

**GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS, BORDA-
MARGAO, GOA**

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**IQAC COLLEGE DEVELOPMENT PLAN FOR THE
ACADEMIC YEAR 2020-2021**

The Government College of Commerce and Economics was established in the year 2010 with the basic objective of providing students belonging to the less privileged sections of society an access to higher education. The mono faculty college offers a graduation programme in Commerce and is affiliated to the Goa University.

STRATEGIC DEVELOPMENT PLANS

The Strategic plan, spirit and ethos of the college are enshrined in its Vision and Mission Statements and finds resonance in the institution's core values.

Vision.....

“We intend to be a leading Institution in providing quality education and equal opportunities to heterogeneous student community from diverse backgrounds.”

Mission....

“To offer holistic and interactive academic environment to the students from diverse backgrounds, enabling them to develop academic, interpersonal and technological skills and empower them to achieve their highest potential for adapting to the competitive global society.”

Core Values of the Institution....

Equity: The institution believes in the principal of universal education and equity providing access to all students irrespective of gender, caste, class or religion. It embraces diversity and aims at promoting an inclusive society.

Empowerment: At the government college of Commerce and Economics, we believe that education is the path to true enlightenment and empowerment. We aim at enriching the teaching learning experience by adopting a student-centric approach and using Information and Communication Technology. Our motive is to develop competences of our human resources – both students and faculty.

Excellence: We believe in a holistic approach to education. Our college is committed to provide each and every student the best educational experience possible, providing them not just what their curriculum demands but also according them avenues to explore their inherent potential, give expression to their creativity, develop their personalities and become global citizens.

Value system: We believe in the values of honesty, integrity, brotherhood co-operation and aim at inculcating and imbibing these values in our students. We encourage student learning and empower our students to embrace attributes of accountability and responsibility and develop in them a respect for diversity and plurality.

Student Learning: We believe our very existence revolves around our students. They are our ‘raison d’etre.’ We have the power to shape and mould them into employable citizens. We aim at being the connective tissue between academia and industry, imbibing in our students the requisite skills, learning and knowledge, acumen and wherewithal required by the ever evolving global market.

The college offers the three year degree programme in Commerce with the following intended programme outcomes:

Programme Outcomes.....

At the end of the three year integrated programme in Commerce, a graduating student of the college:

- PO 1:** Will be equipped with detailed subject related knowledge and information and also be acquainted with recent developments in the programme domain.
- PO 2:** Will develop lifelong livelihood skills and competence.

- PO 3:** Will develop proficiency in soft skills and be able to communicate both verbally and orally.
- PO 4:** Will be skilled in the use of computer systems and software used in commerce and business and will be adequately equipped to face an era of digitalization.
- PO 5:** Will be acquainted with the basics of research methodologies, develop an interest in the same and will imbibe a desire to pursue higher education.
- PO 6:** Will be aware of the need for environmental protection and sustainable development.
- PO 7:** Will develop a more wholesome personality, recognize their ethical responsibilities as citizens, and contribute to the process of nation building.

The college proposes to organise various programmes/activities in the current academic year in keeping with its vision and mission; its core values and consistent with the programme outcomes. The overall objective is to enhance quality and improve the teaching –learning outcomes.

The proposed activities are clubbed under EIGHT constructs:

PROPOSED ACTIVITIES		TIMELINE
I. CURRICULAR ASPECTS		
a.	Completing formalities for introduction of IGNOU Post Graduate Programme in the Subjects of Sociology, History, Political Science and Economics for which approval has already been received.	In this academic year
b.	Introduction of 30 hours Certificate Course in “Legal Drafting and Conveyancing’ for Alumni and any interested participant	2020-2021
c.	Conduct of Short Term Certificate in : <ul style="list-style-type: none"> i. Serving and table etiquettes(students and staff)/Self grooming ii. Art of baking and cooking iii. Accounting Software (Tally and GST) iv. Bits of thread with needle 	2020-2021

	<ul style="list-style-type: none"> v. Candle making vi. Soap making vii. CV Writing/Mock Interview viii. Business Plans ix. First Aid (Compulsory for students and staff) x. Devnagiri Script Typing xi. Personality Development xii. Online Baking Classes for reserved category /Minority students xiii. Other Courses 	
d.	Online feedback from stakeholders – students, parents, employers, alumni as an IQAC initiative	Before end of the academic year
e.	Each teacher to evaluate the syllabus of courses he/she teaches, make suggestions regarding the same and forward the suggestions to BOS of the Goa University	During the academic year
II]	TEACHING, LEARNING AND EVALUATION	
a.	Use of ICT in teaching –learning process	2020-2021
b.	Registering a new domain for the ‘gcmlms’ with the national registry ERNET India for hosting the upgraded Moodle LMS	By end of October 2020 <i>(Already Accomplished)</i>
c.	Upgradation of College in-house Moodle LMS on cloud based hosting	By end October 2020. <i>(Already accomplished with domain name https://www.gcmlms.ac.in)</i>
d.	Use of Microsoft Teams for online teaching	Partially accomplished <i>(Teachers have already created their class teams, uploading of e-content in progress, some teachers have already begun using the app) –</i>
e.	E-content creation and uploads by faculty on Moodle and Microsoft Teams	Throughout the academic year
f.	Revamping the college website (https://www.gccem.ac.in)	By September 2020 <i>(Already accomplished)</i>
g.	Updating of the college website with respect to activities	Entire academic year

h.	Development of Online Admission Software for SY and TY Admissions	By June 2020 (<i>Accomplished and successfully used this academic year.</i>)
i.	Enrolling for and completion of MOOC Courses Besides the concerned committee will recommend MOOC Courses which students and faculty may enrol in and will also organize its own courses on the campus or on-line depending on the importance and need based criteria	Continuous implementation
j.	Conduct of remedial classes	Both Semesters
k.	Student Mentoring online	Once a week by each subject teacher.
l.	Ensuring participation of students in State and National seminars	Based on Calls for participation
m.	Ensuring timely declaration of results. Results to be declared not more than 10 days post the last paper. Uploading examination results on the college website.	Ten days from the date of last examination in both semesters and 7 days after conclusion of last examination in the supplementary examination.
n.	Inviting Guest Speakers to engage with students on different topics(Rights and duties; domestic violence, digital marketing, budget analysis etc.) and organising field visits	During the course of the academic year
o.	Organisation of boot camps for Entrepreneurship	By December 2020 (<i>Already accomplished in association with GSiC.</i>)
p.	Improving learning outcomes in terms of students performance at examinations	Entire academic year.
q.	First Year Student Induction/Orientation Programme	After completion of admissions process (<i>Already organised online</i>)
r.	Project Work Orientation for Third Year Students and Teachers	October 2020 (<i>Already accomplished</i>)
III	RESEARCH, INNOVATIONS AND EXTENSION	
a.	Pursue file of Faculty who have applied for guideship/CAS	2020-2021
b.	Faculty to apply to ICSSR/UGC for Research grant	When available
c.	Publication in Scopus and UGC –Care approved journals	During the academic year
d.	Publication of the following: i. College Magazine	

	<ul style="list-style-type: none"> ii. College e-newsletter iii. College Multidisciplinary Research Journal –QUEST iv. Publication of Book comprising of papers presented at National Seminar v. E-Booklet compiling the ‘Best Practices of the College’ vi. Publication of books by Teachers 	
e.	Increase number of teachers registering for Doctoral Programme	During the academic year
g.	Highlights of any research publications of faculty—title of paper, name of author, abstract with a photo of the concerned faculty will be displayed at the entrance board and also uploaded on the college website	During the academic year
f.	Internship programme for students in the May vacations	During the summer break
g.	Establish linkages with Academic Institutions of repute – GIM, Goa Business School and other institutions and invite these institutions to orient the students on the courses they offer.	During the academic year
h.	Ensure functionality of MOUs by organising programmes linked to the MOU signed (Minimum two activities each)	During the academic year
i.	E-Waste Collection drive in association with Karo Sambhav and Awareness programmes	January 2021 <i>(Already done through webinar)</i>
j.	Facilitate linkages with neighbouring Higher Secondary’s which are the feeding institutions for the college – organisation of cultural, sports, academic activities for the Higher Secondary’s located in the vicinity.	Entire academic year
k.	Proposed initiatives of the Department of Commerce in extension and consultancy <ul style="list-style-type: none"> i. Consultancy services in investment and tax planning ii. E- filing of income tax returns iii. Legal counselling and advise iv. Consultancy in business and investment decisions v. Consultancy in business communication 	During the academic year

l.	The following programmes shall be conducted by the College Extension Activity Cell. <ol style="list-style-type: none"> 1. Soft skill courses 2. Personal hygiene and health care 3. Nutrition and healthy eating 4. Kitchen gardening and waste management 5. Home making and upbringing of children 6. Hand embroidery and stitching classes 7. Investment and tax planning 8. GST and filing of returns 9. Local farmers to encourage farming 	During the academic year
m.	Engaging with the Parent Teacher Association through conduct of various programmes	During the Academic Year
IV	INFRASTRUCTURE AND LEARNING RESOURCES	
a.	Installation of free statistical/ data analysis packages in the Commerce lab and training of faculty in the use of the lab by the Directorate of Higher Education	During the academic year
b.	Renovation and refurbishing the college library through the Directorate of Higher Education	March 2021
c.	Installation of solar panelling by DHE	<i>(Already done)</i>
d.	Upgrade in Library automation to E-Granthalaya, version 4	December 2020
e.	Increasing the number of books and journals in the library	During the academic year
f.	Formation of the NDLI Club by Library Staff and enrolling of staff and students	January 2021
g.	All teaching staff to compulsorily attend orientation/refresher/faculty development programmes/webinars	During the academic year
h.	Identifying a room in the college specifically for the IQAC.	Before NAAC Accreditation
i.	A proper Canteen facility for the students and staff with assistance from DHE	By January 2021
V	STUDENT SUPPORT AND PROGRESSION	

a.	Establishing linkages with industries to realise the goal of Placement of students	August 2020 to May 2021
b.	Alumni engagement: Minimum of two meetings to be conducted with Alumni; Inviting Alumni as Resource person; fellowship programme with Alumni.	One meeting in each semester
c.	Conducting orientation on scholarships and registering more students for scholarships/freeships/student Aid Fund etc.	By November 2020 (<i>Online Orientation done, Whatsapp group formed, orientation for students already conducted online forms being filled</i>)
d.	Placement Cell to Register Students with the Employment Exchange and also motivate all students to file CVs on Online Job portals.	By end January 2021
e.	Organisation of co-curricular activities – quizzes, essay competitions, Inter class online chess, Strongest man-strongest woman competition, elocution competition, poster making, slogan writing, book review competitions, talks for SC/ST/OBC and Minority students etc.	During the academic year
f.	Career counselling for Third Year Students	Even Semester
g.	Maintaining updated statistical data of students/alumni of the college by the Statistical Cell	Throughout the year
h..	Compile data of students of the college who are currently employed and develop a start up culture in the institution	Odd Semester/ During the academic year.
j.	A group of students be identified and given training in skills that the market requires – personality development, etiquette, writing a CV, practical accounting, grooming etc. so that by the end of the academic year they are job ready and get easily absorbed into the corporate sector.	During the academic year.
VI	GOVERNANCE LEADERSHIP AND MANAGEMENT	
a.	Ensure democratic and transparent functioning of all committees. Each committee to record and report minutes of meeting for documentation.	During the course of the academic year

b.	Organisation of Workshops, Seminars, Conferences, FDPs, webinars etc. <i>(The following Workshops/Seminars have been proposed):</i>	
A]	DEPARTMENT OF COMMERCE	
1	International webinar on ‘Emerge Victorious- Build Self- Esteem and Self Confidence’ by Department of Commerce on 15 th July 2020 <i>(Already organised)</i>	
2	State level webinar on ‘Beat Stage Fright and Anxiety’ by the Department of Commerce on 16 th July 2020. <i>(Already organised)</i>	
3	National level webinar on ‘Tax Planning For Salaried Class: New V/S Old Regime’ organised by the Department of Commerce on 13 th September 2020 <i>(Already organised)</i>	
4.	Webinar on “Cybercrimes and security”	
5.	Webinar on “New education policy 2020”	
6.	Webinar on “Small scale industry -prospects and challenges”	
7.	Webinar on “Practical accounting- Book –keeping”	
8.	Webinar on “ Sustainable tourism”	
9.	Webinar on “Work life balance”	
10	FDPs by the Department of Commerce for teacher development and training on the following themes/topics: i. Training for NET and SET ii. How to target a Scopus journal? iii. Career advancement scheme iv. Research methodology	
B]	DEPARTMENT OF ECONOMICS	
1.	Webinar on “E_Waste Management” in association with Karo Sambhav, a leading Producer Responsibility Organisation in India. <i>(Organised on 29th October 2020 for students of the college by Dept. of Economics)</i>	
2.	State Level Webinar/Seminar Career Options in Commerce and Economics by the Department of Economics (Feb-March 2020)	

3.	National Webinar on ‘Economic Impact of COVID-19: Narratives from across the Country’ by the Dept. of Economics in November-December 2020. (Papers will be invited)
4.	Webinar on “Budget Analysis” in the month of February-March 2021.
5.	Online /offline Panel Discussion on ‘Tourism in Goa: Revival Strategies’ by the Dept. of Economics in February 2021
C]	DEPARTMENT OF TEACHING, LEARNING AND COMMUNICATION TECHNOLOGY/COMPUTER SCIENCE
1.	FDP on ‘Introduction to Moodle –Part I (<i>Already organised on 26/05/2020 to 28/05/2020</i>) by In-House faculty Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science.
2.	FDP on Advanced Moodle –Part II, Interactive Content, H5P Technology for creative interactive Presentation and Communication Options on (<i>Already organised on 26/6/2020 – 27/6/2020</i>) by In – House Faculty, Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science, Convenor –Dept. of Teaching, Learning and Communication Technology.
3.	FDP on Advanced Moodle – Part III and Important Tools/ Tricks and Tips for online sharing of content (<i>Already organised on 26/10/2020</i>) by in House Faculty, Dr. Kissan Gauns Dessai, Assistant Prof. of Computer Science and Convenor-Dept of Teaching. Learning and Education Technology.
4.	Workshop for students on ‘How to use Moodle’(During the academic year)
D].	MATHEMATICS
1.	National Seminar/Webinar on “The Role of Mathematics in the legal field and the possibilities of including related elements of Mathematics in the syllabi of Laws” (December 2020 /January 2021)
2.	National Webinar on the ‘Impact of Online Teaching of Mathematics to the undergraduate and post graduate students” (January 2021)
E]	STAFF AND WOMEN WELFARE CELL
	The Equal Opportunity and Women Welfare Cell proposes to organise the following Faculty Development Programmes: <ul style="list-style-type: none"> i. “Healing through yoga”for Teaching and Non-Teaching Staff ii. “Work culture and ethics” for Teaching and Non-Teaching Staff iii. “Interpersonal effectiveness” for both Teaching and Non-Teaching Staff iv. “Explore opportunities” fortnightly presentations by faculty on topics of their interest.

F]	DEPARTMENT OF PHYSICAL EDUCATION AND SPORTS
1.	E-Lecture Series (5 Days) on “Effective use of technology in Physical Education and Sports”. Target Audience shall be Physical Educationists and Sports Coaches affiliated to various Institutions and Associations in January 2021
2.	Clinic on changing rules of select sports. Target Audience shall be Physical Educationists and Sports Coaches affiliated to various Institutions and Associations and players in February 2021.
G]	LIBRARY
1.	Webinar on National Digital Library of India for students and staff
2.	Webinar on Shodhganga for students and staff
3.	Online Training on how to create google forms
4.	Webinar on How to make videos using Camtesia Studio 8 and audacity software for students
5.	Webinar on how to use e-resources
6.	Workshop on How to make video using Camdesia Studio 8 and audacity software for staff. <i>(Already organised on 20th August 2020 with Librarian Pravin Kamat as resource person)</i>
7.	A Workshop on ‘How to Read Students and Visitors by their Body language, Handwriting and Handshake. <i>(Already organised on 3rd July 2020 with the Principal Dr. Gajanan V. Madiwal as resource person)</i>
H]	INTERNAL QUALITY ASSURANCE CELL (IQAC)
1.	Two in house workshops/FDP on “How to use Microsoft Teams for Lecture Delivery for faculty” Two members of the college (Resource Person –Mr. Alroy Mascarenhas, Assistant Professor of Commerce) September/November 2020)
2.	Workshop/Faculty Development Programme on ‘Factor Analysis’ using SPSS for faculty of the college – April - May 2021
3.	Workshop for IQAC Members of Government Colleges on “Student Feedback on Teachers –Designing appropriate metrics for evaluation”- December 2020
I]	INTERNAL COMPLAINTS COMMITTEE (ICC)
1.	Webinar for students of the FYBCOM on “What constitutes sexual harassment and redressal mechanisms available” by the Internal Complaints Committee of the College in November 2020
G]	SC/ST/OBC AND MINORITY CELL
1.	Webinar on Mushroom Cultivation
2.	Online Baking Classes for students
3.	Webinar on Personality Development for the reserved category students

c.	Put strategies in place for increasing for internal resource generation through donations, sponsorship, philanthropy and endowment funds etc.	Even Semester
d.	To secure financial support to teachers attending seminars/workshops/ conferences.	As and when the bills are produced and as per procedure
VII	INSTITUTIONAL VALUES AND BEST PRACTICES	
a.	Planting of fruit bearing plants alongside the road in Dharmapur in collaboration with the Lions Club.	June 2020(Already 125 saplings planted)
b.	Placement of Bin for E-waste in the college premises and organisation of an E-waste collection drive with 'Karo Sambhav', a leading Producer Responsibility Organisation in India.	Bin already placed/ during
c.	First Aid Kits to be maintained in the medical room and admin office	By November 2020
d.	Maintenance of college installations, mock drills etc	Dec 2020 – Jan 2021
e.	Rain water harvesting initiatives to be taken up with assistance from the Directorate of Higher Education.	During the academic year
f.	Medicinal Plant garden – explore the possibility of availing funds from the Ayush Ministry for the herbal/medicinal garden.	During the academic year
g.	Relocation of the garbage dump at the entrance of the college (College Safety Advisory Committee)	By January 2020
h.	Green Initiatives: Talks on climate change, Reduce, reuse and recycle, Secrets of Mangroves, field trips, cycle rally, Elocution competitions etc on environmental issues	During the academic year
i.	Organisation of programmes to further the objective of gender equality – elocution competition and essay competition on 'gender equality' and 'women empowerment' to be organised	November 2020 8/3/2021
j.	Felicitation of Covid -19 Warriors of the College	October 2020 (<i>Already done</i>)
k.	Felicitation of Staff who acquired a Ph.D in the last five years.	December 2020

l.	As an IQAC initiative, a roll of honour of rank holders of the college by prepared and displayed at the entrance of the college.	Odd Semester
VIII	IMPORTANT INSTITUTIONAL GOALS	
a.	Apply for NAAC Accreditation	2020-2021
b.	Applying for NIRF	2020-2021
c.	Parking space for the college	This academic year

DEPLOYMENT MECHANISMS

The college will attempts to give full realization to the goals envisioned in the development plan through the following mechanisms:

- a] College infrastructure
- b] It's human capital
- c] Library resources
- d] Various Committees both statutory and non-statutory
- e] NSS/Student Council/Sports department
- f] Its linkages crafted from MOUs.
- g] Support mechanism and guidance from the Directorate of Higher Education, Government of Goa.

All of the above plans and proposed activities will be carried out alongside the regular teaching schedule.

Dr. Elizabeth Joey Henriques
IQAC Director

Dr. Gajanan V. Madiwal
Principal

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**IQAC COLLEGE ACTION TAKEN REPORT FOR THE
ACADEMIC YEAR 2020-2021**

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verbally and orally.

- PO 4:** Will be skilled in the use of computer systems and software used in commerce and business and will be adequately equipped to face an era of digitalization.
- PO 5:** Will be acquainted with the basics of research methodologies, develop an interest in the same and will imbibe a desire to pursue higher education.
- PO 6:** Will be aware of the need for environmental protection and sustainable development.
- PO 7:** Will develop a more wholesome personality, recognize their ethical responsibilities as citizens, and contribute to the process of nation building.

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The proposed activities are clubbed under EIGHT constructs:

PROPOSED ACTIVITIES		TIMELINE	Action Taken
I. CURRICULAR ASPECTS			
a.	Completing formalities for introduction of IGNOU Post Graduate Programme in the Subjects of Sociology, History, Political Science and Economics for which approval has already been received.	In this academic year	Did not materialise due to the pandemic. The process has been kept on hold.
b.	Introduction of 30 hours Certificate Course in ‘Legal Drafting and Conveyancing’ for Alumni and any interested participant	2020-2021	Not done

c.	<p>Conduct of Short-Term Certificate in:</p> <ol style="list-style-type: none"> i. Serving and table etiquettes/ Self grooming (students and staff) ii. Art of baking and cooking iii. Accounting Software (Tally and GST) iv. Bits of thread with needle v. Candle making vi. Soap making vii. CV Writing/Mock Interview viii. Business Plans ix. First Aid (Compulsory for students and staff) x. Devnagiri Script Typing xi. Personality Development xii. Online Baking Classes for reserved category /Minority students xiii. Other Courses 	2020-2021	03 30 Hour Short Term Courses Conducted in addition to workshop/webinars on (1) CV Writing and (2)Self grooming
d.	Online feedback from stakeholders – students, parents, employers, alumni as an IQAC initiative	Before end of the academic year	Done
e.	Each teacher to evaluate the syllabus of courses he/she teachers, make suggestions regarding the same and forward the suggestions to BOS of the Goa University	During the academic year	-

II]	TEACHING, LEARNING AND EVALUATION		
a.	Use of ICT in teaching – learning process	2020-2021	ICT used by all faculty teaching various courses.
b.	Registering a new domain for the ‘gcmlms’ with the national registry ERNET India for hosting the upgraded Moodle LMS	By end of October 2020	Accomplished
c.	Upgradation of College in-house Moodle LMS on cloud based hosting	By end October 2020.	Accomplished accomplished with domain name https://www.gcmlms.ac.in
d.	Use of Microsoft Teams for online teaching	During the academic year	Teachers created their class teams, A few teachers have used the app for lecture delivery and uploading of assignments. Fuller usage of this MS Teams was constrained due to various technical issues
e.	E-content creation and uploads by faculty on Moodle and Microsoft Teams	Throughout the academic year	E-resources uploaded by all teachers on Moodle. 85 e-modules have been created by our Teachers for the DISHTAVO Channel.
f.	Revamping the college website (https://www.gccem.ac.in)	By September 2020	Accomplished
g.	Updating of the college website with respect to activities	Entire academic year	Timely updation of Examination notices/results/ admission/prospectus notices/fee payment etc.
h.	Development of Online Admission Software for SY and TY Admissions	By June 2020	Accomplished and successfully used for the academic year 2020-2021 (DHE’s IAIMS Portal)
i.	Enrolling for and completion of MOOC Courses Besides the concerned committee will recommend MOOC Courses which students and faculty may enrol in	Continuous implementation	Faculty had enrolled for MOOC Courses

	and will also organize its own courses on the campus or on-line depending on the importance and need based criteria		
j.	Conduct of remedial classes	Both Semesters	Done in the courses of English and Mathematics
k.	Student Mentoring online	Once a week by each subject teacher.	Teachers have engaged with the mentoring students assigned to them online.
l.	Ensuring participation of students in State and National seminars	Based on Calls for participation	Accomplished- students of the college have attended various webinars both state and national level
m.	Ensuring timely declaration of results. Results to be declared not more than 10 days post the last paper. Uploading examination results on the college website.	Ten days from the date of last examination in both semesters and 7 days after conclusion of last examination in the supplementary examination.	Timely declaration of results Semester I,II, III, IV during this academic year and uploading of the same on the college website.
n.	Inviting Guest Speakers to engage with students on different topics(Rights and duties; domestic violence, digital marketing, budget analysis etc.) and organising field visits	During the course of the academic year	Talks on various topics by invited resource persons were organised. No field visits organised due to the Pandemic
o.	Organisation of boot camps for Entrepreneurship	By December 2020.	Online Bootcamp held in association with the Goa State Innovation Council.
p.	Improving learning outcomes in terms of students performance at examinations	Entire academic year.	While the passing percentage of students at the Semester I,II, III and IV examinations was high, the passing percentage of TYBCom

			students at Semester V examinations was far from satisfactory. Out of the 126 students' who appeared for the examination, 36 cleared passed the examination. Semester VI results are awaited.
q.	First Year Student Induction/Orientation Programme	After completion of admissions process	Accomplished
r.	Project Work Orientation for Third Year Students and Teachers	October 2020	Accomplished
III	RESEARCH, INNOVATIONS AND EXTENSION		
a.	Pursue file of Faculty who have applied for guideship/CAS	2020-2021	Not Applicable this academic year
b.	Faculty to apply to ICSSR/UGC for Research grant	When available	Not Accomplished
c.	Publication in Scopus and UGC –Care approved journals	During the academic year	Accomplished. A total of 06 Papers were published in Scopus indexed journals by faculty (Regular and lecture basis)
d.	Publication of the following: i. College Magazine ii. College e-newsletter iii. College Multidisciplinary Research Journal –QUEST iv. Publication of Book comprising of papers presented at National Seminar v. E-Booklet compiling the 'Best Practices of the College'		College Journal QUEST, Book publication -a compilation of papers presented at the National Seminar was published. Our faculty, Dr. Maria Fatima D'Sousa co-authored a text book in the subject of Costing Paper III

	vi. Publication of books by Teachers		
e.	Increase number of teachers registering for Doctoral Programme	During the academic year	-
g.	Highlights of any research publications of faculty—title of paper, name of author, abstract with a photo of the concerned faculty will be displayed at the entrance board and also uploaded on the college website	During the academic year	A board Research Glimpses has been fixed outside the Seminar Hall to highlight the research contributions of the teaching faculty. Also uploaded on College website.
f.	Internship programme for students in the May vacations	During the summer break	In progress
g.	Establish linkages with Academic Institutions of repute – GIM, Goa Business School and other institutions and invite these institutions to orient the students on the courses they offer.	During the academic year	Link established with CII Young Indians
h.	Ensure functionality of MOUs by organising programmes linked to the MOU signed (Minimum two activities each)	During the academic year	Not done due to the constraints posed by the Pandemic.
i.	E-Waste Collection drive in association with Karo Sambhav and Awareness programmes	January 2021	A state level webinar on e-waste management was organised. An e-waste collection drive was also organised as an extension activity.
j.	Facilitate linkages with neighbouring Higher Secondary's which are the feeding institutions for the college – organisation of cultural, sports, academic activities for the Higher	Entire academic year	Faculty of the College visited higher Secondary's in the vicinity and distributed flyers to create awareness about the College.

	Secondary's located in the vicinity.		
k.	<p>Proposed initiatives of the Department of Commerce in extension and consultancy</p> <ol style="list-style-type: none"> i. Consultancy services in investment and tax planning ii. E- filing of income tax returns iii. Legal counselling and advise iv. Consultancy in business and investment decisions v. Consultancy in business communication 	During the academic year	16 Extension activities organised inclusive of extension activities of NSS
l.	<p>The following programmes shall be conducted by the College Extension Activity Cell.</p> <ol style="list-style-type: none"> 1. Soft skill courses 2. Personal hygiene and health care 3. Nutrition and healthy eating 4. Kitchen gardening and waste management 5. Home making and upbringing of children 6. Hand embroidery and stitching classes 7. Investment and tax planning 8. GST and filing of returns 	During the academic year	Two programmes organised

	9. Local farmers to encourage farming		
m.	Engaging with the Parent Teacher Association through conduct of various programmes	During the Academic Year	Two Programmes organised
IV	INFRASTRUCTURE AND LEARNING RESOURCES		
a.	Installation of free statistical/ data analysis packages in the Commerce lab and training of faculty in the use of the lab by the Directorate of Higher Education	During the academic year	Training programme conducted vis-a- vis the Commerce Lab
b.	Renovation and refurbishing the college library through the Directorate of Higher Education	March 2021	Under process.
c.	Installation of solar panelling by DHE	During the year	Done. The Solar panelling was Inaugurated by Hon'ble Chief Minister Dr. Pramod Sawant on 30th May, 2021 (Online Mode).
d.	Upgrade in Library automation to E- Granthalaya, version 4	December 2020	Done
e.	Increasing the number of books and journals in the library	During the academic year	Done
f.	Formation of the NDLI Club by Library Staff and enrolling of staff and students	January 2021	Done
g.	All teaching staff to compulsorily attend orientation/refresher/facu	During the academic year	Staff have attended FDP/Workshops/Webinars/Confere nces during the year

	lty development programmes/webinars		
h.	Identifying a room in the college specifically for the IQAC.	Before NAAC Accreditation	The IGNOU room has been allotted to the IQAC
i.	A proper Canteen facility for the students and staff with assistance from DHE	By January 2021	Not done
V	STUDENT SUPPORT AND PROGRESSION		
a.	Establishing linkages with industries to realise the goal of Placement of students	August 2020 to May 2021	-
b.	Alumni engagement: Minimum of two meetings to be conducted with Alumni; Inviting Alumni as Resource person; fellowship programme with Alumni.	One meeting in each semester	Not done
c.	Conducting orientation on scholarships and registering more students for scholarships/freeships/student Aid Fund etc.	By November 2020	Online Orientation done, Whatsapp group formed, orientation for students already conducted, online forms filled and submitted to the concerned government departments.
d.	Placement Cell to Register Students with the Employment Exchange and also motivate all students to file CVs on Online Job portals.	By end January 2021	Efforts to place students are in progress. A list of students who need placements has been created.
e.	Organisation of co-curricular activities – quizzes, essay competitions, Inter class online chess, Strongest man-strongest woman competition, elocution competition, poster making, slogan writing,	During the academic year	A number of programmes organised both online and offline for students by the Student Council,

	book review competitions, talks for SC/ST/OBC and Minority students etc.		
f.	Career counselling for Third Year Students	Even Semester	A number of online talks organised with respect to career counselling.
g.	Maintaining updated statistical data of students/alumni of the college by the Statistical Cell	Throughout the year	-----
h..	Compile data of students of the college who are currently employed and develop a start up culture in the institution	Odd Semester/ During the academic year.	-----
j.	A group of students be identified and given training in skills that the market requires – personality development, etiquette, writing a CV, practical accounting, grooming etc. so that by the end of the academic year they are job ready and get easily absorbed into the corporate sector.	During the academic year.	Not possible due to the pandemic
VI	GOVERNANCE LEADERSHIP AND MANAGEMENT		
a.	Ensure democratic and transparent functioning of all committees. Each committee to record and report minutes of meeting for documentation.	During the course of the academic year	The democratic process and and transparent functioning was ensured by the various Committees - Exam Committee, Library Committee, Research Cell, Student Council during the academic year.
b.	Organisation of Workshops, Seminars, Conferences, FDPs,	During the academic year.	40 seminars/webinars/e-conferences/FDPs organised

	webinars etc.		
A]	DEPARTMENT OF COMMERCE		
1	International webinar on ‘Emerge Victorious- Build Self- Esteem and Self Confidence’ by Department of Commerce on 15 th July 2020.	Organised	
2	State level webinar on ‘Beat Stage Fright and Anxiety’ by the Department of Commerce on 16 th July 2020.	Organised	
3	National level webinar on ‘Tax Planning For Salaried Class: New V/S Old Regime’ organised by the Department of Commerce on 13 th September 2020	Organised	
4.	Webinar on “Cybercrimes and security”	----	
5.	Webinar on “New education policy 2020”	Organised	
6.	Webinar on “Small scale industry - prospects and challenges”	-----	
7.	Webinar on “Practical accounting- Book –keeping”	-----	
8.	Webinar on “ Sustainable tourism”	Organised	
9.	Webinar on “Work life balance”	----	
10	FDPs by the Department of Commerce for teacher development and training on the following themes/topics: <ul style="list-style-type: none"> i. Training for NET and SET ii. How to target a Scopus journal? iii. Career advancement scheme iv. Research methodology 	An FDP on CAS was organised for faculty	
B]	DEPARTMENT OF ECONOMICS		
1.	Webinar on “E_Waste Management” in association with Karo Sambhav, a leading Producer Responsibility Organisation in India.	Organised	
2.	State Level Webinar/Seminar Career Options in Commerce and Economics by	All you need to know about Competitive Examinations for	

	the Department of Economics (Feb-March 2020)	Banking Recruitment’’ on the 5th of February 2021
3.	National Webinar on ‘Economic Impact of COVID-19: Narratives from across the Country’’ by the Dept. of Economics in November-December 2020. (Papers will be invited)	Not organised
4.	Webinar on ‘‘Budget Analysis’’ in the month of February-March 2021.	Organised
5.	Online /offline Panel Discussion on ‘Tourism in Goa: Revival Strategies’’ by the Dept. of Economics in February 2021	Talk on Tourism was organised
C]	DEPARTMENT OF TEACHING, LEARNING AND COMMUNICATION TECHNOLOGY/COMPUTER SCIENCE	
1.	FDP on ‘Introduction to Moodle –Part I	Organised from 26/05/2020 to 28/05/2020 by In-House faculty Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science.
2.	FDP on Advanced Moodle –Part II, Interactive Content, H5P Technology for creative interactive Presentation and Communication Options Science, Convenor –Dept. of Teaching, Learning and Communication Technology.	Organised on 26/6/2020 – 27/6/2020) by In – House Faculty, Dr. Kissan Gauns Dessai, Assistant Professor of Computer
3.	FDP on Advanced Moodle – Part III and Important Tools/ Tricks and Tips for online sharing of content	Organised on 26/10/2020 by in House Faculty, Dr. Kissan Gauns Dessai, Assistant Prof. of Computer Science and Convenor-Dept of Teaching. Learning and Education Technology.
4.	Workshop for students on ‘How to use Moodle’	Organised
D]	MATHEMATICS	
1.	National Seminar/Webinar on ‘‘The Role of Mathematics in the legal field and the possibilities of including related elements of Mathematics in the syllabi of Laws’’ (December 2020 /January 2021)	Not organised
2.	National Webinar on the ‘Impact of Online Teaching of Mathematics to the	Not organised

	undergraduate and post graduate students” (January 2021)	
E]	STAFF AND WOMEN WELFARE CELL	
	<p>The Equal Opportunity and Women Welfare Cell proposes to organise the following Faculty Development Programmes:</p> <ol style="list-style-type: none"> 1. “Healing through yoga” for Teaching and Non-Teaching Staff 1. “Work culture and ethics” for Teaching and Non-Teaching Staff 1. “Interpersonal effectiveness” for both Teaching and Non-Teaching Staff 1. “Explore opportunities” fortnightly presentations by faculty on topics of their interest. 	Various programmes organised
F]	DEPARTMENT OF PHYSICAL EDUCATION AND SPORTS	
1.	E-Lecture Series (5 Days) on “Effective use of technology in Physical Education and Sports”. Target Audience shall be Physical Educationists and Sports Coaches affiliated to various Institutions and Associations in January 2021	Not organised
2.	Clinic on changing rules of select sports. Target Audience shall be Physical Educationists and Sports Coaches affiliated to various Institutions and Associations and players in February 2021.	Not organised
G]	LIBRARY	
1.	Webinar on National Digital Library of India for students and staff	-----
2.	Webinar on Shodhganga for students and staff	-----
3.	Online Training on how to create google forms	-----
4.	Webinar on How to make videos using Camtesia Studio 8 and audacity software for students	-----
5.	Webinar on how to use e-resources	-----

6.	Workshop on How to make video using Camdesia Studio 8 and audacity software for staff.	Organised on 20th August 2020 with Librarian Pravin Kamat as resource person)
7.	A Workshop on ‘How to Read Students and Visitors by their Body language, Handwriting and Handshake.	Organised on 3rd July 2020 with the Principal Dr. Gajanan V. Madiwal as resource person)
H]	INTERNAL QUALITY ASSURANCE CELL (IQAC)	
1.	Two in house workshops/FDP on “How to use Microsoft Teams for Lecture Delivery for faculty” Two members of the college (Resource Person –Mr. Alroy Mascarenhas, Assistant Professor of Commerce) September/November 2020)	Organised
2.	Workshop/Faculty Development Programme on ‘Factor Analysis’ using SPSS for faculty of the college – April - May 2021	Not organised
3.	Workshop for IQAC Members of Government Colleges on “Student Feedback on Teachers –Designing appropriate metrics for evaluation”- December 2020	Not organised
I]	INTERNAL COMPLAINTS COMMITTEE (ICC)	
1.	Webinar for students of the FYBCOM on “What constitutes sexual harassment and redressal mechanisms available” by the Internal Complaints Committee of the College in November 2020	Organised
J]	SC/ST/OBC AND MINORITY CELL	
1.	Webinar on Mushroom Cultivation	-----
2.	Online Baking Classes for students	-----
3.	Webinar on Personality Development for the reserved category students	-----
c.	Put strategies in place for increasing for internal resource generation through donations, sponsorship,	Even Semester Not realised

	philanthropy and endowment funds etc.		
d.	To secure financial support to teachers attending seminars/workshops/conferences.	As and when the bills are produced and as per procedure	-----
VII INSTITUTIONAL VALUES AND BEST PRACTICES			
a.	Planting of fruit bearing plants alongside the road in Dharmapur in collaboration with the Lions Club.	June 2020	125 saplings planted
b.	Placement of Bin for E-waste in the college premises and organisation of an E-waste collection drive with 'Karo Sambhav', a leading Producer Responsibility Organisation in India.	Bin already placed/during	Done
c.	First Aid Kits to be maintained in the medical room and admin office	By November 2020	Done
d.	Maintenance of college installations, mock drills etc	Dec 2020 – Jan 2021	Done
e.	Rain water harvesting initiatives to be taken up with assistance from the Directorate of Higher Education.	During the academic year	Not done
f.	Medicinal Plant garden – explore the possibility of availing funds from the Ayush Ministry for the herbal/medicinal garden.	During the academic year	Medicinal garden has been created
g.	Relocation of the garbage dump at the entrance of the college (College Safety	By January 2020	Not done

	Advisory Committee)		
h.	Green Initiatives: Talks on climate change, Reduce, reuse and recycle, Secrets of Mangroves, field trips, cycle rally, Elocution competitions etc on environmental issues	During the academic year	Done
i.	Organisation of programmes to further the objective of gender equality – elocution competition and essay competition on ‘gender equality’ and ‘women empowerment’ to be organised	November 2020 8/3/2021	Done
j.	Felicitation of Covid - 19 Warriors of the College	October 2020	Done
k.	Felicitation of Staff who acquired a Ph.D in the last five years.	December 2020	Dr. Priya Anandham was felicitated at the Annual Prize Distribution Function on 14 th August 2021
l.	As an IQAC initiative, a roll of honour of rank holders of the college by prepared and displayed at the entrance of the college.	Odd Semester	Done, Board placed at the entrance of the administrative office.
VII I	IMPORTANT INSTITUTIONAL GOALS		
a.	Apply for NAAC Accreditation	2020-2021	In progress
b.	NIRF	2020-2021	Done
c.	Parking space for the college	This academic year	No change

**LIST OF ACTIVITIES ORGANISED DURING THE ACADEMIC YEAR
2020-2021.**

A] WEBINARS/FDPS/TRAINING SESSIONS	
1	State Level Student Webinar on the Topic “Building Entrepreneurship Skills in Students: Sharing Thoughts and Experiences” on the 24th of April 2021 organised by the Student Council in association with the IQAC. The resource person is Shri. Arman Bankley, Director of Armines Group of Companies
2	The IQAC organized an FDP on 6th March 2021 in offline mode for the teaching staff to train them in the use of the IAMIS Portal. In house faculty Ms. Rupali Sangodkar, Ms. Vinita Kandolkar and Dr. Elizabeth J Henriques who had attended the training session at the DHE as also the Co-ordinator, Dr. Kissan Gauns Dessai of the IAMIS in the college were the trainers.
3	The IQAC also organized an FDPs/Training Session for the Faculty on ‘The Use of Microsoft Teams for Lecture Delivery’ on the 31st of August 2020 and 10th of November 2020 respectively. In-house Faculty, Mr. Alroy Mascarenhas, Assistant Professor of Commerce was the resource person for both FDPs/Training Programmes.
4	The IQAC also organized an FDPs/Training Session for the Faculty on ‘The Use of Microsoft Teams for Lecture Delivery’ on 10th of November 2020. In-house Faculty, Mr. Alroy Mascarenhas, Assistant Professor of Commerce was the resource person for both FDPs/Training Programmes.
5	The Internal Complaints Committee (ICC) organized a student webinar on the topic “Sexual Harassment: How to recognize it before it happens?” on the 10th of November 2020 for the students of FYBCOM
6	The IRP Cell of the College organized a National Webinar on the Topic “IPR: PATENTING OF BIOTECHNOLOGY INVENTIONS” on the 26th of June 2021. The Resource Person was Dr. Kshitij Kumar Singh, Faculty, Campus Law University-Delhi.
7	International Live Webinar “Emerge Victories Build Self-Esteem and Self Confidence” on 15 th July 2020, organised by Dept. of Commerce. Mr. Mihir Shah – Investment Guru Mumbai was the Resource Person.
8	State Level Seminar on “Beat Stage Fright and Anxiety” on 16 th July 2020 was organised by the Dept. of Commerce. Mr. Sandesh Prabhudesai, Mrs. Prashanti Talpankar, Dr. Smita Sanzgiri were the resource persons.
9	National Webinar on “Tax Planning for Salaried Class New v/s Old Regime on 13 th Sept 2020 organised by Dept of Commerce. Mr. Prasheel Kamat (Chartered Accountant) & Mr. Amog Gopinath- Commissioner of income tax Bangalore was the resource person
10	State Level Webinar On “Young Indians Programme” on 21 st November 2021 in collaboration with the Confederation of Indian Industry.
11	Live- webinar on project orientation for TY BCOM on 24 th October 2020. Dr. Gajanan V. Madiwal, Principal was the Resource Person.
12	Webinar on “Investor Awareness Programme on 10 th December 2020 organised by Dept of Commerce. in collaboration with PU Education service, Mumbai.
13	State Level Webinar on “Career Counseling” TYBCOM Students on 24 th Feb 2021 organised by Dept of Commerce.. Adv. Rama Rao- ICSI Goa chapter was the resource person
14	State Level Webinar on “Designing Business Plan” on 4 th March 2021 organised by Dept of Commerce. . Ms. Gladys D’Souza, Faculty in Commerce, Carmel college was the resource person
15	Webinar on “Sustainable Tourism and Opportunities in Tourism Sector” on 12 th March 2021 organised by Dept of Commerce. Mr. Kirit Maganlal, Founder and CEO Magsons Group was the resource person
16	One Day National Level E – Conference on “New Education Policy, 2020 Review and Implementation Perspectives with Special Reference to Goa” on 13 th March organised by dept of Commerce.

	Dept of Commerce. Vice Chancellor, Goa University- key note address, Prof B Ramesh- Valedictory Address
17	State Level Webinar on “Career Counseling” for - SY BCOM Students on 10 th April 2021 organised by the Dept. of Commerce. Adv. Rama Rao- ICSI Goa chapter
18	National level webinar on “Stress Management During Pandemic Times” organised by the Dept of Commerce on 25 th May 2021. Dr. Kersi Chavda was the resource person.
19	FDP on “Career Advancement Scheme for Teachers” (Offline Mode) organised by Dept. of Commerce in association with IQAC on 6 th March 2021
20	FDP On “Nutrition and Healthy Eating for Healthy Living”- on 8 th March 2021 organised by the Dept of Commerce in association with the College Extension Cell and PTA. Vandana Kakodkar, Dietician was the resource person.
21	National Level Webinar “Investor Awareness for Women” on 9 th March 2021 organised by dept of Commerce in association with the PTA. Ms.Nidhi Kothari ,SEBI- Resource person
22	FDP On “Self-Grooming” College Seminar Hall on 10 th March 2021. Meely Jorge was the resource person
23	Workshop on How to make video using Camdesia Studio 8 and audacity software for staff. Organised on 20th August 2020 with Librarian Pravin Kamat as resource person)
24	A Workshop on ‘How to Read Students and Visitors by their Body language, Handwriting and Handshake. Organised on 3rd July 2020 with the Principal Dr. Gajanan V. Madiwal as resource person)
25	FDP on ‘Introduction to Moodle –Part I. Organised from 26/05/2020 to 28/05/2020 by In-House faculty Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science.
26	FDP on Advanced Moodle –Part II, Interactive Content, H5P Technology for creative interactive Presentation and Communication Options, Organised on 26/6/2020 – 27/6/2020) by In – House Faculty, Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science and Convenor –Dept. of Teaching, Learning and Communication Technology
27	FDP on Advanced Moodle – Part III and Important Tools/ Tricks and Tips for online sharing of content. Organised on 26/10/2020) by in House Faculty, Dr. Kissan Gauns Dessai, Assistant Prof. of Computer Science and Convenor-Dept of Teaching, Learning and Education Technology.
28	Webinar on “Socio-Legal Perspective of Domestic Violence against Women in India” on 27 TH March 2021 for staff and students organised by Ms. Rupali Sangodkar, Nodal Officer, Gender Champions in association with the dept of Commerce. Dr. Shruti Nadkarni, Faculty, Kare Law College was the resource Person.
29	A Faculty Development Program on “Healing through Yoga” organised by the Staff and Women Welfare Committee on 9/11/2020 for staff. Shri Vishwanath Swar, Vice President Ambika Yog Kutir was the resource person.
30	A Faculty Development Program on “Cognitive Skills – Making Learning Effective” organised by the Staff and Women Welfare Committee on 2/3/2020 for staff. Shri Pravin Sabnis was the resource person
31	Administrative Training Programme on “Communication Techniques” organised on 5/3/2021 by the Staff and Women Welfare Committee. Ms. Kenlee M. Ferrao , Accountant of the College was the resource person
32	A training programme for the faculty of the college on “How to obtain Student Feedback of Teachers using Moodle” on the 23rd November 2020 between 11.30 a.m to 1.00 p.m.in the College Seminar Hall was organised by the Internal Quality Assurance Cell (IQAC) of the College. The resource person for the training session was Dr. Kissan Gauns Dessai, Assistant Professor of Computer Science, an in –house faculty.
33	National Webinar on ‘Start Ups, Innovation and Entrepreneurship: Enhancing a Paradigm Shift in India’s Development organized by the Dept of Economics in

	association with the Department of Economics, Government College, Khandola and the Rotariat Club, Panaji Riveira on the 30th of March 2021.
34	State Level Webinar on “Budget 2021: Decoding Key Initiatives” organized on 12th February 2021 by the dept of Economics. Dr. Debasis Patnaik, Faculty BITS, Goa Campus, Mr. Blaise Costabir, Chairman-CII, Goa Concil and C.A. Sonam Daivajna, Director-ACCOSPHERE were the Resource Persons.
35	Webinar on E-Waste Management for students in association with Karo Sambhav, a Producer Responsibility Organisation (PRO), Panjim on 29/10/2020 organised by the Dept of Economics
36	State level webinar on “Climate Change and Sustainable Development” organized on the 6th of June 2021 organised by the dept of Economics. The Resource Person was Prof Harilal B. Menon, Prof (HAD) and Dean, School of Earth Ocean and Atmospheric Sciences, Goa University.
37.	National Web Workshop on Role of Youth in Use of RTI: Improving Transparency and Accountability on 13 th August 2021 organised by Dept of Mathematics in association with the Commonwealth Human Rights Initiative, New Delhi for the PIOs of Educational Institutions/ Depts in Goa and other States.
38	DHE -IMS Goa in association with Government College of Commerce and Economics, Borda organised a free webinar on “Careers after Graduation” on 4th August 2021
39.	Training Programme for faculty on ‘Usage of Commerce Laboratory.
40.	Webinar on Wealth Genics –Business Opportunities was organised on 12/6/2021. Mr. Claster F. Cardozo was the resource person.

B] INTER-COLLEGIATE PROGRAMMES ORGANISED

1. National Online Quiz on the theme ‘Economists and their Literary Works’ on 9th September 2020 by the dept of Economics
2. Inter -Collegiate Essay Competition on the theme ‘Socio-economic Impact of the COVID -19 Pandemic’ organised by the dept of Economics
3. State Level E- Quiz on famous books and writers held from 18th February 2021 to 20th February 2021 (Librarian)
4. E-Quiz on the occasion of National Mathematics Day and in honour of Shrinivasan Ramanujan, the great Indian Mathematician, organised by Miguel A.P.B.C Martins, Associate Professor of Mathematics on 22nd December 2020.
5. State level Quiz on “Women Empowerment Laws” on 6th June 2020 organised by the Dept of Commerce
6. State level Quiz on “E- Marketing” on 20th June 2021 organised by the Dept of Commerce.
7. State Level Quiz on “Sardar Vallabhbai Patel” organised by the Dept of Commerce on 30th October 2020
8. State Level “Business Plan Contest” organised by the dept of commerce on 13th April 2021.
9. State Level E- Quiz on famous books and writers held from 18th February 2021 to 20th February 2021

C] TALKS

1. Online Talk on ‘Environmental Ethics in the Context of Sacred Groves’ on 26th March 2021 for students of FYBCOM. The resource person was Dr. Norma Menezes, Associate Professor of Philosophy, Government College of Commerce and Economics, Borda. Organised by Dept of Economics

2. Talk on “All you need to know about Competitive Examinations for Banking Recruitment” on the 5th of February 2021 for college students across Goa and alumni of the college. The Resource Person was Shri Lokesh G., Faculty, State Bank Institute of Learning and Development (SBLD). Organised by the Dept of Economics.
3. Talk on ‘Tourism Scenario in Goa’ on 9th March 2021. The resource person for the talk was Dr. Poonam J. Sadekar, Assistant Professor, Integrated MBA, Goa Business School, Goa University. The talk was organized for students of FYBCOM. Organised by the dept of Economics
4. The Student Council in association with the IQAC of the College organized an Online Talk on the topic “Inclusiveness and Democracy: Celebrating Ambedkar” on the 14th of April 2021. The Resource Person was Dr. Sushila Sawant Mendes, Associate Professor of History, Government College of Arts, Science & Commerce, Quepem.
5. The IQAC organized an online talk on ‘Healthy Diet for Healthy Living – Coping with the Pandemic Challenges’ for all staff of the college on the 26th of February 2021. Dr. Radhika Dhar, founder of Diets by Radhika was the Resource Person.
6. An informative and awareness talk was organised for the NSS volunteers on the topic "Rabies Awareness" on 1/4/2021. Mr, Rakesh Yadav of Mission Rabies was the Resource Person.
7. Talk on Transgender Rights was organised highlighting the rights of the Transgender was organised by the NSS on 25/1/2021. Dr. Sunita Bacchav was the resource person.
8. An awareness Talk was organised on “ Cancer and Hepatitis” by the NSS on 10/12/2020. Dr. Prathishta Kuncolikar was the resource person.
9. The NSS Organised talk on “Lifestyles and Mental Health” on the occasion of World Mental Health Day on 10/12/2020. Ms. Farhat Khan College Counsellor was the resource person.
10. The NSS organised talk on “Magical Mangroves” which emphasized on the importance and conservation of mangroves on 5/12/2020.

D] EXTENSION ACTIVITIES

- ✓ The IQAC and NSS Unit of the College in association with Karo Sambhav organized an e-waste collection drive as a part of extension activity from 20th January to 30th January 2021. As a part of this initiative a total of 600 kgs of e-waste was collected and handed over to the Karo Sambhav. This drive has been carried out second year in succession.
- ✓ Awareness Programme on COVID -19 vaccination in collaboration with UHD Margao organised by the Dept of Commerce on 7th April 2021. Dr. sapana chodankar & Alisha Alemao- counsellor from the UHD were the resource persons.
- ✓ FDP On “Nutrition and Healthy Eating for Healthy Living”-organised by the extension cell of the college on 8th March 2021.
- ✓ National Level Webinar “Investor Awareness for Women” organised by the Extension Cell of the college on 9th March 2021

Extension Activities organised by the NSS

- ✓ NSS Day Celebration by rendering service to the society' a small gesture of our NSS volunteers by way of an initiative called "Joy of Giving" on 24/9/2020
- ✓ Mega Cleanliness Drive was conducted at Varca Village by NSS Volunteers on 2/10/2020.
- ✓ The NSS Volunteers made and distributed Paper Bags and cloth bags in the locality on 15/12/2020.

- ✓ Donating pair of old clothes to the needy and poor was taken up for our NSS volunteers. The Clothes collected through the same was donated to the El Sheddai charity (15/12/2020)
- ✓ In this pandemic the NSS Volunteers made Face masks and they were distributed in the slum areas.(15/12/2020)
- ✓ Making beautiful Greeting cards for Christmas and New Year and distributing the same in the nearby slum was enthusiastically carried on. (15/1/2/2020)
- ✓ NSS volunteers helped the Urban Health Centre for survey and in giving “Pulse Polio Vaccination” for the left out community (2nd, 3rd and 4th February 2021)
- ✓ NSS volunteers helped Urban Health Centre with regards to floats on the occasion of Carnival in Goa. (14/2/2021)
- ✓ NSS volunteers helped for Eye Check-up and Surgery Camp that was held by the honourable CM of Goa at the Ravindra Bhawan (18/2/2021)
- ✓ Blood Donationcamp was held at Margao Railway station by NSS Volunteers on 8/3/2021
- ✓ Celebrated International Women’s Day by felicitating Women Covid warriors, medical and Physiotherapy camp, talk on nutrition by Dr. Hameeda Merchant and distribution of Sanitary napkins (Bella) was undertaken in association with Lions Club of Canacona
- ✓ Street play was performed by our NSS volunteers at the Margao Railway Station on the women’s issue on 8/3/2021
- ✓ Planting of trees by NSS Volunteers in their vicinities on the occasion of World Environment Day on 5th June 2021.
- ✓ Planting of 125 fruit bearing plants alongside the road in Dharmapur in collaboration with the Lions Club.

E] SKILL ENHANCEMENT/CAREER COUNSELLING PROGRAMMES FOR STUDENTS

1. 30 hour short term course ‘Front Office Skill Training’initiated by Royal Orchid and Regenta Hotels under CSR Programme moderated by Presidency College of Hotel Management. A total of 15 students completed the course of which 14 cleared the test.
2. 30 Hour Short Term Certificate Course in Tally organised by the Dept of Commerce.
3. 32 Hour Short Term Certificate Course in “Communication Skills”for TYBCOM Students.
4. State Level Webinar on “Career Counselling” Through Google Meet TYBCOM Students organised by Commerce dept on 24th Feb 2021
5. Talk on “All you need to know about Competitive Examinations for Banking Recruitment” on the 5th of February 2021 for college students and alumni of the college. Organised by the Dept of Economics
6. State Level Webinar on “Career Counselling” for SY BCOM Students on 10th April 2021 organised by Commerce dept.
7. DHE -IMS Goa in association with Government College of Commerce and Economics, Borda organised a free webinar on “Careers after Graduation” on 4th August 2021.
8. CV Writing Workshop for students organised by the Research, Development and Innovation Council/Cell on 17th March 2021. Dr. Ranjit Rodrigues was the resource person.
9. Two-day Certificate programme in tally ERP on 30th and 31st March 2021. Santosh Balkrishna of VEDASY’S was the resource person. The program was organised by the Commerce Department.

F] PUBLICATIONS/ FACULTY RESEARCH

a) BOOK/JOURNAL PUBLICATIONS

1. QUEST- The GCCE Peer Reviewed Multidisciplinary Journal, Volume V, 2020
2. Dr. Maria D'Souza co-authored a Book, "Advanced cost accounting (COSTING II), 2021, ISBN- 978-81-952129-9-6. Sheth Publishers, G.D. AmbedkarMarg, Wadala ,Mumbai-400 031,
3. Digital India: Initiatives, Issues and Challenges- A Compilation of Research Papers edited by Dr. Elizabeth J. Henriques, Dr. Kissan P. Gauns Dessai and Dr. Rohita Deshprabhu Kamat.
4. College Magazine

b] PAPER PUBLICATIONS IN JOURNALS

1. **Ms. Padma Shanbhag** and Mr. Akshay Naik, "A Study on the Impact of Tourism on Entrepreneurship in the Coastal Areas of Calangute and Baga, QUEST, Vol. V, Issue 1, 2020 ISSN2395-2768, pages 18-32.
2. **Dr. Rohita Deshprabhu Kamat**, "A Study of the Government Scheme: Griha Aadhar" QUEST, Vol. V, Issue 1, 2020, ISSN2395-2768, pages 33 - 42.
3. **Ms. Vinita Vithu Kandolkar**, "A Study of Problems and Prospects of Event Management Companies in South Goa" QUEST, Vol. V, Issue 1, 2020, ISSN2395-2768, pages 43 -51.
4. **Dr. Monica Madhuchandrika Patil** "Influences in Rudyard Kipling's Style of Writing" QUEST, Vol. V, Issue 1, 2020, ISSN2395-2768, pages 52-54.
5. **Ms. Rupali V. Sangodkar**, "Indian Life Insurance Industry: Growth and Market Share" QUEST, Vol. V, Issue 1, 2020, ISSN2395-2768, pages 55-61.
6. **Ms. Kalashri S. Lotlikar**, "Impact of Brands in Consumer's Buying Decisions, QUEST, Vol. V, Issue 1, 2020, ISSN2395-2768, pages 18-32.
7. Bhaskar V. Parli , **Deepti R.G. Dessai**, N. Anilkumar, Racheal Chacko, Sini Pavithran, Meridional variations in N* and Si* along 57°30'E and 47°E transects in the indian sector of the Southern Ocean during austral summer 2011, urnal of Deep Sea Research Part II. Volume. 178 Issue: (1-2), Page No. 1-14, ISSN: 0967-0645 (print) 1879-0100 (web), Impact Factor: 2.732, Year: August, 2020.
8. Melena A. Soares , Parli V. Bhaskar, N. Anilkumar, Ravidas K. Naik, Jenson V. George, Rajani Kanta Mishra, **Deepti G. Dessai**, " Characteristics of particulate organic matter within the photic water column: A case study across the fronts in the indian sector of the Southern Ocean" Deep Sea Research Part II Topical Studies in Oceanography, Volume. 1. Page No. 1- 13. ISSN: 0967-0645 (print) 1879-0100 (web). Impact Factor: 2.732, Year: 2020.
9. Monica Patil "Digital Education-Can it be the way ahead for the Economically Weaker Sections (EWS)" at the 2nd International Multidisciplinary Conference on Education, Employability and Excellence: The New Normal and Beyond. (This paper is selected for publication in UGC Care Listed Journal -Journal of Education, Rabindra Bharati Univeristy, ISSN: 0972-7175)

c) CHAPTERS IN BOOKS

10. **Dr. Fatima D'Souza** , Initiatives and implementation of SDG's in India in the book titled Sustainable Development Goal- The Indian Story, **2021**, ISBN:978-81-952078-4-8. Indian Social Institute, 24, Benson road, Benson Town, Bengaluru, edited by Joseph Xavier.
11. **Dr. Maria D'Souza and Dr. Priya Anandham**, COVID 19 and its Impact on Automobile Industry in India: A Study with reference to GST in the book "Emerging Trends and Issues in Commerce amid Pandemic" **2021**, ISBN:978-81-948360-2-5. Roll Prakashan, C- 449, Gujaini, Kanpur-208 022 Town, edited by Dr. RoshanUsapkar
12. **Dr. Maria Fatima D'Souza and Ms. Bandana Yadav** "E-Complaint Management in

Service Organizations: An Exploratory Study”, in the book Emerging Trends and Issues in Commerce amid Pandemic2021,ISBN:978-81-948360-2-5. Roll Prakashan, C- 449, Gujaini, Kanpur-208 022 Town, edited by Dr. RoshanUsapkar

13. **Siddhesh Subhash Kesarkar and Sanket M.Naik**, “On – Field Referees Perception towards VAR and GLT in Football, ” in the book Digital India: Initiatives, Issues and Challenges, edited by Dr. Elizabeth J Henriques, Dr. Kissan P. Gauns Dessai and Dr. Rohita Deshprabhu Kamat, ISBN: 9789380837789, 2020, Pages 83-87.
14. **Rohita Deshprabhu Kamat and Elizabeth Joey Henriques**, “A Study of Consumer Preferences for Cashless Transactions” in the book Digital India: Initiatives, Issues and Challenges, edited by Dr. Elizabeth J Henriques, Dr. Kissan P. Gauns Dessai and Dr. Rohita Deshprabhu Kamat, ISBN: 9789380837789, 2020, Pages282-315.
15. **Elizabeth J Henriques and Dr. Rohita V. Kamat** “Role of IT and ITES in India’s Economic Development” in the book Digital India: Initiatives, Issues and Challenges, edited by Dr. Elizabeth J Henriques, Dr. Kissan P. Gauns Dessai and Dr. Rohita Deshprabhu Kamat, ISBN: 9789380837789, 2020, Pages282-315.

d) PAPERS PRESENTED

Sl. No	Name of the Authors & Department	Title of the paper	Name of the Conference/ Symposium/ Workshop	Place & Date	Oral/Poster
1.	Dr. Maria Fatima De Souza and Dr. PriyaAnandan- Government College – Borda, Department of Commerce	“COVID -19 and its Impact on Automobile Industry in India: A Study with reference to GST”,	The One Day National Level E-Conference on “Emerging Trends and Issues in Commerce amid Pandemic”	Government College of Arts and Commerce – Pernem, 30 th January 2021	Oral-online mode
2.	Dr. Maria Fatima De Souza and Ms. Bandana Yadav Government College –Borda, Department of Commerce	“E-Complaint management in service organizations: An Exploratory Study”,	The One Day National Level E-Conference on “Emerging Trends and Issues in Commerce amid Pandemic”	Government College of Arts and Commerce – Pernem, 30 th January 2021	Oral-online mode
3.	Ms. Rupali V. Sangodkar Faculty, Department of Commerce, Government College –Borda.	New Education Policy 2020: A pathway for holistic development of the learner	One Day National Level e-Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode

4.	Vinita V. Kandolkar & Alroy Mascarenhas Faculty, Department of Commerce, Government College –Borda.	Challenges and problems of vocational education- NEP 2020	One Day National Level e-Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
5.	Shri Pravin V. Kamat , College Librarian, Government College – Borda.	A Role of School Teachers in National Education Policy 2020 in National E-Conference	One Day National Level e-Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
6.	Dr. Maria Norma Menezes e Rebello, Faculty, Government College –Borda.	The power of thoughts	One Day National Level e-Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
7.	Dr. Maria Fatima De Souza Faculty, Department of Commerce, Government College –Borda.	Challenges in Implementation of National Education Policy-2020: An Overview,	One Day National Level e-Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
8.	Ms. Bandana R Yadav Faculty, Department of Commerce, Government College –Borda.	Impact of NEP on higher education: A detailed analysis.	One Day National Level e-Conference on “New Education Policy 2020- Review and	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
			Implementation with special reference to Goa”		

9.	Dr. Priya Anandan Faculty, Department of Commerce, Government College –Borda.	Role of Teachers in Empowerment of Transgenders with Reference to New Education Policy	One Day National Level e- Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
10.	Dr. Monica Madhuchandrika Patil	Digital Education- Can it be the way ahead for the Economically Weaker Sections (ESW)’	2 nd International Multidisciplinary Conference on “Education, Employability & Excellence: The New Normal & Beyond”	Mumbai, 22 nd May, 2021	Oral –online mode
11.	Ms. Sushrusha Naik Faculty, Department of Commerce, Government College –Borda.	Innovations in New Education Policy 2020: A road map bridging Indian and global educational system	One Day National Level e- Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
12.	Ms. Vandana Velip Faculty, Department of Commerce, Government College –Borda.	Role of Teachers: New Education Policy 2020	One Day National Level e- Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode

13.	Ms. Delisha Rebello Faculty, Department of Commerce, Government College –Borda.	National Education Policy 1986 and New Education Policy 2020: Comparative Analysis	One Day National Level e- Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
14.	Ms. Kalashri Lotlikar Faculty, Department of Commerce, Government College –Borda.	Implications and Challenges of New Education Policy 2020, On Higher Education	One Day National Level e- Conference on “New Education Policy 2020- Review and Implementation with special reference to Goa”	Government College of Commerce and Economics, Borda-Goa. 13 th March 2021	Oral-online mode
15.	Dr. Rohita Deshpriabhu Kamat	Resource Person, One Week International FDP	Effects of COVID-19 on Global Economy	PG and Research Department of Economics in association with IQAC, Khadir Mohideen College, Adirampattinam, Thanjavur District, Tamil Nadu on 3rd July 2020	Oral -Online

e) DEVELOPMENT OF E-RESOURCES:

Faculty of the college have been associated with the DISHTAVO Project of the Directorate of Higher Education in the capacity of co-ordinators, content creators and subject experts for vetting of e-resources. Thirteen faculty members of the college have created a total of 85 e-modules in various courses.

f) RESEARCH PROJECT

“Economic Revival Plan of Village Panchayat Aquem-Baixo, Margao Goa.” (Project executed by Professor Gajanan V. Madiwal, Pravin Kamat (Librarian) and Bindiya Naik (Assistant Librarian) as a part of a State Government Project based on survey work carried out in the Panchayat by faculty of the College.

G] COMPETITIONS ORGANISED FOR STUDENTS

i) By Student Council

- ✓ One minute Video Making Competition on the theme ‘ Overcoming Lockdown Blues’ organized on 22nd December 2020 – online submission.
- ✓ Star making competition held on 19th December 2020
- ✓ Essay writing competition on’ The Life and Accomplishment of Netaji Subash Chandra Bose’.
- ✓ The Ad Making Competition held on 20th February 2021 – offline mode.
- ✓ Mehendi Competition held on 23rd February 2021- offline mode.
- ✓ One Minute Talent Show Competition held on 3rd March 2021 – online mode.
- ✓ Card Making Competition held on 8th March 2021.
- ✓ Strong Woman and Strong Man of the college competition was held on 5th March 2021 – offline mode.
- ✓ On the occasion of World Environment Day on 6th June, a “Plant a Tree-Take a Selfie” competition was organized.
- ✓ An online Yoga Session on the theme ‘Be with Yoga, Be at Home” on the occasion of the 7th International Day of Yoga on 21st June 2021. Dr. Rohita V. Kamat was the Instructor/Resource Person.
- ✓ Photography Competition on the theme of ‘Monsoons” was organized with entries received by 27th June 2021.
- ✓ An Online National Quiz was organized for Students. The quiz was circulated nationally on the 27th of May 2021 and attracted an overwhelming participation from 36 institutions across the country. A total of 697 students participated in the quiz which was kept open till the 30th of May 2021.
- ✓ Annual Prize Distribution Function on 14th August 2021
- ✓ An Instagram page has also been created where photos of competitions organized are uploaded

ii] By Gender Champions

- ✓ Poster Competition on the theme “Gender Equality” on 9/3/2021
- ✓ Elocution competition on the theme “Gender Equality” on 8/4/2021

iii] By Department of Commerce

- ✓ Video making competition

iv] By Library/Librarian

- ✓ Writing a Book Review Competition held on 19/02/2021
- ✓ Essay Competition held on 20/02/2021
- ✓ Dialogue Speaking Competition on 11/8/2021
- ✓ Short Story Writing Competition on 12/8/2021

v] By NSS

- ✓ Poster competition was held for the NSS volunteers on the topic 'Our Constitution' on the occasion of Constitution Day celebration on 26/11/2020
- ✓ Essay Writing Competition was held for the NSS volunteers on the topic 'My Rights, My Duties' on the occasion of Constitution Day celebration on 26/11/2020.

- ✓ Collage Making Competition was organised for the NSS volunteers on the theme- HIV & AIDS on the occasion on World Aids Day on 1/12/2020.
- ✓ On the occasion of Van Mahotsav 2021 our NSS volunteers participated in the various competitions organised by the Goa Forest Department, Wildlife & Eco-Tourism (South) Division, Margao
- ✓ On the occasion of Van Mahotsav 2021 our NSS volunteers participated in the various competitions organised by the Goa Forest Department, Wildlife & Eco-Tourism (South) Division, Margao.
- ✓ Online Quiz was conducted for NSS Volunteers on 18/6/2021.

PRIZES WON AT INTER-COLLEGIATE COMPETITIONS

1. Rotary Club of Narayan Zantye College of Commerce Bicholem –Goa organized a Monologue and Painting Competition on 19th February 2021 and Swapnil Naik and Shivam Shirodkar won the First place for Painting Competition.
2. Ms. Meena Choudhary and Master Paul Pimenta won the Second Place in “Gandhiji the Mahatma” An inter-collegiate Essay competition cum presentation Competition organised by the Cultural Council of VVM’s Shree Damodar College of Commerce and Economics, on February 16, 2021.
3. P.E.S’s Ravi S. Naik College of Arts and Science Farmagudi, Ponda Goa organized Essay and Video making competition and Paul Pimenta won First Prize for essay competition.

HJ OTHER ACTIVITIES

- ✓ The IQAC also organized a Felicitation Programme for the COVID WARRIORS of our college Viz. Ashish T. Shetkar, Mrs. Laxmi Naik and Mrs. Filda Miranda who were assigned duty by the Government as a part of the State Covid Management efforts.
- ✓ Talk and Display of Books on “India’s Freedom Struggle” held on 12th March 2021. This activity was initiated by the Library/Librarian.
- ✓ Celebration of Doctor’s Day on 1st July 2021 organised by Library.
- ✓ NSS volunteers attended Webinar on “National Education Policy 2020” organised by Ministry of Youth Affairs and Sports on 16/9/2020.
- ✓ Fit India Plog run was organised for our NSS volunteers on 1/9/2020.
- ✓ The NSS volunteers administered the Pledge and read Preamble of the Constitution of India.
- ✓ Celebration of Librarian’s Day on 12/8/2021
- ✓ Youth Week Celebrated in our institution through online mode on 12/1/2021. The NSS volunteers attended the following talks-
 - 1) Shri Sudesh Nanda Gaude on the various Government Schemes available.
 - 2) Chief Ministers Rojgar Yojana- resource person from EDC
 - 3) Shri Dattaprasa Shrtkar briefed on "Swayampurna Goy"
- ✓ NSS volunteers attended meeting on “Goa - Jharkhand” under the Ek Bharat Shresth Bharat Abhiyan.
- ✓ National Road Safety Month Celebrated by making the NSS Volunteers aware about the basic safety norms and creating awareness about the safety and security on the roads,
- ✓ Celebration of National Days: Flag hoisting.

Dr. Elizabeth J. Henriques
Director-IQAC

Prof. Gajanan V. Madiwal
PRINCIPAL