Murgaon Education Society's Vasant Joshi College of Arts & Commerce Zuarinagar Goa.

Institutional Development Plan (IDP)

Executive Summary

The Murgaon Education Society's Vasant Joshi College of Arts & Commerce came into existence in the year 1971. The first educational institution set up by the Society was the College of Arts and Commerce, which was established in Vasco-da-Gama in the year 1972. This was also the first composite Arts and Commerce College in the state of Goa to be affiliated to the University of Mumbai and then to Goa University. Initially the college was housed in Joshi building Vasco-da-Gama, Goa. The main objective in establishing the college was to provide education to the students of Mormugoa Taluka. In the beginning, the college started in two shifts, morning classes were for regular students and evening classes catered to students who were employed. The College began with two programmes, Bachelor in Arts & Bachelor in Commerce with few optional papers and vocational courses.

The college was shifted to its present Zuarinagar campus in June 1985. As on today the college has a strength of 1500 plus students. The college offers the following Programmes which are affiliated to Goa University:

> B.A. (English, Economics, Konkani, Psychology, Sociology and Political Science)
> B.Com. (Accounting, Banking, Business Management and Costing)
> BBA (General and Shipping & Logistics)
> BCA
> M.Com.
> Certificate and Diploma Programmes

It has been the endeavor of MES College to develop professional skills among its students by providing a select core of leadership qualities. Over the years college has become a positive force for national and global development. In recognition of the high standards of education and the all-round excellence attained by it, the College has been selected by the University Grants Commission for introducing vocational courses at the B.A. and B.Com. degree level and by the Ford Foundation, U.S.A., for implementing its campus diversity initiative programmes. The college was granted re- accreditation by the National Assessment and Accreditation Council (NAAC) of the University Grants Commission with B+ grade in the year 2021.

The College is unique as it caters to students representing various states of India. Moreover, many students who seek admission in the college are economically backward students and by and large the students are the first-generation learners. The College takes extra efforts to bring these students in the main stream by offering add-on programmes and activities for grooming them and helping them to shape their personality. The college has numerous Cells and Associations and Departments wherein various programmes pertaining to careers, value education, soft skills, personality development, life skills are organized on regular basis. The College has successfully conducted several International, National and State level seminars

and workshops in the past. Our staff is also involved in participating and presenting research papers at various seminars, and take up major and minor research projects. Our college staff is active in research activities whereby many staff members have registered and awarded Ph.D.'s.

SWOC Analysis

Institutional Strength

- ❖ One of the oldest and premier institution completing 50 years in higher education in the state of Goa offering a wide range of programmes and courses.
- ❖ It attracts students not only from the State of Goa, but from other states of India as well as from abroad.
- ❖ Well-qualified and committed faculty and a very supportive management.
- ❖ The existing ICT facilities have helped in strengthening the teaching-learning process.
- ❖ The 'Go Green' initiative of the college is unique in the sense that, it is environmentally friendly and provides education to promote sustainable and eco-friendly practices on the campus.
- ❖ An active College Council, vibrant NSS and NCC Units and various Cells and Associations which contribute to the holistic development of students.
- ❖ The Institution has a registered Alumni Association and a vibrant Parent-Teacher Association which play a significant role in the development of the Institution.
- ❖ Active CCTV surveillance for safety and security of staff and students.
- ❖ Well-furnished infrastructure with latest amenities in terms of technology consisting of smart TVs and LCDs in the classrooms.
- ❖ Close vicinity to one of the largest industrial estates of Goa (Verna industrial estate).

Institutional Weakness

- ❖ The college is situated close to the airport and lies in the approach funnel of the airport. Hence, the college cannot have multi-storied buildings due to restrictions from the Airport Authority of India.
- ❖ Though the count of faculty members with doctorates and the number of research publications, has increased over the years, they are not commensurate with the overall faculty strength.
- ❖ As the college is affiliated to Goa University, it has limited academic freedom to revise or upgrade the syllabi.
- ❖ The institution does not have any student exchange programmes and faculty exchange programmes with reputed institutions at the national and international level.
- ❖ At present, the institution is running only one master's programme, namely, M.Com.
- ❖ The institution does not have a language lab.

Institutional Opportunity

- ❖ Faculty members could be pursued to undertake doctoral and post-doctoral research and publish in reputed journals which are included in the UGC CARE list and Scopus.
- ❖ More certificate courses which cater to the needs of the industry and enhance employability, can be introduced.
- ❖ More Postgraduate degree and diploma programmes could be introduced.

- ❖ Set up a fully equipped Language Lab.
- ❖ Establish more industry-academia linkages to create competencies that would increase the employability of students
- ❖ Set up an incubation centre.
- ❖ Mobilize more funds from the State Government for the conduct of seminars, workshops, faculty development programmes, etc.
- ❖ Encourage some of the teachers to be 'Master Trainers' in areas of their interest. This will ensure expertise in certain areas.
- ❖ Skill based courses can be introduced for self-employment.
- ❖ Create awareness about different higher educational prospects and job opportunities available.
- ❖ Collaborate with industry for internships, placements for students and for faculty to take up industrial projects.
- ❖ Collaborate with NGOs, SHG, 'Anganwadis' for extension activities of the college.
- ❖ Upgrade the existing infrastructure for keeping pace with latest developments in terms of technology and others.
- ❖ More Go-Green initiatives due to the vast amount of land at our disposal.

Institutional Challenge

- ❖ To adapt to the changing requirements of the job market.
- ❖ Retain first-generation learners and motivate them to complete their graduation, thereby reducing the possibility of some of them dropping out before completing graduation.
- ❖ Motivate students to pursue higher education after graduation.
- ❖ Motivate teachers to increase the number of publications, research work and major and minor research projects.
- ❖ Difficult to create and maintain greenery on campus, as the college is situated on a rocky plateau.
- ❖ Introducing and running self-financed new courses in UG and PG programmes is a major challenge.
- ❖ Getting connected with alumni membership and raising of funds from the alumnus.
- ❖ Since students belong to different states of India, as and when they go to their home town, it creates problem in-terms of their attendance and examinations.

2.5 Developing Motivated and Energized Faculty

Short term (2 years):

1. Incentives for Research paper presentation or paper publication
2. Felicitation of teachers for unique achievements, writing books, awards received etc.
3. Constituting research committee for encouraging research work of staff.
4. Rest room for the Teachers
5. Annual staff picnic
6. Annual Get-together.
7. Provision of safe drinking water

Medium term (5 years):

1. Conducting FDP on Digital Tools for enhancing teaching and learning.
2. Appreciation of faculty members for paper presentation/publication in UGC Care List and Scopus/Web of Science.
3. Incentives to staff members for research paper presentation or paper publication
4. Sports activities, hiking, overnight adventure trip.
5. Encouraging innovative ideas for teaching and learning.
6. Separate Cabin for Vice Principal & HODs

Long term (10 years):
1. Establishment of recreational centre, research centre and incubation Centre.

2.6 Teaching, Learning and Education Technology
Short term (2 years)
1. Redefine Programme Outcomes, Programme Specific Outcomes for every Programmme & Course Outcomes for every course
2. Devise a Mechanism to evaluate the course objectives
3. Define weightages for Programme Outcomes & Course Outcomes
4. Enhancement of experiential learning among students through projects/field works
5. Introduction of more outcome based and skill-based certificate courses
6. Establishment of commerce laboratory
7. Summer Internship for students of the college.
8. Promoting Flipped Classroom.
9. Adoption of various digital tools for effective teaching and learning.

Medium Term (5 years)
1. Adopt proper evaluation methods for checking attainment of Programme Outcomes, Programme Specific Outcomes & Course Outcomes
2. Enhancement of experiential learning among students through projects/field works
3. Establishment of Language Lab with IT facilities.
4. Introduction of more outcome-based and skill-based Certificate Courses
5. Continuation of Flipped Classroom concept
6. Continue use of various digital tools
7. To give group projects/research on contemporary issues
8. Internships for students
9. Establishing a studio or an AV room for screening films and conducting workshops
10. Workshops on Case studies and report writing
11. Additional computers and upgradation of existing computers in the Economics Lab

Long Term (10 years)
1. Continue proper evaluation methods for checking attainment of Programme Outcomes, Programme Specific Outcomes & Course Outcomes
2. Continuation and introduction of more outcome-based Certificate Courses and skill-based Certificate Courses
3. Continuation of Flipped Classroom concept
4. Continue use of various digital tools

5. Enhancement of experiential learning among students through projects/field works
6. To give group projects/ research on contemporary issues
7. Internships for students
8. Tracking students Progression to see whether employed and designation
9. Collect Feedback from the students to know how the course has helped for their career enhancement
10. English Language Lab with a capacity of forty to fifty students
11. Upgradation of Economics Lab with Wi-Fi facilities and installation of SPSS Software
12. Research Projects to be undertaken by BBA and BBA Shipping & Logistics students

Enhancement of Students Progress
Short Term (2 years)
1. Curricular, Co-curricular and Extracurricular Activities
2. Enhance Peer learning, Remedial coaching
3. Introduce more Add-on courses, Certificate Courses, Skill-Based Certificate Courses, Crash Courses, Soft Skills Development Courses
4. Placement of Alumni students who are not yet employed
5. Workshops for students
6. Conduct various sessions for students by inviting external Resource Persons
7. Conduct sessions on NET/SET for M.Com. students and conduct sessions on competitive exams for UG/PG students
8. Organise skill-based training sessions on effective pronunciation and enunciation
9. Workshops on personality development and interview skills
10. Workshop on creative writing and content writing
11. Internship programs for students
12. Field work for students – experiential learning
13. Guest Lectures by experts from the industry
14. MOUs with industry
15. Industry projects
16. Bridge courses
17. Case studies
18. Enhancement of Digital learning

Medium Term (5 years)
1. Curricular, Co-curricular and extracurricular Activities
2. Enhancement and continuation of Peer learning, Remedial coaching, Bridge courses
3. Continuation and introduction of more Add-on courses, certificate courses, Skill based certificate courses, crash courses, soft skill development courses
4. Workshops for students
5. Conduct various sessions for students by inviting external Resource Persons
6. Conduct Sessions on NET/SET for M.Com. students and conduct sessions on competitive exams for UG/PG students
7. Organise skill-based training sessions on effective pronunciation and enunciation

8. Workshops on personality development and interview skills
9. Workshops on creative writing and content writing
10. Internship programs for students
11. Incubation centres and Entrepreneurship development courses
12. Field work, projects for students – experiential learning
13. Guest Lectures by experts from the industry
14. Industry projects
15. Case studies
16. Enhance Digital learning
17. Motivate students to participate in various national level competitions / Conferences
18. Certificate courses on different software
19. National and international seminar for students
20. Workshops to enable students to identify their skills and interests
21. Offer exposure to the various opportunities by inviting diverse people who have carved a niche in their career
22. Design animation-based content wherever possible and make it available to the students
23. Awareness programs related to privacy, standards, and ethics
24. Enable Public-private partnerships by inviting and collaborating with NGOs and other agencies
25. MoU with NGOs, various colleges & Industries
26. Strengthen industry-academia linkage
27. Subscription to Databases like India stats which can help students during project work
28. Survey on socio – economic profile of the students at the entry level
29. Support through additional guidance to weaker segment of students/society
30. Motivational classes to students to increase their urge to complete their courses
31. Establish a Postgraduate Department in Journalism and Mass Media
32. One year Post Graduate diploma programmes (Economics Department)
33. Additional computers for the Economics Lab
34. Establishing a research department (English Department)
35. B.A. Honours in Tourism and Travel

Long Term (10 years)
1. Curricular, Co-curricular and extracurricular Activities
2. Continuation of Peer learning, Remedial coaching, Bridge courses
3. Continuation and introduction of more Add-on courses, certificate courses, Skill based certificate courses, crash courses, soft skill courses
4. Workshops for students
5. Conduct various sessions for students for students by inviting external resource Persons
6. Conduct Sessions on NET/SET for M.Com. students and conducting sessions on competitive exams for UG/PG students
7. Organise skill-based training sessions on effective pronunciation and enunciation
8. Workshops on personality development and interview skills

9. Workshops on creative writing and content writing
10. Internship programs for students
11. Incubation centres and Entrepreneurship development courses
12. Field work, projects for students – experiential learnings
13. Guest Lectures by experts from the industry
14. Industry projects and Case studies
15. Continue Digital learning
16. Motivate students to participate in various national level competitions / Conferences
17. Certificate courses on different software
18. National and international seminar for students
19. Workshops to enable students to identify their skills and interests
20. Offer exposure to the various opportunities by inviting diverse people who have carved a niche in their career
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22. Awareness programs related to privacy, standards, and ethics
23. Enable Public-private partnerships by inviting and collaborating with NGOs and other agencies
24. MoU with NGOs, various colleges & industries
25. Strengthen industry-academia linkage
26. Survey on socio – economic profile of the students at the entry level
27. Support through additional guidance to weaker segment of students/society
28. Motivational classes to students to increase their urge to complete their courses
29. Take feedback from students after 10 years on their job position or those self employed
30. Introduce electives which train students in multifaceted prospective career
31. Courses and training to develop life skills and learning abilities
32. Undertake community-based projects
33. Student exchange programmes by collaborating with institutes of national and international repute

Multi-Disciplinary Teaching
Short Term (2 years)
1. Promote learning of Konkani, enhance English Communication skills.
2. Students to be oriented about Swayam Portal and online courses
3. Invite teachers from different departments to deliver lectures
4. Teachers from different departments to deliver lectures for students of different streams
5. Conduct Certificate courses with the collaboration of different departments
6. Introduce psychology teachers to the English classroom in order to enable students to analyse characters present in the various texts.
7. Introduce concepts of Psychology and Law to other departments wherever needed
8. Collaborate with other departments within the college

9. Collaborations with other Colleges within the State & outside the states as well
10. Teach Programming for students of B.A / B.Com.
11. Workshops on Software of Devnagari Typing
12. Resource persons to be invited from varied fields – advocates, social workers/ NGOs/Entrepreneurs.

Medium Term (5 years)

1. Enhance English Communication skills.
2. Enhance the learning of Konkani
3. Students to be oriented about Swayam Portal and online courses
4. Invite teachers from different departments to deliver lectures
5. Teachers from different department to deliver lectures for students of different streams
6. Conduct Certificate courses with the collaboration of different departments
7. Introduce psychology teachers to the English classroom in order to enable students to analyse characters present in the various texts.
8. Introduce concepts of Psychology and Law to other departments wherever needed
9. Collaborate with other departments within the college
10. Collaborations with other Colleges within the State & outside the states as well
11. Teach Programming to students of B.A / B.Com.
12. Workshops on Software of Devnagari Typing
13. Resource persons to be invited from varied fields – advocates, social workers / NGOs/ Entrepreneurs
14. Soft skills development courses
15. Organize multidisciplinary events
16. Collaborations with different entities and centres, industries, colleges etc.
17. Collaborate with the Goa College of Music to conduct a course on Music and Literature
18. Collaborate with the Kala Academy to participate in collaborative teaching of plays in the syllabus
19. Invite filmmakers to teach courses on films and literature
20. Team teaching with faculty from disciplines that cris-cross with Literature to ensure a holistic approach
21. Introduce courses like Medical Humanities, Climate Change literature where there is a blend of the Sciences and the Humanities thereby breaking the bias of Science versus Humanities

Long Term (10 years)

1. Enhancing English Communication skills.
2. Students to be oriented about Swayam Portal and online courses
3. Invite teachers from different departments to take lectures

4. Teachers from different department to deliver courses for students of different streams
5. Conduct Certificate courses with the collaboration of different departments
6. Introduce psychology teachers to the English classroom in order to enable students to analyse characters present in the various texts.
7. Introduce concepts of Psychology and Law to other departments wherever needed
8. Collaborate with other departments within the college
9. Collaborations with other Colleges within the State & outside the states as well
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11. Workshops on Software of Devnagari Typing
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15. Collaborations with different entities and centres, industries, colleges etc.
16. Collaborate with the Goa College of Music to conduct a course on Music and Literature
17. Collaborate with the Kala Academy to participate in collaborative teaching of plays in the syllabus
18. Invite filmmakers to teach courses on films and literature
19. Team teaching with faculty from disciplines that cris-cross with Literature to ensure a holistic approach
20. Society based programmes
21. Provide working knowledge of Konkani which is compulsory for getting Government jobs
22. Implementation of NLP (Natural Language Processing)

MOOCS and ODL
Short Term (2 years)
1. Identify relevant MOOCS related to each Programme
2. Sensitize, orient, and motivate students about MOOCS and Open Distance Learning
3. Workshops for teachers for developing MOOCS
4. Additional assignments through Swayam/Diksha

Mid Term (05 years)
1. Sensitize, Orient and motivate students about MOOCS and Open Distance Learning
2. Additional assignments through Swayam/Diksha
3. Generation of literature needed for creation of MOOCS by the staff
4. Conduct ODL for available courses for the students

Long Term (10 years)
1. Sensitize, Orient and motivate students about MOOCS and Open Distance Learning
2. Additional assignments through Swayam/Diksha

3. Collaborate with faculties from other colleges for creation of MOOCS on Platforms like SWAYAM, NPTEL etc.
4. Bachelor in Vocational Courses-BVOC for Commerce students by ODL.
5. Distance education for M.Com.
6. Conduct ODL by collaborating with reputed institutions & expert personnel
7. Film Studies
8. Climate Change studies
9. Disaster Management
10. Participate in online courses through national & international colleges
11. Online Programmes like M.Sc. (Computer Science), M.C.A.

2.7 Research, Development, and Innovation
Attracting Research Funds (State, National, International and Industry)
Short term (2 years)
1. Target young teachers and students and motivate them to take up research work. Depute them for research workshops and conferences
2. Apply for the various funding agencies in order to conduct research
3. Encourage young teachers and students in minor and major projects and research
4. Encourage more research training
5. Depute teachers and students for research workshops/ seminars
6. State level student's seminar
7. Inviting scholars for orientations

Mid Term (5 years)
1. Develop enough inter-disciplinary Ph.D. guides
2. Collaborate with peers
3. Contact industries to pursue research in Information Technology
4. Conduct research for the benefit of local industries and factories in order to improve their performance. (E.g., Employee satisfaction, consumer satisfaction, etc.).
5. College faculty can apply to various industries and Government organisations for research funds.
6. Encourage more PhD research.
7. Collaborate with other Departments.
8. Collaborative research.
9. Guest lectures to create awareness on government grants and procedure to apply.

Long term (10 years)
1. Develop our own (college) self-contained research cell with necessary research facilities including a data base.
2. All-India research projects.
3. Encourage and develop a research cell in college.
4. Signing of MOUs.
5. Project on assessment of National Education Policy.

II. Improving Quantity and Quality of Research Publications

Short term (2 years)

1. Encourage participation in workshops and seminars. Motivate faculty to attend weekly presentations at university. It can be included in the workload.
2. Depute teachers to attend Faculty Development Programmes in research and publication.
3. Journal (in-house) to publish the research papers by students.
4. Organize conference leading to publication.
5. Repository of all the research work done by faculty and students.
6. Organize research-related workshops.

Mid Term (5 years)

1. Motivate a few faculty members to give specialization training for research work on various aspects of research.
2. Incentive given to teachers to write more research papers
3. Apply for submission of Journal to UGC Care list.
4. Attend Research Methodology workshops organised by reputed institutions.
5. Read good quality research papers.
6. Sessions on research every week to motivate young minds.
7. Form a Research Committee for Department of Konkani.
8. Collaborative papers (inter-disciplinary) to be published in reputed journals.
9. Presentation of awards and incentives for quality research work

Long term (10 years)

1. Produce regular research scholars, who will publish articles in SCOPUS journals on regular basis.
2. Increase the number of research guides.
3. Tie up with a good Intellectual Editorial Board and include a more stringent condition for publications.
4. Research Journal in Konkani.
5. Conduct workshops/ seminars.
6. Publishing as a regular feature.

III. Training Faculty/Students for Research

Short term (2 years)

1. Business Research Methodology 1 and 2, where the students and teachers can be encouraged to publish their research.
2. Research-based projects for students to pursue research & publish papers.
3. Encourage students and faculty to participate in various conferences/workshops.
4. Workshop or Project.
5. Project work ongoing.

Mid Term (5 years)

1. Faculty Development Program for writing research papers and collaborating with journals

2. Training and workshops for faculty to pursue and write good research papers and research proposals.
3. Organize National level conferences and workshops for fraternity
4. Conduct Certificate courses in Data analysis and Econometrics Modelling.
5. Workshop on Research.

Long term (10 years)

1. Ph.D. centre in Commerce and Management.
2. Institutional tie up for better exchange of research orientation work.
3. Research Cell in Commerce
4. Research Cell in Konkani.
5. Laboratory for Social Science research.

IV. Preparing Faculties for 4th year Research Programme

Short term (2 years)

1. Publish Research papers in Journals (ISSN/ UGC Care List).

Mid Term (5 years)

1. Publish Book on Research Articles.

Long term (10 years)

1. Establishment of Publication centre.

V. Developing Environment Conducive for Research

Short term (2 years)

1. Encourage faculty to take up research work.
2. Incentives for teachers publishing research articles.
3. Motivate Teachers to publish research articles.
4. Organize seminars and workshops on research.
5. Avail schemes of govt and industry to promote research culture.

Mid Term (5 years)

1. Form a cell of all well-established research facilities to give regular guidance and training to upcoming research scholars.
2. Encourage more teachers to do Ph.D. and encourage research.
3. Special room for conducting research.
4. Form multiple research cell.
5. Incentive for Research in Commerce and Konkani.
6. Monetary benefits to teachers, encourage teachers to take sabbatical leave, study leave etc.
7. Setting up a library with highly recognised journals, software, and databases.
8. Encouraging teachers to write books on varied interests of the faculty members.

Long term (10 years)

1. Make college a well-known Research Centre with adequate facilities.
2. Establishment of Research Centre for all departments.

2.8 Industry Academia partnership

Short term (2 years)

1. Invite industry experts for suitable courses.
2. Collaborate with companies to accept students as interns.
3. Invite industry executives for the advisory committee.
4. Take students for field trips.
5. Industry based projects as ISAs.

Mid Term (5 years)

1. Short-term assignments for students in companies situated in Sancoale and Verna Industrial Estate.
2. Introduce PPP in curriculum as well as hands on learning.
3. Creation of funds through donations from industry.
4. Add on courses based on industry requirements with resource persons from the industry experts.

Long term (10 years)

1. Consultancy work by the faculty for industry twice a week.
2. Industry sponsorship for students who need financial assistance to pay fees.
3. MOUs about sponsorship in building infrastructure facilities.
4. Sponsorship in the form of equipment like water coolers, laptops, desktops, benches etc.

2.9 Institution's Placement Plan for Students

Short term (2 years)

1. Department-wise Placement Cell (one each for students of Arts and Commerce)
2. Appoint student coordinators and train them effectively in the placement cell to assist the Chairperson. They will handle various activities like collecting the resumes of the students, communicating the guidelines and dates to the student community of the training sessions organized and helping the placement cell in all activities
3. Regular lectures by professional consultants and experts from the employment exchanges, reputed public and private organizations
4. Career Counselling to help students choose the right careers based on their strengths and interests by bringing experts to work with students in identifying their Passion Strengths and Performance Strengths and help them choose the right career paths
5. Mandatory internship programme of 15 days/month (for every student to complete at least one internship) during the three years of their undergraduate programme
6. Students' liaison with organizations in the industry in order to invite companies to recruit students for final placements and summer internships

7. A database which compiles and maintains a data bank on student profiles and resumes along with their photographs year-wise
8. Networking on a regular basis with Alumni for Career Sessions/Placements.
9. Job-oriented training sessions like grooming, personality development etc.
10. Short term skill development programmes including training.

Mid Term (5 years)

1. Arrange industrial training for the students of the various departments
2. Organise short, intensive, and rigorous course of training to help prepare students to crack interviews with video-based feedback and practice sessions
3. Invite a group of companies and several colleges to participate. Inculcate a competitive spirit and benchmarking which would help students to move out of comfort zones while they compete with students from across colleges
4. Students' liaison with organizations in the industry in order to invite companies to recruit students for final placements and summer internships
5. Compile and maintain a data bank on student profile and resumes along with their photographs.
6. MOUs with companies for recruitment.
7. Practical certificate courses to be introduced with training.
8. Alumni connect where the senior alumni can join hands with junior alumni.

Long term (10 years)

1. Dedicated room for Presentations, Pre-Placement Talks, Written Tests, and labs for Online Test, Rooms for Mock Interviews etc.
2. Separate space in the server that gives complete information about different companies, vacancies, results of the exams etc.
3. Invite former students who have been placed through the Placement Cell to share their views and perhaps provide value-added services in their capacity to the College (Pay it forward scheme)

2.10 Achieving the Target for Accreditation
NAAC
Short term (2 years)

1. Skill- based Certificate and add on courses (2 credits, 30 hours) to be approved by BOS of Goa University.
2. Wi-fi infrastructure to be upgraded- leased line
3. Introduction of inter-disciplinary courses.
4. Strengthening industry-academia linkages by having workshops, seminars, symposiums and deciding a line of action.
5. Incentives to be given to teachers who receive state, national and international recognition/ awards.
6. Incentives to be given to teachers who have publications in Scopus indexed journals and UGC care journals

Mid Term (5 years)

1. Corpus fund to be generated and incentives to be given to teachers to carry out major/minor research projects.
2. Starting of Foreign language courses for all the students of the college.
3. Increase the initiatives for exchange programmes and interstate cultural programmes.
4. Introduction of one year Post graduate diploma programmes.
5. Setting up of an Incubation Centre
6. Setting up of a Language Lab for English and other foreign languages.
7. Make provisions for audio-visual classroom specifically under NEP
8. Internship programmes for BA & B. Com students.

Long term (10 years)

1. Master's programme in Management degree.
2. Installation of Smart boards in all classrooms and common facilities of the college.
3. Additional computer lab to be set up for undergraduate programmes.
4. Increase the infrastructural facilities by increasing the number of smart classrooms.
5. Library facilities with high speed wi-fi, computers etc.
6. A dedicated transport facility for students to commute to college
7. Initiate foreign students' admission
8. Increase the rank by targeting the criteria

NIRF
Short term (2 years)

1. Preparing framework for adoption of NEP.
2. Preparing the staff to merge NEP with the vision and mission of the college.
3. Motivating staff to register for Ph.D.
4. Motivating staff to publish research papers in UGC care list, Scopus, and Web of Science journals
5. Incentives to be given to teachers who have publications in Scopus indexed journals and UGC care journals
6. Organize seminars and workshop for staff and students on Intellectual Property Rights (IPR)
7. More placement drives for the students of the college
8. Motivating students to take up higher studies.
9. Further steps to improve the results of final year students (Passing percentage).
10. More assistance to economically and socially challenged students in the form of scholarships.
11. Survey to be undertaken from parents, alumni, and management.
12. Employers and academic peers
13. Survey to be conducted of Employers, Professionals from reputed organizations, and a large category of academicians to ascertain their requirements from graduates.

Mid Term (5 years)

1. Undertaking major and minor research projects under UGC and ICSSR.
2. Introduction of one year Post graduate diploma programmes

Long term (10 years)

1. More facilities for Physical challenged students such as provision of lift in every building.

2.11 Incubation and Start-up
Short Term (2 Years)

1. Sign MOUs with Incubation Centers.
2. Sessions / Workshops on 'Idea Generation' and all aspects of entrepreneurship.
3. Conduct survey on the feasibility of startups.
4. Projects like 'Earn while Learn' to provide incentives for the students.
5. Existing Entrepreneurial Cell can be made vibrant through various initiatives like Bazaar Day, Sales promotion, start your own business, Business Plan Competition

Mid Term (5 years)

1. Mentor Cell to be created comprising of teachers for capacity building as facilitators of Entrepreneurship.
2. Different avenues should be identified for funding of entrepreneurial project of students.
3. Provide training on starting new business

Long Term (10 years)

1. To create a full-fledged incubation center.
2. Request the Government to allow smaller incubation centers in non-Engineering / Technology Institutes.
3. Initiate startups with the help of industry and faculty for students in the areas like manufacturing, creativity, processing, cloud technology, multimedia, content writing etc.
4. Sensitization of startups at entry-level by giving students projects, run the college canteen to inculcate entrepreneurial skills.

2.12 Alumni Engagement/ Activities plan
Short Term (2 years):

1. Gather and update alumni information and having reunion.
2. Increase the membership drive on a year-to-year basis
3. Digitalisation of records: The existing physical records to be scanned and maintained in digital form.

4. Transparency in systems: documentation and processes: Maintaining minutes, membership forms and other administrative documents.
5. Creation of social media platforms for Alumni Engagement: Face book, Instagram, and LinkedIn.
6. Registration form and payment through payment gateway on college website.
7. Industry-academia linkage activities/programmes
8. Alumni interaction programmes in the area of civil services exams, entrepreneurship, professional exams like CA, CS, Bank PO exams etc. and other competitive exams
9. Identify the Life-time Achievers from alumni
10. Annual Felicitation for alumni who have attained higher positions in their lives
11. Alumni Lecture Series for current students
12. Half Yearly interaction of Alumni Executive Committee Members with the Current College Council Members of the College.
13. Alumni contribution to the college magazine.

Mid Term (5 years):
1. Creation of Alumni database on the college website.
2. Networking Event exclusive to registered members, in order to build camaraderie amongst the stakeholders of the institution.
3. Creation of collaborative and communicative forum on the college website for the registered members of the Association.
4. Standardization of nomenclatures on LinkedIn.
5. Presence of prominent Alumni members at landmark events of the college and academic calendar: orientation, convocation, etc.
6. Streamlining Alumni processes and initiatives of the college through the office of the Alumni Association.
7. Contribution in the areas of academics, placement etc.
8. Installation of Meritorious Scholarships by Alumni Association
9. Yearly get-together in the form of some cultural programmes followed by a high tea.
10. Implementation of a voluntary donation scheme by the Alumni Association to the underprivileged students of the college.

Long Term (10 years):
1. Visual/Video database of prominent Alumni members on the college website.
2. Explore the possibility of Alumni membership card with restricted access to college services like library membership, common spaces, digital resources, playground, etc.
3. Use of Alumni database for surveys and minor targeted research, thereby encouraging active engagement.
4. Creation of a dedicated space (room) on college campus for the Alumni Association.
5. Contributions of the Alumni Association to the development of the institution through financial and non-financial support.
6. Creating a dedicated hub for alumni and a space in the canteen.

2.13 Basic Infrastructure Development plan

Short Term (2 years):

1. IT Lab: Air-conditioned computer lab with Smartboard for instruction and internet connectivity.
2. IQAC Lab: Functional IQAC room with conference facilities, storage space and record keeping.
3. Covered Pathways: Structural roofing shed over existing pathways for weather protection
4. Connection of borewells: To ensure sufficient water supply for all activities of the college
5. Fencing of college plot boundary: College plot survey and fencing of plot boundary
6. BBA building parking: Demarcation of parking spaces for 4 and 2 wheelers
7. Renovation of BCA Building: Renovation of staff room, store room, furniture arrangements air-conditioning units etc
8. Toilet Block: Construction of toilet block- men, women, and guest toilet
9. Water tanks: Installation of water tanks to provide efficient supply of water.
10. Procuring Leased Line Internet Connection for all blocks of college.
11. Procuring Smartboards for Classrooms.

Mid Term (5 years):

1. Examination Bhavan: Multi-purpose space for conducting activities for students, space for interviews and events
2. New library building: State-of-the-art facilities.
3. Setting up of flipped Classroom/Blended Classroom for college

Long Term (10 years):

1. Setting up of Audio-Video Conference Room

2.14 Skill Development of Non-teaching Staff

Short term (2 years)

1. Invite experts for lectures on daily basis (Administration, Finance, Tax) for accounts staff
2. Workshop on communication skills, interpersonal relationship, team building, cyber-security and disaster management.
3. Workshop on filing of records and computer course for office staff
4. Workshop on Library software and e-resources for library staff
5. Workshop on housekeeping for MTS
6. Workshop on maintenance, plumbing and repairing of electrical items for MTS

Mid Term (5 years)

1. Tally ERP for accounts staff
2. TDS Software (Soral Software) for accounts staff
3. Website designing for computer staff

4. Resource Management workshop for MTS
5. Software development workshop for computer staff
6. Computer hardware workshop for computer staff
7. Advanced computer course for administrative staff.
8. Training on banking, financial statements, investments.

Long term (10 years)

1. Resource Management Cell
2. Software designing and management team
3. Computer Hardware management team
4. Networking for computer staff

2.15 Any Other Initiatives for the Students and Institutional Growth
Students Growth
Short Term (2 years)

1. State level Intercollegiate event and student support activities
2. Increase collaboration across departments.
3. Interdepartmental Course and Activities for Students
4. Introduction of more interdisciplinary Elective courses
5. Introduction of more certificate courses which are employment-centric
6. Newspaper reading and updating students on contemporary issues
7. 'Earn while Learn' programmes
8. Help Desk - Help Students to create clear educational, career plans & counselling
9. Educational Tours to management institutes or universities outside Goa
10. More opportunities for student leadership development.

Mid Term (5 years)

1. Renovation of Sports Infrastructure
2. Pilot project: Recording and preserving of classroom lecture
3. National level Intercollegiate events
4. College scholarships- Financial assistance to needy and poor beyond Govt. scholarships
5. Smart classrooms
6. Introduction of integrated programs
7. Students & faculty exchange programmes

Long term (10 years)

1. Full-fledged Gymnasium with recreation rooms
2. Locker facility for students
3. Laptop facility like book facility and printing facility
4. Stream wise Computer labs
5. Full-fledged Language Lab
6. Encouraging Students to conduct Programmes for the benefit of society

7. Lift Facility in New building
8. Improvement/ Making all the provisions for differently abled and students with visual disability (Ramp, lift, washrooms, wheelchairs, walking stick etc)
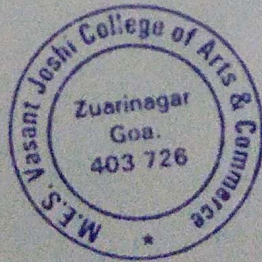
Institutional Growth
Short term (2 years)
1. Updating of medical facility
2. Boys' common room
3. Discussion room for the faculty members
4. State level Intercollegiate event
5. New certificate and value-added courses
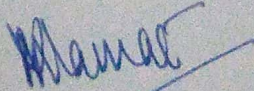6. Setting up Research centres

Mid Term (5 years)
1. Dedicated transport facility for staff and students
2. Paperless office
3. National level Intercollegiate event
4. Distance Learning Program
5. Integrated courses in B.A & B. Com
6. More post graduate courses and vocational Courses
7. Separate room for conducting meetings, conference room and discussions
8. Additional classrooms.

Long term (10 years)
1. Hostel for Boys and Girls
2. Own Distance Learning Program
3. 100 % Placement Guaranteed
4. Department-wise Staffrooms
5. Upgrading the auditorium with facilities.
6. Stream wise separate Building – Arts, Commerce etc.
7. Stream wise separate Library – Arts, Commerce etc.
8. Initiating development of MOOCs Courses

(Dr. Manasvi M. Kamat)
Principal