



YEARLY STATUS REPORT - 2023-2024

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,mescoll egel@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/2024/03/AQAR-2022-23.pdf
4.Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://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	01/02/2024	01/02/2026

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
Institutional	Goa Youth Gram Sabha Competition	GIPARD	2023-24	5000
Department of Commerce	Scheme to provide financial support for	DHE	2023-24	61500

	conducting various activities			
Department of Commerce	Scheme to provide financial support for conducting various activities	DHE	2023-24	53200
Department of English	Scheme to provide financial support for conducting various activities	DHE	2023-24	38000
Department of Information Technology	Scheme to provide financial support for conducting various activities	DHE	2023-24	29000
Department of Konkani	Financial Assistance	Goa Konkani Academi	2023-24	61750
NSS	Reimbursement of Expenses on National Youth Week	Directorate of Sports and Youth Affairs	2023-24	30190
Institutional	Non Salary	DHE	2023-24	955157

8. Whether composition of IQAC as per latest NAAC guidelines	Yes
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File
9.No. of IQAC meetings held during the year	3

<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	<p>Yes</p>	
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	<p>No File Uploaded</p>	
<p>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</p>	<p>No</p>	
<ul style="list-style-type: none"> • If yes, mention the amount 		
<p>11. Significant contributions made by IQAC during the current year (maximum five bullets)</p>		
<p>Short Term Certificate Course of 30 Hours for students enrichment</p>		
<p>FDP for Teaching & Non Teaching Staff</p>		
<p>International Multidisciplinary Seminar</p>		
<p>Community service through varied mega camps</p>		
<p>Workshops for students on Personality Development for employment</p>		
<p>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</p>		
Empty space for plan of action and outcome		

Plan of Action	Achievements/Outcomes
Short Term Certificate Course of 30 Hours for students enrichment	<p>1. Short Term Certificate Course of 30 Hours on "Trends in Library and Information Resources for Skill Development" from 3rd July to 17th July 2023 organised by IQAC in association with T B Cunha Information Centre and MES College Alumni Association</p> <p>2. 30 hour Certificate Course on Konkani Typing for Skill Development 17th July 2023 to 31st July 2023 organised by IQAC in association with Department of Konkani</p> <p>3. 30 hour Certificate Course on NET/SET Paper I 16th August 2023 to 21st October 2023 organised by IQAC in association with M.Com Department</p> <p>4. 30 hour Certificate Course on "Research Methodology in Social Science" 03rd January 2024 to 04th April 2024 organised by IQAC in association with Commerce Department</p> <p>5. 30 hour Certificate Course in Research Methodology in Social Science 8th January 2024 to 04th April 2024 organised by IQAC in association with Economics</p> <p>6. 30 hour Certificate Course on Quantitative Methods and Basics of Econometrics 10th January 2024 to 04th April 2024 organised by IQAC in association with Department of Economics</p> <p>7. 30 hour Certificate course on</p>
FDP for Teaching & Non Teaching Staff	7 Days FDP NAAC, Research and Leadership from 4 th September to 11 th September 2023
International Multidisciplinary Seminar	Two days International Conference on 'Advancing Knowledge from Multidisciplinary

	<p>prospectives in Commerce, Social Sciences, Management, Computer Science and Computer Application held by Anjuman Khalrul Islam's Poona College of Arts, Science and Commerce in association with MES Vasant Joshi College of Arts & Commerce on 17th and 18th March 2023</p>
<p>Community service through varied mega camps</p>	<p>Outreach Programmes: Multi Specialty Medical Camps for Students, Parents, Staff and Residents from Sancoale Village organised by MES Vasant Joshi College of Arts & Commerce in association with Vida Clinic Sancaole, Lions Club of Cortalim and Village Panchayat Sancaole on 26th August 2023. Free Dental Camp Triumph organised by IQAC of MES Vasant Joshi College of Arts & Commerce in association with Inner Wheel Club of Vasco-DaGama and Goa Dental College, Bambolim on 14th October 2023 for the students, staff and residents of the society. An Outreach Programme for adopted village, Zari on 20th October 2023 Navratri celebration and distributed cloth bags, notebooks, story books, pencil boxes, pens, erasers. Ms. Samiksha Naik, a student of M.Com delivered talk on basic Sanitation and Deworming and Dr. Freeda Pereira delivered talk on Good touch and bad touch.</p>
<p>Workshops for students on Personality Development for employment</p>	<p>1. Observes World Youth Skills Day on the theme 'Skills for a Sustainable Future' on 15th July 2023. Following sessions were conducted ? Session for the students of BBA and BBA Shipping</p>

& Logistics. The speaker for the session was Ms. Ashita Ranjit ? Session for the students of B.Com. The speaker for the session was CA Sneha Menon, Goa Branch of WIRC of ICAI ? Session for the students of BCA. The speaker for the session was Ms. Melantha Fernandes, HR Manager Umang Software Technologies Pvt Ltd ? Session for the students of BA. The speaker for the session was Dr. Cidalia Bodade, Corporate Trainer 2. Orientation on Cost & Management Accounting Course for Skill Development for B.Com SemesterV students on 28th July 2023 organised by Department of Commerce. The Resource person was Ms. Adnika Colaco, Cost and Management Accountant 3. Orientation Session on Professional Company Secretary Course for B.Com Semester I students on 16th August 2023 organised by Department of Commerce. The resource person was Mr. Reagon Sampayo, Company Secretary 4. Session on Face your Fears on 25th August 2023 organised by Psychology Department. The resource person was Mrs. Nirmala Rebello 5. State level workshop on soft skills & personality development on 16th February 2024. Resource person was Prof. Shalini Upadhyay and Adv. Eeshan Usapkar 6. Career Guidance Session on Aviation & Hospitality Management on 21st February 2024. Resource person was Mr. Sujay Rao, Personality Development Trainer, Gryphon Academy

13. Whether the AQAR was placed before statutory body?	No
<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
Nil	Nil
14. Whether institutional data submitted to AISHE	
Year	Date of Submission
2022-23	05/03/2024
15. Multidisciplinary / interdisciplinary	
<p>NEP 2020 recommends multidisciplinary/interdisciplinary education to HEI's to facilitate the move towards high-quality holistic education to develop students intellectual, physical, emotional, social, aesthetic, ethical, and moral aspects. The multidisciplinary and interdisciplinary approach aims to help students develop skills like critical thinking, problem solving, communication, leadership, and teamwork. For successful implementation of multidisciplinary/interdisciplinary based education the college has taken several initiatives for the overall development of the learners: Certificate and short-term courses are offered by departments, students of different disciplines are allowed to register and take advantage of the same. Seminars, workshops, and symposiums are organized by departments. Several skill-based certificate courses of two credits (30 hours) are introduced by the departments. Students from the humanities who offer general programme can specialize double major in two disciplines of their interest under NEP 2020. Inter departmental events, competitions and activities are organized across the academic year to promote holistic education of the students.</p>	
16. Academic bank of credits (ABC):	
<p>The Academic Bank of Credits (ABC) is a virtual repository of a student's academic credits, as proposed in the National Education Policy (NEP) 2020. The scheme has the provisions of creating a digital infrastructure that will store the academic credits earned by the students of various higher education institutes within the country. The college offers certificate as well add-on courses by various departments and cells. All these credits can be claimed by</p>	

the students and can be centrally stored. The college has given task to respective mentors to sensitized the students 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:

The NEP 2020 is a forward-thinking policy that aims to equip students with the skills needed for their success in their respective careers. The college is focusing on to develop critical thinking, creativity, digital literacy of the students, that shall lay foundation for a holistic and multidisciplinary education system. Following initiatives are taken by the college to promote skill development of the students: Every department is asked to float a certificate course which is practical and job oriented 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 the 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. The college organizes field trips, experiential learning, industrial visits to expose them of latest trends and skills to take up future jobs.

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

The Indian Knowledge System (IKS) is one of the significant aspects of the NEP curriculum. IKS encompasses diverse and rich heritage knowledge of India. The IKS prioritises language proficiency by promoting regional languages, preserving linguistic diversity, and enriching students with a deep appreciation for their cultural heritage. Under NEP 2020 the college offers papers in local languages to commerce students 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. The college always try to incorporate the Indian knowledge system into co-curricular activities in the best possible manner by organizing yoga day, celebration of various festivals, language days

and historic art & culture. College celebrates various days related to Indian languages and culture by conducting various competitions and activities to encourage and understand the culture and tradition of India.

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

The integration of OBE in NEP 2020 framework is poised to significantly elevate the quality of higher education. It is student-centric and focuses on measuring student performance. OBE is a student-centric approach that focuses on measuring student performance through outcomes. Outcomes include knowledge, skills and attitudes. The steps taken by the college include: A student-centric teaching and learning methodology is adopted by the college in which the course delivery, assessment are planned 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 designed and implemented through the regular curriculum. At the beginning of the semester students are sensitized and are given clear objectives of each course Through assignments, role plays, presentations and various student-based programmes the outcomes are achieved. Under NEP 2020 students are given regular test, presentation, assignments to achieve the specified outcomes.

20.Distance education/online education:

The NEP 2020 has witnessed a transition from traditional to digital learning with the help of social media and other technologies, students and teachers are able to grasp online education. 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. Students are provided with online resource material through Google classroom and other platforms. Youtube videos are gives to students as additional resources. Guiding the students to register themselves on the SWAYAM Portal whereby they can attend lectures/programmes online. 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, Teams, ZOOM platforms etc.

Extended Profile

1.Programme

1.1

414

Number of courses offered by the institution across all programs during the year		
File Description	Documents	
Data Template	View File	
2.Student		
2.1		1601
Number of students during the year		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
2.2		311
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		357
Number of outgoing/ final year students during the year		
File Description	Documents	
Data Template	View File	
3.Academic		
3.1		61
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 Total number of Classrooms and Seminar halls	48
4.2 Total expenditure excluding salary during the year (INR in lakhs)	34.4
4.3 Total number of computers on campus for academic purposes	90

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 the National Education Policy 2020 curriculum for Sem I &II across all UG Programs and Choice-Based Credit System (CBCS) for Sem III/IV/V&VI for UG and Part I &II for PG programs. The curriculum is approved by the respective Board of Studies and Academic Council of Goa University, ensuring effective delivery through well-planned academic programs.

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

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 and study tours. Final year B.A., B.Com., and

M.Com. students' complete projects/dissertations, evaluated through viva voce examination. Internships for B.B.A. students offer practical experience in 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/2024/12/1.1.1-Additional-Information.docx

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

The Institution adheres to the academic calendar, including the Continuous Internal Evaluation (CIE) timeline. At the beginning of every academic year, the college receives a circular from Goa University stating the academic terms 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), Semester End Assessment (SEA) for NEP and Semester End Examination (SEE) for CBCS curriculum. The academic, co-curricular activities and examinations including CIE, are scheduled in the academic planner of the college.

The prospectus for each programme, comprising the rules and regulations, examination schedules 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 carried out by the institution. The examination process for Semesters V and VI is managed by the University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/1.1.2-Additional-Information.docx

1.1.3 - Teachers of the Institution participate in B. Any 3 of the above 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

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)

15

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

466

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

34

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

680

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

1.4 - Feedback System

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

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	https://mescollege.org/wp-content/uploads/2024/12/1.4.1.docx
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/feedback-analysis-2023-24/

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

581

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

60

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

M.E.S. Vasant Joshi College admits students from varied socio-economic and educational backgrounds. At the start of the academic year, students are classified as slow or advanced learners based on

previous exam results, ISA performance, and class observations. The following programs are implemented accordingly:

For Slow Learners:

1. Peer Learning: Peer Learning Tests were conducted by faculties for the Academic year 2023-2024 both for odd and even semesters to identify slow and advanced learners for B.A., B.COM., B.B.A., B.C.A. & M.COM. Programmes. Advanced learners tutor groups of slow learners beyond class hours. This activity is documented and verified by course teachers. E-content and recordings are provided to supplement classroom teaching, enhancing access to academic material. Peer tutoring is a best practice.

2. Remedial Teaching: Offered on a choice basis after lecture hours by course teachers. These students receive additional books through the remedial book bank scheme.

For Advanced Learners:

1. Library Book Bank Scheme: Meritorious students have access to additional books. Add-on and certificate courses offer practical insights.

2. Top-ranked students are awarded during the annual prize distribution ceremony and are involved in organizing national and state-level seminars and workshops.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/2.2.1-Special-programmes-for-advanced-and-slow-learners-2023-24.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
1601	61

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

Field-based study: Students engage with departmental management through regular educational tours and industrial excursions both inside and beyond the state. In addition, field trips to libraries, famous writers' residences, orphanages, courts, historical sites, and mental health facilities are planned in connection with the course. **Field-based projects:** In accordance with the curriculum, final-year students are required to undertake projects in their various fields. These projects require them to gather, analyze, and interpret data through field surveys. You can find project reports

at the college library. **Internship:** BBA, BBA (Shipping & Logistics), and M.Com. Part II students are required to do an internship as part of their curriculum. Via industry internships, students are exposed to experience learning.

- Participative learning Methods

1. Poster competition
2. Celebrating Inter-religious festivals
3. Film making
4. Case studies
5. Digital Learning-Music appreciation class
6. Community outreach programmes
7. Quizzes
8. Skill Development
9. Fiesta: Commerce
10. Street plays
11. Group discussions
12. Debates
13. Digital Story Telling
14. Role play
15. Students Presentations

- **Problem-solving techniques:** Case studies, role plays, simulations, brainstorming sessions, and homework help students develop their problem-solving mindset. Students that enroll in skill enhancement classes learn to recognize and hone various social abilities.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/ilovepdf_merged-1_compressed.pdf

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

Teachers use a range of ICT tools and resources to communicate, generate, distribute, save, and manage information as part of their pedagogy. The campus is equipped with Wi-Fi, making it possible to employ a variety of ICT equipment.

ICT-enabled resources, such as speakers, LCD projectors, Smart Boards, laptops, desktop PCs, and audio-visual teaching aids. Teachers use Google Classroom, LMS, , Google meet, Zoom Platform, Blogging, Moodle, Google scholar, Infilbnet, EPG Pathshala, NList, Flipped classroom, egyankosh, E Sociology guide, Google Forms, Google Meet, Research articles, Dishtavo, PPT, Gretl, Mobile Apps, Interactive Software and Interfaces, e Ignou, Google Collaboration, G Suite, Google Scholar, E-Reader apps, Linguistic software and apps, SWAYAM, Coglab Software, PDFs, and YouTube videos, SPSS & Tally software, Grow App, Money control App and MOOC. An additional choice for online learning is Shodhganga. Faculty and students can use the INFLIBNET database through the college library to enhance teaching and learning.

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

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

637

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 start of the academic year, the Principal conducts an orientation program for students as per the ordinance OA-38.14 (iv) of Goa University, covering the examination pattern and evaluation process. Based on CCFUP and NEP (2020), the examination committee, in consultation with the principal, sets the dates for internal exams. A notice is displayed for the students to take note of the I.S.A dates of ODD and EVEN semester. Students are continuously assessed through written ISAs and assignments completed within the stipulated time. Out of three ISA students have to answer a minimum of two ISA's to qualify for the SEE Exams. Students who miss the first ISA can take a Repeat ISA by providing valid proof or a medical certificate after getting approval from the principal. Students sign the attendance sheet for each ISA and SEE to ensure transparency and accountability. Assessed ISA papers are shown to students and ISA and SEE marks statements are shown to parents and students, allowing them to discuss their performance.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/41987_116_1735304154.docx

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

The chief conductor ensures fair and transparent conduct of semester-end examinations. OA-38.14.4 permits revaluation of Semester-End Assessment (SEA) answer books for Semesters I to VIII as per OA-5.15, while grievances related to Internal Semester Assessments (ISA) are handled by the College Grievance Committee before ISA marks are submitted to the university within 20 days of the last ISA. Only verification of SEA theory papers is allowed.

OA-38.16.3 gives details of the College Grievance Committee, which investigates written complaints submitted within 15 days of result declaration, accompanied by a refundable fee. It consults the concerned teacher and recommends actions, ensuring reassessment fairness. OA-38.16.2 outlines the College Unfair Means Inquiry Committee (CUMIC), responsible for addressing unfair practices during exams. This committee conducts inquiries, makes recommendations to the Principal, and follows punishment norms under OA-5.14.19. Collectively, these provisions ensure an efficient and impartial grievance redressal system.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/2-1.pdf

2.6 - Student Performance and Learning Outcomes

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

The college ensures that the Course Outcomes for each program are uploaded on the official website. Faculty members are required to submit their teaching plans, including the course learning outcomes, to the IQAC and upload them on the DHE Portal. To keep students well-informed, course objectives, learning outcomes, and student learning outcomes are mandatory components of the teaching plans and must be shared through Google Classroom and class groups at the beginning of each semester. Teachers are expected to communicate learning outcomes verbally to ensure students understand the knowledge and skill goals. This essential process is crucial for the formulation of fair and relevant question papers, providing students with a deep understanding of the study material. Furthermore, for the academic year 2023-2024, under NEP, 2020 new course papers approved by Goa University were introduced in some departments, and the learning outcomes were diligently uploaded on the website and communicated to the students, showcasing the college's unwavering commitment to educational excellence. The new PO's and PSO's were also framed by each department for B.A., B.Com., B.B.A., B.C.A., and M.Com. The Links of the approved PO's, PSO's and CO's of NEP are also uploaded on the college website.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/2.6.1-1_compressed.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The evaluation of Programme Outcomes (POs) and Course Outcomes (COs) in college is part of the assessment process to ensure effective learning. Institutions follow guidelines from accreditation bodies like the Board of Studies (BOS), which provide standard COs. Feedback is gathered from department heads to approve and finalize their academic expertise. The finalized Course Outcomes (COs) and Program Outcomes (POs) are approved by the heads.

Performance in Internal Semester Assessments (ISA) and the Semester-End Examination (SEE) is linked to Course Outcomes (COs). ISA's include written exams, assignments, practical's, minor projects, presentations etc. Assignments assess specific skills, presentations evaluate communication and understanding, and practical exams/projects measure hands-on knowledge application whereas Semester End Examination provides a comprehensive assessment of overall course material understanding and achievement of Course Outcomes.

The CO's assessed through ISA and SEE help in ensuring that the achievement of CO's contributes to the larger program outcomes. By integrating these assessments, we can ensure that both course-level and program-level educational goals are met efficiently, ultimately enhancing the learning experience and outcomes for students. This thorough approach helps maintain high standards and ensures that the program remains relevant and effective in achieving its desired impact.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/2.6.2-3.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****357**

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/2024/12/Principals-Report-2023-24.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/2024/10/Student-Satisfaction-Survey-2023.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)****0.15**

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	NIL

3.2 - Innovation Ecosystem

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

The institution fosters a vibrant ecosystem for innovation and knowledge transfer through a diverse range of programs and initiatives. Workshops such as "Text Mining & Sentiment Analysis using Orange Software," "Artificial Intelligence and Future of Teaching and Learning," and "Latex" equip participants with cutting-edge technical skills. Certificate courses on "Quantitative Methods and Basics of Econometrics" and "Research Methodology in Social Sciences" enhance research capabilities among students. Events like "Startup Mania," "Celebrating World Entrepreneurship Day," and "Entrepreneurial Dialogues" cultivate entrepreneurial mindsets, while sessions on "Opportunities in Europe: Career, Study, Research, and Alumni" broaden global perspectives. Programs like "Developing

Questionnaire," "Orientation on Project Work," and guest lectures on research methodologies aim to build strong foundational research skills. These initiatives collectively strengthen the institution's commitment to nurturing innovation, promoting research excellence, and facilitating the seamless transfer of knowledge.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/3.-2.-2-Data.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

16

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	NIL
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

7

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

2

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

College plays a vital role beyond academics, serving as catalysts for positive change within the community. Extension activities, where students actively engage with local needs, offer a powerful avenue for societal impact while contributing to students' holistic development.

The NSS and NCC Units spearhead blood donation camps, which address the critical need for blood in hospitals and emergencies. These camps not only save lives but also instill a sense of social responsibility in students. This experience often motivates them to become lifelong blood donors, fostering a culture of compassion, sensitivity and care. Blood donation activities also educate students about the importance of regular donations to maintain

healthy blood reserves in society.

The Nature Club and Resource Management Cell tackle waste management and environmental sustainability. Students clean public spaces and raise awareness about proper waste disposal, sanitation, and health. Tree-plantation drives promote ecological balance and help students understand the role of trees in maintaining a healthy and sustainable environment.

Through extension activities, students develop leadership, problem-solving, and critical thinking skills. Further, they develop empathy, fellow feeling and a sense of civic engagement, preparing them to contribute positively to society's progress.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/3.4.1. 3.4.3. 3.4.4. 21st-Dec_compressed-document.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

17

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

787

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

95

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

13

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.

Inorder to support quality teaching and learning, the college provides the following infrastructural facilities

Classrooms:

The college offers 46 technology-enabled classrooms spread across four blocks, to ensure a dynamic learning environment. Each classroom is equipped with modern teaching aids, including LCD projectors, smartboards, multimedia speakers, and Wi-Fi, fostering interactive learning. The six blocks are allocated as follows: Blocks I and II accommodate the BA and BCom programs, Block III is designated for the library, Block IV serves the BCA program, and Block V, named the "Rajaram & Tarabai Bandekar Academy of Management Education," is dedicated to the BBA, BBA (Shipping and Logistics), and MCom programs. Each classrooms measures approximately 50 square meters each, providing adequate space for active learning.

Laboratories:

Well-equipped laboratories support practical and skill-based learning across disciplines. The college has three computer labs,

along with specialized labs for Economics and Psychology, designed to meet the needs of students in each program.

Library:

A comprehensive library offers a rich collection of books, journals, and digital resources, meeting students' and faculty's research and learning needs.

Staff Rooms:

Spacious, program-specific staff rooms with Wi-Fi, provide faculty with a conducive and collaborative work environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.1_ai_Infrastructure-Photos_2023-24-1.pdf

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

The college offers a variety of resources to encourage student engagement in extracurricular activities and promote physical fitness

For academic and cultural events, Principal M.S. Kamat Seminar Hall, Raj Tara Seminar Hall and an open-air Quadrangle serve as versatile venues, accommodating a wide range of activities. Additionally, classrooms are also used for extracurricular events during non-teaching hours, optimizing the use of available spaces.

- To foster physical well-being of the students, the college has a 28 sq. meter gymnasium equipped with waist belts, weightlifting bars, weights, bar locks, and medicine balls, where training sessions for inter-collegiate events, including weightlifting and powerlifting, are conducted. Outdoor facilities include two full-sized basketball courts (28m x 15m), a football ground (55m x 50m), and a volleyball court (24m x 12m), all serving as practice and tournament spaces. Field events such as long jump, discus throw, and shot put are held on the football ground. The shared multipurpose

Gymkhana Hall, in collaboration with M.E.S HSS, supports indoor games like badminton, table tennis, high jump, chess, and powerlifting. Yoga and aerobics sessions take place in the seminar halls and Gymkhana, encouraging students' physical and mental wellness.

- These resources encourage the holistic and balanced growth of the student.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.2_ai_cultural-and-sports-facilities_2023-24-1.pdf

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

48

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.3_aai_Seminar-Halls.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)

34.44

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

- Name of ILMS software: KOHA
- Nature of automation (fully or partially): Partially
- Version: 21.11.01.000
- Year of Automation: 2021
- Link to access Koha is <http://65.2.7.200:8080/index.html>

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.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://mescollege.org/wp-content/uploads/2024/12/4.2.1.aai.Library-Description-Photos_2023-2024.pdf

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.39

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

162

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 upgrades its IT infrastructure regularly to meet current requirements. It 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. Faculties make use of digital tools such as Google Classrooms, google applications, google drives, Padlet, Crosswords, etc.

- College has 90 Desktop computers including one Server, which are 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.
- College plans towards the usage of Information and Communication Technology at all levels of interactions with the stakeholders by an adequate software system IAIMS provided by DHE, used for online admissions, attendance of students, examination, accounts, etc. System administrator takes care of the IT related needs of the campus such as hardware and networking and interactive college website.

KOHA software carries out majority of the library operations. The college has a subscription to N-LIST e-resources and has NDLI club 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/2024/12/4.3.1_Computer-Photographs_2023-24-1-1.pdf

4.3.2 - Number of Computers

90

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)

74.63

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 is committed to maintaining a pristine and functional environment for its students and staff with a comprehensive system.

Sump and overhead tanks are cleaned annually.

Pre-monsoon maintenance checks are performed on all buildings and grounds in April/May.

Classrooms are cleaned daily after class hours.

Furniture and fixtures are inspected on regular basis.

Security is monitored through CCTV surveillance.

The maintenance of library facilities carried as per library policy, which includes an annual Physical Stock Verification. During this

process, outdated or damaged books, journals, and magazines are identified and removed.

Director of Physical Education oversees maintenance and conducts annual pre-monsoon checks on equipment. MTS staff cleans the basketball courts, gymnasium, and playgrounds.

IT facilities are inspected by the System Administrator and lab assistants on regular basis and they ensure that the faulty equipment are logged and repaired.

Equipment usage and maintenance are tracked through log books and registers.

The Nature Club maintains the Butterfly (Chrysalis) garden.

The DG Set is maintained according to the Annual Maintenance Contract.

This proactive approach, supported by regular inspections, cleaning routines, and preventative maintenance, ensures that all college facilities remain in optimal condition, promoting a safe and productive learning environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.4.2_Additional_Information_2023-24-1-1.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

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

126

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/2024/12/5.1.3-merged-scanned-file_compressed.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

527

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

527

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

20

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

45

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

2

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.

19

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

- The institution facilitates and encourages its students to participate in various co-curricular and extracurricular activities through various academic and administrative

committees and bodies as below:

- College Council
 - IQAC
 - Internal Committee
 - Anti ragging Committee
 - NSS
 - Library Advisory committee
 - Women's cell
 - Gender Champion cell
 - Commerce Association
 - Economics Club
 - Psychomatrix Club
 - Litswag
 - Sociology Study Circle.
- The College council facilitates students' representation by electing students to various positions like general secretary, cultural secretary, sports secretary, debating secretary, ladies representative, class representative and university representatives.
 - Under the banner of college council, it organizes various activities including cultural events, gathering, fun week, extension activities, competitions seminars and workshops, provide logistic help in cultural and departmental programmes, NSS camps, Sports meet, skill development programmes.
 - The college provides platform for the students to shoulder responsibilities which include meticulous planning, systematically organizing, decision making and executing competitions at college and intercollegiate level.
 - The college play a pivotal role in fostering the overall development of the students through student engagement and participation across various activities and programs in the college, helping to empower them and to contribute to the institution's growth and development.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/5.3.2.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

94

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 organization registered under the Societies Registration Act, 1860 - Reg. No.217/GOA/2016 and conducts activities/programmes in consultation with the managing committee.
- The Association envisions to aid and assist the college management in undertaking developmental activities and to work in coordination with the management, staff and students of the institution.
- The alumni association of the college is very proactive and takes interest in partnering with the institution in organizing activities in the larger interest of the students which include:
 - Sponsoring trips for experiential learning
 - Certificate courses
 - Student internships and placement
 - Sponsoring department for organizing events
 - Resource persons, chief guest & judges for sessions, activities and competitions.
 - Organizing reunion programme (Alumni Connect @MES 50).
 - Felicitation of teachers, former principals, current and ex-students
 - Organizing workshops on various careers.
 - Skill development and provides employment opportunities/internship to students.
 - Actively involved as resource persons/keynote speakers/

guest faculty/ motivational speakers for workshops and certificate courses.

- Providing sponsorship for conducting events, programs and extension activities.
- 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/2024/12/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) B. 4 Lakhs - 5Lakhs

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

To be a vibrant hub of excellence, fostering innovation and holistic development of individuals.

Mission

The College is dedicated to providing lifelong learning opportunities through innovative, value-driven education that meets the evolving needs of society.

Governance

The College operates under the leadership of the Board of Trustees of the Murgaoon Education Society, which promotes a democratic and

inclusive decision-making process. This governance model ensures that all stakeholders, including faculty, staff, and students, have a voice in shaping the institution's future direction.

Strategic Priorities

1. **Environmental Sustainability:** Actively engaged in implementing eco-friendly practices to support sustainability.
2. **Institutional Advancement:** Aiming for autonomy and recognition as a deemed university to enable flexibility and innovation in academic programs and research.

Collaborative Management

The College employs a participatory management style, ensuring inclusive and effective governance. Faculty members play an integral role in this process, serving on the Local Managing Committee, heading departments, and contributing to various institutional committees.

This collaborative approach fosters a strong sense of shared responsibility and community among stakeholders, aligning with the institution's commitment to excellence, sustainability, and adaptability to societal changes.

Through these initiatives, the College continues to uphold its mission of nurturing innovation and lifelong learning.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.1.1.-revised-3-1.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 adopts a decentralized and participatory governance model, involving students, alumni, parents, and staff in various committees. Faculty and students are encouraged to take lead in planning and executing activities. Department heads, association chairpersons, and cell coordinators propose initiatives that are reviewed by the Institutional Quality Assurance Cell (IQAC) and integrated into the annual college calendar.

Case Study: Nature Club and Sustainability Development Cell This Cell exemplify the institution's dedication to decentralization and participative management. This model empowers members to take ownership of activities, fostering collective responsibility and engagement. By involving diverse stakeholders, such as teachers, students, management, and environmentalists, the club amplifies its effectiveness and impact.

Students are motivated to initiate and lead projects, ranging from campus clean-ups to larger community outreach programs. Teachers provide guidance, expertise, and resources to support these initiatives, while management ensures the allocation of necessary funding and facilities.

The club also collaborates with external members, inviting environmental experts for workshops and knowledge-sharing sessions. Partnerships with local environmental organizations enable joint projects that further extend its influence. This participative and decentralized model cultivates leadership, accountability, and environmental awareness, ensuring meaningful and sustainable outcomes while fostering a culture of environmental stewardship and collective action.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.1.2-revised_compressed.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As part of the institution's strategic plan for the academic year 2023-24, a number of infrastructural development and renovation projects were successfully undertaken strategically to enhance academic, administrative, and operational efficiency. A new Internal Quality Assurance Cell (IQAC) Room and Office, and Boardroom were developed to support quality enhancement activities. Additional renovations included developing an additional pantry room and the store room for the staff to meet operational requirements.

The Bachelor of Computer Applications (BCA) department saw some infrastructural improvements, which included the creation of one new laboratory equipped with twenty desktop computers and four air

conditioners, two additional classrooms and a store room to accommodate increasing student enrolment. The library and BCA buildings were re-painted, contributing to a more vibrant campus environment.

To enhance functionality and learning outcomes, three LCD projectors, forty-five flap chairs, and four laptops were procured. Infrastructure upgrades also included the installation of barbed wire fencing along boundary walls for improved security, pathway shade for convenience, and roofing sheet fitment for the open terrace in Block IV.

These initiatives demonstrate the institution's commitment to providing a modern, well-equipped environment that supports academic excellence and ensures a holistic development experience for students and staff.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.2.1.docx
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 Government of Goa and is affiliated with Goa University. It is recognized under sections 12(B) and 2(f) of the UGC Act. The College is governed by the Board of Trustees of Murgaon Education Society, with the Managing Committee and Local Managing Committee handling administration and management.

The Managing Committee sets the main policies for the College. The Local Managing Committee, which includes members of the Managing Committee, the Principal, and faculty representatives, manages day-to-day affairs. The Principal, as an ex-officio member, leads both academically and administratively and is supported by the Vice-Principal, who takes charge in the Principal's absence.

The College's administrative team includes the Head Clerk, Accountant, Upper Division Clerk (UDC), Lower Division Clerk (LDC),

and Multi-Tasking Staff. Academic leadership is provided by the IQAC Coordinator, Heads of Departments (HODs), and faculty from aided and self-financed courses. The Librarian and College Director of Physical Education manage their respective areas.

Recruitment, appointments, and service rules follow the guidelines of the UGC, Goa University, and the Government of Goa. The organogram reflects a clear and efficient structure for smooth functioning.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.2.2-Additional-Information.pdf
Link to Organogram of the institution webpage	https://mescollege.org/wp-content/uploads/2024/12/Organogram.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

The college has implemented a range of welfare measures, grouped into distinct categories, to ensure employees remain motivated and maintain high morale:

1) Social Measures

- The college ensures streamlined access to Government Welfare Schemes, including benefits such as Maternity, Paternity, Child Care, Study Leave, and Sabbaticals.
- Discretionary holidays for local festivals are granted with prior approval from the Directorate of Higher Education, Government of Goa.
- Teachers (Women) who have completed their PhDs were felicitated on International Women’s Day as a part of Professional Upgradation.
- Quality food and beverages are made available in the college canteen at subsidized rates.
- Faculty are provided with independent workspaces, free Wi-Fi, and on-campus staff parking facilities.

2) Economic Measures

- The M.E.S. Employees Cooperative Credit Society supports staff with low-interest loans, as well as fixed and recurring deposit options.
- The college assists employees in obtaining the Children’s Education Allowance to cover their children's educational expenses.

3) Health and Well-being

- Free multispecialty health camps are organized for students and staff.
- Regular dental check-ups, breast cancer screening, and eye check-up camps are conducted to promote overall health and well-being.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.3.1-Additional-Information_compressed.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**

25

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**

2

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**

34

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

The Performance Appraisal System for teaching staff adheres to the UGC regulations of 2010. Teachers eligible for promotion submit their applications using the PBAS (Performance-Based Appraisal System) proforma, as outlined by the UGC Career Advancement Scheme and the statutes of Goa University. The institution evaluates faculty contributions and provides guidance for enhancing their performance in key areas. Promotions are determined by the duration of service, API scores, and compliance with the annual academic teaching plan. This plan is submitted at the start of the academic year, reviewed by the IQAC, and verified with a compliance report at the year's end.

The Principal's Review and Feedback for teaching staff is conducted at the end of each semester. It evaluates academic, administrative, and research performance.

The Performance Appraisal System for non-teaching staff bases promotions on seniority, following the Government of Goa's regulations. Each year, the Head Clerk prepares a Confidential Report for the non-teaching staff, which is submitted to the Principal. A Departmental Promotion Committee (DPC), appointed by the Chairman of the Managing Committee under the Directorate of Higher Education (DHE) guidelines, reviews staff performance and submits its recommendations for approval and promotion to the DHE.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.3.5-Additional-Information-final.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 ensures the regular execution of both internal and external financial audits.

Internal Audit: Internal audits are conducted annually. An authorized auditor, appointed by the College's Governing Body, conduct the internal audit. The internal audit for the financial year 2023-2024 was carried out by M/s D.S. Pawoskar & Co., and satisfactory results reported for audits. This audit thoroughly reviews all college receipts and payments. A detailed audit report, along with the audited final accounts, is submitted to the management.

External Audit: external audits are performed as mandated by the Goa government. Directorate of Higher Education, Government of Goa, based in Alto Porvorim empowered to carried out the external audit. The Accountant, Principal, and Managing Committee extend their full cooperation to ensure the audit process runs smoothly. External audit has been conducted by the Directorate of Higher Education upto financial year March 2021 and the reports of the same are awaited.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.4.1-audited-statement.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)

4.003

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 by the Goa University and government-aided and presently receive both salary and non-salary grants.

Strategies for Mobilization of Funds:

The college received non-salary grants for the 2023-24 academic year. Additionally, the college receives grants, donations, event revenue, and sponsorships.

The institution had all its expenditure managed through optimum mobilization and utilization of resources, primarily from various private sources such as donations and sponsorships.

Optimal Utilization Of Resources:

To ensure a smooth financial flow, funds are used in accordance with the college fund utilisation policy.

Salary grants are deposited directly into staff accounts. Non-salary grants, typically used for maintenance, furniture, and student activities, which can amount to a maximum of forty-five lakhs, with an additional fifteen lakhs for annual security, cleaning, and gardening expenses.

A separate budgets and bank accounts are maintained by Government-aided and self-financing courses B.A and B.Com, B.B.A. B.C.A. and M.Com

Funds collected is spent and used properly, such as through budgets, maintaining statement of Income and expenditures and discussions with the relevant authority. The college accountant examines them, and gets it approved by the Principal.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.4.3.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 been instrumental in embedding strong quality assurance strategies and processes within the educational framework. Two significant practices established through its initiatives include:

1. Feedback from stakeholders:

Acting as a cornerstone for ensuring and improving educational quality, the IQAC plays a crucial role in gathering feedback from various stakeholders. It has proactively developed detailed feedback forms to gain meaningful insights from parents and employers about the curriculum, helping to shape a more effective and responsive educational experience.

<https://mescollege.org/feedback-analysis-2023-24/>

2. Faculty Development Programme

Featured esteemed resource persons: Prof. Nandkumar Sawant, Prof. Dr. Nandini Vaz Fernandes, Dietician Pallavi Usgaonkar, and Principal Prof. Manasvi Kamat. The sessions addressed critical topics such as curriculum design, NAAC planning, research proposal writing, welfare schemes, and outcome-based education, mapped to NAAC criteria. The program provided invaluable insights, enhancing the faculty's understanding of implementing and monitoring quality initiatives. It effectively prepared them for future NAAC activities, particularly in the context of the institution's 5th cycle.

File Description	Documents
Paste link for additional information	https://mescollege.org/feedback-analysis-2023-24/
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 periodically reviews the teaching-learning process, operational structures, methodologies, and learning outcomes to drive continuous improvement. Among the reforms facilitated is the

Bridge Course, designed to provide students with foundational knowledge essential for academic success. This program ensures a smooth transition for students from non-subject backgrounds to specific disciplines. Led by the Departments of Commerce and Economics the initiative aims to strengthen students' understanding of core concepts, enhancing their performance in subsequent academic years and enabling them to excel in their chosen fields.

Certificate Course: The IQAC regularly convenes to deliberate and review key aspects of college development. As part of its initiatives to enhance industry readiness and strengthen institution-industry linkages, the college organized certificate courses aimed at equipping students with practical, market-relevant skills. These courses were designed to bridge the gap between academic knowledge and industry expectations, providing participants with valuable insights and competencies. By fostering collaborations with industry partners, the initiative not only enhanced students' employability but also reinforced the institution's commitment to delivering holistic and future-oriented education.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.5.2.docx
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of

A. All of the above

**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)**

File Description	Documents
Paste web link of Annual reports of Institution	https://mescollege.org/wp-content/uploads/2024/12/Principals-Report-2023-24.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Gender Sensitization The College actively promotes gender equity through dedicated committees such as the Gender Champion Cell, Internal Committee, Discipline Committee, Anti-Ragging Committee, Health Centre, Counseling Cell, and Women Cell. These bodies address critical issues like gender stereotypes, sexual harassment, gender-based violence, and women empowerment. Awareness programs, workshops, and panel discussions have been organized to debunk societal norms and foster gender equality among students.

Safety and Security Ensuring the safety and security of students and staff is a priority for the college. CCTV cameras are installed across the campus, and 24x7 security personnel ensure vigilance. The Discipline and Lecture Monitoring Committees maintain order and discipline on campus, creating a secure learning environment.

Counseling The Counseling Cell and Health Centre conduct regular sessions on topics such as personality development, stress management, relationship issues, and soft skills enhancement. These initiatives support students' mental health and overall well-being.

Common Room The college provides a well-equipped Girls' Common Room to ensure privacy and comfort for girl students.

Awareness Programs The Internal Committee conducts sensitization sessions on sexual harassment at the workplace, educating students and employees about various forms of harassment and fostering a safe, inclusive environment.

File Description	Documents
Annual gender sensitization action plan	https://mescollege.org/wp-content/uploads/2024/12/Gender-Champion-Cell-Plan-of-Action-2023-24.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/2024/12/7.1.1-links-table-2023-24-1.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

Solid Waste Management

- The Nature Club and Resource Management Cell oversee the Vermicomposting Unit and the Butterfly Garden within the College.
- Awareness activities and informative posters are used to create awareness on hazards of plastic waste.
- Teachers contribute kitchen waste to support compost

production.

- Two incinerators have been installed to dispose sanitary waste.
- Milk packets and plastic bottles are collected regularly and sent to an authorized waste collector.
- NSS students organize anti-plastic drives in and around the campus.
- RO drinking water facilities installed across the campus help reduce the use of PET bottles.

Liquid Waste Management

- To ensure effective disposal of liquid waste from soak pits and septic tanks, the college regularly uses night soil tanker services.

E-Waste Management

- The college has an E-Waste Management policy for systematic disposal of electronic waste.
- Non-functional or damaged electronic equipment are handed over to authorized recyclers.
- On Global Recycling Day, an e-waste collection drive was held.

Waste Recycling System

- An E-waste Collection drive organized by the college collected 65.3 kg of electronic waste for recycling.
- The college collects and sells PET bottles from the campus to a certified recycling agency.
- In collaboration with Goonj, the college organized a drive to collect reusable items.

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 C. Any 2 of the above

of water bodies and distribution system in the campus

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

C. Any 2 of the above

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

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

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

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

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

A. Any 4 or all of the above

5.

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 regions 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 to promote an

inclusive environment and preserve diversity and inclusivity.

Tolerance and harmony towards:

? Culture: Celebration of Ganesh Chaturthi, Makar Sankranti, Janmashtami, Christmas, Diwali, Dandiya, Navratri, and Garland making.

? Language: Konkani typing, Interaction with Konkani Author, Tiatr, Mando, Dupad and Kantar competition

? Community: Distribution of cloth bags, Blood donation camp, Consumer rights and welfare, Swachata hi Sewa, Distribution of notebooks in the adopted village

? Socio-economic diversities:

- Reservation for admission is as per government regulations.
- Recruitment as per roster in consultation with the government agencies
- Financial assistance for students from an inclined financial background.

? Other diversities: Gender-related activities are undertaken by the Women's cell 'Jyoti', NSS, 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.

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 the values and philosophy of the Indian constitution. Institution organizes activities to create responsible citizens by inculcating a sense of constitutional obligations, values, duties, and

responsibilities.

- **Constitutional Obligations:** Courses offered on the Indian Constitution, Democracy and legal literacy, Human Rights, and Indian Administration. Celebration of Independence Day, Republic Day, Goa Liberation Day, Documentary on Goa’s Freedom Struggle, Focussed Group discussions on elections and Democracy
- **Values:** To inculcate constitutional values the institution observes Suicide Prevention Day, Stress to Social Wellbeing program, Sessions on Mental Health, Youth and Drug Abuse, Vigilance Week, Awareness against ragging, hygiene for girls, Self-defence for girls, and Women's safety.
- **Rights:** To raise awareness about the various rights enshrined in the Constitution, courses like the Indian Constitution, Democracy & Legal Literacy, and Human Rights are offered. Activities on RTI Day, Consumer Rights, and Women’s Rights are organized.
- **Duties & responsibilities of citizens:** To ensure the duties and responsibilities enshrined in the constitution the institution organizes the Swachata hi sewa campaign, the Distribution of cloth bags, Road safety week, Session on Consumer Rights & welfare, Tree plantation Drive, the Distribution of notebooks to needy.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://mescollege.org/wp-content/uploads/2024/12/7.1.9-Supporting-Documents-Revised_compressed.pdf
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/12/Sociology.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff **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, slogans, 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: World Environment Day, World Tourism Day, Suicide Prevention Day, World Mental Health Day
- National Days: Independence Day, Republic Day, Goa Liberation Day
- Commemorative Days: International Women's Day, RTI Day, National Tourism Day
- Events and Festivals: Ganesh Chaturthi, Diwali, Janmashtami, Makar Sankranti, Navratri and Christmas

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

Title:

Student Education Fund

Objective:

Establish a sustainable financial initiative to address economic barriers faced by students.

Context:

Established by faculty contribution

Supports students needing financial assistance

Promotes their educational progress

Unique institution-level initiative

Practice:

Acknowledging financial challenges of students encounter,

Faculty created and contribute to this fund

Initiative fosters community compassion

Promotes academic success, regardless economic background.

Evidence:

Policy document

Details 2021-22 to 2023-24:

Total contribution for three years: Rs. 92,500/-

Total number of students benefited: 19 (@ Rs 3000)

Problems-Encountered and Resources-Required:

Problems:

Lower student participation

Oversight on utilization by students

Resources:

Financial contribution

Best Practice 2

Title:

Gender Policy initiatives

Objective:

Further our commitment to promoting Gender Equality (SDG 5)

Context:

Policy promotes equality, prevents discrimination, and addresses gender-based issues

Ensures safe, supportive learning environment regardless of their gender.

Practice:

Initiative supplements the Gender Champion Cell established in 2017-18

Policy initiatives:

- Equal Opportunity
- Gender Sensitivity
- Health and Well-being
- Educational
- Support System
- Community Engagement

Evidence:

Policy document

Activity reports and geo tagged photos

Improved student participation

Problems-Encountered and Resources-Required:

Problems:

- Lack of understanding and scope of gender issues among students
- Time constraints

Resources required:

- Financial requirement
- Faculty training

File Description	Documents
Best practices in the Institutional website	https://mescollege.org/criterion-7/
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/12/7.2.1.-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 College has significant impact on how students will develop academically and personally in the future. The institution has actively progressed over the years in achieving its goal of becoming a vibrant hub for learning and innovation that promotes the holistic development of the individual. In the pursuit of becoming centre of excellence for all the learner, the departments, cells & committees have made exceptional contribution. Following activities were conducted during the academic 2023-24:

- Workshops and Seminars were conducted on various social science issues and challenges
- Faculty Development/Enrichment Programs, Two faculty were deputed to Goa Institute of Management and BITS Goa Campus for Faculty Internship and Enrichment Program by DHE Goa.
- Study Tours & Field Trips for Experiential Learning activities of students.
- Short Term Certificate Course for skill enhancement of the students of 2 Credits.
- Sessions/Talks for students on the topics such as Mental Health, Consumer Awareness, Career Guidance, Personality Development, Industry Exposure.
- Industry Academia linkages through MOU's
- Exposure through departmental events like Commerce Fiesta, Socio Creations, Pschozest, EcoBuzz, Lakshya, Sanshodhan, Avishkar, Genesis etc.
- NSS and NCC; Active participation of the students in such activities sensitize the students on social values and service to nation.

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 the National Education Policy 2020 curriculum for Sem I &II across all UG Programs and Choice-Based Credit System (CBCS) for Sem III/IV/V&VI for UG and Part I &II for PG programs. The curriculum is approved by the respective Board of Studies and Academic Council of Goa University, ensuring effective delivery through well-planned academic programs.

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

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 and study tours. Final year B.A., B.Com., and M.Com. students' complete projects/dissertations, evaluated through viva voce examination. Internships for B.B.A. students offer practical experience in 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/2024/12/1.1.1-Additional-Information.docx

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

The Institution adheres to the academic calendar, including the Continuous Internal Evaluation (CIE) timeline. At the beginning of every academic year, the college receives a circular from Goa University stating the academic terms 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), Semester End Assessment (SEA) for NEP and Semester End Examination (SEE) for CBCS curriculum. The academic, co-curricular activities and examinations including CIE, are scheduled in the academic planner of the college.

The prospectus for each programme, comprising the rules and regulations, examination schedules 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 carried out by the institution. The examination process for Semesters V and VI is managed by the University.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/1.1.2-Additional-Information.docx

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

B. Any 3 of the above

of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	
File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File
1.2 - Academic Flexibility	
1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented	
1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented	
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)	
15	
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	

466

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

34

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

680

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

1.4 - Feedback System

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

C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	https://mescollege.org/wp-content/uploads/2024/12/1.4.1.docx
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/feedback-analysis-2023-24/

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

581

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

60

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

M.E.S. Vasant Joshi College admits students from varied socio-economic and educational backgrounds. At the start of the academic year, students are classified as slow or advanced learners based on previous exam results, ISA performance, and class observations. The following programs are implemented accordingly:

For Slow Learners:

1. Peer Learning: Peer Learning Tests were conducted by faculties for the Academic year 2023-2024 both for odd and even semesters to identify slow and advanced learners for B.A., B.COM., B.B.A., B.C.A. & M.COM. Programmes. Advanced learners tutor groups of slow learners beyond class hours. This activity is documented and verified by course teachers. E-content and recordings are provided to supplement classroom teaching, enhancing access to academic material. Peer tutoring is a best practice.

2. Remedial Teaching: Offered on a choice basis after lecture hours by course teachers. These students receive additional books through the remedial book bank scheme.

For Advanced Learners:

1. **Library Book Bank Scheme:** Meritorious students have access to additional books. Add-on and certificate courses offer practical insights.

2. **Top-ranked students** are awarded during the annual prize distribution ceremony and are involved in organizing national and state-level seminars and workshops.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/2.2.1-Special-programmes-for-advanced-and-slow-learners-2023-24.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
1601	61

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

Field-based study: Students engage with departmental management through regular educational tours and industrial excursions both inside and beyond the state. In addition, field trips to libraries, famous writers' residences, orphanages, courts, historical sites, and mental health facilities are planned in connection with the course. **Field-based projects:** In accordance with the curriculum, final-year students are required to undertake projects in their various fields. These projects require them to gather, analyze, and interpret data through field surveys. You can find project reports

at the college library. **Internship:** BBA, BBA (Shipping & Logistics), and M.Com. Part II students are required to do an

internship as part of their curriculum. Via industry internships, students are exposed to experience learning.

- Participative learning Methods

1. Poster competition
2. Celebrating Inter-religious festivals
3. Film making
4. Case studies
5. Digital Learning-Music appreciation class
6. Community outreach programmes
7. Quizzes
8. Skill Development
9. Fiesta: Commerce
10. Street plays
11. Group discussions
12. Debates
13. Digital Story Telling
14. Role play
15. Students Presentations

- Problem-solving techniques: Case studies, role plays, simulations, brainstorming sessions, and homework help students develop their problem-solving mindset. Students that enroll in skill enhancement classes learn to recognize and hone various social abilities.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/ilovepdf_merged-1_compressed.pdf

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

Teachers use a range of ICT tools and resources to communicate, generate, distribute, save, and manage information as part of their pedagogy. The campus is equipped with Wi-Fi, making it possible to employ a variety of ICT equipment.

ICT-enabled resources, such as speakers, LCD projectors, Smart Boards, laptops, desktop PCs, and audio-visual teaching aids. Teachers use Google Classroom, LMS, , Google meet, Zoom Platform,

Blogging, Moodle, Google scholar, Inflibnet, EPG Pathshala, NList, Flipped classroom, egyptankosh, E Sociology guide, Google Forms, Google Meet, Research articles, Dishtavo, PPT, Gretl, Mobile Apps, Interactive Software and Interfaces, e Ignou, Google Collaboration, G Suite, Google Scholar, E-Reader apps, Linguistic software and apps, SWAYAM, Coglab Software, PDFs, and YouTube videos, SPSS & Tally software, Grow App, Money control App and MOOC. An additional choice for online learning is Shodhganga. Faculty and students can use the INFLIBNET database through the college library to enhance teaching and learning.

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

57

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

637

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 start of the academic year, the Principal conducts an orientation program for students as per the ordinance OA-38.14 (iv) of Goa University, covering the examination pattern and evaluation process. Based on CCFUP and NEP (2020), the examination committee, in consultation with the principal, sets the dates for internal exams. A notice is displayed for the students to take note of the I.S.A dates of ODD and EVEN semester. Students are continuously assessed through written ISAs and assignments completed within the stipulated time. Out of three ISA students have to answer a minimum of two ISA's to qualify for the SEE Exams. Students who miss the first ISA can take a Repeat ISA by providing valid proof or a medical certificate after getting approval from the principal. Students sign the attendance sheet for each ISA and SEE to ensure transparency and accountability. Assessed ISA papers are shown to students and ISA and SEE marks statements are shown to parents and students, allowing them to discuss their performance.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/41987_116_1735304154.docx

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

The chief conductor ensures fair and transparent conduct of semester-end examinations. OA-38.14.4 permits reevaluation of Semester-End Assessment (SEA) answer books for Semesters I to VIII as per OA-5.15, while grievances related to Internal Semester Assessments (ISA) are handled by the College Grievance Committee before ISA marks are submitted to the university within 20 days of the last ISA. Only verification of SEA theory papers is allowed.

OA-38.16.3 gives details of the College Grievance Committee, which investigates written complaints submitted within 15 days of result declaration, accompanied by a refundable fee. It consults the concerned teacher and recommends actions, ensuring reassessment fairness. OA-38.16.2 outlines the College Unfair Means Inquiry Committee (CUMIC), responsible for addressing unfair practices during exams. This committee conducts inquiries, makes recommendations to the Principal, and follows punishment norms under OA-5.14.19. Collectively, these provisions ensure an

efficient and impartial grievance redressal system.

File Description	Documents
Any additional information	View File
Link for additional information	https://mescollege.org/wp-content/uploads/2024/12/2-1.pdf

2.6 - Student Performance and Learning Outcomes

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

The college ensures that the Course Outcomes for each program are uploaded on the official website. Faculty members are required to submit their teaching plans, including the course learning outcomes, to the IQAC and upload them on the DHE Portal. To keep students well-informed, course objectives, learning outcomes, and student learning outcomes are mandatory components of the teaching plans and must be shared through Google Classroom and class groups at the beginning of each semester. Teachers are expected to communicate learning outcomes verbally to ensure students understand the knowledge and skill goals. This essential process is crucial for the formulation of fair and relevant question papers, providing students with a deep understanding of the study material. Furthermore, for the academic year 2023-2024, under NEP, 2020 new course papers approved by Goa University were introduced in some departments, and the learning outcomes were diligently uploaded on the website and communicated to the students, showcasing the college's unwavering commitment to educational excellence. The new PO's and PSO's were also framed by each department for B.A., B.Com., B.B.A., B.C.A., and M.Com. The Links of the approved PO's, PSO's and CO's of NEP are also uploaded on the college website.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/2.6.1-1_compressed.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The evaluation of Programme Outcomes (POs) and Course Outcomes (COs) in college is part of the assessment process to ensure effective learning. Institutions follow guidelines from accreditation bodies like the Board of Studies (BOS), which provide standard COs. Feedback is gathered from department heads to approve and finalize their academic expertise. The finalized Course Outcomes (COs) and Program Outcomes (POs) are approved by the heads.

Performance in Internal Semester Assessments (ISA) and the Semester-End Examination (SEE) is linked to Course Outcomes (COs). ISA's include written exams, assignments, practical's, minor projects, presentations etc. Assignments assess specific skills, presentations evaluate communication and understanding, and practical exams/projects measure hands-on knowledge application whereas Semester End Examination provides a comprehensive assessment of overall course material understanding and achievement of Course Outcomes.

The CO's assessed through ISA and SEE help in ensuring that the achievement of CO's contributes to the larger program outcomes. By integrating these assessments, we can ensure that both course-level and program-level educational goals are met efficiently, ultimately enhancing the learning experience and outcomes for students. This thorough approach helps maintain high standards and ensures that the program remains relevant and effective in achieving its desired impact.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://mescollege.org/wp-content/uploads/2024/12/2.6.2-3.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**

357

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/2024/12/Principals-Report-2023-24.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/2024/10/Student-Satisfaction-Survey-2023.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)

0.15

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	NIL

3.2 - Innovation Ecosystem

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

The institution fosters a vibrant ecosystem for innovation and knowledge transfer through a diverse range of programs and initiatives. Workshops such as "Text Mining & Sentiment Analysis using Orange Software," "Artificial Intelligence and Future of Teaching and Learning," and "Latex" equip participants with cutting-edge technical skills. Certificate courses on "Quantitative Methods and Basics of Econometrics" and "Research Methodology in Social Sciences" enhance research capabilities among students. Events like "Startup Mania," "Celebrating World Entrepreneurship Day," and "Entrepreneurial Dialogues" cultivate entrepreneurial mindsets, while sessions on "Opportunities in Europe: Career, Study, Research, and Alumni" broaden global perspectives. Programs like "Developing Questionnaire," "Orientation on Project Work," and guest lectures on research methodologies aim to build strong foundational research skills. These initiatives collectively strengthen the institution's commitment to nurturing innovation, promoting research

excellence, and facilitating the seamless transfer of knowledge.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/3.-2.-2-Data.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

16

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	NIL
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year	
7	
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	
2	
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>College plays a vital role beyond academics, serving as catalysts for positive change within the community. Extension activities, where students actively engage with local needs, offer a powerful avenue for societal impact while contributing to students' holistic development.</p> <p>The NSS and NCC Units spearhead blood donation camps, which address the critical need for blood in hospitals and emergencies. These camps not only save lives but also instill a sense of social responsibility in students. This experience often motivates them to become lifelong blood donors, fostering a culture of compassion, sensitivity and care. Blood donation activities also educate students about the importance of regular donations to maintain healthy blood reserves in society.</p>	

The Nature Club and Resource Management Cell tackle waste management and environmental sustainability. Students clean public spaces and raise awareness about proper waste disposal, sanitation, and health. Tree-plantation drives promote ecological balance and help students understand the role of trees in maintaining a healthy and sustainable environment.

Through extension activities, students develop leadership, problem-solving, and critical thinking skills. Further, they develop empathy, fellow feeling and a sense of civic engagement, preparing them to contribute positively to society's progress.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/3.4.1.3.4.3.3.4.4.21st-Dec_compressed-document.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

17

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

787

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

95

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

13

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.

Inorder to support quality teaching and learning, the college provides the following infrastructural facilities

Classrooms:

The college offers 46 technology-enabled classrooms spread across four blocks, to ensure a dynamic learning environment. Each classroom is equipped with modern teaching aids, including LCD projectors, smartboards, multimedia speakers, and Wi-Fi, fostering interactive learning. The six blocks are allocated as follows: Blocks I and II accommodate the BA and BCom programs, Block III is designated for the library, Block IV serves the BCA program, and Block V, named the "Rajaram & Tarabai Bandekar Academy of Management Education," is dedicated to the BBA, BBA (Shipping and Logistics), and MCom programs. Each classrooms measures approximately 50 square meters each, providing adequate space for active learning.

Laboratories:

Well-equipped laboratories support practical and skill-based

learning across disciplines. The college has three computer labs, along with specialized labs for Economics and Psychology, designed to meet the needs of students in each program.

Library:

A comprehensive library offers a rich collection of books, journals, and digital resources, meeting students' and faculty's research and learning needs.

Staff Rooms:

Spacious, program-specific staff rooms with Wi-Fi, provide faculty with a conducive and collaborative work environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.1_ai_Infrastructure-Photos_2023-24-1.pdf

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

The college offers a variety of resources to encourage student engagement in extracurricular activities and promote physical fitness

For academic and cultural events, Principal M.S. Kamat Seminar Hall, Raj Tara Seminar Hall and an open-air Quadrangle serve as versatile venues, accommodating a wide range of activities. Additionally, classrooms are also used for extracurricular events during non-teaching hours, optimizing the use of available spaces.

- To foster physical well-being of the students, the college has a 28 sq. meter gymnasium equipped with waist belts, weightlifting bars, weights, bar locks, and medicine balls, where training sessions for inter-collegiate events, including weightlifting and powerlifting, are conducted. Outdoor facilities include two full-sized basketball courts (28m x 15m), a football ground (55m x 50m), and a volleyball court (24m x 12m), all serving as practice and

tournament spaces. Field events such as long jump, discuss throw, and shot put are held on the football ground. The shared multipurpose Gymkhana Hall, in collaboration with M.E.S HSS, supports indoor games like badminton, table tennis, high jump, chess, and powerlifting. Yoga and aerobics sessions take place in the seminar halls and Gymkhana, encouraging students' physical and mental wellness.

- These resources encourage the holistic and balanced growth of the student.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.2_ai_cultural-and-sports-facilities_2023-24-1.pdf

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

48

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.1.3_aai_Seminar-Halls.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)

34.44

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

- Name of ILMS software: KOHA
- Nature of automation (fully or partially): Partially
- Version: 21.11.01.000
- Year of Automation: 2021
- Link to access Koha is <http://65.2.7.200:8080/index.html>

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.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://mescollege.org/wp-content/uploads/2024/12/4.2.1.aai.Library-Description-Photos-2023-2024.pdf

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.39

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

162

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 upgrades its IT infrastructure regularly to meet current requirements. It 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. Faculties make use of digital tools such as Google Classrooms, google applications, google drives, Padlet, Crosswords, etc.

- College has 90 Desktop computers including one Server, which are 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.
- College plans towards the usage of Information and Communication Technology at all levels of interactions with the stakeholders by an adequate software system IAIMS provided by DHE, used for online admissions, attendance of students, examination, accounts, etc. System administrator takes care of the IT related needs of the campus such as hardware and networking and interactive college website.

KOHA software carries out majority of the library operations. The college has a subscription to N-LIST e-resources and has NDLI club 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/2024/12/4.3.1_Computer-Photographs_2023-24-1-1.pdf

4.3.2 - Number of Computers

90

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)

74.63

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 is committed to maintaining a pristine and functional environment for its students and staff with a comprehensive system.

Sump and overhead tanks are cleaned annually.

Pre-monsoon maintenance checks are performed on all buildings and grounds in April/May.

Classrooms are cleaned daily after class hours.

Furniture and fixtures are inspected on regular basis.

Security is monitored through CCTV surveillance.

The maintenance of library facilities carried as per library

policy, which includes an annual Physical Stock Verification. During this process, outdated or damaged books, journals, and magazines are identified and removed.

Director of Physical Education oversees maintenance and conducts annual pre-monsoon checks on equipment. MTS staff cleans the basketball courts, gymnasium, and playgrounds.

IT facilities are inspected by the System Administrator and lab assistants on regular basis and they ensure that the faulty equipment are logged and repaired.

Equipment usage and maintenance are tracked through log books and registers.

The Nature Club maintains the Butterfly (Chrysalis) garden.

The DG Set is maintained according to the Annual Maintenance Contract.

This proactive approach, supported by regular inspections, cleaning routines, and preventative maintenance, ensures that all college facilities remain in optimal condition, promoting a safe and productive learning environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/4.4.2_Additional_Information_2023-24-1-1.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

20

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

126

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/2024/12/5.1.3-merged-scanned-file_compressed.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

527

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

527

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

20

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

45

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	
2	
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.	
19	
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)	
<ul style="list-style-type: none"> The institution facilitates and encourages its students to participate in various co-curricular and extracurricular activities through various academic and administrative 	

committees and bodies as below:

- College Council
 - IQAC
 - Internal Committee
 - Anti ragging Committee
 - NSS
 - Library Advisory committee
 - Women's cell
 - Gender Champion cell
 - Commerce Association
 - Economics Club
 - Psychomatrix Club
 - Litswag
 - Sociology Study Circle.
- The College council facilitates students' representation by electing students to various positions like general secretary, cultural secretary, sports secretary, debating secretary, ladies representative, class representative and university representatives.
 - Under the banner of college council, it organizes various activities including cultural events, gathering, fun week, extension activities, competitions seminars and workshops, provide logistic help in cultural and departmental programmes, NSS camps, Sports meet, skill development programmes.
 - The college provides platform for the students to shoulder responsibilities which include meticulous planning, systematically organizing, decision making and executing competitions at college and intercollegiate level.
 - The college play a pivotal role in fostering the overall development of the students through student engagement and participation across various activities and programs in the college, helping to empower them and to contribute to the institution's growth and development.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/5.3.2.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

94

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 organization registered under the Societies Registration Act, 1860 - Reg. No.217/GOA/2016 and conducts activities/programmes in consultation with the managing committee.
- The Association envisions to aid and assist the college management in undertaking developmental activities and to work in coordination with the management, staff and students of the institution.
- The alumni association of the college is very proactive and takes interest in partnering with the institution in organizing activities in the larger interest of the students which include:
 - Sponsoring trips for experiential learning
 - Certificate courses
 - Student internships and placement
 - Sponsoring department for organizing events
 - Resource persons, chief guest & judges for sessions, activities and competitions.
 - Organizing reunion programme (Alumni Connect @MES 50).
 - Felicitation of teachers, former principals, current and ex-students
 - Organizing workshops on various careers.
 - Skill development and provides employment

- opportunities/internship to students.
 - Actively involved as resource persons/keynote speakers/ guest faculty/ motivational speakers for workshops and certificate courses.
 - Providing sponsorship for conducting events, programs and extension activities.
- 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/2024/12/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)

B. 4 Lakhs - 5Lakhs

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

To be a vibrant hub of excellence, fostering innovation and holistic development of individuals.

Mission

The College is dedicated to providing lifelong learning opportunities through innovative, value-driven education that meets the evolving needs of society.

Governance

The College operates under the leadership of the Board of Trustees of the Murgaon Education Society, which promotes a democratic and inclusive decision-making process. This governance model ensures that all stakeholders, including faculty, staff, and students, have a voice in shaping the institution's future direction.

Strategic Priorities

1. **Environmental Sustainability:** Actively engaged in implementing eco-friendly practices to support sustainability.
2. **Institutional Advancement:** Aiming for autonomy and recognition as a deemed university to enable flexibility and innovation in academic programs and research.

Collaborative Management

The College employs a participatory management style, ensuring inclusive and effective governance. Faculty members play an integral role in this process, serving on the Local Managing Committee, heading departments, and contributing to various institutional committees.

This collaborative approach fosters a strong sense of shared responsibility and community among stakeholders, aligning with the institution's commitment to excellence, sustainability, and adaptability to societal changes.

Through these initiatives, the College continues to uphold its mission of nurturing innovation and lifelong learning.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.1.1.-revised-3-1.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 adopts a decentralized and participatory governance model, involving students, alumni, parents, and staff in various committees. Faculty and students are encouraged to

take lead in planning and executing activities. Department heads, association chairpersons, and cell coordinators propose initiatives that are reviewed by the Institutional Quality Assurance Cell (IQAC) and integrated into the annual college calendar.

Case Study: Nature Club and Sustainability Development Cell This Cell exemplify the institution's dedication to decentralization and participative management. This model empowers members to take ownership of activities, fostering collective responsibility and engagement. By involving diverse stakeholders, such as teachers, students, management, and environmentalists, the club amplifies its effectiveness and impact.

Students are motivated to initiate and lead projects, ranging from campus clean-ups to larger community outreach programs. Teachers provide guidance, expertise, and resources to support these initiatives, while management ensures the allocation of necessary funding and facilities.

The club also collaborates with external members, inviting environmental experts for workshops and knowledge-sharing sessions. Partnerships with local environmental organizations enable joint projects that further extend its influence. This participative and decentralized model cultivates leadership, accountability, and environmental awareness, ensuring meaningful and sustainable outcomes while fostering a culture of environmental stewardship and collective action.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.1.2-revised_compressed.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As part of the institution's strategic plan for the academic year 2023-24, a number of infrastructural development and renovation projects were successfully undertaken strategically to enhance academic, administrative, and operational efficiency. A new Internal Quality Assurance Cell (IQAC) Room and Office, and Boardroom were developed to support quality enhancement

activities. Additional renovations included developing an additional pantry room and the store room for the staff to meet operational requirements.

The Bachelor of Computer Applications (BCA) department saw some infrastructural improvements, which included the creation of one new laboratory equipped with twenty desktop computers and four air conditioners, two additional classrooms and a store room to accommodate increasing student enrolment. The library and BCA buildings were re-painted, contributing to a more vibrant campus environment.

To enhance functionality and learning outcomes, three LCD projectors, forty-five flap chairs, and four laptops were procured. Infrastructure upgrades also included the installation of barbed wire fencing along boundary walls for improved security, pathway shade for convenience, and roofing sheet fitment for the open terrace in Block IV.

These initiatives demonstrate the institution's commitment to providing a modern, well-equipped environment that supports academic excellence and ensures a holistic development experience for students and staff.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.2.1.docx
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 Government of Goa and is affiliated with Goa University. It is recognized under sections 12(B) and 2(f) of the UGC Act. The College is governed by the Board of Trustees of Murgaon Education Society, with the Managing Committee and Local Managing Committee handling administration and management.

The Managing Committee sets the main policies for the College. The Local Managing Committee, which includes members of the

Managing Committee, the Principal, and faculty representatives, manages day-to-day affairs. The Principal, as an ex-officio member, leads both academically and administratively and is supported by the Vice-Principal, who takes charge in the Principal's absence.

The College's administrative team includes the Head Clerk, Accountant, Upper Division Clerk (UDC), Lower Division Clerk (LDC), and Multi-Tasking Staff. Academic leadership is provided by the IQAC Coordinator, Heads of Departments (HODs), and faculty from aided and self-financed courses. The Librarian and College Director of Physical Education manage their respective areas.

Recruitment, appointments, and service rules follow the guidelines of the UGC, Goa University, and the Government of Goa. The organogram reflects a clear and efficient structure for smooth functioning.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.2.2-Additional-Information.pdf
Link to Organogram of the institution webpage	https://mescollege.org/wp-content/uploads/2024/12/Organogram.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

The college has implemented a range of welfare measures, grouped into distinct categories, to ensure employees remain motivated and maintain high morale:

1) Social Measures

- The college ensures streamlined access to Government Welfare Schemes, including benefits such as Maternity, Paternity, Child Care, Study Leave, and Sabbaticals.
- Discretionary holidays for local festivals are granted with prior approval from the Directorate of Higher Education, Government of Goa.
- Teachers (Women) who have completed their PhDs were felicitated on International Women's Day as a part of Professional Upgradation.
- Quality food and beverages are made available in the college canteen at subsidized rates.
- Faculty are provided with independent workspaces, free Wi-Fi, and on-campus staff parking facilities.

2) Economic Measures

- The M.E.S. Employees Cooperative Credit Society supports staff with low-interest loans, as well as fixed and recurring deposit options.
- The college assists employees in obtaining the Children's Education Allowance to cover their children's educational expenses.

3) Health and Well-being

- Free multispecialty health camps are organized for students and staff.
- Regular dental check-ups, breast cancer screening, and eye check-up camps are conducted to promote overall health and well-being.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.3.1-Additional-Information_compressed.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

25

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

2

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

34

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

The Performance Appraisal System for teaching staff adheres to the UGC regulations of 2010. Teachers eligible for promotion submit their applications using the PBAS (Performance-Based Appraisal System) proforma, as outlined by the UGC Career

Advancement Scheme and the statutes of Goa University. The institution evaluates faculty contributions and provides guidance for enhancing their performance in key areas. Promotions are determined by the duration of service, API scores, and compliance with the annual academic teaching plan. This plan is submitted at the start of the academic year, reviewed by the IQAC, and verified with a compliance report at the year's end.

The Principal's Review and Feedback for teaching staff is conducted at the end of each semester. It evaluates academic, administrative, and research performance.

The Performance Appraisal System for non-teaching staff bases promotions on seniority, following the Government of Goa's regulations. Each year, the Head Clerk prepares a Confidential Report for the non-teaching staff, which is submitted to the Principal. A Departmental Promotion Committee (DPC), appointed by the Chairman of the Managing Committee under the Directorate of Higher Education (DHE) guidelines, reviews staff performance and submits its recommendations for approval and promotion to the DHE.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.3.5-Additional-Information-final.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 ensures the regular execution of both internal and external financial audits.

Internal Audit: Internal audits are conducted annually. An authorized auditor, appointed by the College's Governing Body, conduct the internal audit. The internal audit for the financial year 2023-2024 was carried out by M/s D.S. Pawooskar & Co., and satisfactory results reported for audits. This audit thoroughly reviews all college receipts and payments. A detailed audit report, along with the audited final accounts, is submitted to

the management.

External Audit: external audits are performed as mandated by the Goa government. Directorate of Higher Education, Government of Goa, based in Alto Porvorim empowered to carried out the external audit. The Accountant, Principal, and Managing Committee extend their full cooperation to ensure the audit process runs smoothly. External audit has been conducted by the Directorate of Higher Education upto financial year March 2021 and the reports of the same are awaited.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.4.1-audited-statement.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)

4.003

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 by the Goa University and government-aided and presently receive both salary and non-salary grants.

Strategies for Mobilization of Funds:

The college received non-salary grants for the 2023-24 academic

year. Additionally, the college receives grants, donations, event revenue, and sponsorships.

The institution had all its expenditure managed through optimum mobilization and utilization of resources, primarily from various private sources such as donations and sponsorships.

Optimal Utilization Of Resources:

To ensure a smooth financial flow, funds are used in accordance with the college fund utilisation policy.

Salary grants are deposited directly into staff accounts. Non-salary grants, typically used for maintenance, furniture, and student activities, which can amount to a maximum of forty-five lakhs, with an additional fifteen lakhs for annual security, cleaning, and gardening expenses.

A separate budgets and bank accounts are maintained by Government-aided and self-financing courses B.A and B.Com, B.B.A. B.C.A. and M.Com

Funds collected is spent and used properly, such as through budgets, maintaining statement of Income and expenditures and discussions with the relevant authority. The college accountant examines them, and gets it approved by the Principal.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.4.3.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 been instrumental in embedding strong quality assurance strategies and processes within the educational framework. Two significant practices established through its initiatives include:

1. Feedback from stakeholders:

Acting as a cornerstone for ensuring and improving educational quality, the IQAC plays a crucial role in gathering feedback from various stakeholders. It has proactively developed detailed feedback forms to gain meaningful insights from parents and employers about the curriculum, helping to shape a more effective and responsive educational experience.

<https://mescollege.org/feedback-analysis-2023-24/>

2. Faculty Development Programme

Featured esteemed resource persons: Prof. Nandkumar Sawant, Prof. Dr. Nandini Vaz Fernandes, Dietician Pallavi Usgaonkar, and Principal Prof. Manasvi Kamat. The sessions addressed critical topics such as curriculum design, NAAC planning, research proposal writing, welfare schemes, and outcome-based education, mapped to NAAC criteria. The program provided invaluable insights, enhancing the faculty's understanding of implementing and monitoring quality initiatives. It effectively prepared them for future NAAC activities, particularly in the context of the institution's 5th cycle.

File Description	Documents
Paste link for additional information	https://mescollege.org/feedback-analysis-2023-24/
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 periodically reviews the teaching-learning process, operational structures, methodologies, and learning outcomes to drive continuous improvement. Among the reforms facilitated is the

Bridge Course, designed to provide students with foundational knowledge essential for academic success. This program ensures a smooth transition for students from non-subject backgrounds to specific disciplines. Led by the Departments of Commerce and Economics the initiative aims to strengthen students' understanding of core concepts, enhancing their performance in subsequent academic years and enabling them to excel in their

chosen fields.

Certificate Course: The IQAC regularly convenes to deliberate and review key aspects of college development. As part of its initiatives to enhance industry readiness and strengthen institution-industry linkages, the college organized certificate courses aimed at equipping students with practical, market-relevant skills. These courses were designed to bridge the gap between academic knowledge and industry expectations, providing participants with valuable insights and competencies. By fostering collaborations with industry partners, the initiative not only enhanced students' employability but also reinforced the institution's commitment to delivering holistic and future-oriented education.

File Description	Documents
Paste link for additional information	https://mescollege.org/wp-content/uploads/2024/12/6.5.2.docx
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://mescollege.org/wp-content/uploads/2024/12/Principals-Report-2023-24.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Gender Sensitization The College actively promotes gender equity through dedicated committees such as the Gender Champion Cell, Internal Committee, Discipline Committee, Anti-Ragging Committee, Health Centre, Counseling Cell, and Women Cell. These bodies address critical issues like gender stereotypes, sexual harassment, gender-based violence, and women empowerment. Awareness programs, workshops, and panel discussions have been organized to debunk societal norms and foster gender equality among students.

Safety and Security Ensuring the safety and security of students and staff is a priority for the college. CCTV cameras are installed across the campus, and 24x7 security personnel ensure vigilance. The Discipline and Lecture Monitoring Committees maintain order and discipline on campus, creating a secure learning environment.

Counseling The Counseling Cell and Health Centre conduct regular sessions on topics such as personality development, stress management, relationship issues, and soft skills enhancement. These initiatives support students' mental health and overall well-being.

Common Room The college provides a well-equipped Girls' Common Room to ensure privacy and comfort for girl students.

Awareness Programs The Internal Committee conducts sensitization

sessions on sexual harassment at the workplace, educating students and employees about various forms of harassment and fostering a safe, inclusive environment.

File Description	Documents
Annual gender sensitization action plan	https://mescollege.org/wp-content/uploads/2024/12/Gender-Champion-Cell-Plan-of-Action-2023-24.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/2024/12/7.1.1-links-table-2023-24-1.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

Solid Waste Management

- The Nature Club and Resource Management Cell oversee the Vermicomposting Unit and the Butterfly Garden within the College.
- Awareness activities and informative posters are used to create awareness on hazards of plastic waste.
- Teachers contribute kitchen waste to support compost production.
- Two incinerators have been installed to dispose sanitary waste.
- Milk packets and plastic bottles are collected regularly

and sent to an authorized waste collector.

- NSS students organize anti-plastic drives in and around the campus.
- RO drinking water facilities installed across the campus help reduce the use of PET bottles.

Liquid Waste Management

- To ensure effective disposal of liquid waste from soak pits and septic tanks, the college regularly uses night soil tanker services.

E-Waste Management

- The college has an E-Waste Management policy for systematic disposal of electronic waste.
- Non-functional or damaged electronic equipment are handed over to authorized recyclers.
- On Global Recycling Day, an e-waste collection drive was held.

Waste Recycling System

- An E-waste Collection drive organized by the college collected 65.3 kg of electronic waste for recycling.
- The college collects and sells PET bottles from the campus to a certified recycling agency.
- In collaboration with Goonj, the college organized a drive to collect reusable items.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

C. Any 2 of the above

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

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

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

C. Any 2 of the above

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

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

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

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

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

A. Any 4 or all of the above

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

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

The college admits students representing various regions 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 to promote an

inclusive environment and preserve diversity and inclusivity.

Tolerance and harmony towards:

? Culture: Celebration of Ganesh Chaturthi, Makar Sankranti, Janmashtami, Christmas, Diwali, Dandiya, Navratri, and Garland making.

? Language: Konkani typing, Interaction with Konkani Author, Tiatr, Mando, Dupad and Kantar competition

? Community: Distribution of cloth bags, Blood donation camp, Consumer rights and welfare, Swachata hi Sewa, Distribution of notebooks in the adopted village

? Socio-economic diversities:

- Reservation for admission is as per government regulations.
- Recruitment as per roster in consultation with the government agencies
- Financial assistance for students from an inclined financial background.

? Other diversities: Gender-related activities are undertaken by the Women's cell 'Jyoti', NSS, 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.

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 the values and philosophy of the Indian constitution. Institution organizes activities to create responsible citizens by inculcating a sense of constitutional obligations, values,

duties, and responsibilities.

- **Constitutional Obligations:** Courses offered on the Indian Constitution, Democracy and legal literacy, Human Rights, and Indian Administration. Celebration of Independence Day, Republic Day, Goa Liberation Day, Documentary on Goa's Freedom Struggle, Focussed Group discussions on elections and Democracy
- **Values:** To inculcate constitutional values the institution observes Suicide Prevention Day, Stress to Social Wellbeing program, Sessions on Mental Health, Youth and Drug Abuse, Vigilance Week, Awareness against ragging, hygiene for girls, Self-defence for girls, and Women's safety.
- **Rights:** To raise awareness about the various rights enshrined in the Constitution, courses like the Indian Constitution, Democracy & Legal Literacy, and Human Rights are offered. Activities on RTI Day, Consumer Rights, and Women's Rights are organized.
- **Duties & responsibilities of citizens:** To ensure the duties and responsibilities enshrined in the constitution the institution organizes the Swachata hi sewa campaign, the Distribution of cloth bags, Road safety week, Session on Consumer Rights & welfare, Tree plantation Drive, the Distribution of notebooks to needy.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://mescollege.org/wp-content/uploads/2024/12/7.1.9-Supporting-Documents-Revised_compressed.pdf
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/12/Sociology.pdf

<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</p>	<p>A. All of the above</p>
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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	
<p>The college commemorates important national, local, and international days.</p> <p>Various activities are organized through various clubs, associations, and departments. This involves Pledge and oath-taking, competitions such as poster making, essay, slogans, 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.</p> <ul style="list-style-type: none"> • International Days: World Environment Day, World Tourism Day, Suicide Prevention Day, World Mental Health Day • National Days: Independence Day, Republic Day, Goa Liberation Day • Commemorative Days: International Women's Day, RTI Day, National Tourism Day • Events and Festivals: Ganesh Chaturthi, Diwali, Janmashtami, Makar Sankranti, Navratri and Christmas <p>These activities inculcate a sense of patriotism, universal humanism, brotherhood, tolerance, and democratic values like liberty, equality, and justice.</p> <p>The Institution strives to create a socially inclusive mindset by organizing such</p> <p>activities so that a harmonious and tolerant society is shaped in the long run.</p>	

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

Title:

Student Education Fund

Objective:

Establish a sustainable financial initiative to address economic barriers faced by students.

Context:

Established by faculty contribution

Supports students needing financial assistance

Promotes their educational progress

Unique institution-level initiative

Practice:

Acknowledging financial challenges of students encounter,

Faculty created and contribute to this fund

Initiative fosters community compassion

Promotes academic success, regardless economic background.

Evidence:

Policy document

Details 2021-22 to 2023-24:

Total contribution for three years: Rs. 92,500/-

Total number of students benefited: 19 (@ Rs 3000)

Problems-Encountered and Resources-Required:

Problems:

Lower student participation

Oversight on utilization by students

Resources:

Financial contribution

Best Practice 2

Title:

Gender Policy initiatives

Objective:

Further our commitment to promoting Gender Equality (SDG 5)

Context:

Policy promotes equality, prevents discrimination, and addresses gender-based issues

Ensures safe, supportive learning environment regardless of their gender.

Practice:

Initiative supplements the Gender Champion Cell established in 2017-18

Policy initiatives:

- Equal Opportunity
- Gender Sensitivity
- Health and Well-being
- Educational
- Support System
- Community Engagement

Evidence:

Policy document

Activity reports and geo tagged photos

Improved student participation

Problems-Encountered and Resources-Required:

Problems:

- Lack of understanding and scope of gender issues among students
- Time constraints

Resources required:

- Financial requirement
- Faculty training

File Description	Documents
Best practices in the Institutional website	https://mescollege.org/criterion-7/
Any other relevant information	https://mescollege.org/wp-content/uploads/2024/12/7.2.1.-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 College has significant impact on how students will develop academically and personally in the future. The institution has actively progressed over the years in achieving its goal of becoming a vibrant hub for learning and innovation that promotes the holistic development of the individual. In the pursuit of becoming centre of excellence for all the learner, the departments, cells & committees have made exceptional contribution. Following activities were conducted during the academic 2023-24:

- Workshops and Seminars were conducted on various social science issues and challenges
- Faculty Development/Enrichment Programs, Two faculty were deputed to Goa Institute of Management and BITS Goa Campus for Faculty Internship and Enrichment Program by DHE Goa.
- Study Tours & Field Trips for Experiential Learning activities of students.
- Short Term Certificate Course for skill enhancement of the students of 2 Credits.
- Sessions/Talks for students on the topics such as Mental Health, Consumer Awareness, Career Guidance, Personality Development, Industry Exposure.
- Industry Academia linkages through MOU's
- Exposure through departmental events like Commerce Fiesta, Socio Creations, Pschozest, EcoBuzz, Lakshya, Sanshodhan, Avishkar, Genesis etc.
- NSS and NCC; Active participation of the students in such activities sensitize the students on social values and service to nation.

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 Teachers and Students enrichment.
2. FDP for Teaching and Non Teaching Staff.
3. International Multidisciplinary Seminar.
4. Community Service through varied mega camps.
5. Workshops for Higher Secondary Teachers on 'Research'.