



YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	M.E.S COLLEGE OF ARTS AND COMMERCE
• Name of the Head of the institution	DR. MANASVI M. KAMAT
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322555772
• Mobile no	09422415052
• Registered e-mail	mescollegel@gmail.com
• Alternate e-mail	mescollegel@rediffmail.com
• Address	Zuarinagar
• City/Town	Vasco
• State/UT	Goa
• Pin Code	403726
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	UGC 2f and 12(B)				
• Name of the Affiliating University	Goa University				
• Name of the IQAC Coordinator	Asso. Prof. Rochana Kharangate				
• Phone No.	9823657878				
• Alternate phone No.	08322555772				
• Mobile	8766088626				
• IQAC e-mail address	mescollegel@gmail.com				
• Alternate Email address	mescollegel@rediffmail.com				
3. Website address (Web link of the AQAR (Previous Academic Year))	https://mescollege.org/wp-content/uploads/2022/03/1_Approved-AQAR-2020-21.pdf				
4. Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://mescollege.org/wp-content/uploads/2022/01/1.1.2-Academic-Planner-2020-21..pdf				
5. Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 4	B+	2.68	2021	08/02/2021	07/02/2026
6. Date of Establishment of IQAC			17/04/2004		
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	0	0	
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	3	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
A FEP On NAAC Assessment was organised by the IQAC on 06-04-2022 with Dr. Shami Pai as Resource Person		
National Webinar on "Art of Writing Research Papers in Social Sciences" organised by IQAC in collaboration with the Research Cell on 12th January 2022. Resource Person was Dr. Devi Premnath, Associate Professor of Janson School of Business, Coimbatore, Tamilnadu		
FEP- workshop on 'How to lead a stress-free life' On 20th June 2022 by IQAC. Resource persons were Dr. Semele Sardesai (on Meditation) and Dr Michelle Fernandes (on Mindfulness)		
A session on Outcome Based Learning (OBL) by Dr Niyan Marchon		
Short term certificate course in Filing of Income Tax Returns for the B.Com Semester VI and M.Com		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
<p>Strengthen the industry-academia linkage</p>	<p>A panel discussion on the topic 'Rural linkage through eco-farm entrepreneurs. The Moderator was Shri. Parag Ragnekar, and the panelist were Shri. Madhav Shakari, Dr. Sachin Tendulkar, Ms. Smita Patil on 29th April 2022 organised by IQAC</p>
<p>Lecture series by our well-placed Alumni</p>	<p>Lecture Series 1- Impact of Iron Ore Export Ban on Goa (Theme- Sustainability) was organized on 21-03-2022 with Shri Atul Jadhav</p> <ul style="list-style-type: none"> • Lecture Series 2- Crypto Currency: Ethical & Economic Issues (Theme- Finance, Ethics & Value) was organized on 22-03-2022 with Dr. Manoj Kamat, Principal, Shree Mallikarjun College as resource person. • Lecture Series 3- Entrepreneurship (Theme- Entrepreneurship) was organized on 23-03-2022 with Shri. Nirmesh Tyagi as resource person. • Lecture Series 4- Corporate and Skill Guide (Theme: Life Skill Building) was organized on 24-03-2022 with Ms. Yashu Sharma as resource person. • Lecture Series 5- Start up Business Ethics (Theme: Business Ethics and Value) with Mr. Sourabh Gurav as resource person was organized on 25-03-2022. • Lecture Series 6- Tapping into the Marketing Industry (Theme: Sustainability) with Ms. Milosha Vaz as resource person was organized on 26-03-2022. • Lecture series 7- Mutual Funds as Investment Job Opportunity in Mutual Fund Industry (Theme: Entrepreneurship) with Shri.

	Ryanel Carvalho, Mutual Fund Distributor was organised on 28-03-2022.
National Webinar on Research	National Webinar on "Art of Writing Research Papers in Social Sciences" organised by IQAC in collaboration with the Research Cell on 12th January 2022. Resource Person was Dr. Devi Premnath, Associate Professor of Janson School of Business, Coimbatore, Tamilnadu
A session by IQAC Coordinators of 'A' Grade Colleges	A FEP On NAAC Assessment was organised by the IQAC on 06-04-2022 with Dr. Shami Pai as Resource Person
A workshop for teaching and non-teaching staff on 'How to lead stress-free life in today's world'	FEP- workshop on 'How to lead a stress-free life' On 20th June 2022 by IQAC. Resource persons were Dr. Semele Sardesai (on Meditation) and Dr Michelle Fernandes (on Mindfulness)

13. Whether the AQAR was placed before statutory body?	No
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- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

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

15. Multidisciplinary / interdisciplinary

One of the main objectives of NEP 2020 is to have a multidisciplinary and interdisciplinary approach in higher Education with an objective to broaden the scope of higher education into diversified fields, ensure flexibility and autonomy to the students

selecting their area of study. The college organizes many interdisciplinary and multidisciplinary programmes for the benefit of the students. The college is also actively involved in organizing programmes to have industry academia linkages which will help in developing a better rapport with the industry and shall help the student community at large.

16.Academic bank of credits (ABC):

The academic bank of credit under the NEP 2020 has adequate provisions by creating a digital infrastructure that will help the students to store their academic credits earned by them from various higher education institutes across the country. Under NEP students get an opportunity to take up courses offered by colleges in the same cluster. All these credits can be claimed by the students and can be centrally stored for future prospects. As of now, since NEP has not been implemented, all efforts are been taken to implement NEP in the next academic year. However students are offered add-on courses.

17.Skill development:

The National Education Policy 2020 aims at providing necessary skills to the students to make them employable. The college has already started many skills development/upgrading diploma and certificate courses, the courses offered include, Tally with Goods and Services Tax (GST), counselling, banking, econometrics, verbal reasoning etc.

Equipping the college students with adequate skills to empower them and prepare them for the future is one of the recommendations of New Education Policy (NEP 2020). MOU is signed by D.H.E. with Tata Consultancy Services (TCS) for implementing the company's youth employment programme (YEP) for college students under CSR initiatives.

The key areas where students were trained were as follows:

1. Communication Skills
2. Business Communication
3. Email Writing
4. Aptitude Skills
5. Analytical Skills and Reasoning
6. Computer and Domain Skills
7. GD & PI

Forty nine (49) students of B.Com and B.A. from our college participated in the 45 days youth employment programme (YEP) held

from 20 th December 2021 to 08 th March 2022 in online mode on Zoom Platform between 3.00 p.m. to 5.00 p.m.

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

The New Education Policy gives utmost weightage and importance to recognize the Indian knowledge system which seeks to facilitate students a better understanding of the historical and cultural context, and worth of indigenous and local communities. To provide a real-life experience about Indian culture and heritage the department of psychology, political science, Konkani, sociology and Commerce the college organizes study tours and field trips for the students.

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

The new education policy 2020 lays emphasis on Outcome-Based Education (OBE) which is a student-centric teaching and learning methodology whereby the course delivery and assessment shall be planned in such a manner to achieve stated objectives and outcomes. It focuses on measuring the performance of the students' outcomes at different levels. The faculty members prepare the semester plan in advance and also the programmes outcomes, course outcomes and program specific outcomes are well designed and implemented through the regular curriculum. Further through assignments, role plays, presentations and various student-based programmes the outcomes are achieved.

20.Distance education/online education:

One of the important objectives of NEP 2020 is education to all the students aspiring to learn. In the present context there is a mismatch between number of students aspiring to take up higher education and number of Higher Educational Institution's (HEI's) in India. Distance learning or online learning however shall help to bridge this gap. During the covid-19 pandemic our faculty members delivered lectures through Google meet online mode, further the staff disseminated study material through google classroom and exams were taken online. Our faculty members are also actively involved in preparing content for undergraduate students of all disciplines under the DISHTAVO program, an initiative by DHE government of Goa.

Extended Profile

1.Programme

1.1

429

Number of courses offered by the institution across all programs during the year		
File Description		Documents
Data Template	View File	
2.Student		
2.1 Number of students during the year		1535
File Description		Documents
Institutional Data in Prescribed Format	View File	
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year		96
File Description		Documents
Data Template	View File	
2.3 Number of outgoing/ final year students during the year		356
File Description		Documents
Data Template	View File	
3.Academic		
3.1 Number of full time teachers during the year		66
File Description		Documents
Data Template	View File	
3.2 Number of sanctioned posts during the year		66

File Description	Documents
Data Template	View File

4.Institution	
4.1 Total number of Classrooms and Seminar halls	47
4.2 Total expenditure excluding salary during the year (INR in lakhs)	37.08
4.3 Total number of computers on campus for academic purposes	81

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 college is affiliated to Goa University and functions under the affiliating system of higher education. Goa University has introduced Semester and Choice Based Credit System (CBCS) for UG and PG programmes.

The college receives the curriculum approved by the respective Board of Studies and Academic Council of Goa University. The College ensures effective delivery through its well-planned academic programmes and processes.

The respective Heads of the twelve Departments hold meetings with the faculty and distribute courses according to faculty's expertise, specialized field and interest. The timetables are prepared by Timetable Committee upon receiving the workload from the departments. Each faculty prepares semester lecture plan and submit compliance of the same at the end of each semester to the IQAC.

The pedagogy consists of lecture method, discussions, presentations, seminars/webinars, videos and audio-lectures etc.

The syllabi are reinforced through enrichment Certificate courses.

Final year students are encouraged for experiential learning through project/dissertation, which are examined by an external examiner. Internships undertaken by the B.B.A. and M.Com.(Part I) students help them to gain practical exposure in the various aspects of the industry.

B.B.A. and B.B.A.(Shipping and Logistics) programmes undergo a mandatory academic audit by the Academic Audit Committee of Goa University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2022/11/1.1.1-Additional-Information.docx

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

The Institution adheres to the academic calendar including the conduct of Continuous Internal Evaluation (CIE). At the beginning of every academic year, on the basis of the circular received from Goa University with respect to academic terms for the academic year, the College prepares its academic calendar as per the specified dates for commencement and end of semesters. The schedule specifies the dates for Intra Semester Assessment (ISA) and Semester End Examination (SEE). The academic, extra curricular activities and examinations including CIE, are scheduled in the academic calendar of the college.

The prospectus corresponding to each programmes, containing rules and regulations and schedule of the examinations including CIE are displayed on the institution website.

A course-wise semester lecture plan is prepared by each faculty keeping in mind the objectives, content and learning outcomes of the assigned course at the beginning of each semester and submits a compliance report of the same at the end of each semester.

The time-tables for Semester End Examination (SEE) are prepared by the Examination Committee. The answer books are evaluated and results are declared by the institution for the first and second year students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2022/11/1.1.2-Academic-Planner.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

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	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

12

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)

7

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

228

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

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

The Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum through a variety of core/elective courses.

Professional Ethics:

- The courses such as Consumer Behaviour offered in B.Com.(Honours), Corporate Interpersonal Skills and Counselling Psychology in B.A./B.A.(Honours) programmes and stresses upon on professional ethics.
- Cyber Space and Cyber Security and Computer Applications II courses address the ethics related to cyber usage.
- Business Research Methodology course in B.B.A. and B.B.A.(Shipping & Logistics) focuses upon research ethics.

Gender Issues:

- The courses such as Sociology of Gender, Organisational Behaviour, Literary Criticism, Literary Theory, Women's Writing, Psychology of Gender and Identity, etc. address gender issues.

Human Values:

- The courses such as Psychology and Life Adjustment, Positive Psychology, Stress Management, Social Skills and Etiquettes, Human Resource Management, Negotiation Skills, Team Building, Emotional Intelligence, etc. emphasize upon human values.

Environment and Sustainability:

- Students are sensitized to environment and sustainability through a compulsory course on Environmental Studies for B.A./B.Com./B.C.A./B.B.A. programmes.
- Sustainable Development of Tourism in B.A.(Tourism and Travel) focuses upon sustainable tourism practices.
- Environmental Economics in B.A.(Economics)(Honours) deals with environment as an economic and social asset, discusses environment quality, command/control strategies and environmental policies.

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

30

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

615

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

1.4 - Feedback System

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

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	https://mescollege.org/analysis-2021-22/
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

C. Feedback collected and

be classified as follows	analyzed
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://mescollege.org/analysis-2021-22/
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	
1535	
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	
96	
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	
Peer Learning	
Peer learning has been going on informally for several years. From the academic year, 2017-18, peer learning was formalized. This is a process wherein academically bright student teaches a group of	

academically weaker students. Advanced learners assist slow learners by explaining difficult concepts. A record is being maintained by the college regarding the execution and other details of peer learning. The outcome of peer learning has been encouraging. During the academic year 2021-2022, due to Covid - 19 Pandemic, peer learning was not feasible for the odd semester as the students were attending online classes from home and peer interaction was very minimum. However, it was conducted for the even semester as students were permitted to come to college for offline classes. During the even semester, advanced learners were identified and encouraged to assist the slow learners to help solve their minor difficulties, doubts and any queries. This was in addition to asking subject teachers. This entire activity was documented in a formal manner and corroborated by the subject teacher. The pandemic period was a tough period for many students due to network problems, absence of continuous access to mobile phones, unable to understand online method of teaching.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/Peer-learning-2021-22.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
1535	66

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

Experiential learning

- Internships are undergone by students to get a hands-on experience in industries as part of the curriculum of B.B.A. and B.B.A. (Shipping and Logistics) programmes. Students report and the certificate issued by organizations, is

evaluated and assessed. M.Com. students undergo summer internships as part of their curriculum. Field trips, surveys, industrial visits and study tours are organized across all programmes.

- The final year students work on projects/dissertations, and submit a report of the project/dissertation for internal and external evaluation.
- Participative learning methods such as interactive group discussions, presentations by students, movie screening, role plays, case studies and course related games are regularly used.
- Interactive group discussions and debates are encouraged in classrooms on current issues. The Department of English conducts sessions on article reviews and report writing as a part of their curriculum. Executives, experts from industries and NGOs are invited to share their expertise with the students.
- Case study: The Department of Business Administration use case study method as problem solving methodology. Similarly B.C.A. students use computers and programming techniques to solve practical problems.
- In M.COM. department discussion on contemporary issues and news related to business, economy and government policies is held during the newspaper analysis lecture.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2022/11/merged_additional_info_2.3.1.pdf

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

At M.E.S. College teachers use diverse set of ICT tools and resources to communicate, create, disseminate, store and manage information. Teachers use ICT tools such as laptops, Desktops, LCD projectors and speakers. E-resources used by the teachers are Google Classroom, Moodle, Infilibnet, EPG Pathshala, NList, Flip classroom, Google Forms, Google Meet, Research articles, Gretl, Mobile Apps, Interactive Softwares and Interfaces, e Ignou , Google collaboration , G Suite , Google Scholar , E-Reader apps , Linguistic softwares and apps, SWAYAM, Coglab Software, PDF and YouTube videos, EViews. Teachers use Google classroom wherein the teaching material and

syllabi are uploaded. The assignments are submitted online and circulated to the class as reference material. Students also make video presentations for their assignments which are circulated to their peers. Videos related to subject matter are shown to students, followed by a discussion of the same via Google Meet. In language courses, word games are organized using Microsoft office word and students are also encouraged to use blogs. During pandemic teachers have engaged almost all lectures online through Google Meet where the lectures were recorded and the link of the recorded lectures was shared with the students for future reference.

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

66

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

19

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

726

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.

- The mechanism of internal assessment is done in a transparent and robust way by strictly following the Goa University

ordinances related to conduct of examination. The internal assessment is 20% of the total assessment for B.A., and B.Com. programmes, 50% of the total assessment for the B.B.A., B.B.A. (Shipping and Logistics) and B.C.A. programmes and 40% of the total assessment for M.Com. programme. Internal assessment is conducted (Intra-Semester Assessment) semester-wise.

- Transparency is maintained by showing assessed answer sheets of ISA to the students. B.B.A., B.B.A. (Shipping & Logistics) and B.C.A. programmes use individual and group assessments. There are group written assignments, group presentations, group role plays, group industry assignments, and group activities. Oral forms of assessment include debates, role plays, presentations, viva, and class discussions. Written modes of assessment include closed book tests, open book tests, and surprise quizzes. On the job learning is done through internships and simulations through case analysis.
- Short film (Digital Story Telling- DST) by B.COM. and B.A. Sem II students
- Video assignment in the course, 'Culture Study through film: America' by B. A. Semester III students
- Preparation of payrolls by students in Compensation Management course
- B.A. Sem II students were given topics on environmental conservation

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2022/11/SEE_ISA_NEW.pdf

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

The college has Examination Grievance Committee in accordance with Goa University Ordinance. As per the Goa University Ordinance OC-66.5. Clause 6: (a) (i) Revaluation of answer books of the candidates at Semesters V and VI is permitted as per the existing provisions of OA-5.15 for revaluation/ verification. ((b) The following shall be the procedure for the verification of marks: (i) After the receipt of application from the candidate, within 10 days the candidate shall be shown the answer book. (ii) If the candidate is not satisfied with the result on personal verification of answer book, he/she may apply to the College Grievance Committee within a week. Investigation of grievance by College Grievance Committee is

conducted as per the Goa University ordinance OC-66.7.3. If required shall take appropriate action including reassessment of the said answer books. OA-5.2.6 is followed if allegations against the teachers are found true and if not a minimum fine is imposed on the student, Any malpractices during the examination are referred to the College Unfair Means Inquiry Committee and are investigated as per Goa University Ordinance OC-66.7.2.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2022/11/oc-66.pdf

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 college displays the Course Outcomes of all the programmes, on the college website and communicates the same to the students via mail/google classroom. All the Programme Outcomes, Programme Specific Outcomes and Course Outcomes are submitted to the IQAC for a review. The Principal holds regular meetings with the Heads of Departments to review and revise course outcomes for all courses. The programme outcomes, programme specific outcomes and Course Outcomes are prepared after thorough deliberation and discussion with the faculty members. However, the course outcomes of new courses introduced are framed by the faculty members teaching the same course/paper and submitted to IQAC which reviews the same and is uploaded on the college website. The learning objectives and course outcomes of each course are stated in the teaching plan of the faculty members and communicated to the students at the beginning of every semester. This helps the faculty of the college to get a sense of direction while teaching and setting the paper. The course outcome enumerates its usefulness in developing the student's personality, future career opportunities and knowledge addition. Students are enlightened about new concepts, new ideas and the advanced knowledge they will acquire on learning the respective course.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2022/11/2.6.1-Programme-Course-Outcome-links-1.docx
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.

M.E.S. College is an affiliated institution, the Ordinances of Goa University are adhered to for the formal measurement. As per Goa University Ordinances, there are two components of assessment for each course: Intra-Semester Assessment (ISA) and Semester End Examination (SEE) the ISA and SEE ratio is 20% - 80% weightage respectively for the B.A. and B.Com. programmes, 50% - 50% weightage respectively for the B.B.A., B.B.A. (Shipping and Logistics) and B.C.A and 40% - 60% weightage respectively for M.Com. programmes. Question papers for the ISAs and SEE are set by the faculty members based on the learning objectives and outcomes outlined for each course. Due to COVID 19 pandemic the question papers for semester I & III were emailed to the students and scanned copies of the answer sheets were submitted back to the email addresses created for each semester. However, the exams for semester II & IV were answered offline. Students came to college to answer the exams. The exams of semester V & VI were conducted in offline mode. ISA were conducted in an online mode through google form, scanned question papers, e-assignments and report writing. An important method of assessing course outcomes is analysing the results.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2022/11/SEE ISA NEW.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

356

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://mescollege.org/wp-content/uploads/2022/11/Principals-Report-2021-22.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://mescollege.org/wp-content/uploads/2022/11/SSS-report-2021-22.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	No File Uploaded
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

02

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

Nil

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	No File Uploaded
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

The Institution has successively enabled and supported innovation at various levels. The institution through its Research Cell has promoted research by way of organising workshops/seminars through the years to guide young faculty to develop a scientific temperament while supporting mid-level researchers to publish regularly in their respective disciplines. The Cell identifies journals, checks on the Google scholar statistics, Orcid and ResearchGate sites to update the researchers on various indexes.

The Internal Quality Assurance Cell further strengthens the Research Cell by having regular meetings and checking the measures which could be employed to garner effective research methods and initiating activities that foster a research ecosystem.

Similarly, the Library initiates various activities in collaboration

with various departments to organise orientation on NDLI, N-ListInflibnet and organises book exhibitions to enable students and members of faculty to be informed of the recent publications in diverse disciplines.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/12/23734_189_294.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

08

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

3.3 - 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

0

File Description	Documents
URL to the research page on HEI website	NIL
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**

05

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**

05

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 pillars of the college when it comes to extension activities are the NSS & NCC Units. As in previous years, NSS volunteers and NCC cadets in various ways helped the community by organising blood donation camps, cleanliness drives, tree plantation drives and voter awareness. Since Goa went to the polls this year, the cadets and volunteers in collaboration with Joint Mamlatdar, Mormugao, conducted several voter awareness programmes for first time voters. The Nature Club and Resource Management Cell in collaboration with FERC organised lectures and awareness programmes for the community and the stakeholders at regular intervals to foster a healthy and sustainable life. Of particular importance this year is when a group of NSS volunteers visited the Solid Waste Management Plant at Saligao for a training session on 'How to segregate different

categories of waste and how to dispose of the same without harming the community and the surrounding environment'. The session was an eye-opener to the students who learnt the importance of the collective power and responsibility of safe disposal of waste.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/3.-4.-3.-Extension-Activities.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

02

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

34

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
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

1103

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
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

180

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
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

04

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.

The College has excellent infrastructural facilities that are conducive for teaching- learning process.

Classrooms:

The college has 45 classrooms with LCD projectors/smart boards, multimedia speakers and Wi-Fi facilities. These classrooms are spread across four blocks. Two blocks are allotted for B.A. and B.Com programmes, One block is exclusively allotted for BCA programme and another exclusive building is provided for BBA programme (Rajaram & Tarabai Bandekar Academy of Management Education) which is also known as "State of Art Building". The average size of these classrooms is 50 sq. mts.

Library:

The library is partially automated with New Gen Lib software. It caters to around 100 users at a time. The library has a collection of 43,053 books which include text books and reference books, 52 periodicals which include journals and magazines and 17 local and national newspapers. Library also subscribes to UGC INFLIBNET NLIST e -resources.

Laboratories:

The college has 04 computer laboratories, 01 economics laboratory and 01 psychology laboratory with Wi-Fi facilities.

Staff rooms:

Staffrooms have spacious seating arrangements with Wi-Fi facilities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/FACILITIES-VIDEO-.wmv

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

Various interclass and intercollegiate cultural activities are organised in the M.S. Kamat seminar hall and in the open space available in Block II. Besides, the college council also organizes 'Fun week' for the students of the College. M.S. Kamat Seminar Hall and BBA Auditorium are also utilized to organize curricular and extracurricular activities.

Sports Facilities:

Indoor Games:

All indoor games such as badminton, table tennis, high jump, chess practices and power lifting are held in the Gymkhana which is a multipurpose hall shared with the M.E.S HSS.

Outdoor Games:

The college has a football ground (55mx50m), volleyball court (24m x 12m) and two basketball courts (28m x15m) which are used for various practices and organizing tournaments. Events such as Long Jump, Discuss Throw, Shot Put are conducted on the football ground.

Gymnasium

All training for various intercollegiate competitions such as Weight lifting, power lifting and weight training are held in the Gymnasium which has an area of 28 sq. mts. Equipments in this Gymnasium include - Waist Belt, Weight Lifting Bar, Plates of different

weights, Bar locks, Medicine Balls, Olympic bar, Dumbbells and 2 Single Station Units to train for various muscle groups.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/4.1.2-Sports-Infrastructure-photos.pdf

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

47

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/Classroom-photo.pdf
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)

2.50

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)

- Name of ILMS software: New Gen Lib Software
- Nature of automation (fully or partially): partially
- Version:3.1.4
- Year of Automation:2015

The College library serves its user community efficiently and effectively to support academic objective of the college. The college library is partially automated with New GenLib software version 3.1.4 developed and maintained by Verus solutions Hyderabad through AMC.

Features of the software are

- It has functional modules which are completely web based. It uses Java web start Technology.
- Compatibility: Complies with international metadata and interoperability standards, MARC-21, MARC XML. Z39.50, OAI-PMH standards.
- Uses chiefly open source components.
- Operating System Independent: Windows and Linux Versions available.
- RFID Integration
- Automated E-Mail and Instant-messaging integrated into different functions of the software
- Supports multiuser and multiple security levels.

Modules of NGL are:

- Acquisition
- Technical processing
- Serial management
- Circulation
- Administration
- MIS reports
- Daily Schedule
- OPAC

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://mescollege.org/wp-content/uploads/2022/11/4.2.1_Description-of-library.pdf

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	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)

Rs. 5,07,033

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

06

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 IT infrastructure is updated as technology advances. The old systems are upgraded or replaced according to the recommendations of the faculty.

Upgradation of Broadband connection:

Programme

B.A./B. Com

BBA/BBA (SL)

BCA

Mbps

Upto 200 mbps

Upto 200 mbps

Upto 200 mbps

Plan

Fiber premium plus

3300 GB/Month

Firbro 2500 GB/Month

Firbro 2500 GB/Month

Date

20/05/2022

19/05/2022

19/05/2022

Fifteen D-Link Routers were installed in July 2021 to expand Wi-Fi access.

IT Facilities:

BA /

B.COM.

BBA/BBA (SL)

BCA

MA

/M.Com.

Library

Economics

Psychology

Office

TOTAL

Desktop Computer

20

27

17

-

06

02

10

11

93

Server

01

-

-

-

01

-

02

Laptop

17

05

-

-

-

02

24

Wi-Fi Access point

21

04

01

01

01

28

Smart board

3

3

1

1

Other provisions include:

- ILMS Software NewGen LIB provides a very user-friendly interface for searching documents in the library and their issue-status.
- Internet facilities are made available on the campus through LAN and Wi-Fi. The campus is Wi-Fi enabled.
- Separate Wi-Fi facility is provided for staff of B.A., B.Com., BCA, BBA, BBA(S&L) and M.Com. Laptops are provided to each department.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/4.3.1-computer-facilities-photographs.pdf

4.3.2 - Number of Computers

81

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)**

35.48

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.

The college has certain systems and procedures in place for maintaining and utilizing its facilities which are as follows:

- Cleaning of sump and overhead tanks are taken up once in a year
- Library Facilities are maintained and utilized as per library policy and Physical Stock Verification Process and weeding out of old, unused and damaged books/journals/magazines is carried out annually.
- Sports & Gymnasium equipment's are maintained by the College Director of Physical Education. Pre monsoon maintenance is carried out in April-May every year.
- Cleaning of basketball courts, Gymnasium and play grounds are done by MTS.
- Inspection of IT facilities is undertaken during the vacation and non-functioning of any electronic equipment's are entered in a register where the System Administrator and lab assistant takes up the designated task. Minor repairs works are carried out immediately.
- Campus security is ensured by CCTV surveillance.
- Furniture and fixtures of the classrooms, laboratories and facilities are inspected by the designated Office staff before examinations and during vacations.
- Stock register and log books are used to keep a track of the usage and maintenance of the lab equipment.
- Butterfly (Chrysalis) and Medicinal Gardens are maintained by

Nature Club.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/Usage_merged.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**

20

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**

45

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://mescollege.org/wp-content/uploads/2022/11/5.1.3_scanneddoc-1.pdf
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

944

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

944

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

A. All of the above

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

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

18

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

75

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

4

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.

17

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 institution facilitates students' representation and engagement in various administrative, co-curricular and extra-curricular activities. There are established processes and norms set by the college in the formation of the statutory committees.

Students are represented on academic and administrative bodies/committees of the institution such as the IQAC, Collegiate Student Grievance Redressal Committee, NSS Advisory Committee, College Council, Commerce Association etc.

The students shoulder administrative responsibilities such as President, Secretary, Treasurer and co-opted members in carrying out the activities of various associations /department clubs. The student volunteers play an active role in the organization of sponsored seminars/ workshops/ conferences organized by various departments of the college. The College Council organized a Carol singing competition, Fun week, Annual Prize Distribution Ceremony and Annual farewell for the graduating batch as part of its activities. The representatives of students on various committees motivate the students to participate actively in inter-class and inter-collegiate events.

For the academic year 2021-2022, the students' representation on various Statutory Committees were as follows:

IQAC:

Ambika Ingle-Student Representative

Yash Karpe-Student Representative

Collegiate Student Grievance Redressal Committee (CSGRC)

Soel Inamdar (Student-Special Invitee)

NSS Advisory Committee: NSS Student Volunteers:

Neel Dicholkar

Prachi Prabhugaonkar

Non-Statutory Committee:

Student Council

Neel Dicholkar- General Secretary, Student representative

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/5.3.2.College-committee-list-and-list-of-college-council-members.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

57

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

MES College Alumni Association is a non-profit organisation registered under The Societies Registration Act, 1860 - Reg. No. 217/GOA/2016 in the office of the registration of societies in 2016. The registration to the Association is open to all the bonafide students of the college. The Association envisions to aid and assist the college management in undertaking any developmental activities for the overall development of the institution, and to work in coordination and network with the management and staff of the institution. The Association conducts activities in the interest of the student community.

The alumni of the college were the resource persons for an 'Extensive Academia- Industry Interaction Programme' organized by the Commerce Department from 21st March 2022 to 28th March 2022.

Following were the alumni who were resource persons for the same:

- Prof. Manoj Kamat, Principal, Shree Mallikarjun College of Arts and Commerce, Canacona-Goa
- Mr. Atul Jadhav, Managing Director, New Era Shipping Pvt. Ltd. Goa
- JC Senator Nirmesh Tyagi, Ponda-Goa
- Ms. Yashu Sharma, Founder & Partner Neowise Business Solutions, Goa.
- Mr. Saurabh Gurav, Data Science and Business Analytics, Goa
- Ms. Milosha Vaz, Marketing Campaign Coordinator, Australia.
- Mr. Ryanel Carvalho, Mutual Fund Distributor, Goa

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/5.4.1-Registration-and-Memorandum-of-the-M.E.S-College-Alumni-Association.pdf
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

VISION :

A dynamic centre of excellence to learn and innovate, fostering holistic development of the individual.

MISSION:

The College is committed to provide a foundation for lifetime learning through innovative and value based education responsive to the ever changing needs of the society.

The College is governed by the Board of Trustees of Murgaoon Education Society. The Governing body includes:

The Managing Committee of Murgaoon Education Society which runs M.E.S. College (Apex body of the College)

The Local Managing Committee of M.E.S. College (Responsible for preparing the budget of the College and for its overall functioning)

The college governing body believes in a transparent, democratic and inclusive setup that promotes holistic development of its

stakeholders. The focus has always been in introducing innovative concepts in response to the ever-changing needs of the society.

The perspective plan of the College Management is:

To maintain Global standards towards higher education

To attain the status of an autonomous college by 2032

To attain the status of a deemed university by 2047

The teachers participate in decision making bodies as:

- Members of the Local Managing Committee
- Heads of Departments, In-charges, Chairpersons and members of various Committees, Associations and clubs

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/6.1.1.-Additional-Information-revised.pdf
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 Head of the institution believes in empowering its staff, whereby freedom is given to organize and manage activities which helps in promoting the welfare of the stakeholders at large. The activities of the college are planned and placed in the annual college planner at the beginning of the academic year for smooth conduct of the events.

Case Study (Commerce Fiesta):

Commerce Fiesta is one such example of decentralized and participative administration. This annual mega event is hosted by the Department of Commerce under Commerce Association and is planned and managed by students who are guided by the faculties.

- Every year one Teacher Coordinator is appointed in consultation with the HOD and Principal and further HOD and

Teacher Coordinator appoints Teacher Facilitator for each class

- Students are nominated as President, Vice-President and Co-opted Members
- The theme of Commerce Fiesta, both offstage and onstage events are finalized by students and faculty
- Co-opted members from each class coordinate one event right from the planning stage to the implementation and completion of the same. This helps students in effective time management, organizing skills and showcases their leadership qualities
- The Alumni are invited as special invitees to share their experiences to motivate the students

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/12/6.1.2.-Additional-Information.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institution has a strategic plan for effective deployment of programmes and courses run by the college. These plans are devised as a road map for the future where in one of the parameters of the strategic plan is to maintain Global standards towards higher education.

One step in achieving the Global Standard towards Higher Education is the improvement of ICT Tools for effective teaching and learning. The Management has sought sponsorship for installing of Smart Boards in classrooms. Accordingly nine Interactive Intelligent Panels are placed the Institution and received a sponsorship from a benefactor. With the amount received, nine 65-inch Interactive Intelligent Panels by Senses Electronic Pvt. Ltd. were installed in the two seminar halls and in some classrooms.

The faculty were provided with a hands-on training programme by the Technical Staff of Senses Electronic Pvt. Ltd. With these Interactive Intelligent Panels, the teaching-learning process has become interactive, vibrant and effective.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://assessmentonline.naac.gov.in/storage/app/public/aqar/23734/23734_162_393.pdf
Upload any additional information	View File

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

The College which is a grant in-aid institution of Government of Goa, is affiliated to the Goa University and is recognized under 12(B) & 2(f) of the UGC Act. The college adopts and implements the policies, rules, service conditions, statutes and Ordinances of Goa University as well has its own policies.

The College is run by the Board of Trustees of Murgaoon Education Society which includes the Managing Committee of the Society and the Local Managing Committee

The Local Managing Committee includes members of the Managing Committee, the Principal and faculty of the college. The Principal is an ex-officio member of both committees and is the academic and administrative head of the college. The Principal is assisted by the Vice-Principal, IQAC coordinator, Heads of Departments (HODs), faculty, Head Clerk, Librarian and College Director of Physical Education. In the absence of the Principal, the Vice-Principal is in charge of the functioning of the College. The academic workload of the college determines the recruitment of faculty - regular, contract and lecture-basis. The recruitment procedures, service rules and promotions are based on the norms stated by UGC, Goa University and Government of Goa.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/6.2.2.-Additional-Information.pdf
Link to Organogram of the institution webpage	https://mescollege.org/wp-content/uploads/2022/11/6.2.2_organogramNAAC-CHART.pdf
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

In order to keep the morale and motivation of the employees high, the college has implemented several welfare measures, which are as follows:

- **Group Insurance for employees:** M.E.S. College has four categories of members under the Group /insurance Scheme. This scheme saves 25% as retirement benefits and the balance 75% is paid on death of the policy holder
- **M.E.S. Employees Cooperative Credit Society:** The society has been disbursing loans at low interest rate and also, providing the facility of fixed deposits and recurring deposit at to its members
- **Governmental welfare schemes like Child Care Leave, Paternity and Maternity leaves, study leave and sabbatical leave are**

available for the employees

- Research Cell - aims to inculcate scientific temperament, thereby creating a conducive environment for research. The Cell is equipped with computers, printer and internet facility
- Discretionary holidays are availed on prior approval from the Directorate of Higher Education, Government of Goa to commemorate local festivals
- Canteen: Quality food and beverages at subsidized rates
- Departments is provided with laptops/computers and printers for carrying out administrative and academic activities
- The college has provided independent workspace for all faculty members

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/6.3.1.-Additional-Information_REVISED.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

8

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

4

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	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

67

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
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

Performance Appraisal System for teaching staff :

The promotion is based on the UGC regulations of 2010. Teachers due for promotion, submit applications in the required PBAS (Performance

Based Appraisal System) proforma as per the guidelines of the UGC Career Advancement Scheme and Goa University statutes. The institution evaluates the contribution of the faculty members on their key performance areas and guides them to improve their performance. Promotion is based on certain number of years of service and API score.

Semester Lecture Plan - each faculty submits a course-wise academic plan at the beginning of the semester, and compliance of the same, to the IQAC at the end of the semester.

Performance Appraisal System for non-teaching staff:

The promotion of non-teaching staff is based on seniority, according to the rules of the Government of Goa. Every year, the Confidential Report of the non-teaching staff is prepared by the Head Clerk and submitted to the Principal. The Chairman of the Managing Committee appoints a Departmental Promotion Committee (DPC) as per the guidelines of Directorate of Higher Education (DHE). The Committee reviews the performance of the non-teaching staff and sends the minutes of the meeting for approval and promotion, to the DHE.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/6.3.5.-Additional-Information_merged.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 College conducts internal and external financial audits on a regular basis. Internal audits are conducted annually, while external audits are conducted by the Goa government. The Internal Audit is carried out by an auditor appointed by the College Governing Body. The internal auditor for the financial year 2021-2022 was M/s D.S. Pawoskar & Co. The internal auditor guarantees that the use of various grants and fees received by the College from various stakeholders is transparent. The College Accountant, under the direction of the Internal Audit Committee, prepares financial and other statements, as well as supporting documentation, for the

financial audit and submits them to a certified Chartered Accountant for audit and certification.

So far, there have been no major occurrence of discrepancies identified by the auditors. Any minor discrepancies identified by the audit team were immediately rectified.

Government auditors designated by the Department of Higher Education, Government of Goa, conduct the external/statutory audit. External auditing (till March 2021) is currently underway.

- The Principal and Managing Committee collaborate with the accountant to resolve any issues raised by the Auditor. Internal audit reports for fiscal years 2014-15 to 2020-2021 were found to be satisfactory by the auditor.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/11/6.4.1.-Additional-Information.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)

Rs. 25,26,760

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

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

The college has well-defined fundraising and resource deployment plan. M.E.S. College of Arts & Commerce is a government-aided institution affiliated to the Goa University. It is eligible for

both salary and non-salary benefits. The college also receives other claims, such as reimbursement of LTC, medical claims, and so on, in addition to salary grants.

Non-salary grants are also given to the college in two installments annually which are always reimbursed. It can be also utilized for maintenance, purchase of furniture, equipment, security, and reimbursement of registration fees for seminars/conferences and travel.

The college is eligible for non-salary awards of ₹ 45,000,000 per year. The college is also recognized by the University Grants Commission (UGC) under sections 12(B) and 2(f) of the UGC Act 1956. The Parents-Teachers Association (PTA) also contributes to the college's financial needs.

All aided courses offered by the college (BA and B.COM.) maintain a department-wise budget and bank account. Whereas self-financing courses offered by the college such as BCA, BBA, and M.COM. maintains separate budgets and bank accounts.

A canteen requisition book and a bill for other expenses are maintained by the college. The accountant verifies documents before passing the bill for payment with Principal's approval.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/12/6.4.3.-Additional-Information_organized.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

The IQAC has contributed significantly to institutionalize the quality assurance strategies and processes. Two practices that were institutionalized as a result of IQAC initiatives are as follows:

1. Feedback from stakeholders:

The IQAC has played a pivotal role in designing the feedback forms for various stakeholders viz., the alumni, the parents and the

students. Feedback about the curriculum has been submitted online by students and the alumni. The feedback received is further analyzed by the IQAC in order to prepare a detailed report.

2. Mentoring:

With a wide diversity in the student population with regard to educational and economic background, mentoring provides a better understanding of individual students and brings out their highest potential. Two teachers are appointed as mentors for each class with each teacher mentoring a maximum of 30 students. Mentors have regular meetings with their mentees; Mentees with specific issues are further referred to the college counsellor. Mentors submit their reports to the IQAC at the end of every semester. There has been positive changes that have emerged as a result of mentoring in terms of students' attendance and results, improved peer bonding and self-confidence.

File Description	Documents
Paste link for additional information	https://mescollege.org/analysis-2021-22/
Upload any additional information	View File

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

The IQAC reviews the teaching - learning process, structures and methodologies of operations and learning outcomes at periodic intervals. The following institutional reviews and teaching learning reforms have been facilitated by the IQAC:

Remedial coaching classes: Students having difficulties in understanding the concepts in different courses are given an opportunity to enroll for remedial coaching classes. The remedial coaching scheme is extended to all students including SC/ST/OBC/Minorities/Physically Challenged. The main purpose is to ensure the academic upliftment of students. Under Remedial coaching students are provided with book bank facility.

Faculty Development Programme on "Outcome Based Education Assignment & Attainment of Course Programme Outcomes": A FDP was conducted for faculties on "Outcome Based Education" to prepare their programme outcomes (PO), programme specific outcomes (PSO) and course outcomes

(CO) for teaching and learning purpose. The resource person was Prof. (Dr.) Niyan Joseph Savio Marchon.

The resource person trained the faculty for formation of Programme outcomes (PO),

Programme specific outcomes (PSOs), Course outcomes (CO) for each PO, generation of assignment matrix for CO for PO and PSOs, based on Blooms Taxonomy. The faculty were also shown how to measure CO, PO attainment and, how to evaluate the student performance using blooms taxonomy.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2022/12/6.5.2-Additional-Information_compressed.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://mescollege.org/wp-content/uploads/2022/11/Principals-Report-2021-22.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

The M.E.S. college plays a significant role in promoting and sensitizing the students regarding gender equity by organizing various events, workshops, talks, training sessions pertaining to gender equity, health and hygiene.

- Women Cell "Jyoti": International Women's Day was observed by organizing various activity such as webinar, poster making competition and Best out of waste competition for girl students
- Gender Champion Cell: A talk on Gender Champions working towards change and interactive program on Gender Equality was conducted.
- Counselling Cell: On the occasion of World Mental Health Day' a street play was organized on the theme 'Suicide Prevention."
- Health Club: To ensure better medical health of women students college has provided a spacious Girls common room, vending machine and incinerator
- Gender Equity: Students are sensitized on gender equity through curriculum in subjects i.e. Sociology, Psychology, Political Science, Konkani and English.
- Internal Complaints Committee: The Internal Complaints Committee has been constituted for the protection, prohibition and prevention of sexual harassment of women including staff and students.
- Safety and Security: To ensure safety and security of women students, the college has appointed three security personnel and installed CCTV surveillance at strategic points within the premises.

File Description	Documents
Annual gender sensitization action plan	https://mescollege.org/wp-content/uploads/2022/11/7.1.1-Annual-Gender-Sesitization-Plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://mescollege.org/wp-content/uploads/2022/11/7.1.1-links-table-2021-22.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

C. Any 2 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

- **Solid Waste Management**
- **E-Waste management**

1. Solid Waste Management

The college takes all required measures for collection, segregation, recycling, management and disposing of solid waste.

- **Aerobic Composting**

The institution produces a lot of garden waste in the form of dry leaves. The Nature Club and Resource Management cell has taken an excellent initiative to compost this garden waste (fallen leaves) using aerobic composting. The dried leaves were layered with a kitchen waste layer and cut grass. Cow dung and curds were used as innoculant. A total of two months were required to generate the

compost.

- Vermicomposting

In order to deal with Solid Waste Management, the institution has a Vermicomposting unit functional since the year 2008. The compost generated is used as manure for plants in the college campus and whatever extra manure is generated is being sold to our staff and people from the neighborhood.

2. E-Waste managements

The E-Waste management policy is formed to deal with E-waste generation in the college campus. Non-functional electronic devices like monitors, keyboards, mouse, ups etc are disposed as per procedure stated in the policy.

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

B. Any 3 of the above

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	C. Any 2 of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	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	No File Uploaded
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).

The college is situated in a multi-cultural region. Catchment area of college is marked by a significant migrant population with low socio-economic indicators. The students of college represent various languages, regions, communities and culture. Therefore, the activities are conducted for the promotion of an inclusive environment and to preserve diversity and inclusivity.

Tolerance and harmony towards

- Culture: Celebration of Diwali and Christmas
- Region: Staff members from various regions of India are recruited, and students from other states are admitted
- Language: World Tiatr Day
- Community: Visit to old age home and orphanage
- Socio-economic diversities:
 - Reservation for admission as per the regulations of government in force.
 - Recruitment of staff as per roster in consultation with Directorate of Tribal Welfare and Social Welfare.
 - Financial assistance for students from an inclined financial background.
- Other diversities: Gender-centric activities under Women cell 'Jyoti' to ensure gender equity.

The idea behind these activities is to nourish the diversity and provide a platform for everyone to be a part of mainstream society and culture. The activities are conducted by various clubs and associations like NSS, NCC, Art and Culture, Staff Club and departments like Konkani, English and sociology.

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

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

The institution strives to create ideal citizens by adhering to various provisions enshrined in the Indian constitution, including Fundamental Rights, Directive Principles, and Fundamental Duties. The institution organizes activities like essay competitions, slogan competitions, poster making, documentaries, and video making. These activities intend to create responsible citizens by inculcating a sense of constitutional obligations, values, duties, and responsibilities.

- **Constitutional Obligations:** Courses related to the Indian Constitution, Democracy, a celebration of Independence Day, Republic Day, Goa Liberation Day, and Reading the Preamble of the Indian Constitution for staff and students on Constitution Day.
- **Values:** International Day of Non-violence, World AIDS Day, Ambedkar Jayanti, and Birth and Death Anniversaries of National and International personalities are observed to sensitize staff and students about human values.
- **Rights:** Courses related to the Indian Constitution, Democracy, and Human Rights which sensitize them about the constitutional norms, Commemoration of Constitution Day, Independence Day, Republic Day, and Goa Liberation Day.
- **Duties & responsibilities of citizens:** Celebration of NSS Day, Azadi ka Amrut Mahotsav, National Youth Day, Reciting the pledge on National Unity Day, and Reading Fundamental Duties for staff and students on Constitution Day. cleanliness drives, Shramadan, Anti-plastic campaigns etc.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://mescollege.org/wp-content/uploads/2022/11/7.1.9-Merged.pdf
Any other relevant information	https://mescollege.org/wp-content/uploads/2022/11/7.1.9-Any-other-relevant-Information.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

D. Any 1 of the above

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

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

The college commemorates important national, local, and international days. Various activities are organized through various Clubs, Associations, and departments. This involves Pledge and Oath taking, poster competitions, essay competitions, slogan competitions, video making, quiz, elocution competitions, anti-plastic drives, door-to-door awareness, and rallies to ensure that the staff and students recognize the importance of such days.

- International Days: International Yoga Day, World AIDS Day,

World Tourism Day, World Tiatr Day.

- National Days: Independence Day, Republic Day, Goa Liberation Day, National Unity Day, Constitution Day, National Recognition Day.
- Commemorative Days: NSS Day, International Women's Day, World Konkani Day.
- Events and Festivals: Christmas, Diwali

These activities inculcate a sense of patriotism, universal humanism, brotherhood, tolerance, and democratic values like liberty, equality, and justice. The Institution strives to create a socially inclusive mindset by organizing such activities so that a harmonious and tolerant society is shaped in the long run. As students of the college come from diverse social, cultural, and economic backgrounds, it becomes essential to bring them on a common platform to ensure that they are brought into the mainstream. The institution ensures the maximum participation of students in such activities.

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.

1. Best Practice 1: Sustainable Green Initiatives

2. Objectives

To encourage bio-diversity preservation thus reducing the carbon foot print.

3. Context

The continuous developmental activities around the college and increase in carbon foot print.

4. Practice

1. Tree Plantation
2. Addition to butterfly attracting plants.
3. Aerobic and vermicompost through Garden and canteen waste.
4. E-Waste and Plastic Collection drive.
5. 'Kasturi'- Environment preservation Lectures

5. Evidence

Documents with geo-tagged photographs:

1. Certificate from MGNCRE
2. Communication to forest Department.
3. Rs. 7,000 generated through vermi-compost.
4. Certificate from GEMS
5. Attendance sheets

6. Problems

Difficulty in getting labour for maintenance.

1. Best Practice 2: Community Service

2. Objectives

To acquire life skills through community service

3. Context

Making students sensitive to community issues.

4. Practice

1. Breast cancer Screening
2. Financial Literacy training
3. Solid Waste Management
4. Cleanliness drive
5. Joy of Giving
6. Library for public
7. Basketball court for community

5. Evidence

Documents and geo-tagged photographs:

Reports, attendance, photos and Registers of the above activities

attached.

6. Problems

Limited usage of library and basketball court during Pandemic.

File Description	Documents
Best practices in the Institutional website	https://mescollege.org/criterion-7/
Any other relevant information	https://mescollege.org/wp-content/uploads/2022/11/Best-Practices-Additional-Information.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

MES College of Arts and Commerce, Zuarinagar was established in 1971 with a mission of providing a foundation to students for lifetime learning through innovative and value based education, responsive to the ever changing needs of the society. The institution is distinct due to its vision of 'fostering holistic development of the individual', it provides equal opportunity for higher education to students seeking admission, majority being first generation learners and has enhanced the atmosphere conducive to learning. The following practices have furthered the distinctiveness:

- Sustainable Green Initiatives
 - Butterfly garden
 - Kasturi lecture series
 - Aerobic composting
 - Vermi composting
 - Solid waste mangement project
- Students' Education Fund

Financial support is provided to students who cannot afford to pay the fees, through this fund created by the teachers.

- Skill Enhancement Certificate Courses

In sync with the institute's vision and mission, following short term certificate courses are provided:

- Tools and Techniques to work smart
- Aptitude in reasoning
- Filing of Income Tax Returns
- Tally ERP .9 with GST
- Word Press
- Flutter
- Waste segregation.

Welfare Measures

Following welfare measures are implemented for the benefit of students

- Ramps/Wheelchair/Washroom facility for differently abled students
- Subsidised stationary shop

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

The plan of action for the next academic year (2022-23) is as follows:

- Panel Discussion - Industry Academia Interaction with reference to Employability
- Lecture Series on Industry-Academia Linkage
- One-Day National Level Seminar on Research
- State-level Talk on Intellectual Property Right for teachers and students
- Faculty Enrichment Programme on Teaching/Learning / Research from BITSPilani, K. K. Birla Goa Campus, Zuarinagar-Goa