



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution

GOA VIDYAPRASARAK MANDAL'S GOPAL
GOVIND POY RAITURCAR COLLEGE OF
COMMERCE AND ECONOMICS

- Name of the Head of the institution **Prof. Teotone Vaz**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**

- Phone no./Alternate phone no. **8767916417**
- Mobile No: **9822140587**
- Registered e-mail **gvmcce@yahoo.co. in**
- Alternate e-mail **gvmcce@yahoo.co. in**

- Address **GOA VIDYAPRASARAK MANDAL'S GOPAL
GOVIND POY RAITURCAR COLLEGE OF
COMMERCE AND ECONOMICS, POST BOX
NO. 102, FARMAGUDI, PONDA GOA
403401**
- City/Town **PONDA**
- State/UT **Goa**
- Pin Code **403401**

2.Institutional status

- Affiliated / Constitution Colleges **Affiliated**
- Type of Institution **Co-education**

- Location **Rural**
- Financial Status **Grants-in aid**
- Name of the Affiliating University **Goa University**
- Name of the IQAC Coordinator **Dr. Meera R. Mayekar**
- Phone No. **9822152657**
- Alternate phone No. **9511866379**
- Mobile **9511866379**
- IQAC e-mail address **iqac@gvmcommercecollege.ac.in**
- Alternate e-mail address **iqac@gvmcommercecollege.ac.in**

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

<https://gvmcommercecollege.ac.in/wp-content/uploads/2023/04/AQAR-2021-22-2.pdf>

**4.Whether Academic Calendar prepared
during the year?**

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

<https://gvmcommercecollege.ac.in/wp-content/uploads/2023/06/UG-GENERAL-EDUCATION-1.pdf>

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 3	B++	2.99	2024	22/06/2024	21/06/2029
Cycle 2	B	2.70	2015	03/03/2015	02/03/2020
Cycle 1	B	2.89	2009	29/01/2009	28/01/2014

6.Date of Establishment of IQAC

23/09/2009

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
Dr. Geetanjali C. Achrekar	Minor reserach project titled	Goa Institute of Public Admin istration& Rural Development (GIPARD), Ella Farm, Old Goa, Goa.	2024	0.25
Dr. Madanant Jana Naik and Mr. Nagraj Bhagwant Virnodkar	Minor reserach project titled	Goa Institute of Public Admin istration& Rural Development (GIPARD), Ella Farm, Old Goa, Goa.	2024	0.25

8. Whether composition of IQAC as per latest NAAC guidelines Yes

- Upload latest notification of formation of IQAC [View File](#)

9.No. of IQAC meetings held during the year 11

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? Yes

- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

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

during the year?

- If yes, mention the amount

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

- Accreditation of the Institution by NAAC at B++ with CGPA of 2.99.
- Developed a system for conscious and consistent quality improvement
- Organisations of workshops/seminars/ Development programmes for students and faculty.
- Promotion of industry-academia linkages by signing MoUs.
- Promoted institutionalisation of best practices.

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

Plan of Action	Achievements/Outcomes
<p>Quality Enhancement • Identify and adopt best practices from other institutions. • Implement effective feedback mechanisms for students, faculty, and staff. • Maintain detailed records of all activities and outcomes.</p>	<p>Quality Enhancement • The institution has successfully identified and adopted best practices, leading to improvements in teaching, learning, and administrative processes. • Effective feedback mechanisms have been implemented, resulting in a more responsive and student-centric environment. • Detailed records have been maintained, allowing for data-driven decision-making and continuous improvement.</p>
<p>Faculty Development • Organize workshops, seminars, and FDPs on teaching methodologies, research, and industry interactions. • Encourage faculty to undertake research projects and publish research papers. • Establish a mentoring program for faculty. • Facilitate faculty exchange programs with other institutions.</p>	<p>Faculty Development • Two FDPs on Outcome Based Education (OBE) were organised leading faculty enrichment and enhanced student learning experiences. • FDPs and sessions on research were conducted to encourage faculty to undertake research, resulting in publications in reputed journals. • The workshop on mentoring program has supported the growth and development of faculty.</p>
<p>Student Development • Implementation of a robust student feedback system to gauge student satisfaction. • Provide comprehensive counseling services to students. • Organize career counseling sessions and workshops. • Encourage student participation in extracurricular activities.</p>	<p>Student Development • A robust feedback system has helped identify and address student concerns. • Counseling services have provided support to students, leading to better mental health and academic performance. • Career counseling and workshops have equipped students with the necessary skills for successful careers. • Extracurricular activities have fostered student leadership, teamwork, and creativity.</p>
<p>Infrastructure Development •</p>	<p>Infrastructure Development •</p>

<p>Conduct regular infrastructure audits to identify maintenance and upgrade needs. • Enhance library facilities, including digital resources and e-books. • Upgrade laboratory facilities and equipment. • Ensure classrooms are well-equipped with modern teaching aids.</p>	<p>Upgraded infrastructure has created a conducive learning environment for students. • Regular infrastructure audits have ensured optimal utilization of resources.</p>
<p>Institutional Planning and Development • Develop and implement a long-term strategic plan. • Monitor and evaluate the overall effectiveness of the institution.</p>	<p>Institutional Planning and Development • A long-term strategic plan has been developed to guide the institution's future. • Regular evaluation has helped identify areas for improvement and optimize resource allocation.</p>
<p>Accreditation and Ranking • Prepare for and participate in NAAC accreditation. • Improve the institution's ranking in the National Institutional Ranking Framework (NIRF). • Foster international collaborations to enhance the institution's global visibility.</p>	<p>• The institution has successfully undergone NAAC accreditation at B++ Grade with CGPA of 2.99, thus enhancing its credibility. Peer Team Visit took place on 14th and 15th March 2024. • The institution is making an attempt to improve its ranking in the NIRF, attracting more talented students and faculty.</p>

13. Whether the AQAR was placed before statutory body?

No

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

Part A

Data of the Institution

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Year	Date of Submission
2022-23	20/02/2024

15.Multidisciplinary / interdisciplinary

NEP 2020 strongly advocates for multidisciplinary and interdisciplinary approaches to education. From the academic year 2023-24, the Curriculum and Credit Framework for Undergraduate Programmes (CCFUP) under the National Education Policy (NEP) 2020 is implemented by Goa University and adopted by the Institution. Thus, in the present academic year i.e. 2024-25 F.Y.B.Com., F.Y.B.C.A., S.Y.B.Com. and S.Y.B.C.A. students are under CCFUP under NEP 2020 whereas for T.Y.B.Com. and T.Y.B.C.A. the institution offers a Choice Based Credit System (CBCS), which includes project work. The B.Com. and B.C.A. programme offered by the Institution consists of courses across disciplines such as Mathematics, Law, Economics, Communication, Environmental Studies and Computer Applications besides commerce and computer related courses. Also, under Ability Enhancement Courses, learners are given a choice to take up any one of the languages such as English, Marathi, Konkani etc. M.Com. programme offers courses such as Research Methodology and Econometrics to provide specialized knowledge in different disciplines. The Institution thus offers a flexible curriculum under the NEP as well under CBCS in which learners can choose from a range of courses based on their competencies. Students are encouraged to explore interdisciplinary research areas for their project work during the final year semesters. The Institution has proposed to be part of a cluster with twelve institutions from South Goa as per directives of the Directorate of Higher Education (DHE) Goa. This would promote the integration of humanities and science with STEM and provide the programmes with combinations. Once the cluster is formally notified, the students of the Institution will have access to skill-based as well as multidisciplinary courses in diverse areas such as languages, humanities, mathematics, sciences, performing arts, fine arts, music, etc. The undergraduate degree will be of either a three- or four-year duration, with multiple entry and exit options within this period, with appropriate certifications. The four-year programme may also lead to a degree with Research, if the student completes a rigorous research project in the major area(s) of study which the Institution may specify.

16.Academic bank of credits (ABC):

The Academic Bank of Credits (ABC) is a groundbreaking initiative

designed to transform higher education in India. It functions as a digital platform where students can accumulate, transfer, and redeem academic credits earned across various institutions. The flexibility of multiple exit and entry introduced in NEP 2020, in all academic programs will help students to seek employment after any level of award and join back as and when feasible to upgrade qualification. ABC promotes flexibility and mobility for students, allowing them to pursue diverse learning pathways and customise their educational journeys. By breaking down the traditional barriers between institutions, ABC fosters a more inclusive and dynamic higher education landscape. This will also help in reducing the dropout rate and help to improve Gross Enrolment Ratio (GER) in higher education. The Directorate of Higher Education (DHE) has instructed all colleges across the State of Goa to register students enrolled in UG and PG programmes (Aided and Self-financed programmes) for ABC under the National Academic Depository (NAD). Registration under the ABC, to permit students to avail the benefit of multiple entries and exit during the chosen programme is initiated by the Institution and at present 713 students out of 799 have created ABC IDs under the National Academic Depository (NAD).

17.Skill development:

Skill development Skill Development has been one of the priority areas for the Institution. Skills such as dynamic learning, problem-solving, critical thinking, sports and fitness, talent acquisition, analytical learning through practical circumstances, etc. are prioritised at the Institution. By offering valuable certificate courses in-demand areas like MS Office, Tally, Digital Marketing, Event Management, Communication Skills, etc. the institution equips students with practical skills sought after by employers. Furthermore, the participation in the DHE's Youth Employment Programme (YEP) demonstrates a proactive approach to skill development, providing students with 100 hours of specialized training to further enhance their job prospects. These efforts underscore the institution's dedication to providing students with a well-rounded education that prepares them for successful careers in today's competitive job market. The various co-curricular, extra-curricular, extension, and outreach activities help in fostering holistic student development. By actively participating in these activities, students gain invaluable opportunities to develop essential life skills such as leadership, effective communication, and organizational abilities. The practice of inviting resource persons to the Institution for guest lectures on different topics

exposes students to diverse perspectives and industry expertise, these lectures significantly enrich the learning experience. These valuable interactions broaden student horizons, enhance their knowledge base, and provide valuable insights into real-world applications of their academic studies. By engaging in practical projects like paper bag making, rain water harvesting, cleaning of water bodies, nature trails, etc., students not only learn about environmental issues but also develop a deeper connection to the natural world. These experiences cultivate a sense of responsibility and encourage students to adopt eco-friendly habits in their daily lives. By organizing blood donation camps and participating in Daan Utsav/Joy of Giving Week, the institution not only promotes altruism and compassion but also instills important values such as righteous conduct, love, and a scientific temper. These activities contribute to the overall development of well-rounded individuals who are responsible citizens and possess valuable life skills such as empathy and social responsibility. Celebrating Independence Day and Republic Day in educational institutions serves as a powerful tool for fostering patriotism and nationalism among students.

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

NEP focus is on knowledge system integrating with different local languages, culture, traditions, socio-economic aspects, etc. Courses that integrate IKS should encourage students to engage critically with traditional knowledge. Instead of just rote learning, students should be encouraged to question, analyze, and reflect on the relevance and limitations of IKS in the contemporary world. This fosters critical thinking and promotes deeper understanding. Students' council and cultural committee puts up programmes, competitions, events on promotion, preservation and in propagating different forms of folk dance, folk music as well as Ghumati Arati. Under the 'The 'Ek Bharat Shreshtha Bharat' program students provided valuable exposure to the culture of Jharkhand, fostering intercultural understanding and appreciation for India's diverse heritage. The Institution tries to imbibe in the student community, knowledge of Indian culture and respect for the cultural ethos of the country by organising various programmes such as Saraswati Pooja, Ghumat Aarti Competition, etc. Institutions will encourage students to explore SWAYAM courses that provide valuable knowledge about Indian languages and Indian culture. Additionally, offering special certificate courses on Goan folk art, Goan culture, and Indian cuisine and culinary arts can enhance students'

understanding and appreciation of India's rich heritage. These courses will be designed to offer both theoretical knowledge and practical skills, fostering a deeper connection with India's diverse traditions, artistic expressions, and culinary practices. By integrating these subjects into academic programs, institutions can help students engage with and preserve India's cultural legacy while broadening their global perspectives.

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

As per NEP 2020, Goa University has implemented the Curriculum and Credit Framework for Undergraduate Programmes (CCFUP) from the academic year 2023-24, making OBE mandatory for affiliated colleges. Goa University outlines Programme Outcomes (POs) and Course Outcomes (COs). The Institution goes beyond these by reframing them to promote holistic development and lifelong learning skills for students. Orientation programme led by the Principal explain POs to students. POs and COs for all programmes are displayed on the Institution's website for easy access. Faculty discuss COs in detail during syllabus introductions at the semester's beginning. New faculty receive dedicated training on POs and COs from department heads. The Institution's Internal Quality Assurance Cell (IQAC) has taken proactive measures to prepare faculty for OBE. Conducted two FDPs on OBE which provided training on Bloom's Taxonomy, a framework for classifying learning objectives, designing POs, Program Specific Outcomes (PSOs), and COs and introduced the concept of assignment matrices for aligning assessments with COs. Assessments are designed to measure whether students have achieved the desired learning outcomes. They may include a variety of methods such as projects, presentations, portfolios, and real-world applications. The entire educational process is continuously evaluated and improved based on student performance and feedback. Additional FDPs were conducted on utilizing e-resources from the library, journal selection and plagiarism awareness. These efforts aim to equip faculty with effective teaching methodologies that contribute to successful OBE implementation. Overall, the Institution demonstrates a well-rounded approach to OBE. It emphasizes clear learning outcomes for students, equips faculty with the necessary skills, and aligns itself with the evolving educational landscape mandated by NEP 2020.

20.Distance education/online education:

The Institution has effectively deployed information technology in the delivery of its content across all the programmes. The Institution offers students a variety of courses online through

Infosys Springboard. More than 500 students completed online courses of Infosys Springboard in the academic year 2023-34. Institution also encourages students to explore SWAYAM courses. Additionally, the library is fully automated with NewGenLib Software and provides open access to its bar-coded books, Journals, e-books, e journals, databases, etc. The N-LIST database, provided by UGC-INFLIBNET, is subscribed to annually by the library and provides students and staff access to over one lakh e-resources (e-books/e-journals). The homepage of the library website has links to DISHTAVO video lectures of syllabus recorded by the faculty. The Information Portal on the homepage provides access to information that is useful to students, such as the National Knowledge Network, National Library of India, etc. Institution recognise the importance of distance education and the need to provide an opportunity to enable students access to education without the necessity of regular classroom attendance. The Institution intends to promote distance education through MOOCs.

Extended Profile

1.Programme

1.1	126
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	800
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	376
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	263
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	38
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	38
Number of Sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	26
Total number of Classrooms and Seminar halls	
4.2	107.04
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	109
Total number of computers on campus for academic purposes	
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	

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

This Institution, affiliated to Goa University, follows the university's curriculum for both undergraduate and postgraduate programmes. Since 2023-24, the Institution adopted the NEP 2020's CCFUP for F.Y. and S.Y.B.Com. and B.C.A. students. T.Y. students are still under the CBCS system.

Faculty receive course allocations well in advance and upload detailed teaching plans on the DHEs IAIMS portal. Apart from traditional methods, faculty have adopted contemporary methodologies such as use of ICT tools and audio-visual aids. Demonstrations, field visits/field work, assignments, projects, etc. are arranged for experiential learning. The college identifies slow learners and offers additional support.

Feedback from stakeholders is used for continuous improvement. The library is well-equipped with a digital collection and provides 24/7 access. College organises/deputes faculty to seminars, workshops, FDPs to help update their knowledge of concerned subjects as well as of teaching techniques. Several faculties have actively contributed to the curriculum design as either members of the Board of Studies (BoS) or as members of sub-committees formed by Board of Studies within their respective academic disciplines. Additionally, they created e-content in English and Konkani for the DISHTAVO project, ensuring effective curriculum delivery and a student-centric learning environment.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	NIL

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

Before the academic year begins, Goa University releases an academic calendar that specifies the start and end dates of the semester and the dates for Semester End Examinations (SEE) for all programmes. Examination and evaluation are conducted as per the relevant Ordinances of Goa University. Two types of exams are conducted Intra Semester Assessment (ISA) and Semester End Examinations (SEE). The Institution determines the dates for Intra

Semester Assessment (ISA).

Prior to the beginning of semesters, Time table Committee prepares timetables of all programmes. with a provision for Continuous Internal evaluation through assignments, tests etc. The number of ISAs conducted depends on the ordinance. But minimum of two ISAs is conducted for all the courses.

SEE is conducted by the college for first and second-year students, while the final-year exams are conducted by the University. The examination timetable is communicated to all students through notices on the college notice board and the college website.

Marks scored by the students for ISA are communicated to them within two weeks. The Examination Committee prepares results of the examination conducted by the Institution and marksheets are given to the students within stipulated time period.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	NIL

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

A. All of the above

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

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

3

File Description	Documents
Any additional information	No File Uploaded
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)

6

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

207

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

207

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

As part of this commitment, all F.Y. students are required to enroll in the course 'Environmental Studies', focuses on issues related to environmental protection and conservation. The course on 'Sustainable Development' equips students with knowledge about global challenges like resource depletion, poverty, and inequality. The course on 'Constitutional Values and Obligations' reinforces the importance of democratic values like liberty, equality, justice, and fraternity. It helps students to understand how they can contribute to a just and equitable society. Course on 'NCC', encourages students to participate in social service activities. A course on 'Health and Physical Education' promotes physical health but also contributes to their mental, emotional, social, and cognitive well-being. Courses like 'Business Law' and 'Corporate Law', provides legal knowledge, emphasizing ethics, fairness, and regulations in business. Specialized courses in 'Banking and Finance', and 'Business Environment' emphasize ethical considerations within the financial and business sectors. Courses on 'Auditing', teaches ethical responsibilities in auditing, ensuring accountability in financial practices. The 'Fundamentals of Investment' course explores ethical considerations within the stock market and investment practices. By offering these courses, the institution fosters students with strong ethical values, global awareness, and a commitment to sustainability and social justice.

File Description	Documents
Any additional information	No File Uploaded
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

4

File Description	Documents
Any additional information	No File Uploaded
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	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

1.3.3 - Number of students undertaking project work/field work/ internships

379

File Description	Documents
Any additional information	No File Uploaded
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	No File Uploaded
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
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File Description	Documents
Upload any additional information	View File
URL for feedback report	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/STUDENT-SATISFACTION-SURVEY-ANALYSIS.pdf

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 sanctioned seats during the year

892

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

317

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

At the start of each academic year, faculty members are assigned 20 to 30 students as mentees, ensuring personalized guidance throughout the year. The mentoring process is structured, with clear guidelines for identifying advanced learners and academically weak students. Mentors help students set academic goals, select subjects aligned with their interests and career aspirations, and encourage participation in interclass and inter-collegiate events to uncover hidden talents.

To address the needs of both advanced learners and academically weak students, the institution organises various programmes such as guest lectures, seminars, workshops, and certificate courses to foster academic and personal growth. For advanced learners, mentors provide support in maintaining excellent academic records and offer career guidance, including advice on competitive exams like GUART, CAT, UPSC, PO, GMAT, or GRE.

While the institution does not have designated slow learners, it conducts remedial classes for academically weak students. Peer learning is also encouraged to help struggling students improve. Mentors assist mentees in overcoming academic and personal challenges, and those needing additional support are referred to the institution's counselor. This proactive approach ensures that every student receives the guidance and resources needed for academic success and personal development.

File Description	Documents
Link for additional Information	NIL
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
800	38

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The institution adopts student-centric teaching methods such as experiential learning, participative learning, and problem-solving methodologies to enhance the overall learning experience.

Experiential Learning is emphasized through internships, certificate courses, field visits, and educational tours, providing students with real-world exposure. They actively participate in events like guest lectures, seminars, workshops, and skill enhancement courses, and often take leadership roles in organizing interclass and intercollegiate activities. For all the programmes, completing a dissertation/project work is mandatory in the final semester. Additionally, the institution organizes events like pop-up-bazar, cooking contests, entrepreneurial orientations, and community service activities like tree plantation, blood donation and medical camps, where students lead various initiatives.

Participative Learning involves engaging students through quizzes, games, student presentations, and collaborative learning, such as group projects and field-based learning. B.C.A. students, for instance, work on IoT projects using Arduino IDE and Raspberry Pi, fostering hands-on learning.

Problem-solving Methodologies are incorporated with students using tools like MS-Excel, Python, SPSS, and Jamovi for data analytics and business problem-solving. B.C.A. students develop projects such as an Intrusion Detection System and Smart Attendance System. Case studies are also employed to deepen students' understanding, promoting critical thinking and analytical skills. These methods ensure a holistic and engaging learning environment.

File Description	Documents
Upload any additional information	View File
Link for additional information	NIL

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

Faculty members at the institution utilize various ICT-enabled tools to enhance the teaching and learning process. To improve the learning experience, faculty members use LCD projectors, Smartboards and collar mikes. Online platforms like Google Meet, Google Classroom, Padlet, Mentimeter and applications such as MS Word, MS PowerPoint, and MS Excel make the classes more engaging and interactive. Official WhatsApp groups are created for each class to facilitate communication and provide additional learning materials.

Students of M.Com. and B.C.A. programmes are also introduced to specialized software like Jamovi, SPSS, Trello, Selenium, WordPress, and Bugzilla to enhance their analytic and technical skills. B.C.A. students use Aduino IDE and Raspbery Pi to develop Internet of Things (IoT) based Projects. Additionally, faculty contribute to DISHTAVO, an online e-content portal initiated by the Directorate of Higher Education (DHE), Government of Goa, which provides free access to the syllabus of eight undergraduate programmes. Faculty members also use the IAIMS (Integrated Academic Information Management System) portal, implemented by DHE, for centralized admission and learning management. These efforts ensure a smooth and efficient learning process through integrated digital tools and platforms. Case Study method is used to understand the issues related to designing an E-commerce website and various other topics.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	NIL

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

38

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

38

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

13

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

531

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The institution follows a transparent and robust internal assessment system, adhering to the Ordinances of Goa University. The evaluation process includes two key components: the Intra-Semester Assessment (ISA) and the Semester End Examination (SEE). The ISA consists of a written test and assignments for UG students, while PG students are required to take two tests. The evaluation pattern and exam schedules are communicated well in advance through notice boards, the institution's website, and WhatsApp to ensure clarity and transparency.

The ISA Monitoring Committee oversees the continuous evaluation process, ensuring that all students meet ISA requirements and are eligible for the SEE. Faculty members have the flexibility to conduct the second ISA through various modes such as assignments, presentations, field studies, case studies, and projects. A repeat ISA is offered for students with valid reasons for absence. ISA results are displayed on the notice board within the stipulated timeframe, and any grievances are addressed promptly by the committee.

The Examination Committee supervises the SEE for semesters I-IV, while Goa University conducts the exams for semesters V-VI. The institution ensures that all assessment processes, including re-evaluation and grievances, are managed transparently and efficiently. Students can view their answer sheets, and any dissatisfaction with results is addressed through the Grievance Committee, ensuring fair and transparent assessment practices.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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

The institution ensures complete transparency and fairness in its assessment process through a well-defined grievance redressal mechanism. The Unfair Means Inquiry Committee and Grievance Committee comprising of three senior faculty members are set up to deal with grievances pertaining to examination. Grievances, if any, are addressed as per the Ordinances in a time-bound manner.

For students in semesters, I to IV, the institution offers a personal verification of answer sheets. During this process, the assessed answer sheets are shown to the students in the presence of the Principal or Vice-Principal and the examiner. If the student is still not satisfied with the outcome, they can escalate the matter to the Grievance Committee, which, if necessary, will send the answer sheet for re-evaluation by another examiner. This process ensures fairness and addresses any concerns regarding the assessment.

In line with Goa University Ordinance, students in semesters V and VI have the right to apply for the re-evaluation of their answer sheets. If a student is dissatisfied with their assessment, they can request for re-evaluation. The institution's commitment to transparency is further reinforced by its adherence to Goa University's ordinances, with all re-evaluation requests being handled in a timely and efficient manner.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The institution follows the ordinance and syllabus prescribed by

Goa University for all its programmes, as it is affiliated with the university. The institution has implemented NEP 2020 syllabus for the B.Com. and B.C.A. programmes from the Academic Year 2023-24. The Programme Outcomes (POs) and Course Outcomes (COs) for B.Com., B.C.A. and M.Com. are clearly stated and displayed on the institution website. The structure of the various programmes, including B.Com., B.C.A., and M.Com., is outlined in the prospectus.

At the start of the academic year, the Principal explains the POs to students during the orientation programme. Faculty discuss the Cos in detail when introducing the syllabus at the beginning of each semester.

Faculty members prepare detailed lecture plans for each unit, incorporating teaching strategies that aim to achieve higher-order learning outcomes, as outlined in Bloom's Taxonomy. To align with the desired outcomes, faculty design certificate courses, add-on courses, workshops, seminars, guest lectures, and competitions that aim to impart the necessary knowledge and skills to students. To further enhance teaching effectiveness, Faculty Development Programs (FDPs) have been conducted to familiarize faculty with Bloom's Taxonomy and Outcome-Based Education (OBE), ensuring that students achieve the intended learning outcomes throughout their courses.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://gvmcommercecollege.ac.in/program-specific-and-course-outcomes/#tab-42951
Upload COs for all courses (exemplars from Glossary)	View File

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

The performance of students in examinations serves as a key measure to evaluate the attainment of Programme Outcomes (POs) and Course Outcomes (COs). Both university and college examination results are analysed to track student progress. In addition, the progress of students is monitored during the ISA, which include tests, quizzes, presentations, assignments, projects and case study reports.

The institution has implemented an OBE tool in MS Excel which is developed by Directorate of Higher Education (DHE), Government of Goa for the evaluation of attainment of POs and COs. The "Attainment Matrix" is successfully generated for the courses of F.Y.B.Com. and F.Y.B.C.A. Programmes under NEP 2020.

Also, to assess the POs and COs, feedback is gathered from students regarding faculty performance, teaching-learning processes, choice of subjects, evaluation methods, and available infrastructure. The attainment of POs is further supported by conduct of co-curricular and extra-curricular activities.

Students participate in inter-class and intra collegiate competitions contributing to their holistic development. Many alumni of the institution are successfully placed in organizations such as government institutes, banks, corporate sectors and many are successful professionals like Chartered Accountant and lawyers as well as entrepreneurs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/teaching-learning-main-doc-2.6.2.docx-1.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

167

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://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/2.6.3index.docx.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://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/STUDENT-SATISFACTION-SURVEY-ANALYSIS.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)

0.50

File Description	Documents
Any additional information	No File Uploaded
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 departments having Research projects funded by government and non government agencies during the year

3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

2

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://qipard.goa.gov.in/research/

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

33

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

2

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

3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

4

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The college is dedicated to fostering holistic development and contributing positively to society through various extension and outreach activities. These initiatives are driven by the NSS, NCC, and Red Ribbon Club, benefiting students, faculty, and the community. The NSS unit organized a Free Medical Camp, serving 300 people, and a Blood Donation Camp to promote voluntary participation. Students also contributed to the Dr. Ramani Marathon, where they managed essential tasks and demonstrated leadership skills.

The IQAC supported differently-abled students from Lokvishwas Prathisthan by providing a platform for them to sell handcrafted rakhis, promoting inclusivity and empowerment. The Consumer Welfare Cell organized a fundraising drive during Daan Utsav, donating funds to Matruchhaya orphanage, fostering empathy and compassion among students.

The NCC Wing conducted the Swachhta Hi Seva campaign, with students cleaning and beautifying Panaji city. Female NCC cadets also tied rakhis to soldiers at the 66 TTR Military camp, expressing gratitude for their service. The Red Ribbon Club raised awareness about AIDS through rallies and a placard competition.

The Nature Club organized a trekking and cleaning program at Savordem Waterfall, combining environmental awareness with adventure. These activities align with the college's mission to promote community service, social awareness, and student leadership, and the institution is committed to continuing such impactful outreach efforts.

File Description	Documents
Paste link for additional information	NIL
Upload any additional information	View File

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	No File Uploaded

3.3.3 - 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

3.3.3.1 - 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

10

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

504

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

9

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

9

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution offers a well-developed infrastructure with ample facilities for teaching and learning. Covering 15,000 sq. meters, the campus includes 3,937 sq. meters of building space. It features 18 ICT-enabled classrooms with LCD projectors, screens, and blackboards. Additionally, there are three ICT-enabled air-conditioned computer labs, an auditorium with 250-300 seats, a

committee room, and an audio-visual room. The campus is Wi-Fi enabled, with a 300 Mbps leased line and a 1 Gbps LAN configuration. The institution has 108 PCs and 8 laptops, with 97 PCs/laptops available for students and 19 for administrative use.

In academic administration, the institution adopted the Integrated Academic Information Management System (IAIMS) in 2020-21, offering 34 digital modules like online admissions, LMS, and results. The library is automated with NGL/NewGenLib software and offers over one lakh e-resources through the N-LIST database. It has a reading room for 80 students, a separate faculty section, and open-access facilities. The virtual library provides free e-resources and includes faculty recorded lecture videos. Additional amenities include a canteen, sports infrastructure, CCTV surveillance, ramps, and a wheelchair for persons with disabilities, ensuring a holistic and accessible learning environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL

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

The institution provides comprehensive facilities for cultural activities, sports, and recreation, fostering a well-rounded student experience. For cultural events, the college has an auditorium with a seating capacity of 250-300 students, suitable for collegiate and inter-collegiate competitions. The open campus space is utilized for various interclass and inter-collegiate events, with competitions in singing, dancing, rangoli, and other creative activities, promoting student engagement and talent development.

In terms of sports, the campus features a Gymkhana/Sports Centre, a volleyball court, a netball court, and an open ground for various outdoor activities. The institution offers the necessary equipment for both outdoor and indoor games. Outdoor sports include football, cricket, volleyball, netball, badminton,

kabaddi, and kho-kho, while indoor sports include table tennis, carrom, and chess. The Gymkhana Centre spans 52.47 sq. meters, the netball court covers 420 sq. meters, and the volleyball court is 162 sq. meters in size. Students receive training for both indoor and outdoor games, and separate washroom facilities are provided for male and female athletes.

Additionally, the campus includes ample parking space for both two-wheelers and four-wheelers, ensuring convenience for staff and students. These facilities collectively contribute to a vibrant and active campus life, encouraging participation in extracurricular and physical activities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL

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

26

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

26

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL
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)

29.89

File Description	Documents
Upload any additional information	No File Uploaded
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)

Library has a collection of more than 25000 above books in addition to reference books. Library also subscribes for periodicals such as journals of various subjects and magazines, with daily newspapers. Library also makes use of Library Management Software, that provides support for various functionalities and features within a computer program. Library has been using NewGenLib Integrated Library Management Software developed by Verus Solutions Private Limited, Hyderabad since January 2005. The NewGenLib Integrated Library Management Software version used for the year 2023-2024 is NGL Core Engine Version 3.3 - Helium (abbreviated as "NGL EE Helium v3.3"). The NewGenLib Annual Maintenance Contract (AMC) for the year 2023-2024 amounted to Rs. 14,160/-. The Library is fully automated wherein all the modules of the software are used to the fullest. The modules include Technical Processing, Circulation, Acquisitions, and Serials Management, OPAC, Administration, Utilities, and Queries. Footfalls of the library visitors are recorded by scanning the visitors Identity cards details with the time in and out. In the month of April 2024 library started using KOHA as per the instructions of DHE simultaneously. The utilization of KOHA Software was actually implemented in the month of June 2024.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	NIL

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-

C. Any 2 of the above

books Databases Remote access toe-resources

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

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

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

1.60

File Description	Documents
Any additional information	No File Uploaded
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

44

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The institution is equipped with high-speed internet connectivity through two leased lines: a 300 Mbps BSNL line and a 150 Mbps Ethernet Xpress line, both connected to the main buildings via

optical fiber cables. Wi-Fi access is available across the campus, including classrooms, laboratories, the library, staff room, and administrative offices, facilitated by 17 routers. The library is fully automated using the NewGenLib Software, with all documents and ID cards barcoded for efficient management. It also subscribes to N-LIST by INFLIBNET and is registered with the National Digital Library of India, providing students and staff access to a vast range of academic resources. In line with the e-governance initiative of the Directorate of Higher Education (DHE), Government of Goa, the institution adopted the Integrated Academic Information Management System (IAIMS) from the academic year 2020-21. Additionally, 'GUM' provided by Goa University is in use for various academic functions. To enhance communication with students, class-specific WhatsApp groups have been created to share updates on class timings, notices, and other information. Separate WhatsApp groups for teaching and non-teaching staff further facilitate communication. The institution also ensures smooth digital correspondence by generating individual and departmental email IDs for all members.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL

4.3.2 - Number of Computers

109

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
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)

19.73

File Description	Documents
Upload any additional information	No File Uploaded
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 physical, academic, and support facilities for B.Com. and Self-Financing Courses (B.C.A. and M.Com.) are managed through Government Grants and Self-Financing Funds, respectively. To ensure proper maintenance, the college appoints an Infrastructure Maintenance Committee every year, which is led by the Principal. The In-charge of each facility is responsible for reporting any required repairs, whether minor or major, directly to the Principal. In case of any issues with the facilities, students or faculty members can approach the In-charge, the Principal, or submit a written complaint in the designated complaint box. The cleaning of classrooms is handled by the Multi-Tasking Staff, who are assigned specific duties to ensure cleanliness and hygiene. At the beginning of each academic year, the college conducts an orientation for B.Com., B.C.A., and M.Com. students to familiarize them with the available physical, academic, and support facilities. During this orientation, students are provided information about utilising these facilities, ensuring that students understand how to make use of them properly. Students are advised to approach the In-charge of the respective facility for any needs or concerns. This approach ensures that all students and staff are well-informed about the procedures for facility usage and maintenance, promoting an organised and well-maintained learning environment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/List-of-committees-2023-24.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

170

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

202

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://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/Capacity-Building-and-skill-Enhancement.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

338

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

338

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent 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
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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

69

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	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

18

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File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
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

0

File Description	Documents
Upload supporting data for the same	View File
Any additional information	No File Uploaded

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.

34

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded
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 actively engages students in decision-making processes by electing or nominating them to various councils, committees, cells, and clubs based on their talents and interests. The Students' Council, an elected body, plays a major role in planning, organising, and executing a variety of in-house and inter-collegiate events. Elections for the Students' Council are held through a secret ballot, in accordance with the statutes of Goa University and the college rules. Additionally, student representatives are nominated to the Internal Quality Assurance Cell (IQAC), contributing valuable suggestions and feedback for quality improvement. To maintain a ragging-free campus, two students are nominated to the Anti-Ragging Committee. Other student involvement includes nominations to the Internal Committee (IC) and the Grievance Redressal Committee, where students actively contribute to resolving issues. The Industry Institute Interface Cell has two students nominated as Single Point of Contact, facilitating communication between students and industry. Students also have a representation on the Gender Sensitization Cell, Counselling & Women's Cell, Yuva Tourism Club, and Electoral Literacy Club. These student representatives are instrumental in organizing a wide range of events, both within the college and in inter-collegiate platforms. Overall, the institution fosters a culture of student involvement, empowering them to contribute significantly to the institution's growth and development.

File Description	Documents
Paste link for additional information	Nil
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

82

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

The Alumni Association plays a crucial role in the institution's development through various initiatives and support services. In the academic year 2023-24, the association made a financial contribution to renovate the college garden and actively pursued efforts with the concerned government departments to improve the college approach road. Additionally, they organized a free medical camp for the benefit of students, staff, and the public, along with a tree plantation program to promote environmental awareness.

An alumnus serves as a member of the institution's Internal Quality Assurance Cell (IQAC), acting as a liaison between the alumni and the college. Alumni, especially those well-placed in their careers, are invited to conduct seminars, workshops, certificate courses, and serve as resource persons, trainers, and judges for cultural and sports events. They also help organize certificate courses at concessional rates and inspire students through their interactions, motivating them to pursue their dreams with passion and dedication. Prominent alumni offer career guidance and share insights on industry trends and entrepreneurship opportunities. Furthermore, alumni contribute financially by establishing scholarships and prizes to recognize student achievements in academics and extracurricular activities, and they sponsor events and competitions organized by the institution, enhancing student engagement and recognition.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

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

The governance of the institution reflects and aligns with its Vision and Mission, emphasizing a commitment to excellence in education and the holistic development of students. The Vision aims to establish the institution as a centre of excellence in education and research, empowering students to become global citizens. The Mission focuses on providing quality education that prepares students to tackle global challenges and become socially responsible individuals.

Faculty plays a vital role in ensuring a strong teaching and learning environment, fostering academic growth. The institution's focus on holistic education is evident through a variety of academic, co-curricular, and extra-curricular activities, such as guest lectures, study visits, field trips, workshops, seminars, and certificate courses, which enhance students' practical knowledge and skills.

The overall development of students is further supported by numerous bodies, including the Students' Council, Cultural Association, Gymkhana Committee, Career Guidance Cell, Placement Cell, Counselling, Women's Cell, NSS, NCC, etc. These bodies organise events, competitions, and activities that contribute to students' personal growth. Many of these committees involve students in planning, organizing, and executing various activities. The institution's governance, therefore, ensures that

the focus remains on the all-round development of its students, aligning closely with its Vision and Mission.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2023/10/HANDBOOK-MERGED-23-24-1.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 college follows a decentralized structure, with the Principal working closely with the Vice-Principal, IQAC Coordinator, Heads of Departments (HoDs), faculty, librarian, Director of Physical Education, Head Clerk, Accountant, System Administrator, and Committee Coordinators/In-charges to ensure the smooth functioning of both administrative and academic activities. Academic decisions are made collaboratively by the Vice-Principal, IQAC Coordinator and HoDs. The Director of Physical Education and the Librarian manage their departments independently, while keeping the Principal informed. Administrative tasks are handled by the Head Clerk and Accountant, adhering to regulations, while the System Administrator oversees all IT-related operations.

Department Heads manage academic matters within their respective departments, including course planning, workload distribution, timetables, examinations, and organizing events, which are discussed and approved by the Principal.

Participative management is further encouraged through the involvement of parents, alumni, and students, facilitated by the Parent-Teacher Association (PTA), Alumni Association, and Student Council. Additionally, various Statutory and Non-Statutory Committees/Cells, composed of faculty and students, are formed to plan and implement activities in line with the institution's vision and mission. This structure ensures effective leadership and promotes collaborative decision-making across the institution.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2022/12/Organogram-2.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institution developed and submitted an Institutional Development Plan under NEP 2020, outlining measures to be implemented by 2032. As part of this plan, students completed seven certificate courses in areas such as Banking, Finance, and Insurance (CPBFI), Event Management, Digital Marketing, MS Office, Tally Prime, and UX/UI Design. Industry-academia partnerships were strengthened through the execution of ten MOUs. Additionally, over nine student development programs/workshops and nearly 25 guest lectures were organized, along with industrial and field visits for most students. Various competitions, including poster making, elocution, slogan writing, quizzes, debates, essay writing, rangoli, mehendi, fashion shows, ghumat aarti Spardha, singing, patriotic songs, and dance, were held to encourage student participation. To promote entrepreneurship, an Entrepreneurship Boot Camp and Bazar Day were organized.

In professional development, all faculty members participated in six Faculty Development Programs (FDPs) conducted by the institution, and attended FDPs organized by other institutions.

The institution also engaged in several extension activities, including a medical camp, blood donation camp, tree plantation, clothes donation to GOONJ, and Daan Utsav, where ₹32,000 was raised and donated to Matruchhya Trust. Other initiatives included Swachata Mission, Meri Mati, Mera Desh, and more, demonstrating a commitment to community service and social responsibility.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://gvmcommercecollege.ac.in/vidyaprasar/
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 institution is an aided entity under the Directorate of Higher Education, Government of Goa, and is affiliated with Goa University. It follows a structured governance system with various decision-making bodies at different levels. The General Body of Goa Vidyaprasark Mandal (G.V.M.) is the highest authority, overseeing major financial decisions, asset management, and the introduction of academic programs. The G.V.M. Working Committee manages staff issues, infrastructure development, and financial matters, ensuring transparency and accountability. The Local Managing Committee, composed of the Working Committee members, the Principal, and faculty, serves as a link between the institution and the management.

The administrative setup, as shown in the organogram, involves the Principal, Vice-Principal, IQAC, Heads of Departments (HoDs), and various committees to ensure smooth academic and administrative functioning, including admissions, teaching, examinations, and result declaration. The Principal also oversees staff appointments and promotions, while the administrative staff, including the Head Clerk, Accountant, and Systems Administrator, manage day-to-day operations. The Librarian supervises the library.

The institution adheres to government rules for faculty and non-teaching staff appointments and follows General Financial Rules for purchases and asset management. The Institutional Development Plan, created in consultation with authorities, sets goals for new certificate courses, industry-academia linkages, faculty development programs, student workshops/programmes and infrastructure enhancement.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://gvmcommercecollege.ac.in/wp-content/uploads/2022/12/Organogram-2.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	No File Uploaded
Screen shots of user interfaces	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 institution prioritizes the welfare of both teaching and non-teaching staff through various measures. Staff benefits include the timely implementation of pay scales, increments, and DA as per Government of Goa regulations. Leaves such as Casual, Earned, Half-Pay, Child Care, Maternity, and Paternity Leave are provided as per government rules. For financial security, staff members appointed before 2005 are enrolled in the GPF/Pension Scheme, while those appointed afterward are covered by the NPS. Additional benefits include Earned Leave encashment, salary certificates for loans, LTC, children's education allowance, and medical reimbursements. Staff can also avail of loans and other benefits through G.V.M.'s Employees Credit Co-operative Society. As a mark of appreciation for the years of service and contribution the staff is felicitated at the time of their superannuation. The institution also provides amenities such as sanitary napkin

dispensers and incinerators in ladies' washrooms, pantry facilities, and staff picnics.

For teaching staff, the institution ensures comfortable workspaces with lockers, laptop charging points, and air-conditioned staff rooms. They also receive study and sabbatical leave, duty leaves, and reimbursement for seminar/workshop/FDP participation.

Non-teaching staff benefits include bonuses, comfortable workspaces, PCs with Wi-Fi, and uniform allowances for MTS, creating a supportive and productive environment for all staff members.

File Description	Documents
Paste link for additional information	Nil
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

17

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

12

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	View File
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

17

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The institution emphasizes continuous staff development to enhance teaching, learning, and overall functionality. It follows a performance appraisal system for both faculty and non-teaching staff. For faculty, the institution adheres to the Performance

Based Appraisal System (PBAS) outlined by Goa University. Faculty members submit PBAS forms at the end of each academic year, which are verified by the Internal Quality Assurance Cell (IQAC) and signed by the Principal. These forms are further examined during promotions under the Career Advancement Scheme (CAS).

Additionally, student feedback is gathered every semester, assessing faculty on various aspects like communication, teaching skills, punctuality, and approachability. Faculty upload teaching plans and lecture details on the DHE IAIMS Portal, and a compliance report is generated to support performance evaluations.

For non-teaching staff, the institution follows the Annual Confidential Reports (ACR) system, as per the Government of Goa's guidelines. The Principal reviews these reports, while Management accepts them. The ACR evaluates aspects such as knowledge of office procedures, punctuality, discipline, and work relationships. Students also provide feedback on office staff performance. After every 10 years of service, non-teaching staff members are eligible for Modified Assured Career Progression (MACP), which can be granted up to three times during their career.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2023/10/PBAS-Proforma-1-1.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 institution conducts regular internal and external financial audits to ensure financial transparency and accountability. The internal audit is performed annually by an external auditor appointed by the General Body of Goa Vidyaprasarak Mandal (G.V.M.) The audited financial statements are then sent to the Department of Higher Education (DHE) and G.V.M. Management. The external audit, conducted by auditors appointed by the DHE, occurs every five to ten years. The internal audit for the fiscal year 2023-24 has been completed, and the reports have been found satisfactory. The external audit for the period 2011-12 to 2019-20 was conducted by DHE in 2021-22, but the final reports are still awaited.

Additionally, the internal audit for self-financing programs is carried out separately and presented to the G.V.M. management for review. Any issues raised by the auditors are addressed promptly with satisfactory responses or compliance.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/6.4.1.pdf
Upload any additional information	View File

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0.38

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

Major sources of income for the Institution are drawn from the following streams:

- Grant-in-Aid from the Government (Salary and Non-salary Grants).
- Fees collected from regular students and those of the Self-Financing Programmes.
- Management contributions
- Research Grants from UGC, DHE, GIPARD, etc.
- NSS Grants, IIC Grants, Unnat Bharat Scheme, etc.
- CSR Funding

The Institution makes every effort towards resource mobilization and generating funds from other sources such as research grants

from institutes such as UGC, DHE, GIPARD, etc. by encouraging the faculty to submit research proposals to these institutes. Efforts are also made to get funds through philanthropists, CSR, well-wishers, etc. Additional efforts are also made to get funds/sponsorships from the Parent Teachers Association and Alumni Association.

To manage its finances, the institution prepares a budget based on student intake, faculty requirements, and infrastructure needs. Non-salary grants received from the Directorate of Higher Education (DHE), are used for maintenance and developmental activities, following DHE's norms and rules. Utilization certificates are submitted when required. The fees collected from self-financing programs cover their expenses. For any purchases, bills are scrutinized by the accountant and entered in the Dead Stock/Consumables Register. These are then submitted to the Principal for payment approval, ensuring proper financial oversight and compliance with institutional norms.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/fund-mobilisation.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 Internal Quality Assurance Cell (IQAC) has played a pivotal role in institutionalizing quality assurance strategies, enhancing the overall academic environment.

Accreditation of the Institution: The institution has successfully undergone NAAC accreditation at B++ Grade with CGPA of 2.99, thus enhancing its credibility. Peer Team Visit took place on 14th and 15th March 2024.

Skill enhancement initiatives: Conducted six certificate courses in areas like Banking, Finance, and Insurance, Event Management, Digital Marketing, MS Office, Tally Prime, and UX/UI Design. Additionally, over nine student development programs, workshops, and nearly 25 guest lectures were organized, along with industrial and field visits, offering students practical exposure to various

industries.

Strengthened industry-academia partnerships: Execution of ten Memoranda of Understanding (MOUs), ensuring valuable industry connections and real-world experience for students.

Professional development of faculty: Six Faculty Development Programs (FDPs) were conducted in the areas of Outcome Based Education, Mentoring, Research methodologies, etc.

Environment Protection: In terms of environmental responsibility, the institution implemented several initiatives, including rainwater harvesting, groundwater regeneration, green audits, and solar panel installation, promoting sustainable practices.

Extension Activities: Extension activities, such as medical and blood donation camps, tree plantation, and donations to GOONJ and Matruchhya Trust, raising ₹32,000 for the latter. Other initiatives like Swachata Mission, Meri Mati, Mera Desh, further exemplified the institution's commitment to social responsibility and community service.

File Description	Documents
Paste link for additional information	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/ANNUAL-REPORT.pdf
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 review of the teaching-learning process and the reforms implemented through the Internal Quality Assurance Cell (IQAC) covered the following key aspects:

Implementation of the National Education Policy (NEP) 2020: Starting from the academic year 2023-24, the Curriculum and Credit Framework for Undergraduate Programmes (CCFUP) under NEP 2020 was implemented by Goa University and adopted by the institution. By adopting NEP 2020, the institution aligns itself with the transformative educational reforms, setting the stage for improved

learning outcomes, enhanced employability, and the overall holistic development of students.

Outcome-Based Education (OBE): To facilitate the implementation of OBE, the institution organized three Faculty Development Programs (FDPs) to emphasize the importance of integrating technology and applying Bloom's Taxonomy in formulating course outcomes (COs) that are aligned with the course structure and syllabus. This step is vital in OBE, as it establishes the criteria for measuring and mapping both course and programme outcomes. Additionally, question papers were designed in line with the course outcomes and corresponding cognitive levels.

Focus on Skill Enhancement Courses: The institution organized six certificate courses, nine student development programs, and nearly 25 guest lectures. These initiatives, along with industrial and field visits, were aimed at promoting experiential learning and enhancing students' various skills.

File Description	Documents
Paste link for additional information	https://gymcommercecollege.ac.in/igac/
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://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/ANNUAL-REPORT-1.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The institution focuses on ensuring safety, well-being, and empowerment through a range of initiatives aimed at promoting gender equity.

Counselling & Women's Cell: To foster a safe and supportive environment. The cell organizes events, awareness campaigns, and offers counseling services.

- A full-time counsellor available for confidential support addressing gender-specific challenges such as mental health, self-esteem, and interpersonal relationships.
- A panel discussion on "The Power of Mindfulness and Self-Talk,".
- A session on "Polycystic Ovary Syndrome (PCOS)".

Gender Sensitization Cell: To raise awareness about gender equality.

- Gender Champions for 2023-2024 lead initiatives to promote equality
- talk on "Gender Equity".
- A talk on "HIV/AIDS Awareness"
- A session on "Counselling for HIV/AIDS Patients"

Internal Committee: Focuses on preventing and raising awareness about sexual harassment through educational programs and seminars.

Women's Facilities: Separate washrooms and a common room for female students ensure comfort. Sanitary napkin vending machines and incinerators in girls' washrooms promote hygiene and eco-friendly disposal.

Security: Premises are guarded by security personnel and monitored by CCTV systems with footage accessible for security purposes.

Skill Development & Financial Literacy: For promotion of skills and financial literacy

- Sessions on "Digital Financial Literacy".
- An "Investor Awareness Programme".
- A talk on "Neuro-Linguistic Programming (NLP) in Communication".

File Description	Documents
Annual gender sensitization action plan	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/7.1.1.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://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/Women.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

The institution primarily imparts commerce education and as such does not generate hazardous chemical, radioactive waste, liquid and much of biomedical waste. Solid waste normally comprises of papers, stationery items, plastic, glass, wood, food items, sanitary waste, e-waste etc.

Solid waste from various areas within the institution, including classrooms, computer laboratories, staffrooms, and administrative offices, is regularly collected by the multi-tasking staff. Administrative staff member supervises the collection process and ensures that waste is segregated appropriately.

Papers and old newspapers are sold periodically for recycling. The use of paper is minimized by following measures such as two-sided printing and photocopying and use of Digital Display Boards and website for notices.

Food items and wet waste generated from the staff room and canteen is put in the composting pit dug in the Institution premises.

Biomedical waste such as used sanitary napkins are safely disposed of through incinerators installed in the female washrooms.

Electronic waste (e-waste) generated by the institution is discarded as scrap, by selling it to the vendor who takes it for the purpose of recycling and appropriate discarding.

The waste generated from the cleaning of the campus and the surrounding areas is segregated and items like leaves, twigs, and branches etc. is collected by the municipality.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://gvmcommercecollege.ac.in/wp-content/uploads/2024/12/7.1.3.pdf
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction

A. Any 4 or all of the above

**of tanks and bunds Waste water recycling
Maintenance 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	No File Uploaded

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 with trees and plants

C. Any 2 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	No File Uploaded

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

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

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
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	B. Any 3 of the above
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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 institution ensures equal opportunities for students from all communities and socio-economic backgrounds, allowing them to participate in various activities without discrimination. It promotes inclusivity by encouraging participation in both in-house and inter-collegiate events that foster holistic development. The

institution maintains a policy of equal treatment, ensuring no bias based on religion, culture, or gender. It also adheres to the Goa Government's Reservation Policy and provides facilities like ramps, accessible washrooms, and wheelchairs for persons with disabilities.

Annual events such as the social gathering, provide students a platform to showcase their cultural, regional, and linguistic traditions. The Cultural Association organizes activities like dance performances and rangoli competitions to promote cultural understanding, while the Students' Council hosts Fun Days with events like fashion shows and ad-mad competitions to encourage tolerance and harmony.

The institution also celebrates the "Joy of Giving" festival, "Dan Utsav," where funds are raised for charitable causes. Medical and blood donation camps are organized to encourage staff and students to contribute to the health sector and save lives. These initiatives foster a sense of unity, devotion, and community spirit, helping create a harmonious and supportive learning environment for all.

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	No File Uploaded

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

The institution has actively promoted constitutional obligations and values through various initiatives. The Electoral Literacy Club conducted activities like a "Voters Awareness Programme", "Enrolment of New Voters", essay writing on "Importance of Democracy". and poster-making competition on "Voting as a Right", a session on "Importance of Voting in Democracy", and a "Demonstration of EVM". On Constitution Day, the Unity pledge was administered to staff and students.

Several sessions were organized to promote key values: a talk on "Gender Equity" reinforced mutual respect, while a session on "Human Values" encouraged students to evaluate their beliefs and behaviours. The session on "Intellectual Property Rights"

emphasized respect for intellectual creations, and a talk on "Corporate Etiquettes at Modern Workplaces" focused on professionalism.

A tree-planting drive promoted environmental responsibility and sustainability. The institution also engaged in social responsibility initiatives such as clothing donations, donation to Matruchhya Trust, blood donation camps, medical donation camps, and an HIV/AIDS awareness talk, promoting empathy, compassion, and health awareness. A session on "Counselling for Better Quality of Life" emphasized emotional well-being and empowerment. The exhibition-cum-sale of "Rakhis" supported differently-abled children, promoting inclusivity and respect. The visit to 6TTR Army Camp during Rakshabandhan fostered values of patriotism, unity, and civic duty.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The institution organized several initiatives to promote awareness and engagement with diverse themes. To mark the "International Year of Millets 2023", the IQAC, in association with the Consumer Welfare Cell, organized the "Millets Mahotsav", which included a "Master Chef Millet Cooking Contest" and an Exhibition-cum-Sale of millet-based food items by Self Help Groups (SHGs) from Ponda. On "World Mental Health Day", a panel discussion was held on "Power of Mindfulness and Self-Talk". For "International Youth Day", a workshop on "Unlock Your Leadership Potential" was conducted.

In line with "World Conservation Day", the institution hosted a tree plantation drive as part of the "Meri Mati, Mera Desh" initiative, attended by local Panchayat members. On "National Voters Day", a session on "Importance of Voting in Democracy". The Unity pledge was administered on "Constitution Day", and "Harmony Day" was celebrated by reading verses from holy scriptures representing three faiths.

Other notable activities included the "Anti-Ragging Week", "Joy of Giving Week" (raising Rs. 32,000 for Matruchhya Trust), and the "Angdaan Utsav" with a talk on "Organ Donation". Independence Day, Republic Day, and Goa Liberation Day were marked by flag hoisting. The institution celebrates several cultural and religious festivals, including Navratri, Saraswati Pooja, and Ganesh Chaturthi, fostering a sense of community and cultural harmony.

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	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Title: Pay it Forward - For People and Planet

The institution fosters altruism through initiatives like monetary donations, blood and medical donation camps, and support for local entrepreneurs. Environmental sustainability is promoted with tree plantation drives, paper bag production, rainwater harvesting, and cleanliness drives. These practices aim to contribute positively to society, enhance empathy, and cultivate compassion, tolerance, and respect. The success of these efforts is evident in the growing participation of students and staff and their impact on local communities. Challenges include time-consuming coordination with external organizations and limited resources to support more local entrepreneurs.

Title: "Groom to Bloom"

The institution aims to enhance students' self-confidence and holistic development by providing skill-building opportunities. Workshops, certificate courses, seminars, and guest lectures in areas like financial literacy, digital marketing, personality development, and soft skills are offered to prepare students for personal and professional growth. Exposure through creative workshops and talent competitions further hones their abilities. Students have excelled in intercollegiate events and developed skills in accounting, computing, and soft skills, helping them secure jobs, clear competitive exams, and pursue higher studies. Challenges include time management due to academic schedules and coordinating with resource persons.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The institution has made significant strides in fostering holistic development by integrating skill enhancement and social responsibility into its core ethos. Through its "Groom to Bloom" initiative, the institution provides students with a wide range of workshops, certificate courses, and seminars aimed at enhancing practical knowledge in areas such as financial literacy, digital marketing, personality development, and soft skills. These efforts prepare students for real-world challenges, enabling them to excel in competitive exams, secure jobs, and contribute to their family businesses.

Simultaneously, the institution emphasizes altruistic behavior through people-centric initiatives under the "Pay it Forward - For People and Planet" program. Initiatives like blood donation camps, medical camps, monetary donations, and support for local entrepreneurs foster values of empathy, social responsibility, and community engagement. Environmental responsibility is encouraged through paper bag production, cleanliness drives, tree plantation initiatives, and rainwater harvesting.

The institution's commitment to both personal and social development is reflected in the active participation of students and staff. These initiatives promote values of compassion, respect, and civic duty, contributing to societal upliftment. The success of these efforts is evident in the increased involvement of students and the positive impact on the local community, demonstrating the institution's strong focus on nurturing socially responsible, well-rounded individuals.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The following plan outlines key initiatives for the upcoming academic year, focusing on student development, academic excellence, social responsibility, and sustainability:

Skill Development and Career Readiness

- Organize industry-specific workshops, certificate courses, and soft skill programs.
- Conduct personality development sessions to enhance leadership, communication, and interpersonal skills.
- Host placement and career fairs connecting students to employers, internships, and work opportunities.

Social Responsibility and Community Engagement

- Organize blood donation and medical camps.
- Conduct awareness programs on health, social justice, and community welfare.
- Enhance environmental sustainability with initiatives like tree plantation, rainwater harvesting, waste management, and save water campaigns.
- Integrate solid waste management practices into institutional policies and daily operations.
- Expand the "Pay it Forward" initiative supporting local NGOs.

Academic and Co-curricular Excellence

- Strengthen the curriculum with interdisciplinary learning through field visits, study tours, and guest lectures.
- Organize more seminars, workshops, and faculty development programs to enhance teaching and learning.
- Pursue various research grant opportunities, both major and minor, to support significant research projects.

Through these actions, the institution aims to provide a holistic educational experience, preparing students for global challenges while contributing positively to society.