



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1.Name of the Institution

**M.E.S VASANT JOSHI COLLEGE OF
ARTS AND COMMERCE**

- Name of the Head of the institution **PROF. 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 **mesjoshicollege@gmail.com,
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 **Dr. Champa R. Parab**
- Phone No. **9823162461**
- Alternate phone No. **08322555772**
- Mobile **9823162461**
- IQAC e-mail address **mescollegel@gmail.com**
- Alternate Email address **mesjoshicollege@gmail.com**

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

<https://mescollege.org/wp-content/uploads/2023/02/AQAR-2021-22.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/2023/05/Academic-Calendar-2023_24.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

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**
- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

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

- If yes, mention the amount

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

Panel discussion on the topic 'Employment opportunities in Goa' in collaboration with the Internal Quality Assurance Cell (IQAC) of the college as part of MOU with GCCI was held on 28th March 2023

State-Level Lecture series on Community Resilience

National Webinar on Research Paradigms

Extension activities to adopted village, old age homes, orphanages

Online Workshop on Intellectual Property Rights (IPR) & Patents and Design filing

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>Panel Discussion - Industry Academia Interaction with reference to Employability</p>	<p>A panel discussion on the topic, 'Employment opportunities in Goa' in collaboration with the Internal Quality Assurance Cell (IQAC) of the college as part of MOU with GCCI was held on 28th March 2023. The Panelists were Mr. Orlando Rodrigues, former director of Agriculture, Govt. of Goa Chairman of GCCI Agriculture & Food Processing Committee Mr. Virendra Acharya, Head, Treasury, VIMSON, Shivanand Salgaonkar Group Mr. Milind Prabhu, CEO, Genora Infotech and Mr. Varun hedge, Founder and CEO, Soul Travelling The discussion was moderated by Assistant Professor, Hussain Yasser Razak</p>
<p>Lecture Series on Industry-Academia Linkage</p>	<p>1. Session on Journey of Successful Entrepreneur. The Resource person was Shri. Lalit Saraswat 2. State Level lecture series of 'Community Resilience' #01 on the topic: 'Advanced Level of Healthcare Therapeutics and Strategies for Persons with Disabilities: Inclusivity in Society' on 28th September 2022. Dr. Priyanka Raikar, Founder and Proprietor of 'Miracle', Pediatric Neuro Therapy Clinics was the resource person. 3. State-Level Lecture series on 'Community Resilience' #02 on the topic: 'Preventing Substance Abuse: Know more to No more' in association with IQAC and Kripa foundation, Anjuna on 20th March 2023. The resource persons were Mr. Isidore Correia & Mr. Menino Martins, Counsellors from Kripa</p>

	<p>Foundation. 4. Prof. Rekha Gaonkar Memorial Lecture series on 'Trade and Development in India: Challenges Ahead' on 22nd October 2022. The Resource Person was Prof. P. K. Sudarsan</p>
<p>One-Day National Level Seminar on Research</p>	<p>National Webinar on Research Paradigms organised by IQAC in Collaboration with Research Cell on 25th February 2023. Resource person were Dr. Rajeev S.P, Assistant Professor Department of Social work, Rajagiri College of Social Science & Dr. Tapasvi Murari, Chief Scientist Library (Retired, CSIR-NIO)</p>
<p>State-level Talk on Intellectual Property Right for teachers and students</p>	<p>"Online Workshop on "Intellectual Property Rights (IPR) & Patents and Design filing" on 27 th July, 2022 between 3.00 p.m to 4.00 p.m. in online mode on Cisco Webex Platform. Dr. Bharat N Suryawanshi, Asst. Controller of Patents & Designs, RGNIIPM Nagpur was the resource person for this workshop</p>
<p>Faculty Enrichment Programme on Teaching/Learning / Research from BITS Pilani, K. K. Birla Goa Campus, Zuarinagar-Goa</p>	<p>A Faculty Development Programme (FDP) on Preparation for NAAC Accreditation at various levels was organized by the IQAC of the college from 09-15 November, 2022 1. Mr. Shripad Merchant, Assistant Professor, Department of Law, DM's College and Research Centre, Assagao - 'Expectations under NAAC Criterion' 2. Ms. Manasi Rege, Librarian of VVMs Shree Damodar College of Commerce and Economics, Margao - 'An awareness session on N-list consortium and NDLI portal.' 3. Prof. Nandini Vaz Fernandez,</p>

	<p>Associate Professor & Head, Department of Zoology, Parvatibai Chowgule College of Arts & Science (Autonomous), Margao - 'NAAC Documentation' 4. Dr. E. S. Kannan, Associate Professor, Dept. of Physics, BITS-Pilani K. K. Birla Goa Campus - 'Teaching-Learning Techniques for today's students.' 5. Dr. Niyan Marchon, Professor Teaching, Learning and Educational Technology, Goa State Higher Education Council Directorate of Higher Education (DHE) - 'Review on Outcome-based learning'</p>
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13. Whether the AQAR was placed before statutory body? **No**

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Part A	
Data of the Institution	
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• Were the minutes of IQAC meeting(s) and compliance to the decisions have			Yes		

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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
2021-2022	06/01/2023

15. Multidisciplinary / interdisciplinary

The introduction of NEP 2020 is to promote multidisciplinary and interdisciplinary approach in higher Education with a motive to broaden the scope into diversified fields, ensure flexibility and autonomy to the students selecting their area of specialization. Multidisciplinary/interdisciplinary education helps in the

holistic education, encourage community engagements and lead to value-based education. For successful implementation of multidisciplinary/interdisciplinary based education the college has taken several initiatives for the overall development of the students at large:

1. Various departments offer certificate and short-term courses, whereby students of different disciplines are allowed to register and take advantage of the same.
2. Departments collaborate to take up workshops, seminars and symposiums to encourage multidisciplinary/interdisciplinary approach.
3. Several skill-based certificate courses of two credits (30 hours) are introduced by the departments, interested students from any departments can join the course to promote multidisciplinary/interdisciplinary education.
4. Students from the arts discipline who offer general programme can specialize in two disciplines of their interest under both CBCS as well as NEP 2020.
5. Students are encouraged to take up Swayam/Moocs courses in their interest across various disciplines.
6. Inter departmental competitions and activities are organized across the academic year to promote holistic education of the students.

16.Academic bank of credits (ABC):

- Under NEP students get an opportunity to take up courses offered by colleges as well add on courses offered by various departments and cells. All these credits can be claimed by the students and can be centrally stored.
- The college has organized sessions for the faculty members as to how to go about registering students on ABC portal and further students through respective mentors have been sensitized about the importance of having a unique ABC account.
- The credit transfer Scheme shall allow students pursuing a programme in one University/college to continue their education in another University/college without any break.

- Based on the directives of the Directorate of Higher Education (DHE) the college has already taken initiative to ensure that all students across various streams aided as well as self-finance programmes register by opening Digi locker and getting unique ADC ID.

17.Skill development:

- One of the main objectives of NEP 2020 is to equip the students with necessary skills and make them industry ready. Following are the initiatives taken by the college to promote skill development of the students:
- Every department is asked to float a certificate course which include tally with Goods and Services Tax (GST), counselling, banking, econometrics, verbal reasoning etc., based upon current needs of the prospective employment.
- The departments and cells organize series of lectures and sessions on skill development wherein industry personnel are invited to provide inputs to make our students industry ready.
- The college has signed memorandum of understanding (MOU) with educational institutions and other organizations to collaborate and provide exposure to our students. MOUs signed by our college include Podar College, Mumbai, Dyanvardhini Divang Training College of B.Ed. for Special Education, CII-YI, Goa Chambers of Commerce and Industry (GCCCI), Goa Management Association (GMA) and Goa Technology Association (GTA)

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

- The NEP 2020 gives utmost weightage and carries importance whereby students are expected to take education in the local language to better understand historical and cultural context, and local communities.
- Students are taught Indian history, culture, literature, heritage, patriotism and nationalism by organizing various activities and programmes and core courses.
- Despite the restriction in the syllabus, the college always try to incorporate the Indian knowledge system into

co-curricular activities in the best possible manner.

- College celebrates various days related to Indian languages and culture by conducting various competitions and activities for the benefit of the students and understand the culture and tradition of India.

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

- Outcome Based Education (OBE) is a student-centric teaching and learning methodology whereby the delivery and assessment of the courses is planned in such a manner to achieve stated objectives and outcomes.
- At the beginning of each semester faculty members prepare the teaching plan and the programmes outcomes, course outcomes and program specific outcomes are well designed and implemented through the regular curriculum.
- Through assignments, role plays, presentations and various student-based programmes the outcomes are achieved.
- The objectives and outcomes of all courses are uploaded on the website every year and are updated regularly.
- The college has organized two workshops for teachers to formulate Po's, PSO's& Cos. The programme outcomes programme specific outcomes and course outcomes are designed course wise by the faculty members based on Blooms Taxonomy.
- At the beginning of the semester students are sensitized and are given clear objectives of each course.

20.Distance education/online education:

- NEP 2020 aims at providing education to all the students who aspire to learn. The industry demands candidates who are well equipped with necessary educational qualification and possessing necessary soft skills.
- Further, it is observed that there is a mismatch between number of students aspiring to take up higher education and number of Higher Educational Institution's offering programmes which are based on industry requirements. Distance learning or online learning however shall help to bridge this gap.

- Students are provided with online resource material for additional resources.
- Various ICT tools are used by the faculty members to disseminate information to the students, further seminars, workshops are organized with the help of Google meet, ZOOM platforms.
- Guiding the students to register themselves on the SWAYAM Portal whereby they can attend those lectures/programmes online.
- Our faculty members are actively involved in preparing content for undergraduate students of all disciplines under the DISHTAVO program, an initiative taken by the Directorate of Higher Education (DHE), Government of Goa.

Extended Profile

1.Programme

1.1	428
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	1634
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	284
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	321
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	66
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	66
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	47
Total number of Classrooms and Seminar halls	
4.2	49.63
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	79
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The college is affiliated to Goa University and implements the

syllabi prescribed under Choice- Based Credit System (CBCS) for UG and PG programs.

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

Meetings are conducted by the Heads of the twelve Departments with the faculty to distribute the courses based on their expertise, specialization, and area of interest. The timetable is prepared by the Timetable Committee based on the workload of the departments. Lecture plans are prepared course wise, and their compliance is submitted at the end of each semester to the IQAC.

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

The syllabi are reinforced through enrichment Certificate courses.

Students across all the programs undergo experiential learning through field trips, study tours. Final year B.A., B.Com., and M.Com. students complete projects/dissertations, examined through viva voce examination. Internships for B.B.A. students provide practical exposure to the various aspects of the industry.

B.B.A. and B.B.A. (Shipping and Logistics) programs undergo an academic audit of Goa University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/1.1.1-Additional-Information-1.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 Continuous Internal Evaluation (CIE) timeline. At the beginning of every academic year, the college receives a circular from Goa University stating the academic terms and accordingly, the College prepares its academic planner 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, and co-curricular activities and examinations including CIE, are scheduled in the academic planner of the college.

The prospectus corresponding to each programme, comprising the rules and regulations and the schedule of the examinations including CIE are displayed on the institution's website.

A course-wise semester lecture plan is prepared by each faculty in the beginning of each semester and uploaded on the IAIMS portal of DHE, by considering the objectives, content and learning outcomes of the assigned course and a compliance report of the same is submitted at the end of each semester.

The timetable, evaluation and declaration of the result of the Semester End Examination (SEE) for I to IV is done by the institution. Sem V and VI examination related process is carried out by the University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/1.1.2-Academic-Planner-1.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)

13

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

393

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

Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment, and Sustainability are integrated into the Curriculum prescribed by the Goa-University through various 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) programs and stresses upon 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:

- 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:

- 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 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., and B.B.A. programmes.

- Sustainable Development of Tourism in B.A. (Tourism and Travel) focuses on sustainable tourism practices.

Environmental Economics in B.A.(Economics)(Honours) deals with environment as an economic and social asset, and 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

26

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

657

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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://mescollege.org/analysis-2022-23/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

C. Feedback collected and analyzed

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://mescollege.org/analysis-2022-23/

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

1634

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

284

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

The students from diverse socio-economic and educational backgrounds are admitted at M.E.S. Vasant Joshi College.

At the beginning of the academic year, slow and advanced learners are identified based on the results of previous exams, ISA performance and class observations.

Based on these criteria the following programmes are undertaken:

For slow learners

- 1. Peer Learning:** This is a programme wherein advanced learners tutor a group of academically slow learners beyond class hours. The peer learning activity is documented and verified by course teachers. E-content and recordings made available to supplement classroom teaching, which helps students to access, the academic content. Peer tutoring has been one of the best practices.

Remedial teaching: Remedial coaching is offered on choice basis to students, after lecture hours by the respective course teachers. These students are provided additional books under remedial book

bank scheme.

For Advanced learners:

1. Additional books are available under Library Book Bank Scheme for meritorious students.

In addition, add on courses, certificate courses, are offered to students for practical insights. During the annual prize distribution ceremony, the top ranked students are awarded. These students are selected to be part of organizing committees for national and state level seminars and workshops.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.2.1-additional-Information.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
1634	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

The following student centric methods are adopted:

1. Experiential Learning

- **Field based study:** Industrial visits, educational tours within and outside the state are organized regularly wherein students interact with Departmental managers. In addition, course related visits are arranged to libraries, interaction with renowned authors, orphanages, courts, historical places and mental health centers.
- **Field based projects:** As per the curriculum final year

students have to take up projects in their respective disciplines, whereby they have to conduct field surveys, collect data, analyze and interpret it. Project Reports are available in the college library.

- **Internship:** As part of curriculum, internships are mandatory for BBA and BBA (Shipping & Logistics) and M.Com. Part II students. Students are exposed to experiential learning through internships in industry.

2.Participative learning Methods

- Group discussions
- Students Presentations
- Debates
- Case studies
- Quizzes
- Role play
- Street plays
- Article reviews
- Digital Story Telling
- Fiesta: Commerce, Eco-Fest, Socio-creations, Genesis
- Celebrating Inter-religious festivals (Ganesh Chaturthi, Diwali & Christmas)
- Community outreach programmes

3.Problem solving methodologies:

- Problem solving outlook is nurtured among students through case analysis, role plays, simulation, brainstorming methods and assignments.
- Under skill enhancement courses, students learn to identify and develop different types of social skills.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.3.1_upload_add.docx

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

Realizing the transformative impact of Information and Communication Technology, the following ICT tools are used.

- As part of pedagogy, teachers communicate, generate, distribute, save, and manage information using a variety of ICT tools and resources. Wi-Fi facility is available across the campus, enabling use of wide range of ICT tools.
- ICT enabled tools, including; Audio-visual teaching aids, Laptops, desktop, computers, LCD projectors, Smart Boards, and speakers. Google Classroom, Moodle, Inflightnet, EPG Pathshala, NList, flipped classroom, Google Forms, Google Meet, Research articles, Gretl, Mobile Apps, Interactive Software's and Interfaces, e Ignou, Google Collaboration, G Suite, Google Scholar, E-Reader apps, Linguistic softwares and apps, SWAYAM, Coglab Software, PDFs, and YouTube videos are used by teachers. Shodhganga is another option for online education. For improved teaching-learning, faculties and students have access to INFLIBNET database through the college library. Online public access catalogue (OPAC) is another tool, library assists students and faculties in finding the books, journals, periodicals and magazines. SPSS, E-Views Softwares are used by some faculty.
- Teachers encourage students to utilise PPT and other ICT tools for assignments and projects.
- Teachers contribute towards e-content, under DISHTAVO project, of the DHE, Government of Goa and are deputed to attend ICT related training programmes.

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

56

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

18

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

10

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.

- At the beginning of the academic year, principal conducts orientation programme for the students and newly appointed faculty about the examination pattern and the evaluation process. Examination committee decides the dates for the conduct of internal examinations as per the academic calendar of Goa University in consultation with the principal and meticulously prepares the examination schedule. The students are continuously assessed through two modes, written ISA and assignments. Assessment is completed within stipulated time.

Table indicating evaluation percentage for ISA

Programmes

Internal Semester Assessment (Ratio)

B. A.

20%

B.Com.

20%

B.B.A., B.B.A. (Shipping and Logistics)

50%

B.C.A.

40% (Internal)

M. Com. Part I (NEP 2020)

60% (ISA)

M. Com. Part II

40% (ISA)

- To ensure transparency and accountability, signature of the students is taken for each ISA and SEE on the attendance sheet. Assessed ISA answer sheets are shown to the students, giving them an opportunity to discuss their performance.
- Provision for Repeat ISA can be availed by students, unable to answer the first ISA upon producing valid proof/medical certificate and approval of the principal.
- Class mentors monitor the student's performance and handover their marksheet to the parents/ guardian students accompanied by their wards during the college Open House.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.5.1-ISA-SEA-exam-paper-2022-23.pdf

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

- The chief conductor ensures the fair and transparent conduct of semester end examinations. The college has an unfair means committee which handles malpractices. The college grievance committee deals with various grievances related to examinations as per the Goa University Ordinance OC-66.5.

Clause 6. In case of any discrepancies, the students have a provision to apply for personal verification of SEE marks to the principal. The personal verification is a time bound exercise involving the student, course teacher and the principal. The following shall be the procedure for the verification of marks as per the existing provisions of OA-5.15: (i) After the receipt of application from the candidate, within 10 days the candidate shall be shown the answer book in the presence of principal and the teacher who assessed 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.

- College Grievance Committee shall take appropriate action including recommendation for assessment of the said answer books to the principal.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.5.2-Any-additional-information.docx

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 Programme and Course Outcomes are the integral components of our educational framework. First and foremost, the college uploads the Course Outcomes for each programme on the official college website. The faculties submit their teaching plans which include the course learning outcomes to the IQAC and upload them on the DHE Portal.
- To ensure that students are well-informed, all course objectives, course learning, outcomes as well as student learning outcomes are integrated into the teaching plans. The detailed break-up of the syllabus is shared by teachers on google classroom and respective class groups at the commencement of each semester. Learning outcomes are also vocalised by the teachers so that the students are aware of the observable and measurable knowledge and skill goals to

be achieved at the end of each semester. This valuable resource equips both teachers and students in constructing fair and relevant question papers giving students a profound understanding of the study material.

- For the academic year 2022-2023, new course papers were introduced in few departments, the learning outcomes were uploaded on the website and communicated to the students. The meticulous documentation and communication of these outcomes highlights our commitment to excellence in education.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/2.6.1_POs-PSOs-COs.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.

According to the Goa University Ordinances, each course assessment consists of two parts: Semester End Examination (SEE) and Intra-Semester Assessment (ISA).

Programmes

Internal Semester Assessment (Ratio)

Semester End Examination (Ratio)

B. A.

20 %

80%

B.Com.

20 %

80%

B.B.A., B.B.A. (Shipping and Logistics)

50%

50%

B.C.A. (Under CBCS) courses

40% (Internal)

60% (External)

M. Com. Part I

60% (ISA)

40 % (ESA)

M. Com. Part I

40% (ISA)

60% (ESA)

- The question papers are set as per the pattern prescribed by the Board of Studies, Goa University in the respective courses.
- ISA and SEE question papers are set by the teachers based on POs, and Cos.
- The students must answer minimum two ISA's, first in the form of a written exam and second in the form of Assignments. Attainment of PO's, and CO's is also evaluated through students' performance in their ISA and SEE.
- Assessment of attainment of course outcome is done through practical component using various methods such as Research projects, Internships, Presentations, Experiential Learning, Problem-solving, Group Discussions and Practical exams.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/2.6.2_Additional-information.docx

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**321**

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/2023/10/Principals-Report-2022-23.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/2023/11/2.7_Student-Satisfaction-Survey.pdf

RESEARCH, INNOVATIONS AND EXTENSION**3.1 - Resource Mobilization for Research****3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****0.1275**

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

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

3.1.2.1 - Number of teachers recognized as research guides

1

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**

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://www.gipard.gov.in

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 consistently facilitated and championed innovation across multiple fronts:

The College has initiated an Entrepreneurship Hub where professionals who have launched Startups, visit the college to encourage and motivate students by sharing their success stories of their business journey. The Hub also periodically conducts programmes in relation to Startups to instill the spirit of entrepreneurship among young minds.

The Research Cell also plays a pivotal role in keeping researchers well-informed by identifying suitable journals, books inviting papers, and updating teaching faculty on the conferences/seminars/workshops/ FDPs schedules across disciplines.

The Internal Quality Assurance Cell complements the Research Cell's efforts by conducting regular meetings to assess and explore effective research methodologies and progress in terms of research & innovation. It initiates activities that promote a thriving research environment, fostering a vibrant research ecosystem within the institution.

The Library collaborates with various departments to organize a range of initiatives. These include orientation sessions on the National Digital Library of India (NDLI) and the N-List Inflibnet. Additionally, the Library hosts book exhibitions, showcases latest books/journals/magazines added to the library and also invites resource persons to give talks on recent trends in research methodology.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/3.2.1.-AI.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

13

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

3.3 - Research Publications and Awards

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

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

0

File Description	Documents
URL to the research page on HEI website	https://www.unigoa.ac.in/uploads/config_docs/20220223.060746~Guides_07-Feb-2022.pdf
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

3

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

14

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 institution celebrated its Golden Jubilee Year in 2022-23. One of the initiatives in the Golden Jubilee celebration was to adopt

a policy-driven approach to extension and outreach activities. Hence, the institute formulated the Extension and Community Outreach Policy in the current academic year.

The NSS and NCC Units are the foundation of the college when it comes to outreach initiatives. As in past years, NSS volunteers and NCC cadets organized blood donation camps, cleanliness drives, tree-plantation drives, awareness campaigns, and skill-building programs as initiatives to reach out to the community.

This year, the volunteers took part in the COVID Vaccination Camp for booster shots in collaboration with the Primary Health Centre, Cortalim. The Nature Club and Resource Management Cell regularly organized lectures and awareness programs for the community and stakeholders in partnership with FERC to promote a healthy and sustainable lifestyle.

The spreading of awareness has been a crucial component of extension activities in order to sensitise students on various social issues. During this year, the institute created awareness among students on themes such as Women’s Menstrual Health, Wealth out of Waste Competition, Save the Girl Child Campaign and Environmental Protection.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/3.4.1-AI-1.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

1

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

31

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

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

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

1232

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

3.5 - Collaboration

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

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

161

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

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

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

8

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.

To enhance the teaching learning process, the college provides the following infrastructural facilities.

Classrooms:

- The college has well equipped 45 Classrooms across 4 different blocks equipped with modern technologies such as LCD projectors /smartboards, multimedia speakers and Wi-Fi facilities to enable dynamic and interactive learning experience.
- A total of six blocks are available in the college whereby, Block I and Block II are shared by BA and BCom program. Block III has been allotted to Library. Block IV is allotted to BCA program. A state-of-the-art building, Block V is dedicated to BBA, BBA (shipping and logistics) and M. Com program which is named as the 'Rajaram & Tarabai Bandekar Academy of Management Education.'

Laboratories:

The College provides well equipped air-conditioned three computer Labs, one Economics Lab and one Psychology Lab to enhance practical knowledge and skills of the students.

Library:

A well-stocked and spacious library named as 'T.B.Cunha Information centre' has an extensive collection of books, journals and digital resources. It has a reading hall, periodical section, stack section, project discussion room.

Staff room:

The college has in all five well-ventilated staffrooms, two for B.A. and B.Com. programs, one each for B.C.A, B.B.A. and M.Com. programs, with Wi-Fi facilities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.1.1_ai_Other-Information_2022-23.pdf

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

Cultural Activities:

For organizing cultural activities, Principal M.S. Kamat Seminar Hall, BBA Seminar Hall, and an open-air Quadrangular space is used. Apart from these, during non teaching hours classrooms are also utilized for conducting student related activities.

Sports:**Indoor Games**

The college has sports facilities which include Gymnasium with an area of 28 sq mts. and gymkhana for games such as Badminton, Table Tennis, Chess, Powerlifting, weightlifting, etc. Further the gymnasium is equipped with waist belts, weightlifting bars, plates of various weights, bar locks, medicine balls.

Outdoor Games

The college has two full-sized basketball courts measuring 28mx15 m, one football ground measuring 55m x 50m and a volleyball court measuring 24m x 12m for practice and playing tournaments like Football, Basketball, Volleyball, Kabaddi, etc.

Additionally, field events like Long Jump, Discus Throw, and Shot Put are conducted on the football ground. Indoor games such as badminton, table tennis, high jump, chess practice and powerlifting take place in the shared multipurpose Gymkhana Hall, in collaboration with M.E.S HSS.

Yoga and Aerobics are also conducted in Seminar Halls and Gymkhana.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.1.2_ai_cultural-and-sports-facilities_2022-23.pdf

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

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/02/4.1.3_AI_LINK_classrooms-and-seminar-halls_2022-23-1.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)

1.30

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 the ILMS software: KOHA

Library is automated using Koha, an Integrated Library Management System with following Modules

Circulation, Cataloging, Patrons, Serials, Advanced Search, Acquisitions, Item Search, Reports, Course reserves, Authorities, Koha administration, About Koha and in/Out Management

Link to access Koha is <http://65.2.7.200:8080/index.html>

Nature of Automation: Partial

Version:21.11.01.000

Year of Automation:2021

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://mescollege.org/wp-content/uploads/2023/11/4.2.1_ai_Library-Description_2022-23.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 C. Any 2 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)

1.66091

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

155

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

College offers various IT facilities for effective teaching, learning and carrying out extra-curricular activities. All the classrooms are enabled with LCD projectors/ smart boards, multimedia speakers and Wi-Fi facilities. For effective teaching and learning, faculties make use of digital tools such as Google Classrooms, Padlet, and Crosswords.

Teachers are encouraged for preparing course-wise modules for the DISHTAVO project initiated by the DHE, whereby, faculty members contribute by way of Digital Content creation.

The College has 81 Desktop computers, including two Servers spread across five laboratories and library. All laboratories are effectively managed, maintained and upgraded from time to time. Further, laboratories are equipped with Wi-Fi facilities.

IAIMS (Integrated Academic Information Management System) software of DHE, facilitates college in the areas of online admissions, attendance of students, examination, and accounts. Further, the college has an interactive website whereby all activities and events are uploaded.

KOHA software carries out majority of the library operations. The college has a subscription to N-LIST e-resources and has NDLI club registered with NDLI for facilitating student enrichment activities.

Institution has installed digital notice boards for disseminating information.

CCTV cameras are installed at critical points for surveillance of

the campus.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/02/4.3.1_aai_IT_infrastructure_2022-23.pdf

4.3.2 - Number of Computers

79

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)

48.33

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 specific systems in place and procedures for the upkeep and utilization of its facilities.

- Cleaning of sump and overhead tanks is part of annual maintenance.
- The stock verification of books in the library is done annually. Outdated and unused books, periodicals, and magazines. are weeded out.
- The Department of Physical Education maintains sports and gym equipment and further its maintenance is done annually.
- MTS personnel ensure the cleanliness of the gym, basketball courts, and playground.
- IT facilities are inspected regularly, and malfunctioning of electronic equipment is immediately reported in the office. The system administrator and lab assistant immediately addresses these issues. Log books and stock registers are also maintained.
- Campus security is monitored through CCTV surveillance.
- Designated office staff conducts inspection of furniture and fixtures of classrooms, labs, and facilities on regular basis and also as per the complaint register.
- The Nature Club is responsible for upkeeping both the Butterfly (Chrysalis) Garden and the Medicinal Garden.
- Maintenance and cleaning of classrooms are done on regular basis after class hours.
- Maintenance of the DG Set is carried out as per the AMC.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.4.2_ai_Other-details.docx

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

6

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 benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

119

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/2023/11/5.1.3_merged-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

830

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

830

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

45

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

120

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

00

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.

43

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 believes, students' representation in various administrative, co-/extra-curricular activities is essential for their holistic development, leadership skills and decision-making ability. This is ensured by their active participation in planning , decision-making and effective organizing of, activities through various departments, associations / Cells and participation and representation in college and inter collegiate events.

Students also participate in conducting seminars and workshops, provide logistic help in Cultural and departmental programmes, NSS camps, Sports meet, Skill Development programmes. for funding initiatives of seeking sponsorships and patronage from local benefactors, students play an important role.

College Council organized poster-making competition and skit competition on Anti-corruption to celebrate Vigilance Awareness week in association with MPT. On Goa Liberation Day, College Council organized poster- making competition. Students through College Council participated in Intercollegiate cultural as well as sports events.

The College Council organized Golden Fun Festival and Annual prize Distribution ceremony.

Student's role and comprehensive participation in following academic and administrative bodies has helped in fostering leadership qualities in them.

College council

IQAC

Internal Committee

Anti ragging Committee

NSS

Library Advisory committee

Women s cell

Gender Champion cell

Commerce Association

Economics Club

Psychomatrix Club

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/link_additional-committee-2022-23-25.3.2.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

81

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. The Association envisions to assist the college management in undertaking various activities for the overall development of the institution, to work in coordination with the management and staff of the institution. College has an Alumni Coordination Committee which coordinates the college activities. In addition, it conducts activities in the interest of the student community like skill development and career guidance and also provides employment opportunities/internship to our students. The alumni are engaged as resource persons/keynote speakers/ guest faculty/ motivational speakers for workshops and certificate courses. They have participated in alumni activities like the Diwali bazar and other activities of the departments like Psychozest, Commerce fiesta, Yoga for wellness for the community, etc. They also provide sponsorship for conducting various events of different departments, programs and extension activities. In addition, the alumni organized and financed two short term certificate courses, It has further helped in preparing the Institutional development plan pertaining to Alumni Association.

The alumni of the college were the resource persons for various events organized by the Entrepreneurship Hub, Department of Commerce, Business Administration and Computer Application of the college.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/link_5.4.1Registration-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 E. <1Lakhs (INR in Lakhs)

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 which includes the Managing Committee and the Local Managing Committee.

The Institution believes in a democratic, open, and inclusive style of governance that serves as the foundation to achieve our vision and mission.

The perspective plan of the Institution includes:

- **Environment Sustainability:** The College continues to engage

in several green initiatives.

- **Acquire autonomy:** The College plans to attain autonomy and the status of deemed university focusing on providing state of art facility.

In making decisions, the college uses a top-down and bottom-up management strategy. The Management, Principal, Teachers, Parents, Students, and Alumni work closely through numerous committees and associations, enabling collaboration and effective decision-making and communication among all stakeholders.

Teachers' engagement in decision-making bodies includes the following:

- Teachers as the members of the Local Managing Committee
- Teachers as Department Heads, Chairpersons, and members of various statutory and non-statutory Committees.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.1.1_merged.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 institution operates with a decentralized and participatory approach, involving students, alumni, parents, and staff in various committees. The institution's leadership empowers staff and students to plan activities. Department heads, chairpersons of associations, and cells propose activities, which are approved by the IQAC and included in the annual college planner.

Case Study (College Council):

The constitution outlines the framework for council members. They meet after elections to plan academic, sports, cultural, co-curricular, and extra-curricular activities. The principal evaluates and offers insights. Fun Week is a three-day Mega event managed by student council members, featuring on-stage and off-stage events. The event is managed by the students' right from stage management, compere, spot prizes, arranging judges and prize distribution.

College Council starts with an inaugural function. Members organize student welfare activities, engage in inter-college competitions, and participate in awareness programs. In 2022-23, members excelled in Equinox 6.0 an intercollegiate event organized by Narayan Zantye College of Commerce, Bicholim-Goa winning Runner's Up with a trophy and a ₹4,000 prize. The Council also hosts the Annual Prize Distribution to honor outstanding students, sportspersons, and NSS Volunteers.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.1.2.-Final.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Following the guidelines outlined by the Directorate of Higher Education, college has thoughtfully designed an institutional development plan, articulating short-term, medium-term, and long-term aspirations. Within the scope of our strategic planning, we've embarked on several initiatives, one of them is the signing of MOUs with various organizations and institutions and conducting activities under the existing ones.

Our paramount aim within the education system is not only to impart knowledge but also to ensure our students are job-ready. With this objective in mind, the college has entered into MOUs with a diverse array of institutions to offer them the crucial exposure and training necessary for a comprehensive educational journey.

The College has effectively formalized MOUs with the following prestigious institutions:

- R.A. Podar College of Commerce & Economics (Autonomous) for collaborative exchange programs, technical support, and research promotion.
- Dnyanvardhini Divyang Training College and Sanjay Centre for Special Education, Bogda, to access faculty expertise and resources.
- Confederation of Indian Industry (CII) to boost student participation and encourage involvement in industrial

activities.

- Goa Chamber of Commerce and Industry (GCCI) to establish a platform for students to gain valuable industrial exposure through training, visits, projects, guest lectures, and more.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.2.1-Additional-Information.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 is a grant-in-aid institution under the jurisdiction of the Government of Goa and is affiliated to Goa University. It is recognized under UGC Act sections 12(B) and 2(f). In addition to its own institutional policies, the college adheres to and implements Goa University's policies, regulations, service terms, statutes, and ordinances.

The Murgaon Education Society's Board of Trustees monitors the college's governance, which includes the Society's Managing Committee and the Local Managing Committee. The Local Managing Committee consists of members from the Managing Committee, the Principal, and the college faculty. The Principal is an ex-officio member of both committees and acts as the college's academic and administrative leader. To oversee the day-to-day functioning of the college, the Principal is well supported by Vice Principal, IQAC coordinator, Heads of Departments (HODs), faculty members and administrative staff. During the Principal's absence, the Vice Principal takes charge of ensuring the college's smooth operation.

The recruitment of faculty members, including regular, contract, and lecture-basis appointments, is determined by the academic workload of the college. The procedures for recruitment, service regulations, and promotions adhere to the guidelines specified by the UGC, Goa University, and Directorate of Higher Education, Government of Goa.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.2.2-any-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 initiated and facilitated several welfare measures, which are grouped as follows:

1) Social measures-

- The College streamlines employee access to Government Welfare Schemes, including leaves and benefits like Maternity, Child Care, Paternity, Study leave and sabbatical.
- Discretionary holidays for local festivals, are availed on prior approval from the Directorate of Higher Education, Government of Goa.

- Quality food and beverages - available in the College Canteen at subsidized rates.
- Departments are equipped with computers, laptops, and printers.
- Independent workspace for faculty.
- Free Wi-Fi and staff parking on campus.

2) Economic measures -

- Employee Group Insurance at M.E.S. Vasant Joshi College features four member categories and allocates 25% for retirement benefits and the remaining 75% upon the policy holder's demise.
- The M.E.S. Employees Cooperative Credit Society offers low-interest loans, fixed deposits, and recurring deposit facilities to its members.
- The College facilitates in providing the Children's Education Allowance which is given to salaried individuals to cover their children's education.

3) Health and Well-being -

- Free Multispecialty Health camp for students and staff.
- BMI Evaluation for Staff by the College Department of Physical Education and Sports and Health Centre

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.3.1-Additional-Information-merged.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

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

1

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

62

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System for teaching staff is based on the UGC regulations of 2010.

1) Teachers due for promotion, submit applications in the requisite PBAS (Performance Based Appraisal System) proforma as per the guidelines of the UGC Career Advancement Scheme and Goa University statutes. Number of years of service, API score, annual academic teaching plan and its compliance at the year-end is validated by the IQAC. The promotion of the teachers under CAS is carried out as per the recommendation of screening and selection committee constituted as per the Goa University Statutes as applicable subject to approval from DHE, Government of Goa.

2) Principal's Review and Feedback for all teaching staff after each semester, in terms of academic, administrative and research performance.

3) Performance Appraisal System for non-teaching staff:

Non-teaching staff are promoted based on seniority, according to Goa government laws. The Head Clerk prepares and submits the Non-Teaching Staff Confidential Report to the Principal every year. The Chairman of the Managing Committee appoints a Departmental Promotion Committee (DPC) in accordance with DHE guidelines. The Committee evaluates the performance of non-teaching staff and presents the minutes of the meeting to the DHE for approval and promotion.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.3.5-Additional-Information-Performance-Appraisal.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 maintains a consistent practice of conducting both internal and external financial audits. Internal audits are conducted annually, while external audits are scheduled in accordance with directives from the DHE, Government of Goa.

The Governing Body of the College appoints a qualified auditor to conduct the Internal Audit. The internal auditor thoroughly examines the institution's financial transactions, ensuring transparency in the utilization of grants and fees received from various stakeholders. For the financial year 2022-2023, M/s D.S. Pawoskar & Co. conducted the internal audit.

The College Accountant compiles financial statements and supporting documentary evidence for the purpose of financial audit under the guidance of the Internal Audit Committee and submits them to a certified Chartered Accountant for evaluation and certification. The audit process has consistently yielded clean reports. Internal audit reports for financial years 2014-15 to 2021-2022 were found to be satisfactory.

The external or statutory audit is carried out by government auditors designated by the DHE, Government of Goa. External audit up to March 2021 is conducted by the DHE, Government of Goa and the reports of the same are awaited. The Principal and Management provide necessary cooperation in smooth conduct of audit.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.4.1.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)

1043851

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

The College is affiliated to Goa University and receives both salary and non-salary grants. The college also receives grants for LTC, reimbursement of Medical Claims and tuition fees of the children of the staff and bonus for non-teaching staff.

Salary grants are deposited directly into staff accounts. Non-salary grants are used for maintenance, purchase of furniture, and students' activities, which can amount to a maximum of forty-five lakhs, with an additional fifteen lakhs for annual security, cleaning, and gardening expenses. For the academic year 2022-23, non-salary grants were not received.

The college is recognized by the University Grants Commission (UGC) under sections 12(B) and 2(f) of the UGC Act 1956.

Grants for N.S.S. programme and Sports are received from the Directorate of Sports and Youth Affairs, Panaji-Goa. The P.T.A. extends the necessary financial support to the college upon

receiving the proposal.

Government-aided courses B.A, B.Com., maintain department-wise budgets, while self-financed courses such as B.B.A. B.C.A. and M.Com. have separate budgets and bank accounts. The departments are permitted to raise funds through 'sponsorship appeals' for organizing departmental events and utilize those funds judiciously. The college accountant examines the proposal, and finally approved by the Principal.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.4.3.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 played a pivotal role in institutionalizing robust quality assurance strategies and processes within the educational framework. Two noteworthy practices that have been firmly established through IQAC initiatives are as follows:

1. Feedback from stakeholders:

The IQAC serves as the linchpin in ensuring and enhancing the quality of education within an institution. One of its critical function is to gather feedback from stakeholders to understand their perspectives and experiences. In this context, the IQAC has taken a proactive role in designing comprehensive feedback forms to capture valuable insights from students, parents, employers and alumni regarding the curriculum.

2. Faculty Development Programme on preparation for NAAC Accreditation at various levels was organized by the IQAC

The objective was to facilitate engagement between faculty members and experts who could provide guidance at different stages of the NAAC accreditation process. The program featured distinguished speakers, each bringing expertise in various aspects of accreditation. Topics ranged from 'Expectations under NAAC

Criterion' presented by Mr. Shripad Merchant to an illuminating session on 'An awareness session on N-list consortium and NDLI portal' by Ms. Manasi Rege. Other topics included insights into 'NAAC Documentation' by Prof. Nandini Vaz Fernandez, effective 'Teaching-Learning Techniques for today's students' by Dr. E. S. Kannan, and a comprehensive 'Review on Outcome-based learning' by Dr. Niyan Marchon.

File Description	Documents
Paste link for additional information	https://mescollege.org/analysis-2022-23/
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:

Bridge Course:

The Bridge Course is a program designed to equip students with essential foundational knowledge, enabling them to enhance their performance in subsequent academic years and ensuring a seamless transition from a non-subject background to a specific subject. This initiative is spearheaded by the Departments of Commerce, Economics, and Sociology, with the primary goal of helping students grasp fundamental concepts and excel in their chosen fields.

Faculty Development Programme on Teaching/Learning: Two session on teaching - learning as a part of FDP on preparation of NAAC Accreditation at various level was conducted to sensitize the faculties on teaching learning.

As part of a Faculty Development Program focused on NAAC Accreditation, two sessions were conducted. Dr. E. S. Kannan, Associate Professor at BITS-Pilani K. K. Birla Goa Campus, enlightened faculty members on 'Teaching-Learning Techniques for today's students.' The session emphasized open-mindedness, flexibility, and unbiased approaches in the classroom. The next

session, led by Dr. Niyan Marchon, Professor at Goa State Higher Education Council, delved into 'Review on Outcome-based learning,' initiating discussions on effective outcomes based on Bloom's Taxonomy and the formulation of assignment metrics. These sessions collectively contribute to creating an enriched and dynamic educational environment.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/12/BridgeCourse_merged_merged.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/2023/10/Principals-Report-2022-23.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

Gender Sensitization

- The institution has undertaken several measures to promote gender equity through committees and cells like Gender Champion, Internal Committee, Discipline Committee, Anti-Ragging Committee and Squad, Health Centre, Counseling and Women Cell. Topics like gender stereotypes, sexual harassment, gender-based violence, and women empowerment were covered. The Women Cell conducted awareness programmes to educate students. Gender Champion Cell has conducted panel discussions to educate students on the importance of gender equality and debunking societal norms that restrict opportunities based on gender.

Safety and Security

To ensure the safety and security of students and faculty the college has initiated the following measures:

- Installing of CCTV cameras, 24x7 security personnel on campus.
- Discipline and Lecture Monitoring Committees to ensure adequate discipline is maintained on the campus.

Counseling

- Counseling Cell and Health Centre conduct awareness sessions on personality development, stress management, soft skills, relationship issues etc.

Common Room

- The Girls Common Room is adequately equipped and available for the privacy of the girl students of the college.

Any other relevant information

- The Internals Committee is constituted to sensitize and conduct awareness programs on the sexual harassment of women at workplace, to educate employees and students about the various forms of harassment.

File Description	Documents
Annual gender sensitization action plan	https://mescollege.org/wp-content/uploads/2023/12/7.1.1-Gender-action-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/2023/12/7.1.1-links-table-2021-22.docx

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

1) Solid Waste Management

- The Nature Club and Resource Management Cell looks after the Vermicomposting Unit and the Butterfly Garden Chrysalis of the College.
- Staff and students are sensitized about plastic waste hazards by the way of activities and placing of posters.
- Teachers contribute by bringing their kitchen waste for making the compost.
- Two Incinerators are installed for the disposal of sanitary waste.
- Collection of milk packets and plastic bottles is regularly done and given to an authorized waste collector.

- Regular conduct of anti-plastic drive by students of NSS and NCC, within the campus and neighbourhood.
- The College has installed RO drinking water facilities in the campus to curb students getting pet bottles.

2) Liquid Waste Management

- For effective disposal of liquid waste from soak pit and septic tanks, the college regularly avails the services of night soil tankers whereby, the liquid waste is systematically disposed.

3) E-Waste Management

- The college has E-Waste Management policy for the systematic disposal of E-Waste such as computers, printers, IT and electrical accessories etc.
- Electronic and electrical equipments, which are non-functional or damaged, are given to authorized recyclers.

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 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: A. Any 4 or All of the above

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

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

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

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

D. Any 1 of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

A. Any 4 or all of the above

5. Provision for enquiry and information :
Human assistance, reader, scribe, soft copies
of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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

The college admits students representing various states and union territories with multi-cultural backgrounds. The catchment area of the college has a migrant population with a mix of socio-economic indicators. The students represent various languages, regions, communities, and cultures. Therefore, the activities are conducted for the promotion of an inclusive environment. Events are organized to promote and preserve diversity and inclusivity.

Tolerance and harmony towards:

- Culture: Celebration of Ganesh Chaturthi, Onam, Diwali and Christmas
- Language: Konkani Language Day, World Tiatr Day
- Community: Joy of Giving at old age home and orphanages, Blood donation camps
- Socio-economic diversities:
 - Reservation for admission as per the regulations of the government.
 - Recruitment of staff as per roster in consultation with the Directorate of Tribal Welfare and Social Welfare.

- Financial assistance for students from an inclined financial background.

- Other diversities: Gender related activities are undertaken by the Women's cell 'Jyoti' and Gender Champion Cell to ensure gender equity.

The idea behind these activities is to nourish diversity and provide a platform for everyone to be a part of mainstream society and culture.

The activities are conducted by the 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 provisions enshrined in the Indian constitution, including the Preamble, Fundamental Rights, Directive Principles, and Fundamental Duties. The institution organizes competitions like essay, slogan, 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, celebration of Independence Day, Republic Day, Goa Liberation Day, and Reading the Preamble of the Indian Constitution for staff and students on Constitution Day.
- International Day of Non-violence, World AIDS Day, Ambedkar Jayanti, Birth and Death Anniversaries of National and International personalities are observed to sensitize staff and students about human values.
- Courses related to the Indian Constitution, Democracy, and Human Rights to sensitize students about the constitutional

norms, Commemoration of Constitution Day and days of national importance.

- 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, Wealth out of Waste competitions, observation of road safety week.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://mescollege.org/wp-content/uploads/2023/12/7.1.9-new-1.pdf
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/02/7.1.91.docx

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

A. All of the above

4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
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, competitions such as poster making, essay, slogan, video making, quizzes, elocution, 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, Ganesh, 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.

Students of the college come from diverse social, cultural, and economic backgrounds, thus 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.

BEST PRACTICE 1

1. Title

Extension and Community Outreach Programme

2. Objectives

To strive towards upholding the community's needs as an integral stakeholder and foster community resilience and nation-building.

3. The Context

Integrated existing community engagement initiatives by NSS and NCC, departments and associations, into a strategically planned policy to address core community issues.

4. The Practice

Initiatives:

Health and wellbeing

Environmental sustainability and awareness

Economic & Social empowerment

Gender equality

Community resilience building

Digital wellbeing

5. Evidence of Success

Reports

Geo-tagged photos

6. Problems Encountered and Resources Required

Problems

Time constraints

Follow-up strategies required.

Resources required

Financial support

BEST PRACTICE 2

1. Title

Green Initiatives

2. Objectives

Creating an environment-friendly ecosystem, within and around the campus to encourage the practice of sustainable living in education.

3. The Context

Development projects around the campus have consistently been a challenge; the institution has, however, preserved and enhanced its efforts to promote green initiatives.

4. The Practice

Initiatives:

Clean and green campus

Awareness

Safe environment

Effective Waste Management

Energy conservation

Ecosystem preservation and restoration

5. Evidence of Success

Report

Geo-tagged photos

Policy Documents

6. Problems Encountered and Resources Required

Problems

- Maintenance staff
- Difficulty in sensitizing

Resources required:

- Finance and Maintenance staff
- Experts

File Description	Documents
Best practices in the Institutional website	https://mescollege.org/criterion-7/
Any other relevant information	https://mescollege.org/wp-content/uploads/2023/12/BEST-PRACTICES-DOCUMENTS.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

The institution's mission to provide a foundation for lifelong learning through innovative and value-based education, coupled with its vision to foster holistic development, gives insight into

the deep understanding of the needs of the local community.

Since its inception in 1971, the institute has long served as the only higher education institution in the vicinity of Mormugao taluka. This unique scenario finds the institute catering to a diverse pool of socio-economic households with needs for higher education. The port town is home to a large number of migrant households, with first-generation learners who require quality-affordable higher education.

In this regard, the institution undertakes the following initiatives to reduce inequalities and provide quality education aimed at holistic development:

- Financial assistance by student aid fund
- Promotion of scholarships offered by government and private bodies
- Short term Skill enhancement and value-added courses
- Industry academia linkages
- Internship programs
- Gender sensitization initiatives
- Departmental clubs and associations
- Exposure to sustainable living practices
- Extension and outreach programs
- Health and well-being initiatives
- Placement drives
- Mentorship initiatives
- Career counseling
- Exposure to national heritage and culture
- Facilities for differently abled students
- Affordable canteen facilities
- Subsidized stationary shop
- Sports Facilities
- Lectures/workshops by eminent personalities

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 implements the syllabi prescribed under Choice- Based Credit System (CBCS) for UG and PG programs.

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

Meetings are conducted by the Heads of the twelve Departments with the faculty to distribute the courses based on their expertise, specialization, and area of interest. The timetable is prepared by the Timetable Committee based on the workload of the departments. Lecture plans are prepared course wise, and their compliance is submitted at the end of each semester to the IQAC.

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

The syllabi are reinforced through enrichment Certificate courses.

Students across all the programs undergo experiential learning through field trips, study tours. Final year B.A., B.Com., and M.Com. students complete projects/dissertations, examined through viva voce examination. Internships for B.B.A. students provide practical exposure to the various aspects of the industry.

B.B.A. and B.B.A. (Shipping and Logistics) programs undergo an academic audit of Goa University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/1.1.1-Additional-Information-1.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 Continuous Internal Evaluation (CIE) timeline. At the beginning of every academic year, the college receives a circular from Goa University stating the academic terms and accordingly, the College prepares its academic planner 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, and co-curricular activities and examinations including CIE, are scheduled in the academic planner of the college.

The prospectus corresponding to each programme, comprising the rules and regulations and the schedule of the examinations including CIE are displayed on the institution's website.

A course-wise semester lecture plan is prepared by each faculty in the beginning of each semester and uploaded on the IAIMS portal of DHE, by considering the objectives, content and learning outcomes of the assigned course and a compliance report of the same is submitted at the end of each semester.

The timetable, evaluation and declaration of the result of the Semester End Examination (SEE) for I to IV is done by the institution. Sem V and VI examination related process is carried out by the University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/1.1.2-Academic-Planner-1.pdf

<p>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</p>	<p>B. Any 3 of the above</p>
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File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	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)

13

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

393

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

Crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment, and Sustainability are integrated into the Curriculum prescribed by the Goa-University through various 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) programs and stresses upon 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:

- 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:

- 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 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., and B.B.A. programmes.
- Sustainable Development of Tourism in B.A. (Tourism and Travel) focuses on sustainable tourism practices.

Environmental Economics in B.A.(Economics)(Honours) deals with environment as an economic and social asset, and 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

26

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

657

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**

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://mescollege.org/analysis-2022-23/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows	C. Feedback collected and analyzed
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File Description	Documents
Upload any additional information	View File
URL for feedback report	https://mescollege.org/analysis-2022-23/

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

1634

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

284

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

The students from diverse socio-economic and educational backgrounds are admitted at M.E.S. Vasant Joshi College.

At the beginning of the academic year, slow and advanced

learners are identified based on the results of previous exams, ISA performance and class observations.

Based on these criteria the following programmes are undertaken:

For Slow learners

1. **Peer Learning:** This is a programme wherein advanced learners tutor a group of academically slow learners beyond class hours. The peer learning activity is documented and verified by course teachers. E-content and recordings made available to supplement classroom teaching, which helps students to access, the academic content. Peer tutoring has been one of the best practices.

Remedial teaching: Remedial coaching is offered on choice basis to students, after lecture hours by the respective course teachers. These students are provided additional books under remedial book bank scheme.

For Advanced learners:

1. Additional books are available under Library Book Bank Scheme for meritorious students.

In addition, add on courses, certificate courses, are offered to students for practical insights. During the annual prize distribution ceremony, the top ranked students are awarded. These students are selected to be part of organizing committees for national and state level seminars and workshops.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.2.1-additional-Information.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
1634	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

The following student centric methods are adopted:

1. Experiential Learning

- **Field based study:** Industrial visits, educational tours within and outside the state are organized regularly wherein students interact with Departmental managers. In addition, course related visits are arranged to libraries, interaction with renowned authors, orphanages, courts, historical places and mental health centers.
- **Field based projects:** As per the curriculum final year students have to take up projects in their respective disciplines, whereby they have to conduct field surveys, collect data, analyze and interpret it. Project Reports are available in the college library.
- **Internship:** As part of curriculum, internships are mandatory for BBA and BBA (Shipping & Logistics) and M.Com. Part II students. Students are exposed to experiential learning through internships in industry.

2.Participative learning Methods

- Group discussions
- Students Presentations
- Debates
- Case studies
- Quizzes
- Role play
- Street plays
- Article reviews
- Digital Story Telling
- Fiesta: Commerce, Eco-Fest, Socio-creations, Genesis
- Celebrating Inter-religious festivals (Ganesh Chaturthi, Diwali & Christmas)
- Community outreach programmes

3.Problem solving methodologies:

- Problem solving outlook is nurtured among students through case analysis, role plays, simulation, brainstorming methods and assignments.
- Under skill enhancement courses, students learn to identify and develop different types of social skills.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.3.1_upload_add.docx

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

Realizing the transformative impact of Information and Communication Technology, the following ICT tools are used.

- As part of pedagogy, teachers communicate, generate, distribute, save, and manage information using a variety of ICT tools and resources. Wi-Fi facility is available across the campus, enabling use of wide range of ICT tools.
- ICT enabled tools, including; Audio-visual teaching aids, Laptops, desktop, computers, LCD projectors, Smart Boards, and speakers. Google Classroom, Moodle, Inflibnet, EPG Pathshala, NList, flipped classroom, Google Forms, Google Meet, Research articles, Gretl, Mobile Apps, Interactive Software's and Interfaces, e Ignou, Google Collaboration, G Suite, Google Scholar, E-Reader apps, Linguistic softwares and apps, SWAYAM, Coglab Software, PDFs, and YouTube videos are used by teachers. Shodhganga is another option for online education. For improved teaching-learning, faculties and students have access to INFLIBNET database through the college library. Online public access catalogue (OPAC) is another tool, library assists students and faculties in finding the books, journals, periodicals and magazines. SPSS, E-Views Softwares are used by some faculty.
- Teachers encourage students to utilise PPT and other ICT tools for assignments and projects.
- Teachers contribute towards e-content, under DISHTAVO project, of the DHE, Government of Goa and are deputed to attend ICT related training programmes.

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

56

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

18

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

10

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.

- At the beginning of the academic year, principal conducts orientation programme for the students and newly appointed faculty about the examination pattern and the evaluation process. Examination committee decides the dates for the conduct of internal examinations as per the academic calendar of Goa University in consultation with the principal and meticulously prepares the examination schedule. The students are continuously assessed through two modes, written ISA and assignments. Assessment is completed within stipulated time.

Table indicating evaluation percentage for ISA

Programmes

Internal Semester Assessment (Ratio)

B. A.

20%

B.Com.

20%

B.B.A., B.B.A. (Shipping and Logistics)

50%

B.C.A.

40% (Internal)

M. Com. Part I (NEP 2020)

60% (ISA)

M. Com. Part II

40% (ISA)

- To ensure transparency and accountability, signature of the students is taken for each ISA and SEE on the attendance sheet. Assessed ISA answer sheets are shown to the students, giving them an opportunity to discuss their performance.
- Provision for Repeat ISA can be availed by students, unable to answer the first ISA upon producing valid proof/medical certificate and approval of the principal.
- Class mentors monitor the student's performance and handover their marksheet to the parents/ guardian students accompanied by their wards during the college

Open House.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.5.1-ISA-SEA-exam-paper-2022-23.pdf

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

- The chief conductor ensures the fair and transparent conduct of semester end examinations. The college has an unfair means committee which handles malpractices. The college grievance committee deals with various grievances related to examinations as per the Goa University Ordinance OC-66.5. Clause 6. In case of any discrepancies, the students have a provision to apply for personal verification of SEE marks to the principal. The personal verification is a time bound exercise involving the student, course teacher and the principal. The following shall be the procedure for the verification of marks as per the existing provisions of OA-5.15: (i) After the receipt of application from the candidate, within 10 days the candidate shall be shown the answer book in the presence of principal and the teacher who assessed 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.
- College Grievance Committee shall take appropriate action including recommendation for assessment of the said answer books to the principal.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2023/11/2.5.2-Any-additional-information.docx

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 Programme and Course Outcomes are the integral components of our educational framework. First and foremost, the college uploads the Course Outcomes for each programme on the official college website. The faculties submit their teaching plans which include the course learning outcomes to the IQAC and upload them on the DHE Portal.
- To ensure that students are well-informed, all course objectives, course learning, outcomes as well as student learning outcomes are integrated into the teaching plans. The detailed break-up of the syllabus is shared by teachers on google classroom and respective class groups at the commencement of each semester. Learning outcomes are also vocalised by the teachers so that the students are aware of the observable and measurable knowledge and skill goals to be achieved at the end of each semester. This valuable resource equips both teachers and students in constructing fair and relevant question papers giving students a profound understanding of the study material.
- For the academic year 2022-2023, new course papers were introduced in few departments, the learning outcomes were uploaded on the website and communicated to the students. The meticulous documentation and communication of these outcomes highlights our commitment to excellence in education.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/2.6.1_POs-PSOs-COs.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.

According to the Goa University Ordinances, each course assessment consists of two parts: Semester End Examination

(SEE) and Intra-Semester Assessment (ISA).

Programmes

Internal Semester Assessment (Ratio)

Semester End Examination (Ratio)

B. A.

20 %

80%

B.Com.

20 %

80%

B.B.A., B.B.A. (Shipping and Logistics)

50%

50%

B.C.A. (Under CBCS) courses

40% (Internal)

60% (External)

M. Com. Part I

60% (ISA)

40 % (ESA)

M. Com. Part I

40% (ISA)

60% (ESA)

- The question papers are set as per the pattern prescribed by the Board of Studies, Goa University in the respective

courses.

- ISA and SEE question papers are set by the teachers based on POs, and Cos.
- The students must answer minimum two ISA's, first in the form of a written exam and second in the form of Assignments. Attainment of PO's, and CO's is also evaluated through students' performance in their ISA and SEE.
- Assessment of attainment of course outcome is done through practical component using various methods such as Research projects, Internships, Presentations, Experiential Learning, Problem-solving, Group Discussions and Practical exams.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2023/11/2.6.2_Additional-information.docx

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

321

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/2023/10/Principals-Report-2022-23.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/2023/11/2.7_Student-Satisfaction-Survey.pdf	
RESEARCH, INNOVATIONS AND EXTENSION	
3.1 - Resource Mobilization for Research	
3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)	
0.1275	
File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File
3.1.2 - Number of teachers recognized as research guides (latest completed academic year)	
3.1.2.1 - Number of teachers recognized as research guides	
1	
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	
1	

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://www.gipard.gov.in

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 consistently facilitated and championed innovation across multiple fronts:

The College has initiated an Entrepreneurship Hub where professionals who have launched Startups, visit the college to encourage and motivate students by sharing their success stories of their business journey. The Hub also periodically conducts programmes in relation to Startups to instill the spirit of entrepreneurship among young minds.

The Research Cell also plays a pivotal role in keeping researchers well-informed by identifying suitable journals, books inviting papers, and updating teaching faculty on the conferences/seminars/workshops/ FDPs schedules across disciplines.

The Internal Quality Assurance Cell complements the Research Cell's efforts by conducting regular meetings to assess and explore effective research methodologies and progress in terms of research & innovation. It initiates activities that promote a thriving research environment, fostering a vibrant research ecosystem within the institution.

The Library collaborates with various departments to organize a range of initiatives. These include orientation sessions on the National Digital Library of India (NDLI) and the N-List Inflibnet. Additionally, the Library hosts book exhibitions, showcases latest books/journals/magazines added to the library and also invites resource persons to give talks on recent

trends in research methodology.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/3.2.1.-AI.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**

13

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

3.3 - Research Publications and Awards**3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year**

0

File Description	Documents
URL to the research page on HEI website	https://www.unigoa.ac.in/uploads/config_docs/20220223.060746~Guides_07-Feb-2022.pdf
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	
3	
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	
14	
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	
<p>The institution celebrated its Golden Jubilee Year in 2022-23. One of the initiatives in the Golden Jubilee celebration was to adopt a policy-driven approach to extension and outreach activities. Hence, the institute formulated the Extension and Community Outreach Policy in the current academic year.</p> <p>The NSS and NCC Units are the foundation of the college when it comes to outreach initiatives. As in past years, NSS volunteers and NCC cadets organized blood donation camps, cleanliness drives, tree-plantation drives, awareness campaigns, and skill-building programs as initiatives to reach out to the community.</p> <p>This year, the volunteers took part in the COVID Vaccination Camp for booster shots in collaboration with the Primary Health Centre, Cortalim. The Nature Club and Resource Management Cell</p>	

regularly organized lectures and awareness programs for the community and stakeholders in partnership with FERC to promote a healthy and sustainable lifestyle.

The spreading of awareness has been a crucial component of extension activities in order to sensitise students on various social issues. During this year, the institute created awareness among students on themes such as Women's Menstrual Health, Wealth out of Waste Competition, Save the Girl Child Campaign and Environmental Protection.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/3.4.1-AI-1.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

1

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

31

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

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

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

1232

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

3.5 - Collaboration

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

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

161

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

3.5.2 - Number of functional MoUs with institutions, other universities, industries,

corporate houses etc. during the year	
3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year	
8	
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.

To enhance the teaching learning process, the college provides the following infrastructural facilities.

Classrooms:

- The college has well equipped 45 Classrooms across 4 different blocks equipped with modern technologies such as LCD projectors /smartboards, multimedia speakers and Wi-Fi facilities to enable dynamic and interactive learning experience.
- A total of six blocks are available in the college whereby, Block I and Block II are shared by BA and BCom program. Block III has been allotted to Library. Block IV is allotted to BCA program. A state-of-the-art building, Block V is dedicated to BBA, BBA (shipping and logistics) and M. Com program which is named as the 'Rajaram & Tarabai Bandekar Academy of Management Education.'

Laboratories:

The College provides well equipped air-conditioned three computer Labs, one Economics Lab and one Psychology Lab to enhance practical knowledge and skills of the students.

Library:

A well-stocked and spacious library named as 'T.B.Cunha Information centre' has an extensive collection of books, journals and digital resources. It has a reading hall, periodical section, stack section, project discussion room.

Staff room:

The college has in all five well-ventilated staffrooms, two for B.A. and B.Com. programs, one each for B.C.A, B.B.A. and M.Com. programs, with Wi-Fi facilities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.1.1 ai Other-Information_2022-23.pdf

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

Cultural Activities:

For organizing cultural activities, Principal M.S. Kamat Seminar Hall, BBA Seminar Hall, and an open-air Quadrangular space is used. Apart from these, during non teaching hours classrooms are also utilized for conducting student related activities.

Sports:**Indoor Games**

The college has sports facilities which include Gymnasium with an area of 28 sq mts. and gymkhana for games such as Badminton, Table Tennis, Chess, Powerlifting, weightlifting, etc. Further the gymnasium is equipped with waist belts, weightlifting bars, plates of various weights, bar locks, medicine balls.

Outdoor Games

The college has two full-sized basketball courts measuring

28mx15 m, one football ground measuring 55m x 50m and a volleyball court measuring 24m x 12m for practice and playing tournaments like Football, Basketball, Volleyball, Kabaddi, etc.

Additionally, field events like Long Jump, Discus Throw, and Shot Put are conducted on the football ground. Indoor games such as badminton, table tennis, high jump, chess practice and powerlifting take place in the shared multipurpose Gymkhana Hall, in collaboration with M.E.S HSS.

Yoga and Aerobics are also conducted in Seminar Halls and Gymkhana.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.1.2_ai_cultural-and-sports-facilities_2022-23.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/2024/02/4.1.3_AI_LINK_classrooms-and-seminar-halls_2022-23-1.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)

1.30	
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 the ILMS software: KOHA

Library is automated using Koha, an Integrated Library Management System with following Modules

Circulation, Cataloging, Patrons, Serials, Advanced Search, Acquisitions, Item Search, Reports, Course reserves, Authorities, Koha administration, About Koha and in/Out Management

Link to access Koha is <http://65.2.7.200:8080/index.html>

Nature of Automation: Partial

Version:21.11.01.000

Year of Automation:2021

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://mescollege.org/wp-content/uploads/2023/11/4.2.1 ai Library-Description 2022-23.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-	C. Any 2 of the above
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books Databases Remote access toe-resources	
File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
1.66091	
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	
155	
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	
College offers various IT facilities for effective teaching, learning and carrying out extra-curricular activities. All the	

classrooms are enabled with LCD projectors/ smart boards, multimedia speakers and Wi-Fi facilities. For effective teaching and learning, faculties make use of digital tools such as Google Classrooms, Padlet, and Crosswords.

Teachers are encouraged for preparing course-wise modules for the DISHTAVO project initiated by the DHE, whereby, faculty members contribute by way of Digital Content creation.

The College has 81 Desktop computers, including two Servers spread across five laboratories and library. All laboratories are effectively managed, maintained and upgraded from time to time. Further, laboratories are equipped with Wi-Fi facilities.

IAIMS (Integrated Academic Information Management System) software of DHE, facilitates college in the areas of online admissions, attendance of students, examination, and accounts. Further, the college has an interactive website whereby all activities and events are uploaded.

KOHA software carries out majority of the library operations. The college has a subscription to N-LIST e-resources and has NDLI club registered with NDLI for facilitating student enrichment activities.

Institution has installed digital notice boards for disseminating information.

CCTV cameras are installed at critical points for surveillance of the campus.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/02/4.3.1_aai_IT_infrastructure_2022-23.pdf

4.3.2 - Number of Computers

79

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)

48.33

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 specific systems in place and procedures for the upkeep and utilization of its facilities.

- **Cleaning of sump and overhead tanks is part of annual maintenance.**
- **The stock verification of books in the library is done**

annually. Outdated and unused books, periodicals, and magazines. are weeded out.

- The Department of Physical Education maintains sports and gym equipment and further its maintenance is done annually.
- MTS personnel ensure the cleanliness of the gym, basketball courts, and playground.
- IT facilities are inspected regularly, and malfunctioning of electronic equipment is immediately reported in the office. The system administrator and lab assistant immediately addresses these issues. Log books and stock registers are also maintained.
- Campus security is monitored through CCTV surveillance.
- Designated office staff conducts inspection of furniture and fixtures of classrooms, labs, and facilities on regular basis and also as per the complaint register.
- The Nature Club is responsible for upkeeping both the Butterfly (Chrysalis) Garden and the Medicinal Garden.
- Maintenance and cleaning of classrooms are done on regular basis after class hours.
- Maintenance of the DG Set is carried out as per the AMC.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/4.4.2_ai_Other-details.docx

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

6

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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

119

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/2023/11/5.1.3_merged-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	
830	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
830	
File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File
5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	A. All of the above
File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File
5.2 - Student Progression	
5.2.1 - Number of placement of outgoing students during the year	
5.2.1.1 - Number of outgoing students placed during the year	

45

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**

120

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**

00

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.

43

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 believes, students' representation in various administrative, co-/extra-curricular activities is essential for their holistic development, leadership skills and decision-making ability. This is ensured by their active participation in planning , decision-making and effective organizing of, activities through various departments, associations / Cells and participation and representation in college and inter collegiate events.

Students also participate in conducting seminars and workshops, provide logistic help in Cultural and departmental programmes, NSS camps, Sports meet, Skill Development programmes. for funding initiatives of seeking sponsorships and patronage from local benefactors, students play an important role.

College Council organized poster-making competition and skit competition on Anti-corruption to celebrate Vigilance Awareness week in association with MPT. On Goa Liberation Day, College Council organized poster- making competition. Students through

College Council participated in Intercollegiate cultural as well as sports events.

The College Council organized Golden Fun Festival and Annual prize Distribution ceremony.

Student's role and comprehensive participation in following academic and administrative bodies has helped in fostering leadership qualities in them.

College council

IQAC

Internal Committee

Anti ragging Committee

NSS

Library Advisory committee

Women s cell

Gender Champion cell

Commerce Association

Economics Club

Psychomatrix Club

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/link_additional-committee-2022-23-25.3.2.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

81

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. The Association envisions to assist the college management in undertaking various activities for the overall development of the institution, to work in coordination with the management and staff of the institution. College has an Alumni Coordination Committee which coordinates the college activities. In addition, it conducts activities in the interest of the student community like skill development and career guidance and also provides employment opportunities/internship to our students. The alumni are engaged as resource persons/keynote speakers/ guest faculty/ motivational speakers for workshops and certificate courses. They have participated in alumni activities like the Diwali bazar and other activities of the departments like Psychozest, Commerce fiesta, Yoga for wellness for the community, etc. They also provide sponsorship for conducting various events of different departments, programs and extension activities. In addition, the alumni organized and financed two short term certificate courses, It has further helped in preparing the Institutional development plan pertaining to Alumni Association.

The alumni of the college were the resource persons for various events organized by the Entrepreneurship Hub, Department of Commerce, Business Administration and Computer Application of the college.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/link_5.4.1Registration-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 Murgaon Education Society which includes the Managing Committee and the Local Managing Committee.

The Institution believes in a democratic, open, and inclusive style of governance that serves as the foundation to achieve our vision and mission.

The perspective plan of the Institution includes:

- **Environment Sustainability:** The College continues to

engage in several green initiatives.

- Acquire autonomy: The College plans to attain autonomy and the status of deemed university focusing on providing state of art facility.

In making decisions, the college uses a top-down and bottom-up management strategy. The Management, Principal, Teachers, Parents, Students, and Alumni work closely through numerous committees and associations, enabling collaboration and effective decision-making and communication among all stakeholders.

Teachers' engagement in decision-making bodies includes the following:

- Teachers as the members of the Local Managing Committee
- Teachers as Department Heads, Chairpersons, and members of various statutory and non-statutory Committees.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.1.1_merged.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 institution operates with a decentralized and participatory approach, involving students, alumni, parents, and staff in various committees. The institution's leadership empowers staff and students to plan activities. Department heads, chairpersons of associations, and cells propose activities, which are approved by the IQAC and included in the annual college planner.

Case Study (College Council):

The constitution outlines the framework for council members. They meet after elections to plan academic, sports, cultural, co-curricular, and extra-curricular activities. The principal evaluates and offers insights. Fun Week is a three-day Mega event managed by student council members, featuring on-stage and off-stage events. The event is managed by the students'

right from stage management, compere, spot prizes, arranging judges and prize distribution.

College Council starts with an inaugural function. Members organize student welfare activities, engage in inter-college competitions, and participate in awareness programs. In 2022-23, members excelled in Equinox 6.0 an intercollegiate event organized by Narayan Zantye College of Commerce, Bicholim-Goa winning Runner's Up with a trophy and a ₹4,000 prize. The Council also hosts the Annual Prize Distribution to honor outstanding students, sportspersons, and NSS Volunteers.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.1.2.-Final.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Following the guidelines outlined by the Directorate of Higher Education, college has thoughtfully designed an institutional development plan, articulating short-term, medium-term, and long-term aspirations. Within the scope of our strategic planning, we've embarked on several initiatives, one of them is the signing of MOUs with various organizations and institutions and conducting activities under the existing ones.

Our paramount aim within the education system is not only to impart knowledge but also to ensure our students are job-ready. With this objective in mind, the college has entered into MOUs with a diverse array of institutions to offer them the crucial exposure and training necessary for a comprehensive educational journey.

The College has effectively formalized MOUs with the following prestigious institutions:

- R.A. Podar College of Commerce & Economics (Autonomous) for collaborative exchange programs, technical support, and research promotion.
- Dnyanvardhini Divyang Training College and Sanjay Centre for Special Education, Bogda, to access faculty expertise

and resources.

- Confederation of Indian Industry (CII) to boost student participation and encourage involvement in industrial activities.
- Goa Chamber of Commerce and Industry (GCCCI) to establish a platform for students to gain valuable industrial exposure through training, visits, projects, guest lectures, and more.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.2.1-Additional-Information.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 is a grant-in-aid institution under the jurisdiction of the Government of Goa and is affiliated to Goa University. It is recognized under UGC Act sections 12(B) and 2(f). In addition to its own institutional policies, the college adheres to and implements Goa University's policies, regulations, service terms, statutes, and ordinances.

The Murgaon Education Society's Board of Trustees monitors the college's governance, which includes the Society's Managing Committee and the Local Managing Committee. The Local Managing Committee consists of members from the Managing Committee, the Principal, and the college faculty. The Principal is an ex-officio member of both committees and acts as the college's academic and administrative leader. To oversee the day-to-day functioning of the college, the Principal is well supported by Vice Principal, IQAC coordinator, Heads of Departments (HODs), faculty members and administrative staff. During the Principal's absence, the Vice Principal takes charge of ensuring the college's smooth operation.

The recruitment of faculty members, including regular, contract, and lecture-basis appointments, is determined by the academic workload of the college. The procedures for recruitment, service regulations, and promotions adhere to the

guidelines specified by the UGC, Goa University, and Directorate of Higher Education, Government of Goa.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.2.2-any-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 initiated and facilitated several welfare measures, which are grouped as follows:

1) Social measures-

- The College streamlines employee access to Government Welfare Schemes, including leaves and benefits like Maternity, Child Care, Paternity, Study leave and sabbatical.

- Discretionary holidays for local festivals, are availed on prior approval from the Directorate of Higher Education, Government of Goa.
- Quality food and beverages - available in the College Canteen at subsidized rates.
- Departments are equipped with computers, laptops, and printers.
- Independent workspace for faculty.
- Free Wi-Fi and staff parking on campus.

2) Economic measures -

- Employee Group Insurance at M.E.S. Vasant Joshi College features four member categories and allocates 25% for retirement benefits and the remaining 75% upon the policy holder's demise.
- The M.E.S. Employees Cooperative Credit Society offers low-interest loans, fixed deposits, and recurring deposit facilities to its members.
- The College facilitates in providing the Children's Education Allowance which is given to salaried individuals to cover their children's education.

3) Health and Well-being -

- Free Multispecialty Health camp for students and staff.
- BMI Evaluation for Staff by the College Department of Physical Education and Sports and Health Centre

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.3.1-Additional-Information-merged.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

9

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

1

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

62

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System for teaching staff is based on the UGC regulations of 2010.

1) Teachers due for promotion, submit applications in the requisite PBAS (Performance Based Appraisal System) proforma as per the guidelines of the UGC Career Advancement Scheme and Goa University statutes. Number of years of service, API score, annual academic teaching plan and its compliance at the year-end is validated by the IQAC. The promotion of the teachers under CAS is carried out as per the recommendation of screening and selection committee constituted as per the Goa University Statutes as applicable subject to approval from DHE, Government of Goa.

2) Principal's Review and Feedback for all teaching staff after each semester, in terms of academic, administrative and research performance.

3) Performance Appraisal System for non-teaching staff:

Non-teaching staff are promoted based on seniority, according to Goa government laws. The Head Clerk prepares and submits the Non-Teaching Staff Confidential Report to the Principal every year. The Chairman of the Managing Committee appoints a Departmental Promotion Committee (DPC) in accordance with DHE guidelines. The Committee evaluates the performance of non-teaching staff and presents the minutes of the meeting to the DHE for approval and promotion.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.3.5-Additional-Information-Performance-Appraisal.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 maintains a consistent practice of conducting both internal and external financial audits. Internal audits are conducted annually, while external audits are scheduled in accordance with directives from the DHE, Government of Goa.

The Governing Body of the College appoints a qualified auditor to conduct the Internal Audit. The internal auditor thoroughly examines the institution's financial transactions, ensuring transparency in the utilization of grants and fees received from various stakeholders. For the financial year 2022-2023, M/s D.S. Pawoskar & Co. conducted the internal audit.

The College Accountant compiles financial statements and supporting documentary evidence for the purpose of financial audit under the guidance of the Internal Audit Committee and submits them to a certified Chartered Accountant for evaluation and certification. The audit process has consistently yielded clean reports. Internal audit reports for financial years 2014-15 to 2021-2022 were found to be satisfactory.

The external or statutory audit is carried out by government auditors designated by the DHE, Government of Goa. External audit up to March 2021 is conducted by the DHE, Government of Goa and the reports of the same are awaited. The Principal and Management provide necessary cooperation in smooth conduct of audit.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.4.1.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)

1043851

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

The College is affiliated to Goa University and receives both salary and non-salary grants. The college also receives grants for LTC, reimbursement of Medical Claims and tuition fees of the children of the staff and bonus for non-teaching staff.

Salary grants are deposited directly into staff accounts. Non-salary grants are used for maintenance, purchase of furniture, and students' activities, which can amount to a maximum of forty-five lakhs, with an additional fifteen lakhs for annual security, cleaning, and gardening expenses. For the academic year 2022-23, non-salary grants were not received.

The college is recognized by the University Grants Commission (UGC) under sections 12(B) and 2(f) of the UGC Act 1956.

Grants for N.S.S. programme and Sports are received from the Directorate of Sports and Youth Affairs, Panaji-Goa. The P.T.A. extends the necessary financial support to the college upon

receiving the proposal.

Government-aided courses B.A, B.Com., maintain department-wise budgets, while self-financed courses such as B.B.A. B.C.A. and M.Com. have separate budgets and bank accounts. The departments are permitted to raise funds through 'sponsorship appeals' for organizing departmental events and utilize those funds judiciously. The college accountant examines the proposal, and finally approved by the Principal.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/11/6.4.3.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 played a pivotal role in institutionalizing robust quality assurance strategies and processes within the educational framework. Two noteworthy practices that have been firmly established through IQAC initiatives are as follows:

1. Feedback from stakeholders:

The IQAC serves as the linchpin in ensuring and enhancing the quality of education within an institution. One of its critical function is to gather feedback from stakeholders to understand their perspectives and experiences. In this context, the IQAC has taken a proactive role in designing comprehensive feedback forms to capture valuable insights from students, parents, employers and alumni regarding the curriculum.

2. Faculty Development Programme on preparation for NAAC Accreditation at various levels was organized by the IQAC

The objective was to facilitate engagement between faculty members and experts who could provide guidance at different stages of the NAAC accreditation process. The program featured distinguished speakers, each bringing expertise in various aspects of accreditation. Topics ranged from 'Expectations

under NAAC Criterion' presented by Mr. Shripad Merchant to an illuminating session on 'An awareness session on N-list consortium and NDLI portal' by Ms. Manasi Rege. Other topics included insights into 'NAAC Documentation' by Prof. Nandini Vaz Fernandez, effective 'Teaching-Learning Techniques for today's students' by Dr. E. S. Kannan, and a comprehensive 'Review on Outcome-based learning' by Dr. Niyan Marchon.

File Description	Documents
Paste link for additional information	https://mescollege.org/analysis-2022-23/
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:

Bridge Course:

The Bridge Course is a program designed to equip students with essential foundational knowledge, enabling them to enhance their performance in subsequent academic years and ensuring a seamless transition from a non-subject background to a specific subject. This initiative is spearheaded by the Departments of Commerce, Economics, and Sociology, with the primary goal of helping students grasp fundamental concepts and excel in their chosen fields.

Faculty Development Programme on Teaching/Learning: Two session on teaching - learning as a part of FDP on preparation of NAAC Accreditation at various level was conducted to sensitize the faculties on teaching learning.

As part of a Faculty Development Program focused on NAAC Accreditation, two sessions were conducted. Dr. E. S. Kannan, Associate Professor at BITS-Pilani K. K. Birla Goa Campus, enlightened faculty members on 'Teaching-Learning Techniques for today's students.' The session emphasized open-mindedness, flexibility, and unbiased approaches in the classroom. The next

session, led by Dr. Niyan Marchon, Professor at Goa State Higher Education Council, delved into 'Review on Outcome-based learning,' initiating discussions on effective outcomes based on Bloom's Taxonomy and the formulation of assignment metrics. These sessions collectively contribute to creating an enriched and dynamic educational environment.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2023/12/BridgeCourse_merged_merged.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/2023/10/Principals-Report-2022-23.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

Gender Sensitization

- The institution has undertaken several measures to promote gender equity through committees and cells like Gender Champion, Internal Committee, Discipline Committee, Anti-Ragging Committee and Squad, Health Centre, Counseling and Women Cell. Topics like gender stereotypes, sexual harassment, gender-based violence, and women empowerment were covered. The Women Cell conducted awareness programmes to educate students. Gender Champion Cell has conducted panel discussions to educate students on the importance of gender equality and debunking societal norms that restrict opportunities based on gender.

Safety and Security

To ensure the safety and security of students and faculty the college has initiated the following measures:

- Installing of CCTV cameras, 24x7 security personnel on campus.
- Discipline and Lecture Monitoring Committees to ensure adequate discipline is maintained on the campus.

Counseling

- Counseling Cell and Health Centre conduct awareness sessions on personality development, stress management, soft skills, relationship issues etc.

Common Room

- The Girls Common Room is adequately equipped and available for the privacy of the girl students of the college.

Any other relevant information

- The Internals Committee is constituted to sensitize and conduct awareness programs on the sexual harassment of women at workplace, to educate employees and students about the various forms of harassment.

File Description	Documents
Annual gender sensitization action plan	https://mescollege.org/wp-content/uploads/2023/12/7.1.1-Gender-action-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/2023/12/7.1.1-links-table-2021-22.docx

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
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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

1) Solid Waste Management

- The Nature Club and Resource Management Cell looks after the Vermicomposting Unit and the Butterfly Garden Chrysalis of the College.
- Staff and students are sensitized about plastic waste hazards by the way of activities and placing of posters.
- Teachers contribute by bringing their kitchen waste for making the compost.
- Two Incinerators are installed for the disposal of sanitary waste.
- Collection of milk packets and plastic bottles is regularly

done and given to an authorized waste collector.

- Regular conduct of anti-plastic drive by students of NSS and NCC, within the campus and neighbourhood.
- The College has installed RO drinking water facilities in the campus to curb students getting pet bottles.

2) Liquid Waste Management

- For effective disposal of liquid waste from soak pit and septic tanks, the college regularly avails the services of night soil tankers whereby, the liquid waste is systematically disposed.

3) E-Waste Management

- The college has E-Waste Management policy for the systematic disposal of E-Waste such as computers, printers, IT and electrical accessories etc.
- Electronic and electrical equipments, which are non-functional or damaged, are given to authorized recyclers.

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
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping	A. Any 4 or All of the above
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	D. Any 1 of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File
7.1.7 - The Institution has disabled-friendly, barrier free environment Built	A. Any 4 or all of the above

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

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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

The college admits students representing various states and union territories with multi-cultural backgrounds. The catchment area of the college has a migrant population with a mix of socio-economic indicators. The students represent various languages, regions, communities, and cultures. Therefore, the activities are conducted for the promotion of an inclusive environment. Events are organized to promote and preserve diversity and inclusivity.

Tolerance and harmony towards:

- **Culture:** Celebration of Ganesh Chaturthi, Onam, Diwali and Christmas
- **Language:** Konkani Language Day, World Tiatr Day
- **Community:** Joy of Giving at old age home and orphanages, Blood donation camps

- **Socio-economic diversities:**
- Reservation for admission as per the regulations of the government.
- Recruitment of staff as per roster in consultation with the Directorate of Tribal Welfare and Social Welfare.
- Financial assistance for students from an inclined financial background.
- **Other diversities:** Gender related activities are undertaken by the Women's cell 'Jyoti' and Gender Champion Cell to ensure gender equity.

The idea behind these activities is to nourish diversity and provide a platform for everyone to be a part of mainstream society and culture.

The activities are conducted by the 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 provisions enshrined in the Indian constitution, including the Preamble, Fundamental Rights, Directive Principles, and Fundamental Duties. The institution organizes competitions like essay, slogan, 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, celebration of Independence Day, Republic Day, Goa Liberation Day, and Reading the

Preamble of the Indian Constitution for staff and students on Constitution Day.

- International Day of Non-violence, World AIDS Day, Ambedkar Jayanti, Birth and Death Anniversaries of National and International personalities are observed to sensitize staff and students about human values.
- Courses related to the Indian Constitution, Democracy, and Human Rights to sensitize students about the constitutional norms, Commemoration of Constitution Day and days of national importance.
- 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, Wealth out of Waste competitions, observation of road safety week.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://mescollege.org/wp-content/uploads/2023/12/7.1.9-new-1.pdf
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/02/7.1.91.docx

<p>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</p> <p>4. Annual awareness programmes on Code of Conduct are organized</p>	<p>A. All of the above</p>
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File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The college commemorates important national, local, and international days.

Various activities are organized through various clubs, associations, and

departments. This involves Pledge and Oath taking, competitions such as poster making, essay, slogan, video making, quizzes, elocution, 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, Ganesh, 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.

Students of the college come from diverse social, cultural, and economic backgrounds, thus 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.

BEST PRACTICE 1

1. Title

Extension and Community Outreach Programme

2. Objectives

To strive towards upholding the community's needs as an integral stakeholder and foster community resilience and nation-building.

3. The Context

Integrated existing community engagement initiatives by NSS and NCC, departments and associations, into a strategically planned policy to address core community issues.

4. The Practice

Initiatives:

Health and wellbeing

Environmental sustainability and awareness

Economic & Social empowerment

Gender equality

Community resilience building

Digital wellbeing

5. Evidence of Success

Reports

Geo-tagged photos

6. Problems Encountered and Resources Required

Problems

Time constraints

Follow-up strategies required.

Resources required

Financial support

BEST PRACTICE 2

1. Title

Green Initiatives

2. Objectives

Creating an environment-friendly ecosystem, within and around the campus to encourage the practice of sustainable living in education.

3. The Context

Development projects around the campus have consistently been a challenge; the institution has, however, preserved and enhanced its efforts to promote green initiatives.

4. The Practice

Initiatives:

Clean and green campus

Awareness

Safe environment

Effective Waste Management

Energy conservation

Ecosystem preservation and restoration

5. Evidence of Success

Report

Geo-tagged photos

Policy Documents

6. Problems Encountered and Resources Required

Problems

- Maintenance staff
- Difficulty in sensitizing

Resources required:

- Finance and Maintenance staff
- Experts

File Description	Documents
Best practices in the Institutional website	https://mescollege.org/criterion-7/
Any other relevant information	https://mescollege.org/wp-content/uploads/2023/12/BEST-PRACTICES-DOCUMENTS.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

The institution's mission to provide a foundation for lifelong learning through innovative and value-based education, coupled with its vision to foster holistic development, gives insight into the deep understanding of the needs of the local community.

Since its inception in 1971, the institute has long served as the only higher education institution in the vicinity of Mormugao taluka. This unique scenario finds the institute catering to a diverse pool of socio-economic households with needs for higher education. The port town is home to a large number of migrant households, with first-generation learners who require quality-affordable higher education.

In this regard, the institution undertakes the following initiatives to reduce inequalities and provide quality education aimed at holistic development:

- Financial assistance by student aid fund
- Promotion of scholarships offered by government and private bodies
- Short term Skill enhancement and value-added courses
- Industry academia linkages
- Internship programs
- Gender sensitization initiatives
- Departmental clubs and associations
- Exposure to sustainable living practices
- Extension and outreach programs
- Health and well-being initiatives
- Placement drives
- Mentorship initiatives
- Career counseling
- Exposure to national heritage and culture
- Facilities for differently abled students
- Affordable canteen facilities
- Subsidized stationary shop
- Sports Facilities
- Lectures/workshops by eminent personalities

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

1. Short Term Certificate Course of 30 Hours for students enrichment.
2. FDP for Teaching & Non Teaching Staff.
3. International Multidisciplinary Seminar.
4. Community service through varied mega camps.
5. Workshops for students on Personality Development for employment.