

**M.E.S. COLLEGE OF ARTS AND COMMERCE, ZUARINAGAR, GOA**

**INCREMENTAL IMPROVEMENTS DURING POST-ACCREDITATION PERIOD  
(THIRD CYCLE)**

The NAAC Peer Team put forward the following recommendations for quality enhancement of the institution at the time of Assessment and Accreditation (Third Cycle) in 2015:

1. College should approach State Government and other funding agencies for additional support for improving facilities including physical infrastructure.
2. Interdisciplinary career-oriented Post-graduate Courses need to be introduced.
3. Motivating teachers to pursue research, collaboration and consultancy
4. Buildings need to be more disabled friendly.
5. Placement and Counselling Cell needs to be strengthened and formalized.
6. Feedback from different stakeholders should be institutionalized.
7. Use of ICT in Teaching learning be strengthened further including smart classrooms.
8. Automation and modernization of library.
9. Proper language-lab facility be extended to all students of the college.
10. Basic facilities like drinking water, toilet, etc. need qualitative improvement.

The following post-accreditation quality initiatives have been undertaken:

***1. The College approached the State Government and other funding agencies for improving the facilities including physical infrastructure:***

The Government of Goa is always supportive and pro-active to fund higher education in the state. The Government of Goa never had any ban on recruitment of staff and faculty. Perhaps the Government of Goa is the only state government funding government aided colleges by releasing the salary and non-salary grants on time. The non-salary grants received by the college are used for the annual maintenance, renovations, repairs and purchases. The 'Forum of Principals and the Representatives of Managements of non-government colleges of Goa' is an association, very active in the state to sort out issues related to higher education with the Directorate of Higher Education, Government of Goa. The long standing demand of the Association, to increase the non-salary grants has been accepted by the State Government. As a result, the College is eligible

to receive ₹ 45,00,000 annually as against ₹ 20,00,000 in 2018-19 and earlier. In addition to the eligible non-salary grants, the college can prepare a proposal to improve the facilities in the college and approach the Directorate for additional funds.

In the year 2013, the Government of India implemented a Centrally Sponsored Scheme (CSS) known as RUSA. The college is one of the beneficiary institutions in the state of Goa in 2015. A sum of ₹ 2,00,00,000 was sanctioned and released to the college under the component '**Infrastructure grants to Colleges**' for repair and renovation, purchase of equipment and new construction. As a result, the college constructed five class rooms, purchased CCTV surveillance and computers. Renovation of washrooms and canteen was undertaken.

The Management of the college approached a Philanthropist to build an infrastructure to accommodate newly introduced self-financed UG and PG programmes. The construction cost of the building is approximately ₹4,00,00,000.

### ***2. Interdisciplinary career-oriented Post-graduate Courses introduced:***

The college started the need based career-oriented postgraduate programmes. The Post-Graduate Diploma course in Human Resource Administration was introduced in collaboration with Tata Institute of Social Sciences (TISS), Mumbai in 2016-17. Two more Post-Graduate degree programmes in Arts (M.A.in English) and Commerce (M.Com.) were started in the academic year 2016-2017 and 2017-2018 respectively.

### ***3. Motivating teachers to pursue research, collaboration and consultancy:***

With a view to further promote research environment in the college, periodical meetings of faculty members were conducted by the Principal. Teachers were motivated and guided to pursue their research and register for Ph.D. programme. At present fifteen faculty members have Ph.D. degree, one faculty will soon be awarded the Ph.D. degree and thirteen faculty members have already registered for Ph.D. programme.

The College has two research centres in two subjects, one in Sociology and the other in Economics. Two faculty members are recognized by Goa University to guide for Ph.D. The College has two recognized guides. Two students have registered for Ph.D., one in each subject.

The college has signed MOUs with the following institutions: Parvatibai Chowgule College of Arts and Science (Autonomous), Margao, Goa, St. Xavier's College of Arts, Science and

Commerce, Mapusa, Goa, ASEZ (Save Earth from A to Z- South Korean based International NGO) and KLS's Institute of Management Education and Research, Belgaum, Karnataka.

**4. Buildings are more disabled friendly:** Pathways connecting the buildings have been leveled and tiled. Ramps have been leveled and tiled. A wheel-Chair is available.

**5.Placement and Counselling Cell strengthened:** The Placement Cell has been very active. In 2018-19, fourteen companies, visited the MES College Campus and selected 129 students from a total of 395 students who appeared for the interviews.

The Directorate of Higher Education, Government of Goa has sanctioned posts for professional counselors for all colleges in the state. Two qualified counselors are appointed for counseling the students. The counselors are available in the college everyday. A separate room is provided to deal with academic, personal, career and stress-related problems with high confidentiality.

**6. Institutionalization of feedback from stakeholders:** The IQAC has played a pivotal role in designing the following feedback forms namely, Institutional feedback from parents and students, feedback about curriculum from students, alumni and parents and feedback about faculty from students.

**7.Use of ICT in teaching learning:** In addition to the lecture method of teaching, certain innovative teaching- learning methods have been adopted such as flipped classrooms, problem based learning, experiential learning and peer learning. All classrooms are equipped with LCD projectors and speakers thereby enabling teachers to show audio-visual presentations to students. The faculty make use of google classroom. With this method of Classroom, teachers can create classes, distribute assignments, grade and send feedback, and see everything in one place.

ICT is used not only used teaching learning but also in administration, finance, Library and examination.

**8. Automation and modernization of library:** The library has been equipped with NEW GENLIB software 3.1.4 version. The automation of the library is completed.

**9. Improvement in basic facilities:** The washrooms in Block I have been renovated. Safe and pure drinking water facility is provided in every building. There are six aqua-guards in the college. Additional infrastructure and other facilities have been provided. A stationery shop and cafeteria have been provided in the campus. The work of levelling and widening of the playground, cricket pitch and long jump pit has been completed. The old building has been renovated and five additional classrooms have been constructed.



*Meenakshi Bawa*

**Dr. Meenakshi Bawa**  
**IQAC Coordinator**

A handwritten signature in blue ink, appearing to be "R.B. Patil", with a horizontal line underneath.

**Dr. R.B. Patil**  
**Principal**