

FINDINGS FROM AQAR 2023-24

1. Recruitment

The college continues to follow the service rules and procedures prescribed by the UGC, Directorate of Higher Education (DHE), and Goa University (Section 6.2.2). The AQAR specifically highlights "transparent recruitment processes, career progression pathways, leave entitlements, medical reimbursements, and other employee welfare measures" as part of the institutional framework. The Governing Council retains authority over selection and promotion of teaching and non-teaching staff. No specific new appointments or fresh recruitments are recorded in the AQAR for 2023-24.

2. Pay and Allowances

Government Grants Received (2023-24):

Scheme	Awarding Body	Amount
Salary Grant	Directorate of Higher Education, Govt. of Goa	₹5,92,76,283/-
Non-Salary Grant	Directorate of Higher Education, Govt. of Goa	₹43,15,836/-
NSS Grant	Directorate of Sports & Youth Affairs	₹65,494/-
Red Ribbon Club	Goa State AIDS Control Society	₹9,000/-
Consumer Awareness Programme	Department of Civil Supplies	₹13,253/-

Staff Welfare and Allowances (Section 6.3.1) — Both teaching and non-teaching staff receive:

- Leave Travel Concession (LTC)
- Leave benefits as per University Statutes / CCS Rules

- Medical reimbursements
- Tuition fee reimbursements for children
- Traveling allowances
- Financial support to attend seminars and workshops (teaching staff)
- Contributions to the Staff Welfare Fund

3. Faculty Diversity

The AQAR does not provide an explicit breakdown of faculty by gender, caste category (SC/ST/OBC), or differently-abled status. However, the institution promotes gender equity through the Women Development and Gender Equity Cell and the Prevention of Sexual Harassment Committee, which conducted:

- Induction ceremony for the Gender Equity and Women Development Cell
- Felicitation of girl students on International Women's Day
- Anti-ragging and gender sensitization activities

A Career Advancement Scheme (CAS) Session was also organized during 2023-24, suggesting faculty progression mechanisms are active.

4. Faculty Development

Teachers receiving financial support for conferences/workshops/professional body membership (6.3.2): **14 teachers**

Professional development/administrative training programmes organized by the institution (6.3.3): **01 programme**

3. Teachers attending FDPs (Orientation, Induction, Refresher, Short-term courses) (6.3.4): **10 courses**

Notable Faculty Development Activities in 2023-24:

- ✓ FDP on "*Outcome Based Education: Assignment and Attainment of Course and Programme Outcomes*"
- ✓ 3-Day National Level Workshop on "*Structural Equation Modelling – A Statistical Tool for Research*" (1st–3rd February 2024) — attended by five faculty members
- ✓ Career Advancement Scheme (CAS) Session for faculty
- ✓ Session on Financial Products and Services (Epsilon Money)
- ✓ Faculty participation in AICTE-ISTE Short Term Training Programme on Artificial Intelligence and Data Science
- ✓ Engagement with SWAYAM/MOOCs (MHRD portal)
- ✓ Faculty contributions to DISHTAVO (Goa govt. initiative for recorded video lectures in regional language)

Performance Appraisal System (6.3.5) — unchanged from 2022-23:

- IQAC collects academic performance indicators and appraisal forms at year-end, forwarded to the Principal.
- Self-evaluation covers qualifications, courses taught, research output, workshop/conference participation, and extracurricular engagement
- Student feedback informs Principal's guidance for improvement
- Non-teaching staff appraisal conducted at time of promotion

5. Faculty Retention

No explicit retention or attrition data is reported. The following indicators suggest continued stability:

- Total cumulative teaching experience in the same institution: 381 years (up from 359 years in 2022-23) — a strong indicator of long-term retention
- Same sanctioned strength (22 posts) maintained with all posts filled
- Active welfare, appraisal, and professional development mechanisms in place

6. Faculty–Student Ratio

Total Students	540
Teachers	22
Student: Teacher Ratio	24.5: 1
Sanctioned Posts	22
Number of Mentors	20
Teachers with Ph.D./equivalent	06