



Dnyanprassarak Mandal's
College and Research Centre
Assagao, Bardez- Goa



INSTITUTIONAL PERSPECTIVE PLAN
2021-2025

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About the college

Dnyanprassarak Mandal's College and Research Centre Assagao, Bardez - Goa, had marked its beginning in the field of Higher Education by establishing V.N.S. Bandekar College of Commerce in the year 1974 to cater to the needs of Commerce Education of the students from across the North Goa. College took the privilege of being the first commerce college on the northern side of river Mandovi. Towards the accomplishment of inclusive education, Dnyanprassarak Mandal had marched ahead and introduced a degree programs in Arts and Science (B.A. and B.Sc.) in the year 1996. Recognizing the need of basic applied skills in industry in Computer and Management, the Management added two more degree specialized degree programs viz. B.C.A. and B.B.A. in the year 2006. Marching ahead towards meeting an increasing need of learners of Higher Education and to provide a vertical mobility to the commerce graduates, the management introduced a post graduate M.Com. program in the year 2006.

College introduced M.Sc. in Pharmaceutical Chemistry in the year 2009 to link Higher education to the needs of Pharmaceutical Industry in Goa. It is unique course where the curriculum is being designed by industry personnel in consultation with faculty to enhance the employability of the students. In order to make the teaching learning process more effective and meaningful, the institution has started Research Centres in Commerce as well as in Chemistry in the year 2012 and 2013 respectively. To further strengthen the post graduate learning, another post graduate M.Sc. program in Organic Chemistry was introduced in the year 2017. During the past 46 years of its journey, the college has made a spectacular growth in the field of higher education to meet emerging needs of Industry and Society. More than 30,000 alumni in diverse field across the globe is a testimony of the dedicated efforts of the college for social transformation and Nation building.

The college was accredited with A grade by NAAC in the third cycle of Accreditation in the year 2015. The institution has been assessed and accredited by NAAC as early as in May 2004 and got B+ grade. The need of preparing perspective plan for the next ten years was felt soon after the second cycle of NAAC accreditation in the year 2010. To have a planned proposal in hand for the better expansion and growth of different educational programs.

Perspective Plan for the college for the next ten years (2020 to 2030) was prepared under the Chairmanship of Prof. M. R. Patil with Mr. Paresh Sirsat, Dr. Rajesh Pednekar, Ms. Smita Kuncolienkar and Mr. Jeevan Khedekar as members of the committee. Draft plan was first placed before the Internal Quality Assurance Cell (IQAC) of the college. The suggestions made by the IQAC were incorporated into and the same was then forwarded to the management of the college. The management approved the draft with minor modifications. The committee incorporated the modifications suggested by the management and plan was finalized. Detailed overview of the perspective plan of the college for the next ten years is as follows :

I. Infrastructure and Learning Resources

College campus is spread over an area of more than 80,000 sq. mts. There are eight independent different faculty buildings with adequate spaces, four computer laboratories , six science laboratories catering to undergraduate and postgraduate programs. Language and commerce laboratory helps in enhancing the employability of the graduates. Well-equipped automated library with sufficient printed and e- resources helps students and faculty members making teaching- learning very effective.

The infrastructure up gradation projects proposed and planned in the previous perspective plan for the period 2010 to 2020 are almost accomplished. Various infrastructure projects completed are as follows

- Renovation of the main college building
- Construction of auditorium
- Completion of ladies' hostel
- Construction of new laboratory for chemistry
- Extension of science building
- Extension to canteen
- Landscaping and gardening
- Rain- water harvesting
- Solid waste management
- Power backup
- Research laboratories
- Language lab
- Multi-media projectors
- IT infrastructure for both academic and administrative purpose
- Up gradation of library and
- Digital surveillance system

It is always desirable to strengthen and upgrade the infrastructure to meet the ever changing needs of learners. In continuation of the infrastructure work that were planned and executed, the following projects have been planned during this plan period.

Proposed Infrastructure projects are as follows

INFRASTRUCTURE	ACTION PLAN
Incubation, Innovation & Entrepreneurship Centre	<ul style="list-style-type: none">▪ College aims to promote spirit of innovation and entrepreneurship among students in different disciplines in college.▪ There is need for promoting innovative and creative business ideas / startups which need to be refined and transformed into viable business opportunities.▪ These innovative ideas obviously need some support in the form of infrastructure, equipment, mentoring, expertise, Skill development and finance.▪ Hence, it is felt more desirable to setup incubation, innovation and entrepreneurship centre to support the young, creative and energetic innovators.
Studio for Creating & Developing E-content	<ul style="list-style-type: none">▪ The advancement of information and communication technology has revolutionized almost all the economic activities.▪ The digital mode of carrying the transactions like e-banking, e shopping, e-trading, e-payment and so on have become the most efficient and effective in today's world and education is no exception to this.▪ E-content is one of the efficient tool of teaching learning in educational institutions.▪ The ongoing COVID pandemic has recognized the importance of e-content delivery of learning resources.▪ College proposes to setup a studio with all the latest technologies so as to facilitate the faculty member to create and develop quality videos/e-content for effective delivery of learning resources.

Proposed Infrastructure projects are as follows

INFRASTRUCTURE	ACTION PLAN
Centre for Skill Development	<ul style="list-style-type: none">▪ Skill is an ability to do things better. Besides acquiring knowledge in a particular discipline, development of different skills is highly recognized in the institutions of higher education so as to meet ever changing expectations of industry and society at large.▪ The National Education Policy (NEP) 2020 had also recognized importance of skill developments in students.▪ College proposes to set up Skill Development Centre focusing on the essential skills like communication, writing, interpersonal, social, employability, analytical, critical thinking and so on.
Extension of Cafeteria Building	<ul style="list-style-type: none">▪ Presently, the Cafeteria is spacious and well equipped. The students and staff strength has been increasing from year to year and there is a provision for expansion Cafeteria building.▪ There is need for more space and comfort to the visitors like delegates, guests and parents during different cultural programs/conference/seminar/Workshops, meetings, etc.▪ It is proposed to take up the task of expansion of construction of first floor of the Cafeteria building.

Proposed Infrastructure projects are as follows

INFRASTRUCTURE	ACTION PLAN
Expansion and Up gradation of Sports Facilities	<ul style="list-style-type: none">▪ The college has very good sports facility and students participate in various outdoor games.▪ In view of the growing student strength, the present ground needs to be extended and renovated.▪ This will help to cater to the increasing demand for organizing state level events in sports providing boost to enhance the training facilities to sportspersons▪ College will strategically collaborate with State and National sports bodies for providing best of the professional training to students
Upgradation of IT Infrastructure	<ul style="list-style-type: none">▪ Every institution strives very hard to create and upgrade IT infrastructure to provide the best IT enabled services to students, teachers and administrative staff members.▪ Currently, the college has a very good IT infrastructure with Wi-Fi Internet connectivity throughout the campus.▪ The college has 4 computer laboratories , language laboratory and commerce laboratory.▪ In order to provide efficient IT services, the infrastructure has to be upgraded regularly by adding latest hardware and software besides ensuring an uninterrupted power system and internet facility. Hence, the college should procure the required latest equipment to upgrade the IT infrastructure from time to time.

Proposed Infrastructure projects are as follows	
INFRASTRUCTURE	ACTION PLAN
Up- gradation of Library and E-Learning Resources	<ul style="list-style-type: none"> ▪ Library occupies an important place in every academic institution in terms of providing all types of teaching and learning resources to the teachers and students. ▪ In the present era of information and the advancement of ITC, the role of library in meeting information needs of teachers and students has increased many folds. ▪ Library contributes immensely towards the academic excellence of the institution. ▪ The college library is well equipped with all the gadgets and facilities. ▪ In order to meet increasing needs and expectations of teachers, researchers and students, e-learning resource, research database and mode of dissemination of learning resources will be updated.
Up gradation of Digital Surveillance System	<ul style="list-style-type: none"> ▪ The college has installed digital surveillance system at all the strategic locations over the years. ▪ Over the years, the student strength as well as physical infrastructure in the campus has increased. ▪ Keeping in mind the safety and security of both students and property, the college will further strengthen surveillance system with latest technology. ▪ security of both students and property, the college will further strengthen surveillance system with latest technology.

Proposed Infrastructure projects are as follows

INFRASTRUCTURE	ACTION PLAN
Up gradation of Commerce Laboratory	<ul style="list-style-type: none">▪ Commerce lab is indeed a value addition towards providing practical exposure to the students.▪ It is a platform for the students to apply their theoretical knowledge into practice.▪ To bring the academia closer to industry, the commerce lab with necessary relevant application-oriented teaching resources assume greater importance.▪ The college has already setup the commerce lab and it is fully supported by the required number of system, Wi-Fi internet and other facilities.▪ It is felt highly essential to strengthen the existing lab to meet the rising expectations of learners.
UP GRADATION OF RESEARCH LABORATORIES	<ul style="list-style-type: none">▪ The New Education Policy (NEP) 2020 aims to improve the quality of research by generating and sharing innovative ideas▪ We encourage research on a grand scale, the NEP has taken several initiatives and the establishment of National Research Foundation (NRF) is one such initiative in this direction.▪ The inclusion of research in educational system will certainly inculcate novel and innovative thinking ability among the students.▪ The college proposes to upgrade research centres in Commerce and Chemistry with latest research softwares, e-data source and other instrumental facilities to carryout research in emerging areas.

Proposed Infrastructure projects are as follows

INFRASTRUCTURE	ACTION PLAN
Up gradation of Science Laboratories	<ul style="list-style-type: none">▪ The college has several Science laboratories viz. Physics, Electronic, Computer, Science, Chemistry and Geology and meets the practical requirement of UG and PG science programs.▪ As learning is a continuous process and dynamic in nature. Therefore, it is essential to upgrade periodically all the labs with latest equipment and accessories to meet the growing needs of labs.▪ The college should review all the labs and required equipment and other accessories should be added to the labs.
Up gradation of Communication Laboratory	<ul style="list-style-type: none">▪ The college offers different UG and PG programs and communication skills assume important to every student irrespective of their streams and subjects specialization.▪ Moreover, the college also offers English/Communication course to all the programs.▪ The college has a well-equipped communication laboratory, and it needs to be upgraded.▪ Therefore, the college will upgrade the communication lab with latest technologies to enhance the employability skills with changing needs of media and entertainment industry.

PROPOSED INFRASTRUCTURE PROJECTS ARE AS FOLLOWS

INFRASTRUCTURE	ACTION PLAN
Up gradation of Smart Classroom	<ul style="list-style-type: none">▪ Smart classrooms are technology enabled learning classrooms and are integrated with the digital display, smart boards, listening devices and other audio/visual components.▪ To enable an interactive teaching learning more efficiently, the college has already developed smart classrooms▪ College will upgrade the remaining classrooms into the smart classrooms in a phased manner
Up gradation of Communication Laboratory	<ul style="list-style-type: none">▪ The college offers different UG and PG programs and communication skills assume important to every student irrespective of their streams and subjects specialization.▪ Moreover, the college also offers English/Communication course to all the programs.▪ The college has a well-equipped communication laboratory, and it needs to be upgraded.▪ Therefore, the college will upgrade the communication lab with latest technologies to enhance the employability skills with changing needs of media and entertainment industry.
Transition to paperless office	<ul style="list-style-type: none">▪ As a part of the Green campus initiatives college has started using email and WhatsApp as mode of official communication with students and faculty▪ College will strive to achieve paperless office with 100 % communication using electronic and social media thereby reducing carbon footprint in the college.

GREEN CAMPUS INITIATIVES AND ENVIRONMENTAL MANAGEMENT

INFRASTRUCTURE	ACTION PLAN
Landscaping and Gardening	<ul style="list-style-type: none">▪ The college is located on the top of Assagao hill and has a beautiful campus spread over an area of 80000 sq. mts.▪ College has undertaken task of landscaping and gardening the entire campus by hiring a professional agency.▪ The college proposes to complete the remaining work of landscaping and gardening in years to come.
Strengthening of Water Conservation	<ul style="list-style-type: none">▪ Goa, on an average receives a rainfall of about 250 cms. Annually however most of the water is wasted▪ The college has several buildings and there is lot of scope for water recharge and Conservation▪ The daily water requirement for campus cleaning and gardening has been increasing.▪ Currently the college has only roof top harvesting facility.▪ The college has a very good opportunity to harvest rainwater and meet partially the water requirement of the campus
Solar Energy	<ul style="list-style-type: none">▪ The college gets power supply from the electricity department of Govt. of Goa.▪ College has installed power generator with an adequate capacity for uninterrupted power supply in the campus.▪ As a part of energy conservation and green initiative college will explore the possibility of tapping the solar energy as non-conventional source of energy.▪ All the tubelights and CFL bulbs will be replaced by LED in ten years

GREEN CAMPUS INITIATIVES AND ENVIRONMENTAL MANAGEMENT

INFRASTRUCTURE	ACTION PLAN
Waste Water recycling	<ul style="list-style-type: none">▪ As a part of Green Campus Initiatives 5KLD Sewage Treatment Plant is being set up in college▪ Treated water is used for Gardening▪ The college proposes to enhance the capacity to 15 KLD in next ten years.
Drip Irrigation System	<ul style="list-style-type: none">▪ College has vast campus of 80,000 m² and there is lot of opportunities for plantation of trees▪ Drip irrigation has helped optimum utilization of water with minimum wastage▪ College Proposes to complete 100 % drip irrigation in entire campus
Solid waste Management	<ul style="list-style-type: none">▪ Solid waste mainly wet waste from canteen is processed in Composting Unit .▪ Waste paper and dry waste is being cleared by Goa Solid Waste Management authority▪ E-waste is collected by company which is being recycled<ul style="list-style-type: none">▪ College proposes to set up centralized facility and policy for disposal of the solid waste including e-waste
Herbal / Medicinal Garden / Nursery	<ul style="list-style-type: none">▪ College proposes to set up Herbal and medicinal plants in association with Goa State Biodiversity Board▪ Planting of rare or extinct variety of herbal / medicinal plants will help in their conservation and preservation of traditional knowledge.▪ It will help in creating awareness on the medicinal values of medicinal / Herbal plants▪ College proposes to set up Medicinal Plants nursery

TEACHING – LEARNING AND EVALUATION

COURSE DIVERSITY	ACTION PLAN
	<ul style="list-style-type: none">▪ At present the college offers several undergraduate and post graduate programs namely, B.A., B.Sc., B.Com., B.B.A., B.C.A. , and M.Com., M.Sc. (Organic Chemistry) and M.Sc. in Pharmaceutical chemistry.▪ The college also conducts number of short term skill based and certificate courses.▪ The college with its educate physical infrastructure, highly qualified, young and energetic and hardworking teaching faculty, enriched learning resources and spacious campus with locational advantage has got a good ample potentiality to expand the horizontal as well as vertical learning opportunities to students.
Undergraduate Programs	<ul style="list-style-type: none">▪ Presently, in the faculties of Arts and Science (B.A. and B.Sc.), the students have limited options.▪ The college should explore the possibility of introducing specialization like Physics, English, Konkani, Fine Arts and Vocational courses like Soft Skills, Life Skills, Physical education and many others.▪ The college has already introduced History, Mathematics and Geology as specialized subjects. Besides, the college may also try to introduce appropriate UG programs relevant to the present needs.
Post-graduate Programmes	<ul style="list-style-type: none">▪ The college has adequate infrastructure, expertise and other facilities to start new post graduate programs,▪ There is great opportunity to introduce new PG programs in the area of Environmental Science and Technology, Information Technology and Management.▪ The college has already submitted a proposal to the Government and the University to start M.Sc. (Environmental Science and Technology).

TEACHING – LEARNING AND EVALUATION

COURSE DIVERSITY	ACTION PLAN
Research Programs	<ul style="list-style-type: none">▪ The new education policy (NEP) 2020 has emphasized that the best teaching and learning processes at the higher education level occur with the strong culture of research and knowledge creation.▪ The college has already setup Research Centers in Commerce and Chemistry and has the qualified research guides, guiding research students in Commerce and Chemistry.▪ The college will explore the possibility of starting Ph.D. programs in the subjects like Economics and Computer Science by setting up of Research Centres.
Skill based/Add on/Certificate courses	<ul style="list-style-type: none">▪ At present, the college offers number of skill based/Add on/Certificate courses.▪ Skill development has been given top priority in every academic program and every student should be specialized at least in one skill along with his/ her formal degree.▪ The college should design and develop need-based Certificate or Skill Based Courses which promotes employability and entrepreneurship among students▪ College proposes to start courses in Communication Skills, , Event Management, Digital marketing, electronics and Information technology ,Environmental science , Green skilling etc. as per the changing needs of the Industry.

FACULTY – LIFE LONG LEARNING	
QUALITY	ACTION PLAN
Recruitment :	<ul style="list-style-type: none"> ▪ Teaching faculty indeed plays a pivotal role in the success and progress of any institution of higher education and the recruitment of qualified faculty, promotion, skill enhancement and healthy work culture should be given prime importance. ▪ The college on a regular basis identifies the recruitment of teaching faculty members in different subject specialization and recruit qualified staff to ensure the availability of faculty members to different UG and PG programs.
Acquiring Higher Qualification	<ul style="list-style-type: none"> ▪ Dr. Rabindranath Tagore has rightly said that ‘A Teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame’. ▪ College will promote and motivate faculty members to carryout Ph.D. and post-doctoral studies ▪ At present 30 % of the faculty are with Ph. D. .which needs to increase to 50% in the next five years
Training and Development	<ul style="list-style-type: none"> ▪ It is rightly said that learning is a continuous process, and one has to be a continuous learner. ▪ Teachers’ knowledge and skill need to be updated on a continuous basis. ▪ As a part of training and Development one Faculty Development Program will be conducted per semester for teaching and Non-teaching staff

RESEARCH , DEVELOPMENT, AND INNOVATION

RESEARCH	ACTION PLAN
Research in Emerging areas	<ul style="list-style-type: none">▪ The New Education Policy 2020 has also recognized research as an integral part of an academic activity of every institution of higher education.▪ Research , Development and Innovation Cell helps in creating awareness on emerging research areas, funding opportunities and assists in submission of project proposals.▪ The teaching can be made more meaningful with the integration of research output.▪ Faculty members should explore the possibility of linking higher education to the emerging needs of industry by taking up various research and consultancy projects from Industry and Government.
Setting Up of Research Centres	<ul style="list-style-type: none">▪ The college has already setup two Research Centers in commerce and in chemistry affiliated to Goa University▪ Increasing number of faculty members are acquiring Ph.D. degree▪ College will promote more faculty members to apply for Guideship and setup Research Centers in Economics and Computer Science.

RESEARCH , DEVELOPMENT, AND INNOVATION

RESEARCH

ACTION PLAN

Research Projects

- Writing research proposals to different funding agencies and getting funds for carrying out research projects is one of the major activities of research.
- There are several funding institutions like UGC, ICSSR, NABARD, IIBF, then DST, ICAR, SANDEE, Department of consumer affairs, Govt. of India, Banks, Corporations and other private funding agency that provide financial assistance to undertake Research Projects.
- College will encourage faculty members to undertake research projects on different important emerging research areas with strategic linkages or collaboration with State, National or International Research Institutions or Industry
- The outcome of these Research projects can easily be published in the reputed journals.

Interdisciplinary Research

- Interdisciplinary research involves the combination of two or more academic discipline into one research activity.
- College will make an effort to motivate faculty members to undertake interdisciplinary research with emphasis on involving student.

RESEARCH , DEVELOPMENT, AND INNOVATION

RESEARCH	ACTION PLAN
Research Publications	<ul style="list-style-type: none">▪ College motivates the faculty member to write Writing research papers in reputed International journals indexed under Scopus/Web of Science or in the UGC care list▪ Collaborative/ Joint publication with the faculty member of another discipline within the institution or the faculty members of other institutions within the country or outside the country to be encouraged.▪ Joint publication with student will be encouraged▪ College will promote One faculty one publication per semester (200 publications / 5 years)
Collaborative Research	<ul style="list-style-type: none">▪ Collaborative research emphasizes involvement of different individuals, different institutions, organizations, and even communities in carrying out research.▪ The very purpose of this collaborative research is to bring different expertise to be undertaken research work.▪ College will proactively support strategic linkages or collaboration for Joint research paper publications with State, National or International Higher education Institutes & Industry

RESEARCH , DEVELOPMENT, AND INNOVATION

RESEARCH	ACTION PLAN
Organizing of Seminars/ Conferences/Workshops	<ul style="list-style-type: none">▪ Seminars , workshops and conferences helps in exchange of ideas in the emerging research areas.▪ Every department should organize one State /National /International Level Workshops/Seminars/Conferences in a year.▪ It is also emphasized to involve the active participation of the student in organizing such events.▪ Thrust will be on organizing interdisciplinary events with participation of more than one department.
Presentation of Papers At Seminar/Conference/Workshop	<ul style="list-style-type: none">▪ College motivates the faculty members to present research paper at National /International Conferences /Workshops / Seminars. by reimbursing registration fees and Travelling allowance.▪ Every Faculty member should present at least one research paper during one semester at National / International level Conferences /Seminars/Workshops.▪ Students will be motivated to present research papers at the State/ National and international conferences/ Seminars and workshops.

RESEARCH , DEVELOPMENT, AND INNOVATION

RESEARCH

ACTION PLAN

Consultancy

- The college has highly qualified and energetic faculty members and over the years, they have developed expertise in different subject disciplines like Accounting and Finance, Computer Science, Chemistry, Pharmaceutical Chemistry, Management, Econometrics etc.
- Presently they have been sharing this expertise with various organizations mostly on honorary basis.
- College will help faculty members to explore consultancy opportunities in Industry and Government to take up paid consultancy assignments.

Corpus For Research & Publication (SEED MONEY SCHEME)

- The NEP 2020 has given top priority to research and publications where research is considered to be an integral part of an academic activity.
- To promote research and publications, it is essential to create seed money/ corpus fund through its own source.
- The college is providing financial assistance to faculty members under SEED MONEY SCHEME to conduct basic research .(Rs. 4,50,000)
- Budget for the SEED MONEY SCHEME will be increased to Rs. 10,00,000.

STUDENT SUPPORT AND PROGRESSION

STUDENT	ACTION PLAN
STUDENTS Holistic Development of Students	<ul style="list-style-type: none">▪ All the processes and policies are student centric▪ Various skill based add on certificate courses are conducted for enhancing the employability skills of the students .▪ Wide range of Extra -curricular activities are conducted for students for overall development of the students▪ Range of opportunities are provided to students under NCC/ NSS and Extension service for inculcating values and dignity of labour▪ Various cells / associations provide valuable training in leadership skills to students
Remedial classes and Bridge Courses	<ul style="list-style-type: none">▪ College will strengthen the mechanism to identify the slow and advance learners in different subjects and conduct student centric remedial classes as per their requirements▪ Advance learners will be provided with additional resources to excel in studies▪ Academic Performance of the students is monitored regularly.▪ Bridge courses will be conducted for the students who have joined from the different streams.

STUDENT SUPPORT AND PROGRESSION

STUDENT	ACTION PLAN
Co-curricular and Extra-curricular Activities	<ul style="list-style-type: none">▪ Co-curricular and extra-curricular activities play an important role in promoting an all-round development of a student▪ The college provides an opportunity to the students to take part in various activities and many students have excelled in their performance.▪ The college will continue to encourage these activities for Holistic development of the students
Field Based / Experiential /Application Oriented Learning	<ul style="list-style-type: none">▪ It is necessary to enhance students learning rather than teaching and more importantly, the students learning should be focused more on field based/experiential and application oriented so as to make them more competent to meet the expectations of industry and society as well.▪ The college will promote self and flexible learning with faculty member as a facilitator▪ The college will develop a mechanism whereby the students can learn and apply the acquired knowledge to different real- life situations through internship or on the job training

STUDENT SUPPORT AND PROGRESSION

STUDENT	ACTION PLAN
Internship and Skill Development	<ul style="list-style-type: none">▪ Besides acquiring information and knowledge, it is necessary to develop in students different skills like <i>critical thinking, problem solving, negotiations, decision making, drafting</i>, etc.▪ Internship focusing on, on the job training/practical work experience is one of the most powerful tools towards skill development.▪ The college will introduce the concept of internship at least at a micro level for the select students either after the regular classes are over or during the summer and winter vacations.▪ This internship and on the job training will help to enhance employability of the students.
Coaching and Guidance Centre for Professional and Competitive Examinations	<ul style="list-style-type: none">▪ While pursuing graduation, one can equally join the professional programs like CA, ICWAI, ACS, and prepare for GPSC and UPSC competitive examinations.▪ Because of lack of awareness, the performance in these competitive examinations is very poor.▪ College will set up professional Coaching and guidance centre to train student towards the competitive examination and track their progress.

STUDENT SUPPORT AND PROGRESSION

STUDENT	ACTION PLAN
Value Education	<ul style="list-style-type: none">▪ The presence of value education in the curriculum is highly recognized.▪ value education should be inculcated to the students through the classroom teaching learning process.▪ Moral values like truth, honesty, respect, good character, positive feelings, sympathy, empathy, etc. will be inculcated in students using courses under value education▪ The college will make the efforts to inculcate these values in students along with the teaching learning process
Inclusion of Yoga & Meditation	<ul style="list-style-type: none">▪ Practicing yoga and meditation every day for 10 to 15 minutes in the morning before beginning of the classes would certainly bring a positive energy in students and even in teachers.▪ This practice on a regular basis would help the students to improve their life -style.▪ Hence, the college will explore the possibility of introducing yoga and meditation programmes as a part of curriculum
Campus Placements	<ul style="list-style-type: none">▪ Employment cell of the college helps in arranging campus interview for the final year students▪ College will make an effort to develop a strong networking with the industry and service sector for training and placement of the students.▪ Strategic linkages and collaborations will be developed to provide skill development training to enhance the employability of the graduates

STUDENT SUPPORT AND PROGRESSION

STUDENT	ACTION PLAN
Scholarships / Financial Assistance to Needy Students :	<ul style="list-style-type: none">▪ Many students who take admission to different UG and PG programs come from economically weaker sections of the society and they genuinely need some financial support to continue their education.▪ There are many State Government and Central Government Scholarships to different category of students.▪ Apart from these scholarships, the college also has created a fund called Student Aid Fund and from this fund some scholarships are provided to the students who have not availed any scholarships from any agency.▪ Apart from this the companies/corporations and other trusts and societies also sponsor some scholarships to the children of their respective employees.
Financial Assistance Schemes	<p>The college has created special scheme known as DM'S College Financial Assistance Scheme to provide travelling assistance to financially weaker section of the society.</p> <p>Contributions towards this scheme will be enhance to Rs. 500 to develop of Corpus Fund.</p> <p>The college shall formulate a scheme for providing financial assistance to SC/ST/OBC/PH and EWS students.</p>

Extension & Outreach

STUDENT	ACTION PLAN
Extension and Outreach Programs	<ul style="list-style-type: none">▪ Besides learning a prescribed curriculum in the classroom teaching learning environment, the students essentially need to be sensitized to develop social values, social responsibility and knowledge about societal issues and problems.▪ This can be achieved through extension and outreach activity.▪ College should encourage students and teachers to involve with the community through different extension activities▪ College is a part of Unnat Bharat Abhiyan , where five villages are adopted.▪ College has identified themes for development in these villages<ul style="list-style-type: none">✓ Skill Development✓ Promoting Organic Farming✓ Financial Inclusion✓ Health and Hygiene✓ Environment and Sustainable development▪ Each department will be part of these initiatives and at least one activity per semester will be organized by department▪ College has well established NCC (Army), NCC (Navy) and NSS units and these units have been doing such outreach programs for the society.<ul style="list-style-type: none">▪ Faculty members should collaborate with the Village Panchayat, self-help groups, NGO's and share their knowledge and expertise through theses local based Organizations for the benefits of the society.▪ These outreach program to the society could certainly help to inculcate social values and social responsibility in our students.

Governance, Leadership and Management	
STUDENT	ACTION PLAN
Autonomy	<ul style="list-style-type: none"> ▪ The need for autonomy in higher education is felt because of academic expansion, excellence and innovation. ▪ Autonomy provides freedom to the institutions to design and administer its own academic programs. ▪ It enables the institution to bring innovation and value addition in teaching, learning and evaluation in the academic programs that are offered by the Institution. ▪ The UGC, New Education Policy 2020, NIRF and NAAC have recognized the need and importance of autonomy in the institution of higher education. ▪ In this context, the Goa University has framed the relevant statutes pertaining to the autonomy in the colleges. ▪ College is one of the older colleges in Goa and has grown in many fold in terms of different academic programs, student strength and faculty strength etc. ▪ The college will start preparing itself to become an Autonomous College.
Decentralization and participative management	ACTION PLAN

Quality Assurance Strategies

1. Micro Quality Circles: The micro –quality circles shall be constituted in the college for solving the problems to improve quality and overall efficiency
2. Micro Quality Circles: The micro –quality circles shall be constituted in the college for improving teaching, learning process.
3. Benchmarking: The Department will benchmark an academic area and submit report every year.
4. Infrastructure Upgradation in tune with National Education Policy.
5. Continuous internal evaluation.

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VISION

Education for Social Transformation and Nation Building

MISSION

To proactively contribute towards the creation of an intellectually dynamic society which is committed to excellence, human dignity and the realization of human potential

Inspiring , Igniting and Transforming to Excel