Yearly Status Report - 2019-2020

Part A	
Data of the Institution	
1. Name of the Institution	**CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN**
Name of the head of the Institution	**DR.SR.MARIA ARADHANA A.C.**
Designation	**Principal**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**08322790959**
Mobile no.	**9960917301**
Registered Email	**carmelcollege64@gmail.com**
Alternate Email	**acaradhana@yahoo.co.uk**
Address	**Nuvem Salcete Goa**
City/Town	**SOUTH**
State/UT	**Goa**
Pincode	**403713**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Women**
Location	**Rural**
Financial Status	**state**
Name of the IQAC co-ordinator/Director	**MRS.SAJANI D'COSTA**
Phone no/Alternate Phone no.	**08322790714**
Mobile no.	**9823723060**
Registered Email	**carmeliqac@gmail.com**
Alternate Email	**sajanidcosta@carmelcollegegoa.org**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	http://carmelcollegegoa.org/aqar

4. Whether Academic Calendar prepared during the year

Yes

if yes,whether it is uploaded in the institutional website: Weblink :	http://carmelcollegegoa.org/media/uploads/Calander%2019-20.jpg

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
3	**A**	**3.02**	**2016**	**29-Mar-2016**	**28-Mar-2021**

6. Date of Establishment of IQAC

08-Apr-2006

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Talk on PCO	**06-Feb-2020** **01**	**250**

National Webinar on NAAC RAF	15-Jul-2020 01	94
Blood Donation become a Donor	04-Jul-2019 01	60
Talk on Calcium Vitamin D & Bone Health	01-Aug-2019 01	200
Talk on Organ Donation	19-Sep-2019 01	100
No Files Uploaded !!!		

8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
No Data Entered/Not Applicable!!!				
No Files Uploaded !!!				

9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	**4**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

Green Audit Water Energy waste. Data of flora Fauna of the College is complied.

Conduct of Exam made more transparent - Paper shown to the students

Policies prepared on various aspects for the College

College feedback form drafted & feed back received from parents, students & alumni

Curriculum feed back forms drafted & feedback received from students & teachers

No Files Uploaded !!!

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
Increase the strength of students for the academic year 201920	Increase in number of students across streams with a third division in Arts at the first year level.
View File	

14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
Management	31-Jul-2020

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	**Yes**
Date of Visit	31-Jul-2019
16. Whether institutional data submitted to AISHE:	**Yes**
Year of Submission	2019
Date of Submission	28-Feb-2020
17. Does the Institution have Management Information System ?	**Yes**
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	Attendance: Teachers have to upload the attendance daily. The student can view their attendance both as lectures cumulative percentage and subject specific. Given that many of the students do not have internet access at home, parents/guardians of the students are also send a message via an sms at regular intervals so as to allow them to monitor the same. Admission: This module allows for single window admission procedures. The prospectus is available online. The students have to

submit the application form online and ones they are selected the fees are also collected online. Website: The management has appointed a web coordinator who maintains the website. It is constantly updated with information about the institution. Every HOD and heads of various college committees will send reports to the web coordinator and the same will be uploaded. The website contains information about the college and is attractive and user friendly. All academic related information such as course information, new courses, seminars etc and also various academic and cocurricular programs held, and upcoming events are constantly updated. Results: This module is used by the administration staff for the preparation of results. Library The library uses LIBSYS software. Students and teachers use the Web OPAC facility and INFLIBNET to access ebooks. Office Accounts All accounts are maintained through Tally ERP 9. G.P.F. , Salary Slips, Form 16 are emailed to the staff members.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Curricula is adopted and governed by the Goa university programs. The teachers are part of the BOS and are actively involved in designing the curriculum. A number of faculties are special invitees to the BoS in their disciplines and are instrumental in the conceptualization and preparation of the final syllabus in their subject. They are also instrumental in incorporating suggestions received from student's feedback about the syllabus. All these endeavors ensure that the curriculum is updated and relevant to the courses offered by the College. The prescribed curriculum and syllabus is executed and completed effectively by a number of teaching methods and even innovative strategies. The institution always keeps in mind the relevance to the local/national/regional/global developmental needs while framing learning objectives. To facilitate the same, the institution has incorporated certificate courses. The institution has also implemented the ISO standards in curriculum planning and implementation. At the end of each semester or academic year department meetings are held where the HOD allocates subjects to be taught by each faculty member depending on their subject specialization, and the work-load, so as to enable adequate time to prepare for the next semester or academic year.. At the beginning of the semester, each teacher prepares Work Performa schedules, these are detailed outline of syllabus completion, teaching methodology to be adopted, inclusive of innovation in teaching methodologies, field trips, guest lectures. At the end of the each chapter, the teachers are

required to record their compliance. These work Performa schedules are first approved by the HoD and then by the Principal. Teacher discusses the syllabus with the students, and informs them about the various teaching methodologies to be adopted for that subject at the start of each semester. The students can also access the college websites for the syllabi for papers taught. At the beginning of each academic year the College also plans co-curricular activities for the students, which are mentioned in the academic calendar. This academic calendar is also a part of the College handbook which is given to every faculty and student. The handbook also mentions the tentative schedules of university examinations, college ISA and SEE. The calendar provides a base for department level micro-planning.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
History through Heritage		26/07/2019	2	entrepreneur ship	Knowledge of culture history of Goa
Personality development personal grooming course		19/08/2019	3	employabilit y	Personal development
Screening play writing		14/11/2019	10	entrepreneur ship	Writing skill
Dance workshop		04/12/2019	2	entrepreneur ship	Dancing skills
Course in Konkani Orthography Grammer		31/01/2020	2	employabilit y	writing skill
Course in Bakery		18/11/2019	5	entrepreneur ship	Baking skills
Training programme for civil services		24/09/2019	3	employabilit y	Civil services
Application of Econometrics for research		20/01/2020	2	employabilit y	Research

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BA	Hindi	15/06/2019
BA	English	15/06/2019
BSc	Mathematics	15/06/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BA	TYBA- History/Economics/Political Science/Hindi/Konkani/Psychology/English	15/06/2019
BCom	TYBCOM- Accounts/Management	15/06/2019
BSc	TYBSC- Botany/Chemistry/Zoology/Physics/Maths	15/06/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	162	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Personality Development and Personal grooming Course	19/08/2019	27
Dance workshop	04/12/2019	40
Course in Bakery	18/11/2019	10
No file uploaded.		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BA	English/Hindi/Konkani/Economics/History/Political Science/Psychology	72
BCom	Accounts/Management	74
BSc	Zoology/Botany/Chemistry/Physics/Maths	74
MA	Psychology	6
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	No
Parents	No

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
At the end of each semester students feedback is obtained tabulated feedback is sent to the departments. In the department meetings the feedback is analysed and report action to be taken is prepared and given to the IQAC

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MSc		**30**	**15**	**15**
MA		**30**	**16**	**16**
MCom		**40**	**15**	**15**
BSc		**360**	**359**	**280**
BCom		**332**	**243**	**243**
BA		**432**	**398**	**398**
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	**921**	**46**	**64**	**9**	**88**

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
88	**100**	**100**	**100**	**1**	**100**
View File of ICT Tools and resources					
View File of E-resources and techniques used					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

At the beginning of the academic year, each full-time teacher is assigned mentorship for 18 to 20 students. At the beginning of the semester, a detailed interview is held with each mentee, information of which is recorded in a controlled document set by the ISO. A time is allotted for mentoring by the intuition which is made known to the students through the academic calendar uploaded on the website. Besides the mentors also inform the students. Every third and fourth Thursday one hour is scheduled within the time table for this process. At the end of the semester, the mentor has to file a report of the type of interactions they had with their mentees and the outcome of the same. Based on the nature of problems faced by the students for e.g. confusion about career options, the faculty will occasionally also organize programs and lectures for the same. Personal problems faced by the student are addressed and referrals to the counsellors are made accordingly.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
967	58	1:16

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
88	75	15	15	19

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	DR.SR.MARIA ARADHANA A.C.	Principal	BEST TEACHER AWARD
2020	DR.MANOJ R. BORKAR	Associate Professor	DEDICATED MERITORIUS SERVICE
2020	DR. JOAO EFREM DE SA	Associate Professor	DEDICATED MERITORIUS SERVICE
2020	DR.SR.MARIA ARADHANA A.C.	Principal	DEDICATED MERITORIUS SERVICE
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
No Data Entered/Not Applicable !!!				
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The college has to follow the Goa university guidelines for evaluation of both continuous internal evaluation systems as well as semester end exams. However, the natures of assignments are more field based and experiential learning reports. Additionally every student has to report 15 days or 45 hours of internship or work experience. The college has moved beyond the conventional method of evaluation. Innovative evaluation tools such as visual arts (short films, wall painting documentaries) assignments, group discussion, seminars have been introduced. These being novel and unconventional draw a lot of enthusiasm from students. Evaluations such as films visual art where verbal description linguistic skills are not required have been very favourably accepted by the students. Apart from teaching digital sources' are used for conducting of exams. The life science departments in keeping with UGC guidelines have minimized the used of live animals. In every subject there is a requisite number of equipment for laboratory experimental work as well as material for teaching evaluation. Field based subjects are evaluated on the

basis of field report/diary. For project report a unique practice of pre viva for students is conducted before the final viva-voce examination. Students are also encouraged to present papers in conferences, papers and seminars or have publications in peer reviewed journals. Innovative reforms initiated on continuous internal evaluation are Journal writing and creative vision board. The examination committee has made some reforms in the intra semester assessments. To ensure transparency and accountability, the signature of the students is taken for each ISA for attendance purpose. Upon evaluation of the students' performance, the marks awarded are shown to them. The students have to sign against the marks they have obtained.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The principal along with the IQAC and coordinators of different committees prepares the academic calendar. The same is then discussed at the staff meeting and accordingly changes are made if any. The academic calendar also contains the schedule information of the two Intra semester assessments and the final semester end exam for both the odd and even semesters. Besides the exam schedule is also printed in the college diary which is given to every student at the beginning of each academic year. Besides the college academic calendar every department prepares its own schedule of co-curricular and extra-curricular activities for its students. The same is informed to the principal and is printed in the college diaries.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://www.carmelcollegegoa.org/programme-outcomes
https://www.carmelcollegegoa.org/programme-specific-outcomes-1
https://www.carmelcollegegoa.org/course-outcomes

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
6	MCom	Semester III	19	17	89.47
5	MSc	Semester III	28	24	85.714
4	MA	Semester III	23	23	100
3	BSc	Semester V	85	78	91.76
2	BCom	Semester V	76	64	84.21
1	BA	Semester V	98	88	89.79
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://www.carmelcollegegoa.org/sss

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
No Data Entered/Not Applicable !!!				
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
IPR Issues Concerns	MA	06/03/2020
Womens centric workshop on innovation, creativity start up	Chemistry	26/09/2019
Entrepreneurship Development workshop	MCOM	18/02/2020

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
No Data Entered/Not Applicable !!!					
No file uploaded.					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
No Data Entered/Not Applicable !!!		

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
CHEMISTRY	1

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	COMMERCE	4	5.5
National	HISTORY	3	0
National	BOTANY	1	0
National	ENGLISH	1	0
National	ZOOLOGY	1	0
International	INFORMATION TECHNOLOGY	2	.27

International	MA PSYCHOLOGY	1	0

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
POLITICAL SCIENCE	1
ENGLISH	1
COMMERCE	6
KONKANI	2
INFORMATION TECHNOLOGY	1

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Hydrogeochemistry of the deglaciated lacustrine systems in Antarctica : Potential impact of marine aerosols and rock-water interactions	Soniya Dessai	Science of the Total Environment	2019	1	ESSO – National Centre for Polar and Ocean Research, Headland Sada, Vasco Da Gama, Goa 403 804, India	1
Feature extraction and classification techniques of MODI script character recognition Pg 1649-1669	Solley Joseph	Pertanika Journal of Science Technology Vol: 27 Issue: 4	2019	1	Christ (Deemed to be University) Carmel College	3

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication

| Feature extraction and classification techniques of MODI script character recognition. Pg 1649-1669 | Solley Joseph | Pertanika Journal of Science Technology Vol: 27 Issue: 4 | 2019 | 1 | 3 | Christ (Deemed to be University) Carmel College, nuvem Goa |
| Hydrogeochemistry of the deglaciated lacustrine systems in Antarctica : Potential impact of marine aerosols and rock-water interactions | Soniya Dessai | Science of the Total Environment | 2019 | 1 | 1 | ESSO - National Centre for Polar and Ocean Research, Headland Sada, Vasco Da Gama, Goa 403 804, India |

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	19	66	115	14
Presented papers	2	21	1	0
Resource persons	1	5	12	10

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
No Data Entered/Not Applicable !!!			
[View File](#)			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
United 1000 project with Verna Police	1st place among competing colleges	Verna police Crocs and Cops Community	13

Crocs and Cops Community Policing unit		Policing unit	
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
No Data Entered/Not Applicable !!!				
View File				

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
No Data Entered/Not Applicable !!!			
View File			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
No Data Entered/Not Applicable !!!					
View File					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
No Data Entered/Not Applicable !!!			
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
2271613	3326222

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added

Video Centre	Existing
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing

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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
LIBSYS	Fully	LSEase (EJB) Rel	2012

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	32569	8797522	873	541885	33442	9339407
Reference Books	4410	59977	73	0	4483	59977
Journals	30	160033	30	48697	60	208730
e-Journals	1	0	0	20955	1	20955
CD & Video	450	0	400	0	850	0
Digital Database	1	0	0	71890	1	71890
Others(spe cify)	88	0	0	22650	88	22650
Library Automation	0	5900	0	5900	0	11800

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	158	63	158	0	0	12	58	5	25
Added	12	2	12	0	0	0	9	20	1
Total	170	65	170	0	0	12	67	25	26

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

20 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
3071613	3563504	3255956	2944363

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Library : Library has modern facilities including internet connectivity and a media room. Purchase of new books is done in the beginning of each academic year also as when the need arises, by procuring the list of books from each department. This is followed by giving purchase order, delivery, giving accession no., labelling, indexation arranging according to the subjects in bookracks. Books funded by government/UGC are given special accession nos. Lending library allows the students to keep the book for a year. Library timings are from 8 am to 5 pm from Monday to Friday and 8am to 3 pm on Saturdays. At the end of the academic year, stock verification is done. Maintenance of damaged books is done by the binding section. Sports : Each academic year seeks fresh enrolment of students for indoor/outdoor tournaments. The final list of teams is intimated to the University, coaching plans are drawn up at the campus. Once the team is confirmed, 3 days prior to the event, eligibility criteria is sent to the University. Practices for indoor/outdoor tournaments are held in the mornings/evenings respectively. Students receive their sports allowances as per rules. Sports equipment purchase is done as per the requirements. All the details of team's financial aspects are recorded. ICT related services: For ICT maintenance a technical personnel is appointed on campus and to manage ICT a system administrator is appointed. A periodic check of all the devices and maintenance of software is carried out as and when the need arises. If the system requires any repairs, a maintenance slip is filled and given to the office. The technical personnel do the needful. Other facilities Periodical servicing of facilities like Water filters, A.C.s, Fire extinguishers, LCDs, etc. are done as per the academic calendar. All classrooms washroom upkeep is regularly carried out by special supporting staff, the supervision of which is done by the committee in charge. Regular building maintenance is carried out at periodic intervals. Laboratory In the laboratory, calibration of instruments is done periodically. Transparency is maintained in purchase by inviting quotations from 2 to 3 reputed dealers. The order is finalized on the basis of quality/cost/service with the dealer. For conducting practicals, the requisition list is given to the laboratory assistant, a day in advance, on the basis of which the laboratory attenders keep the requirements ready. All chemical preparations are done by the laboratory assistant. Collection of specimens is done by the field collector. Any breakage of glassware by the student is recorded by laboratory assistant. Glass wares/apparatus / utilities including the laboratory space are cleaned by

laboratory attenders. During practicals, electrical appliances used are kept back by the laboratory assistant. Classrooms Classrooms are wide and spacious, well-lit and ventilated. The classrooms are dusted and swept regularly after the completion of all the lectures at the end of the day by the cleaning staff. Repairs and maintenance of the furnitures as well as electrical appliances is been done as and when the need arises.

https://www.carmelcollegegoa.org/policies

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
No Data Entered/Not Applicable !!!			
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
No Data Entered/Not Applicable !!!			
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2020	Training Programme for Competitive Exams Careers in Economics	29	71	0	0
No file uploaded.					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed

No Data Entered/Not Applicable !!!	
No file uploaded.	

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
No Data Entered/Not Applicable !!!					
View File					

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	1
SLET	1
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
No Data Entered/Not Applicable !!!		
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5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
No Data Entered/Not Applicable !!!						
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The students of Carmel College have a representative body called the Student Council which is elected by the students of the college. The student council comprises of the General Secretary, Cultural Secretary, Discipline Secretary, Class Representatives and the Assistant Class Representatives. Besides all the major committees of the college like the IQAC, NSS, NCC, Women's Cell, Environment Protection Club have their own student representatives who coordinate the activities and the working of these committees. For inter-college activities the Cultural Secretary takes up the responsibility of forming the team and sees to it that the college is adequately represented. As a part of the IQAC, a student representative is involved in the decision making of various policies to enhance the quality of education Students are a part of the organizing committees while coordinating various workshops, seminars and conferences at the state, national and international level The student council is encouraged to organize various co-curricular activities in the college. This fosters in them leadership, creativity, discipline and improves organizational skills Students are also made a part of the extension and outreach activities in the college Student representative are involved in the managing committee of the cooperative society In the sport arena, students not only organize inter-

class tournaments but also actively participate in the same. The college team represents the college at various inter-collegiate events.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

About: Carmel College of Arts, Science and Commerce has a registered Alumni Association called the Carmel Ex-Students Association or 'Carmelex'. This association was registered in 2020-2021 with the Sub-Registrar of South Goa. Objectives ? To inculcate a sense of belonging to the Alma Mater. ? To be a support system to the Institution in executing its vision. ? To elicit feedback on the efficiency of the programme offered by the Institution. ? To liaison with ex-students of the Institution and tap the resources available for furthering the Institutional goals. Number of Members: The Association consists of 143 enrolled members. Members include past students from the Higher Secondary, Graduate and Post Graduate programmes. Organization The Carmelex Association is organized into a General Body consisting of all the members and Executive Body consisting of the President, Vice President, Secretary,Treasurer, Assistant Treasurer and Batch Specific Members. The affairs of the Carmelex Association are handled by the Executive Body. Meetings An Annual General Body Meeting is held once a year, usually in the month of August. Activities • The Carmelex has instituted the following prizes for excellence in academics:- ? Carmelex prize for highest marks at B.A. (Sem. I and II) ? Carmelex prize for highest marks at B.Com. (Sem. I II) • A token amount is contributed by the graduating students each year. • The Carmelex sponsors refreshments for the Feast of Our Lady of Mount Carmel every year. • The Association organizes the much-anticipated Voice of Carmel Singing Competition on the 14th of February every year. • The Association also organizes fund raising activities such as canteens, popup bazaars and festivals. • Besides this, the Carmelex Association organizes skill based workshops, talks on health and fitness and other activities that will contribute to the betterment of the students in the institution.

5.4.2 – No. of enrolled Alumni:

143

5.4.3 – Alumni contribution during the year (in Rupees) :

278211

5.4.4 – Meetings/activities organized by Alumni Association :

4

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

1. The mentoring facility: The faculty meets the students formally twice a month for mentoring. Besides that students can also meet teachers whenever required. The teachers are given the freedom to mentor not only for academics/career purpose but also emotional, domestic problem and issues faced by students. If the issues are of serious nature the students are advised to meet with the counselor who is available thrice a week in the campus. 2. Committees : Various committees are formed for the smooth functioning of the college. The Coordinators of the committees are given responsible freedom to conduct academic, co-curricular and extra-curricular activities for the

holistic development of the students with consultation of the committee members and after obtaining the approval of the Principal.

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	• Faculty members are appointed on the Board of Studies and they play a very important role in the framing of the syllabi of all the UG and PG courses offered by the University. A mention can be made in the drafting of the syllabi for the practical and theory courses for CBCS. • Syllabi and curriculum development meetings are held in the college campus. • The faculty is encouraged to incorporate innovative practices of assignments into the curriculum. • Departments encouraged starting certificate and valuing added courses. • BSc Mathematics and BA English and BA Hindi introduced.
Teaching and Learning	• ISO and AAA requirements are integrated in the NAAC criteria for better functioning. • Academic Calendar is revised and implemented. • Documentation process is carried out effectively. • Department meetings are held regularly and minutes were documented • Innovative methods are adopted by the faculty in teaching. • Online classes were conducted during the lockdown period. • Course Outcome, Programme Outcome, Programme Specific Outcome is uploaded on the website • Field trips, practical based assignments, experiential learning, problem solving techniques are some of the teaching learning methods used by the faculty. Vermicomposting training for faulty.
Examination and Evaluation	The exam committee revised some of the procedures to conduct the exam. They are as follows: • Creative way of conducting the Skill Enhancement Course by various departments. • Self-declaration form where students come to know their ISA marks • Sealed envelopes containing two sets of question papers are handed over to the office • A new format of the ISA absentee list. • Question papers are sent online by the

	University and downloaded in the College • Orientation conducted for the faculty members on setting of Question Papers as well on Evaluation.
Research and Development	• More lecturers enrolled for PhD and were awarded the degree • Five students participated and presented at an International Conference in Singapore under the supervision of one of the faculty members of Zoology. • Faculty are encouraged to present papers at State / National / International level and publish papers in UGC / University / SCOPUS journals. • One faculty is on FDP pursuing her PhD in Bangalore. • Financial incentives are provided to the faculty in terms of registration fees for seminars/ workshops/conferences. • The faculty is allowed to use the college facilities for research work.
Library, ICT and Physical Infrastructure / Instrumentation	• Scientific instruments purchased for chemistry specially in the Chemistry Department. • Sanitizers, disinfectants, thermo screening guns etc were purchased because of COVID – 19 pandemic. • ICT equipment like desktop PC, All in one printer, Multimedia speakers bought for department use. • LED Display board for daily announcements and information to faculty and students. • 28 CCTV's (IP cameras) installed at strategic places for more security. • Classroom furniture worth Rs 8,00,000/- • Office equipment like copy machine, filling cabinet • LCD projector.
Human Resource Management	• Students do an Internship of 25 days related to the subject. • Assistance in kind and cash was rendered to the MTS as well as Daily Wagers during the time of lockdown. • Two days Placement Fair was held for the students. • Teachers are given registration fees when they attended or present papers in seminars/conferences/workshops. • Teachers allowed to use college facilities for research work. • Students who are facing problems to study at home due to lack of electricity, domestic violence are allowed to stay in hostel during exams and study holidays.
Industry Interaction / Collaboration	• One day field visits to industries by all departments. • Experts from industries invited for panel

discussions and lectures. • MOU's signed and activities conducted with Antarman – Centre for Psychosocial well-being, Communicare Trust, Dona Paula-Goa, V.V.M's Govind Ramnath Kare College of Law, Margao- Goa and Bailancho Ekvott. • Co-curricular activities conducted through linkages and collaborations between departments and institutions.

Admission of Students	• Permission granted for three sections in Arts, two each in Science and Commerce in First Year. • Faculty visit higher secondary's in the vicinity to promote the courses offered. • Admission process is online and transparent and students are admitted on merit basis. • Help is extended to students who do not have online facility like ATM cards to make payment of fees online. • Guidance is given by the faculty to the students to choose subjects and papers. • Management has a policy of admitting needy students residing in the vicinity.

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	• Development in the form of cementing of specific spaces in the campus.
Administration	• All the procedure of Admission, Enrolment/Registration, Declaring of results are time bound and the administration staff keeps to those dates. • Issues of Identity cards, Recommendation Certificates, Migration/Transfer Certificates, Transcripts, Registration of Foreign students all time bound and done accordingly. Online applications are compulsory for migration certificate and transcript.
Finance and Accounts	• The college uses the Tally ERP 9 software for transparent functioning. • Audit is conducted by the Audit Department, Directorate of Higher Education, Government of Goa and the Central Audit, Indian Audit and Accounts Department. • The management goes through the books of accounts.
Student Admission and Support	• The prospectus with information on the courses offered is available on the website. • Admission process is online including payment of fees. • Students are intimated about the admission after the merit list is made. • Help is

	extended to students who do not have online facility like ATM cards to make payment of fees online. • Guidance is given by the faculty to the students to choose subjects and papers. • Management has a policy of admitting needy students residing in the vicinity.
Examination	• The break-up of the fee structure is displayed on the college notice board. • The timetable is displayed on the notice board. • The code of conduct and the action taken for any misconduct during exams is put up on the notice board. Students are not allowed to bring their mobiles to the exam halls. • Assessment and checking of marks is done by faculty of the departments and is timebound. • Results are promptly declared on the date fixed.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
No Data Entered/Not Applicable !!!				
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	NIL	Tally	04/02/2020	21/03/2020	0	2
No file uploaded.						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
No Data Entered/Not Applicable !!!				
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching	Non-teaching

Permanent	Full Time	Permanent	Full Time
49	73	40	45

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
NIL	NIL	16

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Internal Financial Audit : College appointed Chartered Accountant(M/s N.T.Mathew Co) External Financial Audit : Bureau Veritas(ISO)/State Govt.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Management	1000000	Advance for Maintenance Grant
No file uploaded.		

6.4.3 – Total corpus fund generated

762000

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	• Bureau Veritas • Xavier Board • Shubhankar Environmental Services	Yes	Management
Administrative	Yes	• Bureau Veritas • Xavier Board • Shubhankar Environmental Services	Yes	Management

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Felicitating staff who have completed 25 years of service Support for raising funds for College Meetings are held at regular intervals suggestions from parents are taken

6.5.3 – Development programmes for support staff (at least three)

Interactive session on four good habits in daily life . The objective was to build self confidence, commitment ownership attributes. The resources person was Mr.Anthony Pacheco. It was held on 24th May, 2019

6.5.4 – Post Accreditation initiative(s) (mention at least three)

Green Audit Office Automation New Programmes - B.Sc Mathematics/B.A Hindi

	English	

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	Yes
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!					
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Gender Fluidity presentation and Q/A by Dr Gautam Bandodkar Gender Fluidity presentation and Q/A by Dr Gautam Bandodkar	10/02/2019	10/02/2019	132	0
Beach Run on Women's Day	08/03/2020	08/03/2020	17	0
A talk by Dr Roshan Fernandes, Consulting Obstetrician and Gynaecologist at Hospicio Hospital , Margao on Polycystic Ovarian Syndrome.	06/02/2020	06/02/2020	250	0
A talk on 'Calcium, Vitamin D and Bone health' by Dr Bansi Khaunte,	01/08/2019	01/08/2019	200	0

Orthopaedic Surgeon at Hospicio Hospital. He also spoke about hormonal changes and the effect of menopause on bone health. Bone density test also done on campus.				

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Solar panels have been installed and will be commissioned shortly

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Ramp/Rails	**Yes**	**0**
Rest Rooms	**Yes**	**0**
Physical facilities	**Yes**	**0**
Provision for lift	**No**	**0**
Braille Software/facilities	**No**	**0**
Scribes for examination	**Yes**	**0**
Special skill development for differently abled students	**Yes**	**0**
Any other similar facility	**No**	**0**

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
No Data Entered/Not Applicable !!!							
[View File](#)							

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
College Diary	**01/06/2019**	**If and when any serious breach of the code of conduct occurs, the principal deals with the issue keeping in mind**

personal dignity and confidentiality. On occasion, in the case of a student violation, the parent/s may be asked to meet with the Principal/ mentor/ counsellor. Principal herself deals with faculty/parents confidentially.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
No Data Entered/Not Applicable !!!			
View File			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Segregation of garbage - 8 sets of 4 colour coded dust bins – wet/paper/plastic/other (black/blue/green/ red)

E-waste collection from all stakeholders/neighbourhood/community by Global e-waste Management Systems. CEO – Soham Prabhu. Margao Industrial Estate, Nessai, Goa. Only approved plant by Goa State Pollution Control Board to collect e-waste.

Replacement of tube lights with CFL/LED as they run out across the campus.

Composting of leaves and decaying green matter on campus.

Incinerators for sanitary pads in each of the restrooms.

Chemistry and biological laboratory glass waste collected and disposed separately.

Use of waste water for gardening.

Rain water harvesting open well and bore well recharge re-use of coolant water.

The use of plastic straws and cups in the college canteen have been banned from academic year 2019-2020 and included as a clause in the canteen provider's contract.

Use of only bio degradable plates, glasses by students for their fund raising canteens.

Commerce department organised a one day National level students' seminar: Responsible behaviour towards a green society:: An Innovative Approach.

A Green Audit of the college campus was conducted by Shubhanka Environmental Services, Ponda, Goa. Proprietor: Ms. Apoorva Apte. shubanka.enviro@gmail.com Tel No : 9403687112.

Cataloguing of the college campus flora fauna has started and will be an ongoing task, given that we have a campus of over slightly over 32acres which includes forest and orchard land. For the year 2019-20 the depts. of Zoology and Botany have undertaken to catalogue the bio-diversity of the areas immediately around the campus buildings.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice - I 1. Title of the Practice: Self-defence training 2. Goal: The objective of the self-defence training program is to empower the young women

with realistic street defence skills. Our aim is not only to equip young women with the ability to defend themselves during a threatening situation but also to train them in techniques of how to avoid injury or hurt if accosted or attacked. We believe this form of training helps our students acquire a sense of control and increases their level of confidence. This in turn gives them opportunities to be independent and importantly not to lose out on opportunities because of unrealistic fears of perceived threats by family elders, partners and well – meaning mentors. 3. The Context: The college hired specially trained defence Karate Masters to teach the first year students. Since the class was compulsory special timings were incorporated into the timetable so that students would not miss regular lectures. Permission from parents was obtained. Trainers were from the following organisation: Combat Martial Arts Karate-Do Association, Goa. 4. The Practice: Self-defence is not considered 'ladylike' or a mandatory physical skill for young women. By incorporating this practice our aim was to offer an opportunity for our students to gain a sense of empowerment, understand the importance of physical fitness and gain the confidence to venture out to gain employment and further education in environments and communities out of their comfort zone. This is vital to the milieu and socio-cultural background of our home state which has limited scope and where the general perception is that the rest of the country, the big city is a very dangerous place for women, leading to even the very accomplished and talented among our students missing out on opportunities for career advancement which needs them to travel beyond state borders. Once confidence to defend themselves is gained, a world of limitless possibilities opens up for those of our young women who are motivated, aspirational and adventurous. 5. Evidence of Success: Students reported feeling good about their bodies. There was a perceptible positive change seen in attitude and mind frame even in the other everyday tasks and activities. The feedback obtained at the end of the course was very positive. 6. Problems Encountered and Resources required: The fee charged by the trainers was borne by the college management and the workshop was free for students. Best Practice - II 1. Title of the Practice: Work experience/ Internship 2. Goal: The practice is initiated so as to give students a realistic view of the work world and also help them in making career decisions. Students have to compulsorily choose to either intern in the area of their career choice or apply for any form of job that will teach them the skills of work ethics. The stipulated time period is minimum 15 days during their three-year tenure as a student of this college. This practice allows the student to bridge the gap between what they learn from their text books and within the protected walls of the institution and what are the expectation of their potential employers in the real world. 3. The Context: The students are given a free hand to choose their area of work. The institution hands out a letter to the employer stating the authenticity of the students request and the reason behind their internship/ volunteering. Permission from parents is obtained. 4. The Practice: By incorporating this practice the young women students gain an understanding of the demands of real work world. Expectations and an appreciation for discipline at work. They also get the opportunity to meet new people and possible references if needed for future job applications. 5. Evidence of Success: References from their employers during their internship have helped students with their interviews at jobs and even at post graduate entry.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
http://carmelcollegegoa.org/media/uploads/Best%20Practice.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Founded and managed as a college for women, the management is committed to the education of women with commitment to diversity and inclusion. A majority of the college students are first generation learners from remote, rural areas of south Goa. There are some from orthodox and conservative backgrounds who, but for a girls' college like ours would not have been allowed by their patriarchal families to pursue higher education. The fact that they can do so at Carmel College is a sense of pride for us for it meets the National Development Goals of delaying the age of marriage by upto 5years and ensures that the mothers of the coming generation are all graduates. Here is a physically safe and secure as well as emotionally and spiritually nurturing environment for them to learn and grow. Students from the neighbourhood are given admission regardless of their performance at the class 12 examination. In the humanities stream, even students with a low percentage are welcomed, mentored, tutored and given equal, free and fair opportunities to participate in all activities on campus. Needless to say they are our proudest successes when the lessons learnt at college in class and outside it teaches them to stand on their own feet financially, emotionally and spiritually. Management and Faculty provide tremendous emotional support to students. Woman centered mentoring is in place for all students. At times of personal and family bereavement faculty and management visit homes and provide unstinted support. Faculty interacts with parents whenever required. Timely intervention is carried out when faculty feels students may be in danger or unstable in any way. The management sponsors a midday snack for students from very poor homes. Needy students, or those with unstable homes are provided hostel facility at reduced rates or even free. In 2019-20 the management has extended financial support to students and members of the local community of an amount of Rs. 5,24,922.00 . The college has a dedicated space allotted in the hostel foyer for child minding facilities for children of college staff. Days of National importance and days significant to the State of Goa are celebrated with prayer, talks and student activities. Sometimes teachers follow bilingual mode of instruction for the benefit of students. Student grievances regarding evaluation and results are addressed promptly. The college conducts various activities to ensure student centric learning environment. Curriculum enrichment is ensured through outreach and extension programmes in which faculty and students participate. Field trips, inter-departmental activities and programs organised with collaborative support from organizations of national repute provide invaluable national and even international exposure to our rural students. Our NSS group is vibrant and dynamic fostering leadership and our mission of altruistic and ethical service. At seminars, workshops and conferences, students are given key leadership roles. They are encouraged to participate across departments in co-curricular and extra-curricular activities on and off campus. A recent trend has been the presentation of student papers at seminars and conferences. Sensitivity to the environment and eco consciousness is fostered on our campus in every activity that is pursued. The college is delighted to report that the learning outcome of students is portrayed by many of our students qualifying/securing high ranks at the Goa University Admission Ranking Test conducted by Goa University for Masters and B.Ed. admission. All of the above is followed and pursued by all stakeholders with faith, hope and trust in God and in keeping with the principles of Truth, Service and Integrity. Faculty and Management at Carmel College believe that their true role is the transformation of raw human resource into educated, professionally skilled and socially responsible citizens who are the true wealth of the nation.

Provide the weblink of the institution
http://carmelcollegegoa.org/media/uploads/Institutional%20Distinctiveness.pdf

8.Future Plans of Actions for Next Academic Year

Increasing the bandwidth for the purpose of conducting e-classes. Revamping of the College website. Installation of firewall for e-security. Commissioning of solar panel Green room for the auditorium Provide facilities/equipment for preparing e-content. Automation of administration. Encourage faculty to do Ph.D and research. Development programme for administrative/support staff.