

# NAAC BINARY ACCREDITATION – COLLEGES

## INPUT – 2. FACULTY RESOURCES

### FINDINGS FROM AQAR 2022-2023

#### 1. Recruitment

The AQAR states that recruitment procedures follow the guidelines prescribed by UGC, the Directorate of Higher Education (DHE), and Goa University (Section 6.2.2). The Governing Council holds authority to select and promote both teaching and non-teaching staff by strictly adhering to the rules of Goa University and DHE. The Local Managing Committee (LMC) supports the Governing Council in this process. There is no mention of specific new appointments or vacancies filled during 2022-23 beyond the standing data.

#### 2. Pay and Allowances

Salary Grants: The college receives financial support from the Government of Goa in the form of both salary and non-salary grants. Non-salary grants are also provided to augment institutional operations.

For Teaching Staff, the following benefits are provided:

- Leave Travel Concession (LTC)
- Leave entitlements as per University Statutes
- Medical reimbursement
- Reimbursement of tuition fees for children
- Travelling allowance
- Reimbursement of seminar and workshop participation fees
- Contributions to the Staff Welfare Fund

**For Non-Teaching Staff:**

- LTC
- Leave entitlements as per Central Civil Services (CCS) Rules

- Medical reimbursement
- Reimbursement of tuition fees for children
- Traveling allowance

### 3. Faculty Diversity

The AQAR does not explicitly provide a breakdown of faculty by gender, caste category (SC/ST/OBC), or differently-abled status. No dedicated table on faculty diversity is reported.

However, student diversity-related data is available:

- Reserved category seats: 378 seats earmarked
- Actual admissions from reserved categories: 156 students (2.1.2)

### 4. Faculty Development

The college is actively engaged in faculty development through multiple mechanisms:

1. Teachers receiving financial support for conferences/workshops/professional body membership: **13 teachers**
2. Professional development/administrative training programmes organized by the institution: **2 Programmes**
3. Teachers attending FDPs (Orientation, Induction, Refresher, Short-term courses) (6.3.4): **16 teachers**
4. Other development activities include:
  - Workshops, webinars, and FDPs organized by the IQAC
  - Faculty participation in state, national, and international seminars/conferences
  - Orientation and refresher courses (UGC/DHE mandated)
  - Use of Swayam/MOOCs (MHRD portal)
5. A one-day state-level FDP on "Outcome-Based Education: Assignment & Attainment of Course and Programme Outcomes" was conducted in 2022-23
6. Performance Appraisal (6.3.5): At year-end, IQAC collects academic performance indicators and self-appraisal forms from teaching staff, which are

forwarded to the Principal. Self-evaluation covers qualifications, courses taught, workshop attendance, research papers, publications, and extracurricular engagement.

7. Student feedback informs Principal-led guidance for improvement.
8. Non-teaching staff appraisal is conducted at the time of promotion consideration

## 5. Faculty Retention

The AQAR does not report explicit data on faculty attrition, resignations, or retention rates. However, several indirect retention-supporting measures are evident:

- Comprehensive welfare and allowance package (as listed under Pay & Allowances)
- Financial support for professional development
- Performance appraisal linked to career progression
- Staff Welfare Fund
- 5-year Strategic Plan (2020-21 to 2024-25) reflecting institutional stability

The total teaching experience of full-time teachers in the same institution stands at 359 years (Section 2.4.3), suggesting considerable long-term tenure and low turnover.

## 6. Faculty–Student Ratio

Total Students (2022-23)	585
Teachers	22
Student: Teacher Ratio	26.6: 1
Sanctioned Posts	23
Mentor–Mentee (Number of Mentors)	20

1 post was vacant out of 23 sanctioned posts (22 filled vs. 23 sanctioned). 6 out of 22 full-time teachers hold a Ph.D. or equivalent highest degree (Section 2.4.2).