67:60

The college maintains a strong gender equity ratio, ensuring balanced representation and equal opportunities for all students. The Internal Committee organized a talk on "Sexual Harassment at the Workplace: A Hostile Work Environment." The Women's Cell launched the 'Count Her In: Invest in Women' campaign to raise awareness about the importance of investing in women and promoting gender equality. To empower female students, a self-defense training session was held, alongside a workshop titled "Stand Up, Speak Out," which aimed to equip young women with the confidence to articulate their thoughts effectively in public settings. Additionally, a Dental Check-up Camp was conducted, offering free dental check-ups to both staff and students, thereby promoting dental health awareness. A special session on "Women's Health & Hygiene" was also organized for female students, focusing on educating them about physical health and personal hygiene. Women's Cell celebrated International Girl Child Day, highlighting the unique challenges and opportunities faced by girls worldwide, and furthering its mission to promote gender equality and empower women.

File Description	Documents
Annual gender sensitization action plan	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.1_Gender_Plan.jpg
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://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.1Relevant_Document.pdf

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

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	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

The College does not generate liquid, biomedical, hazardous chemical, or radioactive waste.

Solid Waste Management:

The institution implements a waste segregation policy as part of its solid waste management strategy. Wet waste from the canteen is composted, while plastic waste is collected weekly by the municipality. To reduce paper use, the College employs double-sided printing, digital display boards, online notices, and platforms like Fedena forleaveapplications, google classroom and Microsoft teams for online assessments . The NSS unit regularly organizes campus cleanliness drives, and the Green Club conducts activities such as kitchen gardening workshops and sapling plantation drives in collaboration with the Forest Department. A session on waste segregation provided practical tips for effective disposal, and the NSS unit also raised environmental awareness in the local community through various activities, including a sustainability poster competition.

- **Waste Management:**

The College responsibly disposes of electronic waste through organizations approved by the Goa State Pollution Control Board. In addition, the College organized an E-Waste Awareness Campaign and Collection Drive to educate and involve the community in proper e-waste management. The IT staff also

contribute to sustainability efforts by reusingparts from unserviceable electronic items, such as computers and projectors, to repair and maintain functional equipment.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	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	View File

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	C. Any 2 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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	**A. Any 4 or all of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
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	**A. Any 4 or all 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	View File
Any other relevant information	View File

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).

Year

Number of students admitted from the reserved category

SC

ST

OBC

Gen

2023 - 24

22

125

199

1099

B.Com

12

61

102

553

BBA(FS)

2

14

28

192

BCA

5

30

40

167

M.Com

0

9

9

72

B.Voc (ST)

1

7

8

70

BBA

2

4

12

45

Cultural, regional, and linguistic diversity is celebrated through a series of engaging events designed to foster tolerance and harmony. Events, such as International Mother Language Day and Bhartiya Bhasha Diwas, highlight the importance of linguistic heritage and promote respect for different languages. Cultural celebrations like Ganesh Chaturthi and Navratri bring together traditions from various regions, showcasing the rich culture of the community. Eco-Friendly Makhar Making Competition and Eco-Friendly Akash Kandil Making Competition emphasize environmental consciousness while sustainably celebrating regional festivals.

The Shree Damodar Chavath Bazaar and Rasoi Utsav showcase local cuisine and traditions, while competitions like Damodar Idol and Patriotic Singing cultivate creativity and unity. The 'Count Her In: Invest in Women' campaign emphasizes gender equality, and the Scholarship Mela supports students' educational aspirations, fostering an inclusive cultural environment.

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

At Shree Damodar College, we are dedicated to advancing life skills, value education, and critical issue awareness through a variety of impactful events. Our Awareness Session on "Sexual Harassment at Workplace: A Hostile Work Environment" educates students and staff on fostering safe and respectful work environments, while the Awareness Session on "Empowering Consumers: Know Your Rights" provides essential knowledge for navigating consumer rights.

In an effort to shape responsible citizens who embody the principles and values enshrined in the Constitution of India, our institution offers a Value-Added Course (VAC) on Constitutional Values and Obligations for students pursuing BBA (Financial Services) and BVoc. This course aims to deepen students' understanding of the foundational values that guide the nation's democratic framework, such as justice, equality, liberty, and fraternity.

We highlight civic duties and national pride through initiatives like Activities Conducted on Constitution Day and Puneet Sagar Abhiyan, focusing on fundamental responsibilities and environmental stewardship. A one-month campaign 'Count Her In: Invest in Women' underscores commitment to gender equality and empowerment.

These activities collectively build students' skills, foster responsibility, and prepare them for informed, engaged citizenship.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.9_details_of_activities1.pdf
Any other relevant information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.1.9_any_other_rel_info1.pdf

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	A. All 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	View File
Any other relevant information	View File

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

The college observes both national and international days through a diverse array of events that celebrate global and local significance. The International Day of Yoga and World Youth Skill Day highlight our commitment to holistic health and skill development, while World Sparrow Day and Millet Utsav emphasize our dedication to environmental and dietary awareness.

We mark International Women's Day and National No Smoking Day with rallies that promote gender equality and health consciousness. Celebrations like Independence Day, Republic Day Camp, and Kargil Vijay Diwas reflect our national pride and remembrance of historical milestones. The celebration of International Mother Language Day and Bhartiya Bhasha Diwas underscores the importance of linguistic diversity and cultural heritage.

Additionally, National Sports Day and Teachers' Day Celebration pay tribute to sportsmanship and educational contributions, while events like Essay Writing Competitions on Human Rights Day and National Voters' Day foster critical thinking and civic responsibility. Through these celebrations, we aim to cultivate a sense of global awareness and national pride among our students and community. The Armed Forces Flag Day honours commitment to the defence forces.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

"Empowering Panchayats in Goa: A comprehensive community service programme"

The "Empowering Panchayats in Goa" program, held from 6th to 10th October 2023, was a collaborative effort by the Department of Commerce & Management, Students' Council, and Sports Council. It addressed key issues in rural areas such as financial fraud, digital illiteracy, and health awareness. By equipping residents with essential knowledge and tools, the program empowered Panchayats to foster community well-being. Led by 20 B.Com students and guided by faculty, the initiative's holistic approach highlighted the impact of student-led community engagement in driving sustainable change and promoting cooperation and development within local communities.

"Holistic Wellness Initiative: Cultivating Health and Fitness"

For "Holistic Wellness Initiative: Cultivating Health and Fitness" different sessions, camps and programs was organised to raise awareness, educate and promote the well-being among students by addressing various aspects of their physical health and fitness. This practice aims to equip students with the knowledge, skills, and habits necessary to develop a balanced approach to health and fitness that supports their academic success and personal growth. Overall, it helps to identify various aspects of their physical health as well as personal hygiene, fitness and to maintain overall wellness.

File Description	Documents
Best practices in the Institutional website	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.2_Best_practices.pdf
Any other relevant information	https://www.damodarcollege.edu.in/downloads/aqar/2023-24/criterion7/7.2_any_other_relevant_info.pdf

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

TheCollege conductsan extensive series of hands-on workshops designed to equip students with the practical skills needed to thrive in the modern job market. These workshops catered to a variety of interests and fields, ensuring a well-rounded skillset for thestudents.

The "Animation for New Media" workshop provided insights into digital animation techniques, while "Creative Design Mastery" focused on using Canva and AI tools for enhanced graphic design. The "Kitchen Gardening" workshop introduced students to sustainable practices in growing their own food.

"Visual Brilliance: A Deep Dive into Canva, Google Slides, Forms, and AI" empowered studentsto create compelling visual content, and the "Hands-On AI-Enhanced UI/UX Design Experience in Figma" offered in-depth knowledge of user interface and experience design. Workshops on "The Practical Aspects of Goods and Services Tax (GST)" and "Excel Applications in Financial Management" were invaluable for those pursuing careers in finance.

Additional sessions included "e-Portfolio Designing," "Artificial Intelligence," "Wealth Creation through Equity," and "Training Sessions for IRDA Examinations." These workshops provided crucial industry-relevant skills, further enhanced by the "Graphic Designing Workshop using Canva."

These workshops have been pivotal in bridging the gap between academic learning and industry expectations, significantly boosting the employability of thestudents.

File Description	Documents
Appropriate web in the Institutional website	[View File](#)
Any other relevant information	[View File](#)

7.3.2 - Plan of action for the next academic year

Future Plans of the Institution

1.The institution aims to organize National and International Conferences at a wider scale.

2.Implement a waste segregation system such as Waste composting at a greater scale in order to categorize the waste into recyclables, organic, and non-recyclable materials. Implementation of recycling programs covering paper, plastic, glass, and electronic waste.

3.Enhance innovation and Entrepreneurial Development activities among students.

4.Conducting programs for student and faculty exchange to encourage cross-cultural learning experiences and academic enrichment enhances their practical skills and ensures favorable placement opportunities, aligning with our commitment to holistic student development and employability.

5.Exploration of new Memorandum of Understanding (MOUs) in areas such as for Internships to foster collaborations facilitating knowledge exchange and academic cooperation and Organization of seminars covering a wide range of disciplines to uphold and promote academic excellence, providing platforms for scholarly discourse and intellectual growth.