



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

Part A	
Data of the Institution	
1.Name of the Institution	NARAYAN ZANTYE COLLEGE OF COMMERCE
• Name of the Head of the institution	Prof. (Dr.) Rajendra Kumbharjuvenkar
• Designation	Principal & Professor
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322361377
• Mobile no	8830864215
• Registered e-mail	zantyeedu@rediffmail.com
• Alternate e-mail	nzcciqac@gmail.com
• Address	Vathadev Sarvan Post Industrial Estate
• City/Town	Bicholim
• State/UT	Goa
• Pin Code	403529
2.Institutional status	
• Affiliated /Constituent	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. Bipin Bandekar
• Phone No.	08322361377
• Alternate phone No.	08322361377
• Mobile	9226372857
• IQAC e-mail address	nzcciqac@gmail.com
• Alternate Email address	prin.zantye@unigoa.ac.in
3.Website address (Web link of the AQAR (Previous Academic Year)	https://zantyecollege.ac.in/uploads/config_docs/AQAR--2021-22-.pdf
4.Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://zantyecollege.ac.in/uploads/config_docs/Academic-Calendar-2022-23.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.76	2015	14/09/2015	13/09/2020
Cycle 2	A	3.18	2022	09/11/2022	08/11/2027

6.Date of Establishment of IQAC

25/06/2013

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
Institute	Salary Grant	Directorate of Higher Education, Govt. of Goa	2022-23	5,40,24,605/-
Institute	Non Salary Grant	Directorate of Higher Education, Govt. of Goa	2022-23	39,09,046/-
Institute	NSS Grant	Directorate of Sports & Youth Affairs	2022-23	33,200
Institute	Red Ribbon Club	Goa State AIDS Control Society	2022-23	1,000/-
8. Whether composition of IQAC as per latest NAAC guidelines			Yes	
<ul style="list-style-type: none"> Upload latest notification of formation of IQAC 			View File	
9.No. of IQAC meetings held during the year			2	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 			Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 			No File Uploaded	
10. Whether IQAC received funding from any of the funding agency to support its activities during the year?			No	
<ul style="list-style-type: none"> If yes, mention the amount 				
11. Significant contributions made by IQAC during the current year (maximum five bullets)				

NAAC Peer Team Visited the college on 2nd and 3rd November 2022. College is accredited with CGPA of 3.18 on four-point scale at 'A' Grade. The accreditation is valid from 9th November 2022 to 8th November 2027.

Administrative Audit was conducted on 25th and 26th October 2022 by P.R. Nadkarni, Qualified Consultant, NABET under Quality Council of India, Govt. of India. Government Audit (Financial and Administrative) is conducted for 2018-19 to 2020-21 by DHE, Govt. of Goa in December 2022.

AISHE (2021-22) data pertaining to college is uploaded on 9th January 2023 and College participated in NIRF ranking for which data is uploaded on 12th January 2023. Feedback on curriculum collected through DHE - IAIMS portal from students, teachers, Alumni and Employers.

Organized certificate courses of 30 Hours duration in "Stock Market and Financial Planning", 'Hardware and Networking', 'Tally ERP 9 with GST', 'Soft skills and Communicative Skills'.

Institutional Development Plan (IDP 2022-2032) of the college was prepared and submitted in November 2022 to Directorate of Higher Education (DHE), Govt. of Goa as a part of institutional preparedness for implementing NEP, 2020 with effect from 2023-24. Registration of students for Academic Bank of Credit (ABC) was also done as a part of New Education Policy (NEP) 2020.

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
NAAC Peer Team Visit for Accreditation	NAAC Peer Team Visited the college campus on 2nd and 3rd November 2022. College is re-accredited with CGPA of 3.18 on four-point scale at 'A' Grade.
Planning for submission of AQAR 2021-22	AQAR 2021-22 is uploaded on NAAC portal on 14th March 2023 and accepted on 16th March 2023
AISHE and NIRF Ranking	AISHE (2021-22) data uploaded on 9th January 2023 and NIRF ranking data uploaded on 12th January 2023.
ABC Registration under NEP	392 Students registered for Academic Bank of Credit (ABC) under NEP 2020, by end of April 2023.
Feedback on Curriculum	Feedback on curriculum is collected from Students, Teachers, Alumni and Employers.
Administrative Audit	Administrative Audit was conducted on 25th and 26th October 2022.
Orientation Programs/Sessions	Orientation on university examinations, Orientation on CA, CS and CMA programs, orientation on project work, Youth Development Program, Digisaksham, Interview and Placement drives, competitive exams.
Certificate courses	1. Certificate course in Stock Market and Financial Planning, 2. Certificate course in Hardware and Networking, 3. Certificate course in Research Methodology, 4. Certificate course in Training for NET/SET & other competitive exams, 5. Certificate course in Tally ERP

	9 with GST, 6. Certificate course in Soft skills and Communicative Skills.
MoU	College signed MoU with 1. Sant Sohirobanath Ambiyee Govt. college of Arts and Commerce, Pernem-Goa (Cluster Research Centre in Commerce), 2. Goa Institute of Public Administration & Rural Development (GIPARD), 3. Confederation of Indian Industry - Model Career Centre (CII - MCC), 4. Confederation of Indian Industry - Young Indians (CII - Yi), 5. Thinkers Foundation, Bicholim-Goa, 6. The Bodhi Academy, Panjim, Goa, 7. Bajaj FinServ Limited, 8. Department of Library, The New College, Shivajipeth, Kolhapur, Maharashtra, 9. BNI Foundation, India (BNI, Goa), 10. Vision Academy, Mapusa Goa
Inhouse journal Publication (ISSN 2454-6526)	Zantye's International Journal of Commerce and Management, Volume 4 Issue 1 published in March 2023
Seminar and Workshops organized for faculty	Workshop on Data Analysis using SPSS software held on 17th March 2023. Workshop on Structural Equation Modelling (SEM) using SPSS AMOS software on 25th April 2023.
Seminar and Workshops organized for students	Seminar on Union Budget 2023-24 held on 10th Feb, 2023. Workshop on Career in Banking and other competitive exams on 15th March 2023. Seminar on Modern Trade: An Overview.
Faculty Development Programme	FDP organized on "Outcome Based Education: Assignment and Attainment of Course and Program

	Outcomes" FDP organized on 'Guide to Identify Fake/Predatory/ Cloned Journals in Academics'.
Industrial Tour/Visit	PG Department organized Industrial tour to Delhi, Agra, Fatehpur, Sikri and Jaipur from 11th December 2022 for a week. Industrial Visit at Goldy Finepacks Pvt. Ltd. Kundai, IDC on 27th March 2023.
Research Paper writing competition	Anusandhaan 7.0 - A state level Research Paper writing competition organized for PG students on 10th March 2023.
Display of Wallpapers	Prepared and displayed Wallpapers i.e. Economica, Compedia, Mathematica, Informatica, Panorama.
Participation in Workshop/Seminar	Principal, IQAC coordinator and staff members attended workshop on 'New dimensions of All India Survey on Higher Education (AISHE)' and workshop on 'Enhancing Competence and Quality of Higher Education'. Faculty members participated in workshops/ seminars/ conferences in the areas of their subjects and area of research.
Research paper presentation and publication in books and journals	Faculty members presented and published research papers in national and international journals.
Research paper Reviewer Appointments	Faculty members appointed as reviewer in Scopus Indexed International Journal and ISSN journals.
13. Whether the AQAR was placed before statutory body?	Yes

- Name of the statutory body

Name	Date of meeting(s)
Local Managing Advisory Committee	15/07/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	09/01/2023

15. Multidisciplinary / interdisciplinary

Narayan Zantye College of Commerce has decided to adopt NEP Programme Structure for Semester I and Semester II from Academic year 2023-24. Under this Programme structure the college shall offer wide variety of courses to its students under the category of Multidisciplinary Course (MC), Skill Enhancement Course (SEC) and Value added Course (VAC). The College desires to be a multidisciplinary educational institution offering maximum choice of courses to its students as per their talent and interest.

The college shall also be engaged in outstanding research as a pre requisite of higher education. Our college has formed Cluster with other neighbouring colleges in Goa. This would enable the college to offer inter disciplinary and skill Oriented courses to its learners in disciplines of commerce, science and other social sciences.

Narayan Zantye College of Commerce has devised Institutional Development plan to outline its multidisciplinary and interdisciplinary education plans for next 10 years

16. Academic bank of credits (ABC):

All students of the college are in the process of creating ABC id using Digolocker app as suggested by Goa University. Since only Universities and Autonomous Colleges satisfying sub regulation (2) of ABC regulation 1 are eligible for registration under ABC portal, the college shall submit the data in respect of all its students to Goa University once ABC id's are created by all students.

392 Students registered for Academic Bank of Credit (ABC) under NEP 2020, by end of April 2023.

17.Skill development:

Narayan Zantye College of Commerce shall offer Skill Enhancement Courses from academic year 23-24. Such Skill development courses shall be introduced in the area of Computer applications, Soft skills, Business Mathematics, Innovation and start ups, Business Documentation etc. The college is planning to set up short term and vocational courses in Tourism and Hospitality Management. The aim is to make the students well equipped with skills, so that they don't need to rely on jobs but instead pave a way towards self-employment.

The College periodically conducts short term skill based courses to constantly upgrade the skills of students The college also has Career Guidance and Placement Cell which mentors students to explore future employment pathways after graduation, and help them get the most of their studies. We also understand that teachers have the most important role in nation building and hence shall provide maximum opportunities for their continuous professional development and provide them with best working environment.

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

Narayan Zantye College of Commerce envisages holistic development of students across different fields of study to ensure unity and integrity of knowledge. We seek to emphasise on better conceptual understanding, creativity and critical thinking by use of local languages like Konkani, Marathi and Hindi in Teaching Learning process. Use of local languages ensures innovation and logical thinking among learners. We shall also provide due weightage to ethical, moral and constitutional values as also life skills among students.

The college proposes to offer Value added courses under NEP Programme structure from academic year 23-24. Value added courses in the field of Environmental studies, NCC and Nation building, Indian Economic Thought, Environmental practices in Goa etc. have been identified as options to be offered to students.

The vision of the college is to promote Value-Based Quality Education, hence the college takes efforts to inculcate social values and positivity among the learners. The college has vibrant NCC and NSS units which celebrate days of National importance like Independence Day and Republic Day to inculcate National pride among students. Observing various programmes like World Aids Day, Environment Day, observing the Death and Birth Anniversary of our National leaders which help in imbibing Indian Knowledge systems and

good qualities among the students.

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

Narayan Zantye College of Commerce shall conduct outcome based learning in different fields of study with the objective of imparting measurable skills to the learners. Further the college seeks to undertake value education so that we produce socially responsible citizens for our country. The college shall offer Outcome based Skill Enhancement courses under NEP Programme structure to be implemented from academic year 2023-24.

All courses taught in the college have Course Objectives and clearly defined Course Learning Outcomes which are described in the Lecture diary submitted by faculty to the authorities. College also insists on measurable learning outcome for every lecture conducted by its faculty.

20.Distance education/online education:

Narayan Zantye College of Commerce shall make extensive use of technology in teaching and learning to develop ODL courses and facilitate online learning through SWAYAM/NPTEL/V-LAB etc. The college shall offer at least one SWAYAM course to students through credit transfer mode as suggested by Goa University. We shall remove language barriers in learning by facilitating learning in local languages as also facilitate access for Divyang students to learning. The College teaching staff have successfully conducted online classes using online platforms like Google Meet, Zoom, Webex etc. during pandemic times. Similarly, they have used Google classroom and other online teaching and learning tools for group collaboration, interaction, assignment and evaluation. Majority of Teachers have contributed in creating of DISHTAVO - A digital Integrated System for wholistic teaching and virtual orientation for students created by Directorate of Higher Education of Goa.

Extended Profile

1.Programme

1.1 94

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

File Description	Documents
Data Template	View File

2.Student2.1 585

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 378Number of seats earmarked for reserved category as per GOI/ State
Govt. rule during the year

File Description	Documents
Data Template	View File

2.3 202

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic3.1 22

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 23

Number of sanctioned posts during the year

Extended Profile	
1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	94
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	585
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	378
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	202
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	22
File Description	Documents
Data Template	View File

3.2	23
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	19
Total number of Classrooms and Seminar halls	
4.2	95,57,811.80/-
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	81
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The college follows the curriculum designed by Goa University consisting CBCS framework for both undergraduate and postgraduate programs. At the beginning of each semester, the workload of all faculty members is prepared and submitted to the DHE, Government of Goa.

Following initiatives are taken by College for curriculum planning and development:

- The timetable is prepared considering credits of the courses offered.
- Teachers upload subject-wise lecture plans and daily lecture records on the IAIMS portal of the DHE.
- The college has a well-resourced library with books, journals and e-resources.
- The college organizes certificate courses, webinars, sessions and FDP's to enhance the knowledge and skills of

the students and Teachers.

- Faculty members publish research papers in National and International journals.
- The college regularly conducts ISA tests, assignments and semester-end examinations.
- The college has signed MoU's with reputed organizations to pool resources and provide better exposure to the students.
- Project studies and Dissertations are undertaken by students to acquire practical knowledge.
- Teachers have contributed to development of E-Content i.e. video lectures through project 'DISHTAVO' by DHE.

The college ensures that its curriculum meets the needs of the students and the industry and provides Teachers with opportunities to develop their skills and knowledge for effective curriculum delivery.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zantyecollege.ac.in/a/pratibimb-202223.html

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

The college prepares the academic calendar based on the academic term communicated by the Goa University. The academic calendar includes the tentative schedule of admission procedures, teaching-learning schedules, list of courses offered, evaluation procedures, curricular and extracurricular activities.

The examination and evaluation process is in the form of ISA written tests, ISA assignments, practicals and semester-end examinations. Tests for certificate courses are conducted on completion of the course. Group discussions, dialogues and workshops are organized as part of CIE on need basis. Students who remain absent for valid reasons such as representing college or University by participating in sports or cultural events, NSS or NCC, are allowed to appear for a repeat test at a later date.

A separate assessment is conducted for the practical component in the subjects Spoken English, Business Communication, Computer Application, E-Commerce & E-Accounting and Business Law.

Project work is mandatory for T.Y.B.Com. and is scheduled within the academic calendar.

The academic calendar and evaluation process are designed to ensure that students receive a comprehensive and well-rounded education. The evaluation process is fair and equitable and students are given opportunities to demonstrate their learning in a variety of ways.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zantyecollege.ac.in/uploads/config_docs/1.1.2_programme.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.

Academic council/BoS of Affiliating University

Setting of question papers for UG/PG programs

Design and Development of Curriculum for Add on/ certificate/ Diploma Courses

Assessment /evaluation process of the affiliating University

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

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

123

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

The college integrates its vision, mission and core values with curriculum delivery to address cross-cutting issues. The college offers two programs and certificate courses that address cross-cutting issues and faculty members integrate these issues into their teaching-learning process.

Some courses address these issues as a part of their curriculum. The institute organizes activities and programs through its NCC, NSS unit, Gender equity cell, Women development cell and other committees, to sensitize students on these issues.

Here are some examples of the initiatives of the college to address these issues:

- One month Yoga workshop was organised in collaboration with Patanjali Yog Samiti.
- Organized sessions on various topics such as importance of blood donation, awareness about Tuberculosis, Leprosy, Cyber crime, Menstrual Hygiene, Women safety, Health and Hygiene, Prevention of sexual harassment at workplace, Building self confidence, Internet addiction and the Psychological impact of online distress, Developing emotional intelligence.
- Oaths and Pledge such as 'Unity day, Vigilance day, Voters day, Anti drugs etc is administered to the students

Our Institution is committed to addressing cross-cutting issues through its curriculum, activities and programs. This helps students to develop their knowledge, skills and values they need to be responsible and engaged global citizens.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

4

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

390

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

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://zantyecollege.ac.in/a/feedback-reports.html
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

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

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://zantyecollege.ac.in/a/feedback-reports.html

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

585

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

156

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The college faculty employs a diverse range of teaching methodologies to cater to the diverse educational backgrounds of

its students. Continuous assessments are carried out through regular interactions and evaluations. The institution offers certificate courses like Tally ERP 9 with GST, Hardware and Networking, Research Methodology, Training for NET/SET and stock market & financial planning which are designed to enhance the skills and knowledge of the students. Workshops were organized to provide training on research tools for data analysis, including SPSS and AMOS, alongside other relevant sessions.

Furthermore, high-achieving students are actively encouraged to participate and present papers in research paper competitions like Anusandhan & seminars by other colleges. They are encouraged to pursue CMA and CA foundation course through coaching programs organized by the college. Exceptional students who score above 60% are granted scholar cards by the college library. The library also operates a Book Bank facility, supplying books to both outstanding students and those facing financial challenges. To enhance their learning experience, students have access to a plethora of online resources, including e-books, articles, and educational videos. Additionally, personalized support is extended to students in need, including remedial classes and supplementary lectures in various subjects.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/2.2.1-AQAR-2022-23-.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
585	22

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 educational landscape has witnessed a transformative shift

towards student-centric methods, revolutionizing traditional pedagogical approaches. Embracing experiential learning, participative learning, and problem-solving methodologies, educators aim to create dynamic and engaging learning environments that cater to the unique needs and learning styles of individual students.

Our institution promotes activities that contribute to the holistic development of students, prioritizing student-centered learning approaches. Utilizing technological tools such as WhatsApp and Google Classroom, educators actively involve students in the teaching-learning process. To stimulate critical thinking, faculty members regularly facilitate Group Discussions, debates, and case studies, enhancing problem-solving skills.

Internships provide students with practical experience in how the corporate sector operates. Talks and seminars are arranged for students to keep them abreast on the evolving trends in the environment.

Industrial visits and internships at renowned institutes offer practical exposure, while visits to natural ecosystems provide insights into ecological balance. The institution's organized study tour offers students a remarkable chance to explore diverse cultures within the country, enhancing their comprehension of a wide array of local and global issues.

Engaging in initiatives such as tree plantation and cleanliness drives fosters a profound sense of responsibility towards nature. Noteworthy examples of this commitment can be observed through the active involvement of entities such as the Rotaract Club of Narayan Zantye College of Commerce, NCC Cadets, and NSS volunteers. These groups collectively contribute to a range of social activities, extending their support to those impacted by the pandemic and marginalized communities alike.

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

In the contemporary educational landscape, teachers harness the power of Information and Communication Technology (ICT) to elevate the teaching-learning process. Integrating ICT-enabled tools into classrooms has become a cornerstone of effective pedagogy, revolutionizing traditional teaching methods. These tools, ranging from interactive projectors to educational apps and online resources, provide dynamic and engaging avenues for imparting knowledge. The use of ICT tools not only captures students' attention but also caters to diverse learning styles, making the educational experience more inclusive.

ICT tools facilitate real-time collaboration, enabling students to participate actively in the learning process. The accessibility of information through digital resources allows students to explore beyond the confines of textbooks, promoting independent research and critical thinking skills.

Furthermore, assessment and feedback mechanisms are streamlined with the aid of ICT tools, allowing for timely evaluation and personalized feedback. This not only enhances the efficiency of the teaching process but also provides valuable insights into individual student progress.

In essence, the integration of ICT-enabled tools empowers teachers to create dynamic, interactive, and student-centered learning environments that prepare students for the challenges of the digital age.

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

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

20

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

22

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

6

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

359

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.

Our college adheres to Goa University's guidelines for assessment. The Intra Semester Assessment (ISA) and Semester End Examination (SEE) schedules are established at the academic year's outset by the examination department. Students receive timely communication about the assessment and exam timetable.

For B.Com and M.Com programs, ISAs occur twice per semester and include written tests, assignments, presentations, etc. However, M.Com part I, following OA 35, underwent a revision, introducing four ISAs with the best three considered. After ISA paper evaluations, students review their performance.

UG semester I to IV End Examinations are internally assessed, while Semester V and VI are centrally assessed at Goa University. Odd semester results are shared with parents or guardians on the open day. B.Com Final Year students submit a project report, assessed at year-end per the project manual. External project guides, assigned by the University, conduct viva voce. M.Com Final Year students can choose a dissertation in lieu of one subject in semester III and IV.

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

Goa University's Ordinance OA 5 outlines the reevaluation and personal verification process. Students can apply for verification

within 10 days of result declaration. The examination department schedules verification within 10 days of receiving applications.

During verification, in the Principal's office, the student, along with the principal and examiner, checks total marks and verifies if all questions are assessed. If dissatisfied, the student can express their dissatisfaction in writing.

In cases of dissatisfaction, the principal refers the matter, along with answer books, to the College Grievance Committee within a week. The committee reviews and submits a report to the principal, who holds the authority to accept or reject the verdict. If reassessment is needed, a different examiner is appointed, and the result is communicated to the student.

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

2.6 - Student Performance and Learning Outcomes

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

The course outcomes define the expected knowledge and skills that students should acquire by the end of a semester. These outcomes are accurately drafted and displayed for all B.Com and M.Com courses. The formulation of course outcomes for semester V and VI of the B.Com program is done during subject workshops organised at the university level.

The college displays the programme outcomes, programme specific outcomes and course outcomes of B.com and M.com along with the syllabus on the college website for reference of students. The faculty actively assists students during admissions in understanding the various courses available, aiding them in selecting those that are in line with their preferences and aspirations. Additionally, subject teachers communicate the course outcomes at the commencement of each semester, fostering awareness among students.

These outcomes play a pivotal role not only in guiding students but also in shaping the structure of lectures and facilitating effective course planning. Teachers also upload semester and daily

lecture plan which includes the learning outcome on the portal which makes it easier for students to understand the teaching schedule.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

The achievement of Course Outcomes (COs) is specifically judged by evaluating students' performance in Internal Assessment (ISA), Semester End Examinations (SEE), practical, and projects. Assessment methods for ISA includes a variety of activities, including presentations, compilation of newspaper articles, case studies, wallpapers, debate, role plays, and written tests. In the SEE, Course Outcomes are evaluated through a meticulously drafted question paper that comprehensively covers the entire syllabus specified by the Board of Studies (BoS) for the respective subject.

To maintain a systematic record of lectures in alignment with the prescribed syllabus, teaching plans are diligently prepared and documented on the Integrated Academic and Information Management System portal. Regular staff meetings provide a platform for discussing any academic-related issues, and results are discussed upon in Local Managing Committee meetings. These results are also a part of discussion in staff meetings, where recommendations are considered and accepted.

Teachers actively participate in professional development activities, such as workshops, seminars, conferences, and Faculty Development Programs (FDPs), enriching their teaching methodologies to effectively achieve the desired outcomes in the classroom.

Additionally, a feedback mechanism is in place where students provide feedback on the curriculum and the teaching-learning process, contributing to the continuous improvement of the teaching-learning experience. Meritorious students, based on their results, are awarded merit scholarships.

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

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

143

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	Nil

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://zantyecollege.ac.in/uploads/config_docs/2.7.1---Student-Satisfaction-Survey-2022-23.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)

NIL

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

0

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	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

Institution has created mechanism for innovation, creation and transfer of knowledge. Institution constantly strives to enhance

its scope of knowledge transfer. Faculty members constantly update themselves in their fields of specialization by attending and participating in various workshops, conferences and training programs. This further motivates and facilitates dissemination of information by faculty members through their publications of research articles. Faculty members represent the institution through acceptance of invitations to share their knowledge and skills as resource persons for various workshops and seminars. The institution also keeps itself and its faculty members updated with contemporary scenarios, technology and the evolving educational techniques. Additionally, faculties have been actively involved in re-creation of e-content in various subjects under DISHTAVO project of DHE, in the regional language in accordance with the requirement of NEP.

Entrepreneurship Development cell is actively involved in building and promoting self-employment opportunities to students through conduct of sessions like Goa Start-up Yatra 2023, Youth Employment Training, Session on Entrepreneurship and Youth Enterprise Program.

The Postgraduate Department organized a one-day state-level workshop on "Data Analysis using SPSS Software" and a one-day workshop on "Structural Equation Modeling using SPSS AMOS Software". Additionally, a state level research paper competition, ANUSANDHAAN 7.0 and certificate Course in Research Methodology were organized for postgraduate students. Research and Development cell of the college in collaboration with IQAC organized a workshop on "Guide to Identify Fake / Predatory / Cloned Journals in Academics".

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

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

3.3 - Research Publications and Awards

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

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

NIL

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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

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

0

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

03

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

3.4 - Extension Activities

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

Besides aiming for the academic excellence of the students, Narayan Zantye College of Commerce also encourages the all-inclusive growth of its students. The endeavour is to make students aware, sensitized and socially responsible citizens of the country. These efforts are bolstered by various activities that are conducted by the college through its different units, cells and clubs along with other governmental and non-governmental organisations. The membership and active participation in these activities has brought a difference in the behaviour and perception of the students. The National Service Scheme (NSS) unit, National Cadet Corps (NCC) unit, Rotaract Club of the College, Red Ribbon Cell are few to name. Competitions such as Poster competition, Quiz competition are held round the year on social issues to create awareness. Extension activities such as Joy of giving, Health Awareness programmes, Blood donation camps, collection of plastic wastes, Snake awareness programmes, Roadside destitute programme, has inculcated the values of generosity, kindness, responsibility, respect, courage and empathy among our students. The extension activities have made our students environmentally accountable too. Their overwhelming response in environmental activities such as Plantation drive, cleanliness drives, "No Plastic drives" is growing every passing year. With a greater number of students enrolling for NSS unit, College successfully conducts magnitude of activities with maximum participation from our student community.

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

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

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

01

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

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

41

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 during the year (Data Template)	View File

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

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

401

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

3.5 - Collaboration

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

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

01

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

03

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.

Narayan Zantye College of Commerce provides the best possible ICT based facilities to meet the teaching and learning needs of its students. The college has 17 classrooms/tutorial rooms with LCD projectors and Wi-Fi. The college also has a well-equipped air-conditioned seminar hall that can accommodate 200 students. The seminar room has ICT equipment such as LCD projector, laptop, interactive screen, sound system and Wi-Fi connection.

The college has 3 computer labs with 51 desktop computers and LCD projectors. The college also has an E-library with 15 computers with internet connection. The college also has a communication lab with laptop and Wi-Fi connectivity, LCD projector, sound system etc. Free Internet access via Wi-Fi is provided to faculty and students. The College has two Fixed Internet Connections (ILLs) providing 35 MBPS Internet transfer speed. The college has a total of 89 desktop computers and 10 laptops. 66 desktop computers are available to students through computer classes and the E-library. Individual computers have the latest operating systems. The computers are loaded with relevant software packages that enable teachers and students to stay up to date with the latest technology.

The college library uses integrated library management software New Genlib (NGL Core Version 3.1.2. Discover) opensource software that facilitates technical processing, acquisition, circulation, series management, Web OPAC, reports, etc. The institution also has a communication laboratory / media centre with audio-visual equipment.

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.

Narayan Zantye College has developed necessary sports facilities

to provide comprehensive education to its students. To ensure a well-rounded development, the college encourages its students to participate in as many sports activities as possible. The college has a sports ground of 8505 square meters with facilities for outdoor games like Cricket, Football, Volleyball, Kho-Kho, Kabaddi and other sports games. It also has a Gymnasium/Fitness centre with a treadmill and all other strength training equipment. The college also has a Gymkhana hall with facilities for playing badminton, table tennis, chess, carrom, judo, tennis etc. The gymnasium hall is also used as a yoga centre for yoga programs for students and self-defence programs for girls. Students can use the Gymkhana hall during free lectures.

The college has an excellent infrastructure for carrying out cultural activities, which includes an outdoor auditorium with audience capacity of approximately 1000 spectators. There is also a 700 square meter Gymkhana Hall with a large stage with separate dressing rooms for girls and boys. IT has seating capacity for 600 students. The college also has an air-conditioned seminar hall that can accommodate around 200 spectators. Different student associations organize cultural activities in the aforementioned venues, depending on the nature of the event and the number of participants. The infrastructure is augmented and upgraded at regular intervals.

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.

18

File Description	Documents
Upload any additional information	No File Uploaded
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)

28.28

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

4.2 - Library as a Learning Resource

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

The library is fully automated under the Koha Library Management Software (Version 21.11.01.000). The software is having functional modules for Technical Processing, Acquisition, Circulation, Serials Management, Web OPAC, Reports.

Data Requirement for last year 2022-23

Name of ILMS Software

Nature of Automation

Version

Year of Automation

Koha

Fully

21.11.01.000

2022-23

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-books Databases Remote access toe-resources A. Any 4 or more of the above

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

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

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

1.71

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

18

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

IT resources are considered as integral part of course requirements. Hence they are utilized extensively with maintenance and upgradation at regular intervals.

The college has a leased line internet connection with 1:1 condition with internet speed of 60 Mbps and LAN configuration speed of 100 Mbps. The Campus is Wi-Fi enabled, with the installation of 07 Digisol (DG-WA7910P 1200Mbps) Access point devices across the campus. The college has purchased Firewall Sophos XGS 136 security appliance with Xstream Protection under which the leased line and the Wi-Fi access point devices are managed.

The College has purchased following IT facilities in the AY 2022-23

Sr. No.

Description

Qty

1.

LED Screen (19")

12

2.

WiFi Router

03

3.

Internet Modem (BSNL)

01

4.

Artis 600VA UPS

01

5.

Wired Headset

10

6.

Logitech Webcam

02

7.

Range Extender - Tenda

01

8.

Online Designing Software - Canva

01

9.

Quick Heal Antivirus

20

10.

Sophos XGS 136 Firewall

01

Licenses of antivirus software are renewed regularly and in a timely manner. As a part of the automation process, the institution has installed a biometric attendance system whose software is regularly renewed. The College has purchased Web Cameras for live streaming lectures in hybrid mode. Regular inspection and troubleshooting of all the ICT facilities and computers is carried out.

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

4.3.2 - Number of Computers

66

File Description	Documents
Upload any additional information	View File
List of Computers	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)**

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

6.07

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The college has established systems and procedures for the use and maintenance of its physical, academic and support facilities. The college has an Infrastructure Maintenance Advisory Committee that regularly reviews maintenance requirements. The committee is chaired by a senior teacher and consists of other teaching and administrative staff. Construction/electrical/plumbing work is done by the administration department under the guidance of a qualified senior architect.

The college has assigned teacher mentors to each class. The maintenance of the classroom infrastructure is monitored by these mentors who periodically send proposals to the administrative department for the purchase and maintenance of classroom equipment and accessories.

The Purchasing/Maintenance Committee prepares and processes such requests and forwards them to the Principal for consideration. Annual Maintenance Contracts (AMC) have been signed for some equipment that requires regular maintenance. However, other devices are serviced as needed with carefully selected service providers. Washrooms and facilities are maintained with regular daily cleaning by selected cleaners under outsourcing.

All purchases and major repairs to infrastructure are scrutinised by the respective committees and approved by the Local Managing Committee. Budget for infrastructure augmentation and maintenance is prepared and approved before the beginning of financial year. A minimum of three quotations are compulsorily obtained which are

then scrutinized carefully by a duly-constituted Scrutiny Committee. Based on the report of the said Committee, orders are placed for the equipment. The records of new equipment delivered by suppliers is in stock register on regular basis.

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

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

120

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

138

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://zantyecollege.ac.in/a/newsletter.html
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

585

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

585

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

5.1.5 - The Institution has a transparent

A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

6

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

31

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

51

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

11

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

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

The Students' Council for the academic year 2022-23 was inaugurated in August 2022, with all members being democratically elected. The council successfully orchestrated a variety of Inter-class competitions such as Ghumat Aarti, Rangoli, Patriotic group dance, Goonj 2.0, and a farewell event for TY Bcom students. Additionally, they played a key role in organizing Inter-College events like Equinox and the Inter Higher Secondary event, Enthusia.

The NSS unit actively engaged in diverse activities, including a Medicinal Tree plantation drive, Shwachhata Pakhwada, Tiranga Yatra, Roadside Destitute Program, Poshan Maah, and the Clean India Campaign. NCC cadets spearheaded events like the Partition Horror Remembrance Day, Independence Day, Republic Day, and Goa Liberation Day celebrations.

Participation in various inter-class tournaments for Badminton, Table-Tennis, Tenikoit, and Football, organized by the sports department, was notable. The Department of Sports also conducted coaching camps for Table Tennis, Badminton, Cross Country, Tenikoit, and Chess.

Zantye College Rotaract Club, led by student members, undertook initiatives such as a Free eye check-up camp and the Friendship Post. The college committees, including IQAC, Cultural Forum, Anti-Ragging Committee, Students' Aid Fund Advisory Committee, College Gymkhana Committee, Red Ribbon Club, and Voters Awareness Cell, included student representatives in their ranks.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/5.3.2--AQAR-2022-23-.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

79

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Zantye College Alumni Association:

The Alumni Association of our college is an active association. It has been registered under the Society's Registration Act 1860 (Central Act 21 of 1860) from 8th July 2020 with the registration number 122/GOA/2020. The Executive/Managing Committee of the Alumni Association consists of Nine members is formed for the tenure of two consecutive years.

Alumni Contribution:

Every year Students who pass through the College contribute Rs.100 as an Annual Subscription towards membership fees. They helped the

students in placement in the private firms. They has provided career counseling, internship, coaching for competitive examination and guided and provided financial assistance to the students for further studies. They also helped the institution by undertaking following initiatives:

1. Installed scholarship to the Meritorious student 2. Tree plantation programme in the college campus, 3. Donated Blood During Blood donation Camp organized by the College, The alumni who are distinguished personalities in their respective fields are invited by various Cells of the college to share their experiences. The college also maintains contact with its alumni through e-mail, website, social media and WhatsApp Groups. Alumni are also representing at IQAC, other committees formed for the development of the college.

Audit of Financial Statement of Narayan Zantye College Alumni Association:

Every year the financial statement of alumni association is audited by Chartered Accountant. Audited Final Account for the year ended 31st March is placed before Annual General Body Meeting for the approval and confirmation.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/5.4.1---additional-info-AQAR-2022-23-.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Narayan Zantye College of Commerce has rapidly gained a strong reputation as one of the top educational institutions in Goa. It is dedicated to offering excellent educational opportunities to students from Bicholim and nearby areas in line with its vision and mission. The college is overseen by a Governing Council, which collaborates with a Local Managing Committee (LMC) in making decisions and implementing developmental initiatives/activities.

The Governing Council, LMC, Advisor, Principal, IQAC (Internal Quality Assurance Cell), Department Heads, and Faculty members all play essential roles in shaping and executing quality policies related to teaching, learning, research, and extracurricular activities. Various committees are formed to handle different tasks, and an annual action plan is developed by the Principal and staff, which is presented to the LMC for approval.

The IQAC holds quarterly meetings to discuss the academic, co-curricular, and overall development action plan. All committees adhere to this plan to carry out a variety of activities aimed at realizing the vision and mission of the College.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/a/local-managing-advisory-committee.html
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 employs a decentralized and participatory management system, which is reflected in its academic and administrative processes. At the start of each academic year, various committees are established/constituted, consisting of teaching and non-teaching staff, parents, alumni, industry experts, and students. These committees are responsible for making crucial policy decisions and operate within a transparent and equitable framework. They are granted considerable autonomy in their operations, and any issues that arise are typically resolved through collaborative efforts.

Committees, such as the Infrastructure Maintenance, Advisory Committee, Purchase Committee, NSS unit, Alumni association, and Rotaract club, independently plan their activities and, after

obtaining approval from the management and principal, proceed to carry out their initiatives.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/NZCC-Committee-List-2022-23.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 college administration has diligently implemented the recommendations from the second cycle of the National Assessment and Accreditation Council (NAAC). A strategic plan spanning five years, from 2020-21 to 2024-25, was formulated with input from stakeholders.

In the academic year 2022-23, the Teaching, Learning, and Educational Technology Cell of our college organized a one-day state-level workshop on "Outcome-Based Education: Assignment & Attainment of Course and Programme Outcomes" as part of the Faculty Development Program (FDP). Dr. Niyam Marchon faculty from Padre Conceicao College of Engineering, Verne, Goa, was the resource person. The workshop focused on various aspects of 'NEP-related Outcome-Based Education,' providing hands-on training to all participants.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/Strategic-Plan.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Governing Council:The Governing Council has the authority to select and promote teaching and non-teaching faculties, by strictly adhering to the rules and regulations of Goa University,

and the Directorate of Higher Education.

Local Managing Committee: The college has a team of resourceful, knowledgeable, and experienced individuals who serve on the Local Management Committee to ensure that the institution provides high-quality learning environment.

College Advisor: The college advisor is appointed by the governing council to guide and assist the management in policy formulation.

Principal: As the head of the institution, the Principal ensures smooth functioning of the administrative and academic activities of the college.

Service Rules, Procedures, and Recruitment: The recruitment procedures, career progression, leave entitlement, medical reimbursement and other procedures are followed as prescribed by the UGC, Directorate of Higher Education and Goa University.

Grievance Redressal Mechanism: Our college has established grievance redressal mechanisms to address student concerns, including sexual harassment and ragging. The Grievance Redressal Committee handles grievances related to sexual harassment, while the anti-ragging committee addresses ragging incidents. These mechanisms demonstrate the commitment of the college in creating a safe, conducive and inclusive learning environment for all students.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://zantyecollege.ac.in/uploads/config_docs/organogram-21-22.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

The welfare initiatives for the teaching staff encompass several benefits, including access to a gymnasium, Leave Travel Concession (LTC), leave entitlements in accordance with University Statutes, medical reimbursement, reimbursement of tuition fees for children, traveling allowance, reimbursement of seminar and workshop participation fees, access to the canteen, provision of safe drinking water, contributions to the Staff Welfare Fund by teaching staff, complimentary Wi-Fi internet access, lending of library books for research purposes, and allocated parking space.

Similarly, the non-teaching staff is eligible for certain amenities, including LTC, leave entitlements as per Central Civil Services (CCS) Rules, medical reimbursement, reimbursement of tuition fees for children, traveling allowance, access to the canteen, provision of safe drinking water, and designated parking space.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/6.3.1---photos.pdf
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

13

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	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

16

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

1. Performance Appraisal System for teaching Staff:

At the conclusion of each academic year, the Internal Quality Assurance Cell (IQAC) collects academic performance indicators and performance-based appraisal forms from the teaching staff. Subsequently, these are forwarded to the principal for further review and action.

The self-evaluation process concentrates on various aspects, including educational qualifications, courses taught at both undergraduate and graduate levels, attendance in workshops, conferences, orientation, and refresher courses. It also considers factors such as the presentation of research papers at conferences/seminars, the publication of research articles in journals and book chapters, and engagement in extra-curricular activities.

Additionally, the principal provides guidance and encouragement to teachers for performance improvement based on feedback received from students regarding the teaching staff.

2. Performance appraisal of Non-Teaching Staff:

Performance appraisal for non-teaching staff of the institution is undertaken as and when promotion is considered. Efforts are made to improve their capabilities and performance through periodic trainings.

File Description	Documents
Paste link for additional information	Nil
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

Throughout the year, the institution undergoes internal and external financial audits to maintain fiscal well-being and accountability. R.L. Bhohe & Co. performs internal audits, scrutinizing all transactions and presenting findings to the management for review. External oversight is conducted by the Goa government's Directorate of Higher Education, verifying adherence to regulations and guidelines. This includes maintenance of assets, documents, and audited statements (up to 2022-23). Their findings are presented annually to the Local Managing Committee. Both internal and external audit reports are thoroughly reviewed. Any discrepancies or objections are resolved through discussions and clarifications to ensure timely resolution. This commitment to transparency and accountability safeguards the institution's financial health.

File Description	Documents
Paste link for additional information	Nil
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)

NIL

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

The college receives financial support from the government of Goa in the form of both salary and non-salary grants. The corpus fund is augmented through the organization of diverse short-term certificate courses, seminars, workshops, and training sessions.

Policy and Procedure for Resource Mobilization

College receives financial support from various sources, including contributions from the Local Managing Committee (LMC), teaching, alumni association, and the Parent-Teacher Association (PTA). The Goa government also provides non-salary grants to the institution. Additionally, revenue is generated from registration fees collected during seminars, conferences, short-term courses, workshops, and other events organized by the college.

Optimal Resource Utilization

The allocation of funds for infrastructure development, ICT tools, and upgrades is decided by the Governing Council with input from the Local Managing Committee (LMC). The utilization of funds involves proper procedures, including obtaining quotations, engaging in e-tendering, and consulting with relevant committees.

File Description	Documents
Paste link for additional information	Nil
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

Creating a Culture of Excellence among Teachers

IQAC of the college plays a crucial role in fostering a culture of quality across all college activities. It encourages faculty members to participate in seminars, workshops, and conferences at the state, national, and international levels. Additionally, the IQAC promotes engagement in orientation and refresher courses, as well as the utilization of the Ministry of Human Resource Development's portal, Swayam/MOOCs. The college conducts Faculty Development Programs and training sessions aimed at enhancing the quality and expertise of both teaching faculty and non-teaching staff.

Top of Form

Teaching through ICT

Information and Communication Technology (ICT) tools play a vital role in the teaching-learning process at our institution. Our campus has Wi-Fi connectivity, LCD projectors are installed in every classroom. Additionally, some classes are equipped with smart projectors. Teachers are actively encouraged to incorporate ICT equipment like Smart Projectors, LCD Projectors, and PowerPoint Presentations during their lectures. To enhance students' practical skills for their respective professions, the curriculum includes group and individual activities, practical tasks, field trips, and industrial visits. College library provides an e-library service, enabling both students and staff to access online resources subscribed by the college.

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

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC consistently plays vital role in prioritizing a student-focused teaching-learning process. IQAC actively integrates necessary adjustments, ongoing enhancements, upgrades, and the inclusion of essential materials, equipment, infrastructure, and more. Since the second cycle of accreditation by the National

Assessment and Accreditation Council (NAAC), our college has acknowledged two instances of institutional reviews and the implementation of teaching-learning reforms guided by the support of IQAC.

Outcome Oriented Teaching-Learning

During the 2022-23 academic year, the college arranged several courses aligned with the curriculum to augment students' knowledge and skills. Additionally, workshops, webinars, and Faculty Development Programs (FDPs) addressing teaching faculty's quality concerns were conducted.

On an annual basis, the Internal Quality Assurance Cell (IQAC) gathers teaching plans from all faculty members to assess the teaching-learning process. The Integrated Academic Information Management System (IAIMS) facilitates the immediate posting of teachers' daily lecture plans and students' attendance on the Department of Higher Education (DHE) portal.

Converting Traditional Classrooms to Digitized Classrooms:

We have transformed our conventional classrooms into digitized environments, equipping each class with an LCD projector, and instructors utilize information and communication technology (ICT) tools to deliver lectures.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/6.5.2--AQAR-2022-23-.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://zantyecollege.ac.in/uploads/config_docs/Annual-Report-2022-23-AQAR-2022-23-.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Our college strives to educate students about gender equity, safety and security. The college has established Gender Equity Cell, Women Development Cell and Prevention of Sexual Harassment (POSH) Committee. The institution has implemented various initiatives to promote gender equity in curricular activities like for S.Y.B.Com students, course such as Entrepreneurship development and Indian economy covers specific topic.

Gender Equity Cell organized informative sessions on 'Gender Equality and Law, 'Missing Women in India' and 'Educated Women, Empowered Women'.

POSH committee conducted screening of the movie 'Pink' to celebrate International Women's Day on 8th March 2023. Women Development Cell of the college organized a talk on 'Menstrual Hygiene'. An interactive session on 'Women and Self-Employment' was organized by ASSOCHAM Goa in association with Women Development Cell.

The College has CCTV cameras, security personnel and medical room to ensure safety and security of students. Together with the mentoring system, College Counsellor addresses students' personal and academic concerns.

Our college has well-ventilated girls' common room with comfortable seating arrangement, washrooms, and water purifier.

Moreover, the girls' washrooms are equipped with proper lighting, continuous water supply, electric sanitary pad vending machines and incinerators for sanitary pad disposal.

File Description	Documents
Annual gender sensitization action plan	https://zantyecollege.ac.in/uploads/config_docs/7.1.1-Action-Plan-Final-AOAR-2022-23-.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://zantyecollege.ac.in/uploads/config_docs/7.1.1-specific-facility-and-other-info-AOAR-2022-23-.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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The institution has implemented comprehensive measures to ensure responsible management of both biodegradable and non-biodegradable waste generated on its vast green campus.

To encourage waste management, faculty and students receive regular guidance. Dustbins placed in classrooms, corridors, and canteen facilitate the separation of waste. The housekeeping staff manages the emptying and disposal of waste from these bins.

Simple leaf composters are installed at appropriate locations in the college garden to generate organic manure.

Kitchen-generated biodegradable waste is collected in a specified area to create compost.

The college adopts responsible practices for liquid waste management. Wastewater from the washrooms and canteen is directed into well-maintained soak pits.

We do not generate biomedical waste.

The college prioritizes E-waste management by storing most of the electronic waste in a designated storeroom for proper disposal.

Notably, recyclable materials like waste papers and old answer books are sold off for recycling. Newspapers are preserved throughout the year for reference purposes and later sold off to a designated vendor assigned by the Department of Printing and Stationary, Government of Goa.

Hazardous chemicals and radioactive waste management is not applicable to the college.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus **D. Any 1 of the above**

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: **A. Any 4 or All of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

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

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

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
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

A. Any 4 or all of the above

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

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

Our college has taken various steps to promote cultural harmony among the students. Accordingly, Inter-collegiate event 'Equinox 6.0', Inter-higher secondary event 'Enthusial.0' and Inter-class event 'Goonj 2.0' were organized. Cultural Week was celebrated to mark diverse Indian culture.

On the occasion of Ganesh Chaturthi, Inter-class Ghumat Arti and Rangoli competitions were organized. We honored the Goddess of knowledge, art and creativity through Saraswati Poojan. Navratri was enthusiastically celebrated by all the staff members.

To commemorate Independence Day 15th August 2022 the N.C.C unit along with staff and students hoisted the flag and wide range of activities such as Tiranga Yatra, Swachhata Pakhwada, Har Ghar Tiranga, Poster competition, Partition Horror Remembrance Day, an Inter-class and Inter-higher secondary Patriotic group dance competitions were organized as a part of Azadi Ka Amrit Mohotsav.

A short-term certificate course on 'Soft Skills and Communicative skills' was conducted.

NCC cadets participated in the Annual Training Camp. NSS volunteers participated in the West Zone NSS Pre-RD camp, NSS National Adventure Camp and National Integration Camp.

Economically backward and deserving students are well supported by

the institution through Freeships and Scholarships installed by the Management, Staff, PTA, Alumni and Well-wishers without any discrimination.

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 conducted various activities throughout the year to inculcate a profound understanding and appreciation for constitutional values, rights, duties and responsibilities of citizens among our students.

As a part of Azadi Ka Amrit Mohatsav, Partition Horror Remembrance Day was organized by the NCC unit. An exhibition depicting events of the partition were organized.

Independence Day celebrated on August 15th, was marked with flag hosting and remembrance of the sacrifices of freedom fighters. An Inter-higher secondary patriotic group dance competition, inter-class patriotic group dance competition and poster-making competitions were organized to instilled a sense of patriotism among the youth.

Flag Hoisting, speeches and parade by the NCC unit marked the celebration of Goa Liberation Day on 19th December and Republic Day on 26th January.

NSS Day 24th September 2022, was observed with a focus on community service. The college undertook 'Joy of Giving' activity and distributed stationery items to students of Govind Gunaji Sawant High School, Sarvan. As part of the Nasha Mukta Bharat Abhiyan, students took a pledge against drugs and substance abuse, emphasizing the importance of a drug-free society.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://zantyecollege.ac.in/uploads/config_docs/7.1.9-final--AQAR-2022-23-.pdf
Any other relevant information	Nil

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

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	No File Uploaded

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

Our college celebrated various International and National commemorative days, festivals and events. To instil a sense of national pride and unity we celebrated Independence Day, Goa Liberation Day and Republic Day.

On the occasion of International Women's Day 8th March 2023, POSH committee organized screening of the movie 'Pink'. A talk on 'Women and Self-employment' were organised by the Women Development Cell.

On NSS day, under the 'Joy of Giving' activity stationery items were distributed to the students of Govind Gunaji High School, Sarvan.

As a part of National Youth Day, college organized medicinal tree plantation drive, poster making competition and a Pledge against drug and substance abuse was administered to the students.

Online quiz competition was conducted on the occasion of International Tiger Day. A poster competition on the theme 'AIDS -NOT A SOCIAL STIGMA' was held to mark World AIDS Day.

To commemorate International Girl Child Day a talk on 'Educated Women, Empowered women' was held.

Festivals like Ganesh Chaturthi and Navratri were celebrated to foster a sense of cultural and spiritual enrichment among our students and staff members.

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.

Best Practice 1: Community Engagement

Objectives

1. Optimizing institutional resources for betterment of society.
2. To foster environmental responsibility and welfare of the underprivileged.

Best practice 2: Student Enrichment

Objectives

1. To make students industry-ready and foster holistic development.
2. Provide career guidance to help students navigate their future path.

File Description	Documents
Best practices in the Institutional website	https://zantyecollege.ac.in/uploads/config_docs/best-practices-AQAR-2022-23-.pdf
Any other relevant information	https://zantyecollege.ac.in/uploads/config_docs/Best-Practice-Documents-AQAR-2022-23-.pdf

7.3 - Institutional Distinctiveness

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

Our commitment lies in transforming society through values and technology-driven education. The institution offers B.Com. and M.Com. programs to cater to the first-generation learners from rural areas.

The College is an accredited Coaching Centre of the Institute of Chartered Accountants of India for CA Foundation and associated with the Institute of Cost and Management Accountants of India for conducting CMA Foundation Course. Subsidized coaching classes are conducted. Three students have cleared CMA Foundation and one student has cleared CA final exam during the academic year 2022-23.

M.Com. regularly conducts State Level Research paper competition 'Anusandhan', Field Trips, Industry Visits, Study Tours, Short-term certificate courses and internships.

Career guidance and placement drives are continuously organized to help the students to explore their areas of interest.

Technology use is deeply rooted in enhancing the teaching-learning

process. Classrooms are equipped with LCD projectors, library uses KOHA Library Management software and faculties have contributed in developing e-content.

Inclusive learning by the students coming from financially weak sectors is well supported by the Management, Staff, PTA, Alumni and well-wishers who have installed free-ships and scholarships. Rs. 5,95,850 was distributed to deserving students during the year. Also, students were allowed to pay fees on instalment basis.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The college follows the curriculum designed by Goa University consisting CBCS framework for both undergraduate and postgraduate programs. At the beginning of each semester, the workload of all faculty members is prepared and submitted to the DHE, Government of Goa.

Following initiatives are taken by College for curriculum planning and development:

- The timetable is prepared considering credits of the courses offered.
- Teachers upload subject-wise lecture plans and daily lecture records on the IAIMS portal of the DHE.
- The college has a well-resourced library with books, journals and e-resources.
- The college organizes certificate courses, webinars, sessions and FDP's to enhance the knowledge and skills of the students and Teachers.
- Faculty members publish research papers in National and International journals.
- The college regularly conducts ISA tests, assignments and semester-end examinations.
- The college has signed MoU's with reputed organizations to pool resources and provide better exposure to the students.
- Project studies and Dissertations are undertaken by students to acquire practical knowledge.
- Teachers have contributed to development of E-Content i.e. video lectures through project 'DISHTAVO' by DHE.

The college ensures that its curriculum meets the needs of the students and the industry and provides Teachers with opportunities to develop their skills and knowledge for effective curriculum delivery.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zantyecollege.ac.in/a/pratibimb-202223.html

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

The college prepares the academic calendar based on the academic term communicated by the Goa University. The academic calendar includes the tentative schedule of admission procedures, teaching-learning schedules, list of courses offered, evaluation procedures, curricular and extracurricular activities.

The examination and evaluation process is in the form of ISA written tests, ISA assignments, practicals and semester-end examinations. Tests for certificate courses are conducted on completion of the course. Group discussions, dialogues and workshops are organized as part of CIE on need basis. Students who remain absent for valid reasons such as representing college or University by participating in sports or cultural events, NSS or NCC, are allowed to appear for a repeat test at a later date.

A separate assessment is conducted for the practical component in the subjects Spoken English, Business Communication, Computer Application, E-Commerce & E-Accounting and Business Law.

Project work is mandatory for T.Y.B.Com. and is scheduled within the academic calendar.

The academic calendar and evaluation process are designed to ensure that students receive a comprehensive and well-rounded education. The evaluation process is fair and equitable and students are given opportunities to demonstrate their learning in a variety of ways.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zantyecollege.ac.in/uploads/config_docs/1.1.2_programe.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	A. All of the above
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File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility
1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented
1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented
2

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

123

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

The college integrates its vision, mission and core values with curriculum delivery to address cross-cutting issues. The college offers two programs and certificate courses that address cross-cutting issues and faculty members integrate these issues into their teaching-learning process.

Some courses address these issues as a part of their curriculum. The institute organizes activities and programs through its NCC, NSS unit, Gender equity cell, Women development cell and other committees, to sensitize students on these issues.

Here are some examples of the initiatives of the college to address these issues:

- One month Yoga workshop was organised in collaboration

with Patanjali Yog Samiti.

- Organized sessions on various topics such as importance of blood donation, awareness about Tuberculosis, Leprosy, Cyber crime, Menstrual Hygiene, Women safety, Health and Hygiene, Prevention of sexual harassment at workplace, Building self confidence, Internet addiction and the Psychological impact of online distress, Developing emotional intelligence.
- Oaths and Pledge such as 'Unity day, Vigilance day, Voters day, Anti drugs etc is administered to the students

Our Institution is committed to addressing cross-cutting issues through its curriculum, activities and programs. This helps students to develop their knowledge, skills and values they need to be responsible and engaged global citizens.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

4

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships	
390	
File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File
1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	https://zantyecollege.ac.in/a/feedback-reports.html
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://zantyecollege.ac.in/a/feedback-reports.html
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	

2.1.1 - Enrolment Number Number of students admitted during the year**2.1.1.1 - Number of students admitted during the year**

585

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**

156

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The college faculty employs a diverse range of teaching methodologies to cater to the diverse educational backgrounds of its students. Continuous assessments are carried out through regular interactions and evaluations. The institution offers certificate courses like Tally ERP 9 with GST, Hardware and Networking, Research Methodology, Training for NET/SET and stock market & financial planning which are designed to enhance the skills and knowledge of the students. Workshops were organized to provide training on research tools for data analysis, including SPSS and AMOS, alongside other relevant sessions.

Furthermore, high-achieving students are actively encouraged to participate and present papers in research paper competitions like Anusandhan & seminars by other colleges. They are encouraged to pursue CMA and CA foundation course through coaching programs organized by the college. Exceptional

students who score above 60% are granted scholar cards by the college library. The library also operates a Book Bank facility, supplying books to both outstanding students and those facing financial challenges. To enhance their learning experience, students have access to a plethora of online resources, including e-books, articles, and educational videos. Additionally, personalized support is extended to students in need, including remedial classes and supplementary lectures in various subjects.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/2.2.1-AQAR-2022-23-.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
585	22

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 educational landscape has witnessed a transformative shift towards student-centric methods, revolutionizing traditional pedagogical approaches. Embracing experiential learning, participative learning, and problem-solving methodologies, educators aim to create dynamic and engaging learning environments that cater to the unique needs and learning styles of individual students.

Our institution promotes activities that contribute to the holistic development of students, prioritizing student-centered learning approaches. Utilizing technological tools such as WhatsApp and Google Classroom, educators actively involve students in the teaching-learning process. To stimulate critical thinking, faculty members regularly facilitate Group

Discussions, debates, and case studies, enhancing problem-solving skills.

Internships provide students with practical experience in how the corporate sector operates. Talks and seminars are arranged for students to keep them abreast on the evolving trends in the environment.

Industrial visits and internships at renowned institutes offer practical exposure, while visits to natural ecosystems provide insights into ecological balance. The institution's organized study tour offers students a remarkable chance to explore diverse cultures within the country, enhancing their comprehension of a wide array of local and global issues.

Engaging in initiatives such as tree plantation and cleanliness drives fosters a profound sense of responsibility towards nature. Noteworthy examples of this commitment can be observed through the active involvement of entities such as the Rotaract Club of Narayan Zantye College of Commerce, NCC Cadets, and NSS volunteers. These groups collectively contribute to a range of social activities, extending their support to those impacted by the pandemic and marginalized communities alike.

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

In the contemporary educational landscape, teachers harness the power of Information and Communication Technology (ICT) to elevate the teaching-learning process. Integrating ICT-enabled tools into classrooms has become a cornerstone of effective pedagogy, revolutionizing traditional teaching methods. These tools, ranging from interactive projectors to educational apps and online resources, provide dynamic and engaging avenues for imparting knowledge. The use of ICT tools not only captures students' attention but also caters to diverse learning styles, making the educational experience more inclusive.

ICT tools facilitate real-time collaboration, enabling students

to participate actively in the learning process. The accessibility of information through digital resources allows students to explore beyond the confines of textbooks, promoting independent research and critical thinking skills.

Furthermore, assessment and feedback mechanisms are streamlined with the aid of ICT tools, allowing for timely evaluation and personalized feedback. This not only enhances the efficiency of the teaching process but also provides valuable insights into individual student progress.

In essence, the integration of ICT-enabled tools empowers teachers to create dynamic, interactive, and student-centered learning environments that prepare students for the challenges of the digital age.

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

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

20

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

22

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

6

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

359

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.

Our college adheres to Goa University's guidelines for assessment. The Intra Semester Assessment (ISA) and Semester End Examination (SEE) schedules are established at the academic year's outset by the examination department. Students receive timely communication about the assessment and exam timetable.

For B.Com and M.Com programs, ISAs occur twice per semester and include written tests, assignments, presentations, etc. However, M.Com part I, following OA 35, underwent a revision, introducing four ISAs with the best three considered. After ISA paper evaluations, students review their performance.

UG semester I to IV End Examinations are internally assessed, while Semester V and VI are centrally assessed at Goa University. Odd semester results are shared with parents or guardians on the open day. B.Com Final Year students submit a project report, assessed at year-end per the project manual. External project guides, assigned by the University, conduct viva voce. M.Com Final Year students can choose a dissertation in lieu of one subject in semester III and IV.

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

Goa University's Ordinance OA 5 outlines the revaluation and personal verification process. Students can apply for verification within 10 days of result declaration. The examination department schedules verification within 10 days of receiving applications.

During verification, in the Principal's office, the student, along with the principal and examiner, checks total marks and verifies if all questions are assessed. If dissatisfied, the student can express their dissatisfaction in writing.

In cases of dissatisfaction, the principal refers the matter, along with answer books, to the College Grievance Committee within a week. The committee reviews and submits a report to the principal, who holds the authority to accept or reject the verdict. If reassessment is needed, a different examiner is

appointed, and the result is communicated to the student.

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

2.6 - Student Performance and Learning Outcomes

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

The course outcomes define the expected knowledge and skills that students should acquire by the end of a semester. These outcomes are accurately drafted and displayed for all B.Com and M.Com courses. The formulation of course outcomes for semester V and VI of the B.Com program is done during subject workshops organised at the university level.

The college displays the programme outcomes, programme specific outcomes and course outcomes of B.com and M.com along with the syllabus on the college website for reference of students. The faculty actively assists students during admissions in understanding the various courses available, aiding them in selecting those that are in line with their preferences and aspirations. Additionally, subject teachers communicate the course outcomes at the commencement of each semester, fostering awareness among students.

These outcomes play a pivotal role not only in guiding students but also in shaping the structure of lectures and facilitating effective course planning. Teachers also upload semester and daily lecture plan which includes the learning outcome on the portal which makes it easier for students to understand the teaching schedule.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

The achievement of Course Outcomes (COs) is specifically judged by evaluating students' performance in Internal Assessment (ISA), Semester End Examinations (SEE), practical, and projects. Assessment methods for ISA includes a variety of activities, including presentations, compilation of newspaper articles, case studies, wallpapers, debate, role plays, and written tests. In the SEE, Course Outcomes are evaluated through a meticulously drafted question paper that comprehensively covers the entire syllabus specified by the Board of Studies (BoS) for the respective subject.

To maintain a systematic record of lectures in alignment with the prescribed syllabus, teaching plans are diligently prepared and documented on the Integrated Academic and Information Management System portal. Regular staff meetings provide a platform for discussing any academic-related issues, and results are discussed upon in Local Managing Committee meetings. These results are also a part of discussion in staff meetings, where recommendations are considered and accepted.

Teachers actively participate in professional development activities, such as workshops, seminars, conferences, and Faculty Development Programs (FDPs), enriching their teaching methodologies to effectively achieve the desired outcomes in the classroom.

Additionally, a feedback mechanism is in place where students provide feedback on the curriculum and the teaching-learning process, contributing to the continuous improvement of the teaching-learning experience. Meritorious students, based on their results, are awarded merit scholarships.

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

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

143

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	Nil

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://zantyecollege.ac.in/uploads/config_docs/2.7.1---Student-Satisfaction-Survey-2022-23.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)

NIL

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

0

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	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

Institution has created mechanism for innovation, creation and transfer of knowledge. Institution constantly strives to enhance its scope of knowledge transfer. Faculty members constantly update themselves in their fields of specialization by attending and participating in various workshops, conferences and training programs. This further motivates and facilitates dissemination of information by faculty members through their publications of research articles. Faculty members represent the institution through acceptance of invitations to share their knowledge and skills as resource persons for various workshops and seminars. The institution also keeps itself and its faculty members updated with contemporary scenarios, technology and the evolving educational techniques. Additionally, faculties have been actively involved in re-creation of e-content in various subjects under DISHTAVO project of DHE, in the regional language in accordance with the

requirement of NEP.

Entrepreneurship Development cell is actively involved in building and promoting self-employment opportunities to students through conduct of sessions like Goa Start-up Yatra 2023, Youth Employment Training, Session on Entrepreneurship and Youth Enterprise Program.

The Postgraduate Department organized a one-day state-level workshop on "Data Analysis using SPSS Software" and a one-day workshop on "Structural Equation Modeling using SPSS AMOS Software". Additionally, a state level research paper competition, ANUSANDHAAN 7.0 and certificate Course in Research Methodology were organized for postgraduate students. Research and Development cell of the college in collaboration with IQAC organized a workshop on "Guide to Identify Fake / Predatory / Cloned Journals in Academics".

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

09

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

3.3 - Research Publications and Awards

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

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

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year****0**

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year**3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year****03**

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

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students

to social issues, for their holistic development, and impact thereof during the year

Besides aiming for the academic excellence of the students, Narayan Zantye College of Commerce also encourages the all-inclusive growth of its students. The endeavour is to make students aware, sensitized and socially responsible citizens of the country. These efforts are bolstered by various activities that are conducted by the college through its different units, cells and clubs along with other governmental and non-governmental organisations. The membership and active participation in these activities has brought a difference in the behaviour and perception of the students. The National Service Scheme (NSS) unit, National Cadet Corps (NCC) unit, Rotaract Club of the College, Red Ribbon Cell are few to name. Competitions such as Poster competition, Quiz competition are held round the year on social issues to create awareness. Extension activities such as Joy of giving, Health Awareness programmes, Blood donation camps, collection of plastic wastes, Snake awareness programmes, Roadside destitute programme, has inculcated the values of generosity, kindness, responsibility, respect, courage and empathy among our students. The extension activities have made our students environmentally accountable too. Their overwhelming response in environmental activities such as Plantation drive, cleanliness drives, "No Plastic drives" is growing every passing year. With a greater number of students enrolling for NSS unit, College successfully conducts magnitude of activities with maximum participation from our student community.

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

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

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

01

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

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

41

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 during the year (Data Template)	View File

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

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

401

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

3.5 - Collaboration**3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year****3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

01

File Description	Documents
e-copies of related Document	View File
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

03

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.

Narayan Zantye College of Commerce provides the best possible ICT based facilities to meet the teaching and learning needs of its students. The college has 17 classrooms/tutorial rooms with

LCD projectors and Wi-Fi. The college also has a well-equipped air-conditioned seminar hall that can accommodate 200 students. The seminar room has ICT equipment such as LCD projector, laptop, interactive screen, sound system and Wi-Fi connection.

The college has 3 computer labs with 51 desktop computers and LCD projectors. The college also has an E-library with 15 computers with internet connection. The college also has a communication lab with laptop and Wi-Fi connectivity, LCD projector, sound system etc. Free Internet access via Wi-Fi is provided to faculty and students. The College has two Fixed Internet Connections (ILLs) providing 35 MBPS Internet transfer speed. The college has a total of 89 desktop computers and 10 laptops. 66 desktop computers are available to students through computer classes and the E-library. Individual computers have the latest operating systems. The computers are loaded with relevant software packages that enable teachers and students to stay up to date with the latest technology.

The college library uses integrated library management software New Genlib (NGL Core Version 3.1.2. Discover) opensource software that facilitates technical processing, acquisition, circulation, series management, Web OPAC, reports, etc. The institution also has a communication laboratory / media centre with audio-visual equipment.

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.

Narayan Zantye College has developed necessary sports facilities to provide comprehensive education to its students. To ensure a well-rounded development, the college encourages its students to participate in as many sports activities as possible. The college has a sports ground of 8505 square meters with facilities for outdoor games like Cricket, Football, Volleyball, Kho-Kho, Kabaddi and other sports games. It also has a Gymnasium/Fitness centre with a treadmill and all other strength training equipment. The college also has a Gymkhana hall with facilities for playing badminton, table tennis,

chess, carrom, judo, tennis etc. The gymnasium hall is also used as a yoga centre for yoga programs for students and self-defence programs for girls. Students can use the Gymkhana hall during free lectures.

The college has an excellent infrastructure for carrying out cultural activities, which includes an outdoor auditorium with audience capacity of approximately 1000 spectators. There is also a 700 square meter Gymkhana Hall with a large stage with separate dressing rooms for girls and boys. IT has seating capacity for 600 students. The college also has an air-conditioned seminar hall that can accommodate around 200 spectators. Different student associations organize cultural activities in the aforementioned venues, depending on the nature of the event and the number of participants. The infrastructure is augmented and upgraded at regular intervals.

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.

18

File Description	Documents
Upload any additional information	No File Uploaded
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)

28.28

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

4.2 - Library as a Learning Resource

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

The library is fully automated under the Koha Library Management Software (Version 21.11.01.000). The software is having functional modules for Technical Processing, Acquisition, Circulation, Serials Management, Web OPAC, Reports.

Data Requirement for last year 2022-23

Name of ILMS Software

Nature of Automation

Version

Year of Automation

Koha

Fully

21.11.01.000

2022-23

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

4.2.2 - The institution has subscription for

A. Any 4 or more of the above

the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-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)

1.71

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

18

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

IT resources are considered as integral part of course requirements. Hence they are utilized extensively with maintenance and upgradation at regular intervals.

The college has a leased line internet connection with 1:1 condition with internet speed of 60 Mbps and LAN configuration speed of 100 Mbps. The Campus is Wi-Fi enabled, with the installation of 07 Digisol (DG-WA7910P 1200Mbps) Access point devices across the campus. The college has purchased Firewall Sophos XGS 136 security appliance with Xstream Protection under which the leased line and the Wi-Fi access point devices are managed.

The College has purchased following IT facilities in the AY 2022-23

Sr. No.

Description

Qty

1.

LED Screen (19")

12

2.

WiFi Router

03

3.

Internet Modem (BSNL)

01

4.

Artis 600VA UPS

01

5.

Wired Headset

10

6.

Logitech Webcam

02

7.

Range Extender - Tenda

01

8.

Online Designing Software - Canva

01

9.

Quick Heal Antivirus

20

10.

Sophos XGS 136 Firewall

01

Licenses of antivirus software are renewed regularly and in a timely manner. As a part of the automation process, the institution has installed a biometric attendance system whose software is regularly renewed. The College has purchased Web Cameras for live streaming lectures in hybrid mode. Regular inspection and troubleshooting of all the ICT facilities and computers is carried out.

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

4.3.2 - Number of Computers

66

File Description	Documents
Upload any additional information	View File
List of Computers	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)**

6.07

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The college has established systems and procedures for the use and maintenance of its physical, academic and support facilities. The college has an Infrastructure Maintenance Advisory Committee that regularly reviews maintenance requirements. The committee is chaired by a senior teacher and consists of other teaching and administrative staff. Construction/electrical/plumbing work is done by the administration department under the guidance of a qualified senior architect.

The college has assigned teacher mentors to each class. The maintenance of the classroom infrastructure is monitored by these mentors who periodically send proposals to the administrative department for the purchase and maintenance of classroom equipment and accessories.

The Purchasing/Maintenance Committee prepares and processes such requests and forwards them to the Principal for consideration. Annual Maintenance Contracts (AMC) have been signed for some equipment that requires regular maintenance. However, other devices are serviced as needed with carefully selected service providers. Washrooms and facilities are maintained with regular daily cleaning by selected cleaners under outsourcing.

All purchases and major repairs to infrastructure are scrutinised by the respective committees and approved by the Local Managing Committee. Budget for infrastructure augmentation and maintenance is prepared and approved before the beginning of financial year. A minimum of three quotations are compulsorily obtained which are then scrutinized carefully by a duly-constituted Scrutiny Committee. Based on the report of the said Committee, orders are placed for the equipment. The records of new equipment delivered by suppliers is in stock register on regular basis.

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

STUDENT SUPPORT AND PROGRESSION	
5.1 - Student Support	
5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year	
5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year	
120	
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 benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File
5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year	
5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year	
138	
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	A. All of the above

hygiene) ICT/computing skills

File Description	Documents
Link to Institutional website	https://zantyecollege.ac.in/a/newsletter.html
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

585

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

585

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	A. All of the above
---	----------------------------

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

6

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

31

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State

government examinations)	
5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year	
51	
File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File
5.3 - Student Participation and Activities	
5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year	
5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.	
11	
File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File
5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)	
The Students' Council for the academic year 2022-23 was inaugurated in August 2022, with all members being	

democratically elected. The council successfully orchestrated a variety of Inter-class competitions such as Ghumat Aarti, Rangoli, Patriotic group dance, Goonj 2.0, and a farewell event for TY Bcom students. Additionally, they played a key role in organizing Inter-College events like Equinox and the Inter Higher Secondary event, Enthusia.

The NSS unit actively engaged in diverse activities, including a Medicinal Tree plantation drive, Shwachhata Pakhwada, Tiranga Yatra, Roadside Destitute Program, Poshan Maah, and the Clean India Campaign. NCC cadets spearheaded events like the Partition Horror Remembrance Day, Independence Day, Republic Day, and Goa Liberation Day celebrations.

Participation in various inter-class tournaments for Badminton, Table-Tennis, Tenikoit, and Football, organized by the sports department, was notable. The Department of Sports also conducted coaching camps for Table Tennis, Badminton, Cross Country, Tenikoit, and Chess.

Zantye College Rotaract Club, led by student members, undertook initiatives such as a Free eye check-up camp and the Friendship Post. The college committees, including IQAC, Cultural Forum, Anti-Ragging Committee, Students' Aid Fund Advisory Committee, College Gymkhana Committee, Red Ribbon Club, and Voters Awareness Cell, included student representatives in their ranks.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/5.3.2--AQAR-2022-23-.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

79

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Zantye College Alumni Association:

The Alumni Association of our college is an active association. It has been registered under the Society's Registration Act 1860 (Central Act 21 of 1860) from 8th July 2020 with the registration number 122/GOA/2020. The Executive/Managing Committee of the Alumni Association consists of Nine members is formed for the tenure of two consecutive years.

Alumni Contribution:

Every year Students who pass through the College contribute Rs.100 as an Annual Subscription towards membership fees. They helped the students in placement in the private firms. They has provided career counseling, internship, coaching for competitive examination and guided and provided financial assistance to the students for further studies. They also helped the institution by undertaking following initiatives:

1. Installed scholarship to the Meritorious student 2. Tree plantation programme in the college campus, 3. Donated Blood During Blood donation Camp organized by the College, The alumni who are distinguished personalities in their respective fields are invited by various Cells of the college to share their experiences. The college also maintains contact with its alumni through e-mail, website, social media and WhatsApp Groups. Alumni are also representing at IQAC, other committees formed for the development of the college.

Audit of Financial Statement of Narayan Zantye College Alumni Association:

Every year the financial statement of alumni association is audited by Chartered Accountant. Audited Final Account for the year ended 31st March is placed before Annual General Body Meeting for the approval and confirmation.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/5.4.1---additional-info-AQAR-2022-23-.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Narayan Zantye College of Commerce has rapidly gained a strong reputation as one of the top educational institutions in Goa. It is dedicated to offering excellent educational opportunities to students from Bicholim and nearby areas in line with its vision and mission. The college is overseen by a Governing Council, which collaborates with a Local Managing Committee (LMC) in making decisions and implementing developmental initiatives/activities.

The Governing Council, LMC, Advisor, Principal, IQAC (Internal Quality Assurance Cell), Department Heads, and Faculty members all play essential roles in shaping and executing quality policies related to teaching, learning, research, and extracurricular activities. Various committees are formed to handle different tasks, and an annual action plan is developed by the Principal and staff, which is presented to the LMC for

approval.

The IQAC holds quarterly meetings to discuss the academic, co-curricular, and overall development action plan. All committees adhere to this plan to carry out a variety of activities aimed at realizing the vision and mission of the College.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/a/local-managing-advisory-committee.html
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 employs a decentralized and participatory management system, which is reflected in its academic and administrative processes. At the start of each academic year, various committees are established/constituted, consisting of teaching and non-teaching staff, parents, alumni, industry experts, and students. These committees are responsible for making crucial policy decisions and operate within a transparent and equitable framework. They are granted considerable autonomy in their operations, and any issues that arise are typically resolved through collaborative efforts.

Committees, such as the Infrastructure Maintenance, Advisory Committee, Purchase Committee, NSS unit, Alumni association, and Rotaract club, independently plan their activities and, after obtaining approval from the management and principal, proceed to carry out their initiatives.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/NZCC-Committee-List-2022-23.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 college administration has diligently implemented the recommendations from the second cycle of the National Assessment and Accreditation Council (NAAC). A strategic plan spanning five years, from 2020-21 to 2024-25, was formulated with input from stakeholders.

In the academic year 2022-23, the Teaching, Learning, and Educational Technology Cell of our college organized a one-day state-level workshop on "Outcome-Based Education: Assignment & Attainment of Course and Programme Outcomes" as part of the Faculty Development Program (FDP). Dr. Niyan Marchon faculty from Padre Conceicao College of Engineering, Verne, Goa, was the resource person. The workshop focused on various aspects of 'NEP-related Outcome-Based Education,' providing hands-on training to all participants.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/Strategic-Plan.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Governing Council:The Governing Council has the authority to select and promote teaching and non-teaching faculties, by strictly adhering to the rules and regulations of Goa University, and the Directorate of Higher Education.

Local Managing Committee: The college has a team of resourceful, knowledgeable, and experienced individuals who serve on the Local Management Committee to ensure that the institution provides high-quality learning environment.

College Advisor: The college advisor is appointed by the governing council to guide and assist the management in policy formulation.

Principal: As the head of the institution, the Principal ensures smooth functioning of the administrative and academic activities of the college.

Service Rules, Procedures, and Recruitment: The recruitment procedures, career progression, leave entitlement, medical reimbursement and other procedures are followed as prescribed by the UGC, Directorate of Higher Education and Goa University.

Grievance Redressal Mechanism: Our college has established grievance redressal mechanisms to address student concerns, including sexual harassment and ragging. The Grievance Redressal Committee handles grievances related to sexual harassment, while the anti-ragging committee addresses ragging incidents. These mechanisms demonstrate the commitment of the college in creating a safe, conducive and inclusive learning environment for all students.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://zantyecollege.ac.in/uploads/config_docs/organogram-21-22.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user 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 welfare initiatives for the teaching staff encompass

several benefits, including access to a gymnasium, Leave Travel Concession (LTC), leave entitlements in accordance with University Statutes, medical reimbursement, reimbursement of tuition fees for children, traveling allowance, reimbursement of seminar and workshop participation fees, access to the canteen, provision of safe drinking water, contributions to the Staff Welfare Fund by teaching staff, complimentary Wi-Fi internet access, lending of library books for research purposes, and allocated parking space.

Similarly, the non-teaching staff is eligible for certain amenities, including LTC, leave entitlements as per Central Civil Services (CCS) Rules, medical reimbursement, reimbursement of tuition fees for children, traveling allowance, access to the canteen, provision of safe drinking water, and designated parking space.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/6.3.1---photos.pdf
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

13

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes

organized by the institution for teaching and non teaching staff during the year

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	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**

16

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

1. Performance Appraisal System for teaching Staff:

At the conclusion of each academic year, the Internal Quality Assurance Cell (IQAC) collects academic performance indicators and performance-based appraisal forms from the teaching staff. Subsequently, these are forwarded to the principal for further review and action.

The self-evaluation process concentrates on various aspects, including educational qualifications, courses taught at both undergraduate and graduate levels, attendance in workshops, conferences, orientation, and refresher courses. It also considers factors such as the presentation of research papers at conferences/seminars, the publication of research articles in journals and book chapters, and engagement in extra-curricular activities.

Additionally, the principal provides guidance and encouragement to teachers for performance improvement based on feedback received from students regarding the teaching staff.

2. Performance appraisal of Non-Teaching Staff:

Performance appraisal for non-teaching staff of the institution is undertaken as and when promotion is considered. Efforts are made to improve their capabilities and performance through periodic trainings.

File Description	Documents
Paste link for additional information	Nil
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

Throughout the year, the institution undergoes internal and external financial audits to maintain fiscal well-being and accountability. R.L. Bhobe & Co. performs internal audits, scrutinizing all transactions and presenting findings to the management for review. External oversight is conducted by the

Goa government's Directorate of Higher Education, verifying adherence to regulations and guidelines. This includes maintenance of assets, documents, and audited statements (up to 2022-23). Their findings are presented annually to the Local Managing Committee. Both internal and external audit reports are thoroughly reviewed. Any discrepancies or objections are resolved through discussions and clarifications to ensure timely resolution. This commitment to transparency and accountability safeguards the institution's financial health.

File Description	Documents
Paste link for additional information	Nil
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)

NIL

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

The college receives financial support from the government of Goa in the form of both salary and non-salary grants. The corpus fund is augmented through the organization of diverse short-term certificate courses, seminars, workshops, and training sessions.

Policy and Procedure for Resource Mobilization

College receives financial support from various sources,

including contributions from the Local Managing Committee (LMC), teaching, alumni association, and the Parent-Teacher Association (PTA). The Goa government also provides non-salary grants to the institution. Additionally, revenue is generated from registration fees collected during seminars, conferences, short-term courses, workshops, and other events organized by the college.

Optimal Resource Utilization

The allocation of funds for infrastructure development, ICT tools, and upgrades is decided by the Governing Council with input from the Local Managing Committee (LMC). The utilization of funds involves proper procedures, including obtaining quotations, engaging in e-tendering, and consulting with relevant committees.

File Description	Documents
Paste link for additional information	Nil
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

Creating a Culture of Excellence among Teachers

IQAC of the college plays a crucial role in fostering a culture of quality across all college activities. It encourages faculty members to participate in seminars, workshops, and conferences at the state, national, and international levels. Additionally, the IQAC promotes engagement in orientation and refresher courses, as well as the utilization of the Ministry of Human Resource Development's portal, Swayam/MOOCs. The college conducts Faculty Development Programs and training sessions aimed at enhancing the quality and expertise of both teaching faculty and non-teaching staff.

Top of Form

Teaching through ICT

Information and Communication Technology (ICT) tools play a

vital role in the teaching-learning process at our institution. Our campus has Wi-Fi connectivity, LCD projectors are installed in every classroom. Additionally, some classes are equipped with smart projectors. Teachers are actively encouraged to incorporate ICT equipment like Smart Projectors, LCD Projectors, and PowerPoint Presentations during their lectures. To enhance students' practical skills for their respective professions, the curriculum includes group and individual activities, practical tasks, field trips, and industrial visits. College library provides an e-library service, enabling both students and staff to access online resources subscribed by the college.

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

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC consistently plays vital role in prioritizing a student-focused teaching-learning process. IQAC actively integrates necessary adjustments, ongoing enhancements, upgrades, and the inclusion of essential materials, equipment, infrastructure, and more. Since the second cycle of accreditation by the National Assessment and Accreditation Council (NAAC), our college has acknowledged two instances of institutional reviews and the implementation of teaching-learning reforms guided by the support of IQAC.

Outcome Oriented Teaching-Learning

During the 2022-23 academic year, the college arranged several courses aligned with the curriculum to augment students' knowledge and skills. Additionally, workshops, webinars, and Faculty Development Programs (FDPs) addressing teaching faculty's quality concerns were conducted.

On an annual basis, the Internal Quality Assurance Cell (IQAC) gathers teaching plans from all faculty members to assess the teaching-learning process. The Integrated Academic Information Management System (IAIMS) facilitates the immediate posting of

teachers' daily lecture plans and students' attendance on the Department of Higher Education (DHE) portal.

Converting Traditional Classrooms to Digitized Classrooms:

We have transformed our conventional classrooms into digitized environments, equipping each class with an LCD projector, and instructors utilize information and communication technology (ICT) tools to deliver lectures.

File Description	Documents
Paste link for additional information	https://zantyecollege.ac.in/uploads/config_docs/6.5.2--AQAR-2022-23-.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://zantyecollege.ac.in/uploads/config_docs/Annual-Report-2022-23-AQAR-2022-23-.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Our college strives to educate students about gender equity, safety and security. The college has established Gender Equity Cell, Women Development Cell and Prevention of Sexual Harassment (POSH) Committee. The institution has implemented various initiatives to promote gender equity in curricular activities like for S.Y.B.Com students, course such as Entrepreneurship development and Indian economy covers specific topic.

Gender Equity Cell organized informative sessions on 'Gender Equality and Law, 'Missing Women in India' and 'Educated Women, Empowered Women'.

POSH committee conducted screening of the movie 'Pink' to celebrate International Women's Day on 8th March 2023. Women Development Cell of the college organized a talk on 'Menstrual Hygiene'. An interactive session on 'Women and Self-Employment' was organized by ASSOCHAM Goa in association with Women Development Cell.

The College has CCTV cameras, security personnel and medical room to ensure safety and security of students. Together with the mentoring system, College Counsellor addresses students' personal and academic concerns.

Our college has well-ventilated girls' common room with comfortable seating arrangement, washrooms, and water purifier. Moreover, the girls' washrooms are equipped with proper lighting, continuous water supply, electric sanitary pad vending machines and incinerators for sanitary pad disposal.

File Description	Documents
Annual gender sensitization action plan	https://zantyecollege.ac.in/uploads/config_docs/7.1.1-Action-Plan-Final-AQAR-2022-23-.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://zantyecollege.ac.in/uploads/config_docs/7.1.1-specific-facility-and-other-info-AQAR-2022-23-.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	D. Any 1 of the above
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File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

The institution has implemented comprehensive measures to ensure responsible management of both biodegradable and non-biodegradable waste generated on its vast green campus.

To encourage waste management, faculty and students receive regular guidance. Dustbins placed in classrooms, corridors, and canteen facilitate the separation of waste. The housekeeping staff manages the emptying and disposal of waste from these bins.

Simple leaf composters are installed at appropriate locations in the college garden to generate organic manure.

Kitchen-generated biodegradable waste is collected in a specified area to create compost.

The college adopts responsible practices for liquid waste management. Wastewater from the washrooms and canteen is directed into well-maintained soak pits.

We do not generate biomedical waste.

The college prioritizes E-waste management by storing most of the electronic waste in a designated storeroom for proper disposal.

Notably, recyclable materials like waste papers and old answer books are sold off for recycling. Newspapers are preserved throughout the year for reference purposes and later sold off to a designated vendor assigned by the Department of Printing and Stationary, Government of Goa.

Hazardous chemicals and radioactive waste management is not applicable to the college.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	D. Any 1 of the above
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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:	A. Any 4 or All of the above

<p>1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping</p>	
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File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	View File

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

<p>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</p>	<p>D. Any 1 of the above</p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

<p>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</p>	<p>A. Any 4 or all of the above</p>
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<p>persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment</p> <p>5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	
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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	View File
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).

Our college has taken various steps to promote cultural harmony among the students. Accordingly, Inter-collegiate event 'Equinox 6.0', Inter-higher secondary event 'Enthusial.0` and Inter-class event 'Goonj 2.0' were organized. Cultural Week was celebrated to mark diverse Indian culture.

On the occasion of Ganesh Chaturthi, Inter-class Ghumat Arti and Rangoli competitions were organized. We honored the Goddess of knowledge, art and creativity through Saraswati Poojan. Navratri was enthusiastically celebrated by all the staff members.

To commemorate Independence Day 15th August 2022 the N.C.C unit along with staff and students hoisted the flag and wide range of activities such as Tiranga Yatra, Swachhata Pakhwada, Har Ghar Tiranga, Poster competition, Partition Horror Remembrance Day, an Inter-class and Inter- higher secondary Patriotic group dance competitions were organized as a part of Azadi Ka Amrit Mohotsav.

A short-term certificate course on 'Soft Skills and Communicative skills' was conducted.

NCC cadets participated in the Annual Training Camp. NSS volunteers participated in the West Zone NSS Pre-RD camp, NSS National Adventure Camp and National Integration Camp.

Economically backward and deserving students are well supported by the institution through Freeships and Scholarships installed by the Management, Staff, PTA, Alumni and Well-wishers without any discrimination.

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 conducted various activities throughout the year to inculcate a profound understanding and appreciation for constitutional values, rights, duties and responsibilities of citizens among our students.

As a part of Azadi Ka Amrit Mohatsav, Partition Horror Remembrance Day was organized by the NCC unit. An exhibition depicting events of the partition were organized.

Independence Day celebrated on August 15th, was marked with flag hosting and remembrance of the sacrifices of freedom fighters. An Inter-higher secondary patriotic group dance competition, inter-class patriotic group dance competition and poster-making competitions were organized to instilled a sense of patriotism among the youth.

Flag Hoisting, speeches and parade by the NCC unit marked the celebration of Goa Liberation Day on 19th December and Republic Day on 26th January.

NSS Day 24th September 2022, was observed with a focus on community service. The college undertook 'Joy of Giving' activity and distributed stationery items to students of Govind Gunaji Sawant High School, Sarvan. As part of the Nasha Mukta Bharat Abhiyan, students took a pledge against drugs and substance abuse, emphasizing the importance of a drug-free

society.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://zantyecollege.ac.in/uploads/config_docs/7.1.9-final--AOAR-2022-23-.pdf
Any other relevant information	Nil

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

A. All 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	No File Uploaded

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

Our college celebrated various International and National commemorative days, festivals and events. To instil a sense of national pride and unity we celebrated Independence Day, Goa Liberation Day and Republic Day.

On the occasion of International Women's Day 8th March 2023,

POSH committee organized screening of the movie 'Pink'. A talk on 'Women and Self-employment' were organised by the Women Development Cell.

On NSS day, under the 'Joy of Giving' activity stationery items were distributed to the students of Govind Gunaji High School, Sarvan.

As a part of National Youth Day, college organized medicinal tree plantation drive, poster making competition and a Pledge against drug and substance abuse was administered to the students.

Online quiz competition was conducted on the occasion of International Tiger Day. A poster competition on the theme 'AIDS -NOT A SOCIAL STIGMA' was held to mark World AIDS Day.

To commemorate International Girl Child Day a talk on 'Educated Women, Empowered women' was held.

Festivals like Ganesh Chaturthi and Navratri were celebrated to foster a sense of cultural and spiritual enrichment among our students and staff members.

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.

Best Practice 1: Community Engagement

Objectives

1. Optimizing institutional resources for betterment of society.
2. To foster environmental responsibility and welfare of the

underprivileged.

Best practice 2: Student Enrichment

Objectives

1. To make students industry-ready and foster holistic development.
2. Provide career guidance to help students navigate their future path.

File Description	Documents
Best practices in the Institutional website	https://zantyecollege.ac.in/uploads/config_docs/best-practices-AQAR-2022-23-.pdf
Any other relevant information	https://zantyecollege.ac.in/uploads/config_docs/Best-Practice-Documents-AQAR-2022-23-.pdf

7.3 - Institutional Distinctiveness

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

Our commitment lies in transforming society through values and technology-driven education. The institution offers B.Com. and M.Com. programs to cater to the first-generation learners from rural areas.

The College is an accredited Coaching Centre of the Institute of Chartered Accountants of India for CA Foundation and associated with the Institute of Cost and Management Accountants of India for conducting CMA Foundation Course. Subsidized coaching classes are conducted. Three students have cleared CMA Foundation and one student has cleared CA final exam during the academic year 2022-23.

M.Com. regularly conducts State Level Research paper competition 'Anusandhan', Field Trips, Industry Visits, Study

Tours, Short- term certificate courses and internships.

Career guidance and placement drives are continuously organized to help the students to explore their areas of interest.

Technology use is deeply rooted in enhancing the teaching-learning process. Classrooms are equipped with LCD projectors, library uses KOHA Library Management software and faculties have contributed in developing e-content.

Inclusive learning by the students coming from financially weak sectors is well supported by the Management, Staff, PTA, Alumni and well-wishers who have installed free-ships and scholarships. Rs. 5,95,850 was distributed to deserving students during the year. Also, students were allowed to pay fees on instalment basis.

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

1. To increase the number of Faculty development programs and workshops organized for the teaching staff for better implementation of NEP.
2. To provide incentives to the faculty for publishing papers in Scopus/WoS/UGC Care listed Journals and textbooks in their area of interest/specialization.
3. Motivating faculties to register/complete their Ph.D and applying for minor/major research projects.
4. To establish collaborations with institutions and cluster partners for joint research projects, student exchange, faculty exchange and joint publications.
5. Providing hands on training for the non-teaching staff to enhance their technical knowledge and administrative skills.
6. To sign MOUs with industries, educational institutions and NGOs for promoting on the job training and placements.
7. To organize industry visits, guest lectures, workshops and seminars to bridge the gap between industry requirements and curriculum.
8. Implementing Short-term certificate courses for enabling

students to prepare for the competitive exams and government jobs.

9. To introduce innovative ICT tools to make teaching learning process more interactive and facilitate online learning through SWAYAM/NPTEL etc.
10. To strengthen Alumni association by organizing interaction series and resource mobilization activities.
11. Construction of independent library building with the help of MPLAD scheme and upgradation of some classrooms to smart classrooms.