YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	Rosary College of Commerce & Arts
• Name of the Head of the institution	Dr. Helic M. Barretto
• Designation	Acting Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322736864
• Mobile no	9422387629
• Registered e-mail	principal@rosarycollege.org
• Alternate e-mail	helic@rosarycollege.org
• Address	Buticas
• City/Town	Navelim
• State/UT	Goa
• Pin Code	403707
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural
• Financial Status	UGC 2f and 12(B)

	• Name of the Affiliating University	**Goa University**
	• Name of the IQAC Coordinator	**Assoc. Prof. Priya Carvalho e Viegas**
	• Phone No.	**08322736864**
	• Alternate phone No.	**08322701564**
	• Mobile	**9922927171**
	• IQAC e-mail address	**iqac@rosarycollege.org**
	• Alternate Email address	**principal@rosarycollege.org**
3.Website address (Web link of the AQAR (Previous Academic Year)		http://rosarycollege.org/aqar-reports/
4.Whether Academic Calendar prepared during the year?		**Yes**
	• if yes, whether it is uploaded in the Institutional website Web link:	http://rosarycollege.org/details/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B+**	**79.10**	**2005**	**28/02/2005**	**28/02/2010**
Cycle 2	**A**	**3.21**	**2011**	**16/09/2011**	**16/09/2016**
Cycle 3	**A**	**3.29**	**2017**	**21/02/2017**	**21/02/2022**

6.Date of Establishment of IQAC	**12/07/2007**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Institution	Salary	Directorate of Higher Education	2020-21	9,02,55,064
Institution	NSA	Directorate of Higher Education	2020-21	14,17,606
Institution	NSS	Directorate of Higher Education	2020-21	2,70,000

8.Whether composition of IQAC as per latest NAAC guidelines	Yes
• Upload latest notification of formation of IQAC	View File
9.No. of IQAC meetings held during the year	5
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
• If yes, mention the amount	

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Induction Program for the newly appointed faculty on the Core Structure and Examinations Pattern

Student Induction Program (SIP) for the First Year

Project Orientation for the Final Year Students

Faculty Development Programs on Career Advancement Scheme, NAAC Metrics and Documentation, Statistical Data and International SWOT Analysis in Academic Research	
Participation in various rankings such as NIRF, India Today, and Educational World to measure its caliber with other institutions all over India and to improve on its shortcomings	

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Academic Calendar	Regular meetings of HODs, Departments, Cells Committees were held for chalking out the plans and coordinating the activities of the college
Offer Value Added Courses	MOUs were signed with Calleo Distribution Technologies Pvt. Ltd., Bajaj Finserv and Manipal Institute of Computer Education
Faculty Development Programme on Career Advancement Scheme	FDP was held online on 23rd December 2020 benefiting 13 faculties to apply for promotions through CAS.
Faculty Development Programme on NAAC Metrics and Documentation	FDP was held online on 6th July 2021 which helped the criteria heads, steering committee & the NAAC coordinator in preparing the SSR
Faculty Development Program on Statistical Data and International SWOT Analysis in Academic Research	FDP was organized on 29th- 31st August,2021 benefiting the Research Scholars
Faculty Development Program on online Teaching Methods	The faculties were trained to use ICT tools and online teaching methods using Google Classroom and Google Meet.
Value Added Courses	MOU's were signed with Galileo Distribution Technologies Pvt. Ltd., Bajaj Finserv and Manipal Institute of Computer Education

Webinar for Students on The National Education Policy	Creating an awareness and clarifying the students doubts regarding NEP 2020
Training for the faculty on IAIMS portal of DHE	Two training sessions were held on 20thFebruary,2021 for the staff to familiarize them about the use of IAIMS Portal and demonstrating uploading the semester teaching plans, daily teaching plans and mark attendance of the students.
Website/MIS updation	Digital module was updated and was used to collect departmental and college data
Feedback from Stake Holders	Feedback from students, teachers, alumni, parents and employers was collected to improve the teaching -learning experience
Incentives for research	Motivated two faculties to register for Ph.D. and others in publishing research papers.
Energy saving initiatives	Solar panels of 10 KW were installed and use of LED lights in the campus

13.Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
Local Managing Committee	08/01/2022

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2019	18/02/2020

Extended Profile

1.Programme

1.1	**400**
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	[View File](#)

2.Student

2.1	**1790**
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2	**00**
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	[View File](#)

2.3	**625**
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	[View File](#)

3.Academic

3.1	**65**
Number of full time teachers during the year	

File Description	Documents
Data Template	[View File](#)

3.2	**65**
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution

4.1	**41**
Total number of Classrooms and Seminar halls	
4.2	**260.96**
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	**290**
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

Rosary College ensures effective curriculum delivery through a process that has been perfected over the years. At the beginning of the academic year, the Institution plans out the academic calendar. A Departmental Plan for the co-curricular and extracurricular activities for the even and odd semesters is chalked out. Each faculty member prepares a lecture plan giving details of topics to be covered, methods of teaching, aids to be used, and the timeframe for each topic. Faculty members submit a completion report, giving details of the completed syllabus and reasons for non-completion if any. The departments submit compliance reports every semester.

All the First-year students have to attend the Student Induction Programme where they are briefed about the system of evaluation, attendance requirement, Program outcomes, Program-specific outcomes and facilities available on the campus. The semester-wise time-table is communicated to all students by displaying it on the college notice board as well as the college website.

The implementation of the curriculum is carried out in a technologically enhanced and student-friendly environment that is conducive to learning. The Institution has a spacious and well-stocked library with a sufficient number of texts, references, e-books, journals, magazines, audio-visuals, and computers. The classrooms are spacious with ICT facilities. Interactive teaching is promoted through students' participation in group discussions and other activities. To complement the learning experience, lectures are also delivered by eminent personalities and alumni. Remedial classes are conducted if required. Due to the Covid-19 pandemic, classes were conducted online and the needy students were provided with mobile phones to attend the lectures online.

File Description	Documents
Upload relevant supporting document	[View File]()
Link for Additional information	[http://rosarycollege.org/naac-additional-data/]()

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

Rosary College is affiliated to Goa University and as such adheres to the academic calendar and rules of Goa University and the DHE. The circulars received from the Goa University and DHE are immediately uploaded on the college website for the information of all. The variety and frequency of CIE are dependent on the Programme and specific course. In a majority of courses in the B.A., B.Com, BBA and BBA(T&T), BCA & M.Com there is an Intra-Semester Assessment (ISA) which consists of one Internal Assessment Test and one assignment in each semester. The evaluation of practical-based courses are conducted in a continuous manner in the form of the regular lab. assignments and lab. tests.

Semester End Examinations (SEE) are conducted by the Institution up to Semester IV.

The final year exams are conducted by the University. However, due to the pandemic, the final year exams during the year were conducted by the Institution as per the rules framed by Goa University. The notices for the conduct of the tests/ exams are uploaded on the college website. Repeat and supplementary exams were also conducted by the college as per the schedule provided by the University

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://rosarycollege.org/naac-additional-data/

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	`C. Any 2 of the above`

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	[View File](#)
Any additional information	[View File](#)

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

`6`

File Description	Documents
Any additional information	[View File](#)
Minutes of relevant Academic Council/ BOS meetings	[View File](#)
Institutional data in prescribed format (Data Template)	[View File](#)

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

9

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

204

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

The Institution encourages the integration of cross-cutting issues relevant to the curriculum. English Literature and Compulsory English papers address issues relating to gender equality, environment, and its sustainability, gender discrimination, role conflict, the problem of dowry, and environmental issues.

In History, courses on History of Women's Movement, India since Independence, Indian Cultural Heritage, and History of Human Civilization tackle issues relating to society, environment, and human values. History of Women's Movements discusses women empowerment, the suffrage movement, eco-feminism, sexual exploitation of women, and gender bias.

Courses like Environmental Studies, Ecology, Travel and Tourism Operations in Geography, Population Geography, Resource Geography of Goa, Resource Utilization of Goa, and Economic Geography of Goa,

address issues on health, human rights, gender discrimination, and environmental problems.

In Commerce, Financial Audit and Cost and Management Audit incorporate topics such as professional ethics to be followed by auditors. Human Resource Management and Industrial Management teach about laws pertaining to employees, their rights and duties, Brand Management, Marketing Management, Supply Chain Management deal with topics relating to human values, Fundamentals of Investment deals with topics pertaining to the stock market and ethics.

In Sociology, Introduction to Sociology, Sociology of Gender, Indian Society: Issues and Concerns, Sociology of Migration, Environmental Issues in India, Sociology of Tribes and Sociology of Marginalized Groups deal with gender issues and human values.

In Psychology, Social Psychology I and Gender and Identity and Psychology and Media sensitize the students about inequality, gender bias, and the influence of media in building a harmonious society.

PG department offers courses like Human Resource Management, Organisational Behaviour and Tourism and Travel Management that contribute to imparting human values and promoting gender equality.

Besides, the department offers courses in the curriculum like Business Ethics & Corporate Social Responsibility, Advertising and Sales Management, Organisational Behaviour, Banking and Finance, Business Environment and International Trade, Services Marketing and Marketing Management which help to inculcate professional ethics among students

In order to impart environmental consciousness among students, the department offers courses like Business Environment and International Trade, Marketing Management, Tourism and Travel Management.

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

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

6

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

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

538

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	C. Any 2 of the above

File Description	Documents
URL for stakeholder feedback report	http://rosarycollege.org/naac-additional-data/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://rosarycollege.org/naac-additional-data/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

602

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

00

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

2.2 - Catering to Student Diversity

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

The Academic year 2020-21 was a special year because of the COVID19 pandemic where all the on and off-campus activities were held in online mode.

The advanced and slow learners are identified on the basis of their responses during presentations/discussions and their performances in internal tests, assignments (Application Based Topic), Competence, subject knowledge, interaction in the classroom, grades/marks obtained are indicators to classify students as advanced and slow learners.

Programs for Advanced learners:

Issue of two additional library books to the students from UG programmes, who secure above 60% marks in each semester. Preference to participate in off-campus events such as state/national inter-collegiate events. Assignment of managerial responsibilities such as coordinators to organize events, competitions and student seminars. High achievers are deputed to attend debates, seminars and workshops to update knowledge in their respective subjects. Special awards like Mr. Rosary and Miss Rosary, Outstanding Student Award and various subject prizes are awarded which motivate advanced learners to excel.

Programs for Slow learners:

Remedial classes are conducted for slow learners usually in subjects such as Mathematics, Statistics, Accountancy, Cost Accounting, and Econometrics. Additional library books are available for below-average (< 45% marks) students. Additional individual guidance is provided by the subject teachers to slow learners after class hours. Slow learners are encouraged to have an online interaction with the faculty beyond class hours to clear their doubts/difficulties and to clarify the concepts.

The college has a mentoring system. Special attention is paid to the needs of the slow learner by the mentor. Some of the planned activities for the year could not be completed due to COVID-19 Pandemic.

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

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

Number of Students	Number of Teachers
1790	65

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The Institution adopts student-centric methods for effective communication of the subject knowledge to the students. Active learning, cooperative learning, project-based learning, experiential learning methodologies are initiated.

Due to the Covid-19 pandemic during the academic year 2020-2021, regular lectures were conducted in online mode using Google Classroom and Google Meet. Recorded sessions were made available to students who faced difficulty in attending online sessions.

Group discussion, debates, presentations, subject-based quizzes and assignments, open-book tests, etc. were used to make the learning experience more participative, where students were encouraged to ask questions during the presentations and seminars.

Online webinars/Conferences, Guest faculty talks were held. The Internal Term Assessment and End-Term Examinations for UG and PG programs were conducted as per the guidelines prescribed by Goa University in online mode using Google Classroom. Library resources were made available to the students in online modes such as N-List

database which allows them to access e-books and e-journals.

The Departments of B.B.A. (General), B.B.A. (Travel and Tourism) and M.Com (Master of Commerce) used the method of Case-Study and Group study to develop the student's skills like critical thinking, communication and group dynamics. The BA, B Com and BCA students completed a Project paper under the guidance of their project guides as per Goa University requirements. 2

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	http://rosarycollege.org/naac-additional-data/

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The College is fully equipped with ICT tools such as Wi-Fi enabled IIPs, Smart Boards and LCDs. The laboratories have adequate number of desktops for students, a smart desktop for the instructor, LCD projector and acoustics. Lab 5 has a smartboard. The campus is enabled with LAN, Wi-Fi and equipped with high-end servers, secured hardware firewall and all required software resources.

All the teachers have undergone in-house training in ICT tools. The college has a G-Suite account with Google which is used while conducting lectures and assessments. Laptops, netbooks, kindle readers, iPad, pen tabs are available to the teachers and students. Rosary - MIS is used for online admissions, fees management, result processing and generation of marksheets.

The College library is fully computerized with the INFLIBNET facility and the books are barcoded. The New Gen Lib software provides access to subscription-based journals. The library is equipped with computer terminals, separate discussion rooms for teachers and students, printing, scanning and photocopying facilities.

Teachers and students are encouraged to take up MOOC courses such as NPTEL, Swayam, EdX, Udemy, Bodhi tree, Spoken Tutorials. The college is a remote Centre of IIT Bombay. Language Laboratory/Multi-media center is equipped with shooting, recording, screening, editing facilities.

The college uses social media such as WhatsApp, Facebook, Instagram, Twitter, YouTube, Gmail. Important notices made available via broadcasting on the intranet, TVs / Display monitors and college website.

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

78

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

65

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

10

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

787

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The institution is affiliated to Goa University and it follows the guidelines laid down by Goa University. The students are evaluated throughout the year through intra-semester assessment (ISAs) which include paper presentations, assignments, class tests, class quiz, open-book test, debates, group discussions and student seminars.

The Examination Committee manages the examination schedule and regulates the dates in both odd and even semesters. Orientation programmes on examination pattern and core structures are conducted at the beginning of the year.

The Examination Committee notifies the schedules of the Intra Semester Assessments and Semester End Examination well in advance on

the notice boards as well as on the college website. Instead of letting individual departments declare their own schedules, the college declares a common slot in every term/semester to conduct exams and it is specified in the college handbook.

The class teachers/mentors carefully monitor the regularity of attendance and the performance of the students in ISAs and Semester End Examinations. Online tools likeGoogle Classroom, Moodle are also being used to enhance the process of internal evaluation. The teachers have to access the SEE answer books in the college itself within the due dates.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

At the beginning of the academic year 2020-21 the students were briefed about the examination- evaluation pattern, the conduct of examination, grievance redressal procedures during the Induction Program.

The students were explainedthat their performance will be assessed by a Continuous Internal Evaluation (CIE) held at regular intervalsin the form of Intra-semester assessment (ISA) and Semester End Examination (SEE).

In accordance with the provisions of Goa University Ordinances, the College has an Examination Grievance Redressal Committee which takes care of all exam-related grievances of the students, the Principal being the Chairperson of the committee. The grievance redressal committee takes every step and action to resolve the student's grievances arising from the cases of use of unfair means during the exams and other examination-related issues like dissatisfaction from the marks received from verification or revaluation process adopted by the college.

During the academic year 2020-21 two grievances were reported to the committee one pertaining to error in T.Y. B. Com Accounting DSE 1: Income Tax and Good and Service Tax paper reported by faculty member and second related to the issue faced during uploading of answer paper by the student. Both these grievances were systematically

addressed and resolved timely and efficiently by the examination grievance redressal committee.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	**Nil**

2.6 - Student Performance and Learning Outcomes

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

Programme outcomes and Course outcomes are displayed on the website to make faculties and students aware of it. The teachers are briefed about the Programme and Programme specific outcomes during the Faculty Induction Programme that is organized by the IQAC at the beginning of each Academic year. The H.o.D at the beginning of each new semester allocates their respective department subject papers among the faculty and are also made aware of the Programme and Course Outcomes Also to make students aware of different course outcomes, each subject teacher discusses the course outcomes with the student at the beginning of the semester. The students are made aware of the knowledge, skills and competencies that they would acquire on completion of the course.

The Program outcomes, Program Specific Outcomes are helpful in developing the framework of teaching and learning. The Course outcomes facilitate a clear understanding of the course expectations and also support the process of learning. The Course outcomes also present a clear picture of employability, skill development and entrepreneurship prospects of the course. Further, the outcomes help to understand the various cross-cutting issues pertaining to gender, environment, values and professional ethics.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	http://rosarycollege.org/program-outcomes-2/
Upload COs for all Programmes (exemplars from Glossary)	[View File](#)

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

The institution is affiliated to Goa University and therefore
follows the guidelines laid down by the parent university with
regard to attainment of program outcomes and course outcomes.

Each course has a defined set of course outcomes and corresponding
evaluation criteria. The course outcomes are mapped to the program
outcomes which are used to provide the quantitative measurement of
how well the program outcomes are achieved

Attainment of course outcomes is evaluated through the performance
of students' in-class tests, intra-semester assessment (ISAs),
presentations, assignments, class quizzes, etc. Some departments
conduct assessments such as debates, group discussions, student
seminars, field trips, projects interviews, and viva-voce
examinations as a part of their syllabus so as to gauge the level of
understanding of students and evaluate the attainment of course
outcomes. The periodical assessments enable the mentors to know the
performance of students and accordingly take remedial measures for
the benefit of students.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional information	http://rosarycollege.org/program-outcomes-2/

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

603

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	[View File](#)
Upload any additional information	No File Uploaded
Paste link for the annual report	http://rosarycollege.org/naac-additional-data/

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

http://rosarycollege.org/wp-content/uploads/2021/08/Student-Sastisfaction-Survey-2019-2020.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

Nil

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

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

3.1.2.1 - Number of teachers recognized as research guides

01

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

00

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

The Institution has created an ecosystem for Innovation through proper Human Resource Development. The institution recruits meritorious, dynamic and enterprising young faculty through an elaborate selection process that involves careful scrutiny of applications, testing of knowledge and teaching skills through selection interviews. The annual performance appraisal system encourages faculty to enhance their teaching, research and administrative skills. Faculty members are encouraged to undergo professional development programmes and organize and participate in Conferences, Seminars and Workshops. The Post Graduate Department Teaching staff is encouraged to enhance their qualifications and pursue part-time PhD. The faculty members are also encouraged to create knowledge and transfer the same by preparing e-content and other e-resources. Faculty members acquire skills by taking up additional courses and pass on these skills to the students through their teaching. The department conducts regularly NET/SET coaching classes for all the students.

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

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

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

29

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

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

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

02

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

6

File Description	Documents
Any additional information	**No File Uploaded**
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in

national/ international conference proceedings year wise during year

2

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

3.4 - Extension Activities

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

The National Service Scheme (NSS) Unit of the college works towards holistic development of students which includes responsibility, team work & dignity of labour towards the society by implanting into them virtues such as discipline and responsibility. It is also necessary to arouse the social conscience of the students and to provide students withthe opportunity to participate in solving problems faced in the community and be agents of change. Their interaction with people from various strata of society exposes them to the realities of life and brings about a change in their social perception.

This year, the total enrolment of NSS volunteers was 564 where 7 teachers performed the role of NSS programme officers in charge of the unit.

All the activities were conducted through online mode. Some of the activities include spreading the message about precautions to be taken to avoid COVID-19 and creating awareness on COVID vaccination. NSS volunteers were involved in the project of Geo tagging of 100 trees in association with Living Foundation Heritage NGO. In addition, they undertook Tele-monitoring of COVID-19 patients in collaboration with Public Health Center, Navelim. Days of national and international importance were also commemorated by them.

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

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

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

6

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

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

27

File Description	Documents
Reports of the event organized	View File
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

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

2881

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

20

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

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

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

3

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The College has developed infrastructure in accordance with the norms specified by various regulatory bodies and the affiliating Goa University. Classrooms: There are 40 spacious, classrooms equipped with either mounted LCD projectors (22) /IIP(16nos.) / Smart Boards(2)and a public address system to enable effective teaching-learning.

Laboratories: The College has 7 Computer laboratories,1 Commerce lab, and 1 Psychology lab installed with mounted LCD projectors (5), Smart Board (1), Multimedia room, Ideation Centre, etc.

Seminar Halls: The College has an air-conditioned ICT-enabled seminar hall and also access to Rosary Parish Hall.

Library : The College library is air-conditioned (seating capacity of 100 persons), automated ,equipped with books (25,756),e-journals ,computers(10),kindles (10) , photocopiers (2),biometric recorders and Wi-Fi. The library utilizes NewGenLib ILMS from 2018 onwards. For the differently-abled students, there are 2 software's namely Abbyy Fine Reader and NCDA (Non-Visual Desktop Access).

Computing Equipment: In total there are 343 computers with Wi-Fi facility (60 Mbps bandwidth), 4 servers, 10 Licensed software's, 36 netbooks, 10 I-ball tablets,10 UPS, 10 Kiosks,7 kindles, 2 DVDs Players, 2 TV, and 4 Scanners.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://rosarycollege.org/wp-content/uploads/2022/01/Rosary-College-of-Commerce-Arts-Classrooms.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

Rosary College aims at the holistic development of its students and thereby promotes sports, and other creative and artistic pursuits in addition to academics. The college has adequate facilities for the conduct of these activities.

Sports -Indoor games

- Two mini gymnasiums measuring 96 sq.mts and 72 sq.mts, utilized to play Table Tennis, Chess, Carom, Taekwondo, Judo, and Yoga.
- Girl'sweight training room equipped with a Thread mill, Arm Press, Leg Press, Abdominal Curl, Abdominal Sit-ups, and Fitness cycles.
- The boy's weight training room is equipped with a ladder (1), Bench Press (2), Arm Curl (1), Calf Pull (1), Leg Press (2), Dumbells (22), weighing plates.
- Infirmary with first-aid facilities.

Outdoor Games

- Tennikoit cum kabaddi court (12 mts. x 6mts)
- Two mobile basketball posts
- Football ground (50 mts x 100 mts)
- Bicycles-(16)
- Ground for hockey and handball

Yoga

The Physical Education Director conducts Yoga classes for all sportspersons in the morning before their sports training sessions. Fifty mats are provided for the same.

Cultural Activities: The College has adequate facilities for the conduct of the cultural activities.

- Rosary Parish Hall with a seating capacity of 750 persons.
- College Quadrangle
- Open court with lawn and stage

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

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

41

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<u>View File</u>

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

260.96

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	<u>View File</u>
Upload Details of budget allocation, excluding salary during the year (Data Template	<u>View File</u>

4.2 - Library as a Learning Resource

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

The College library is fully automated through Integrated Library Management Systems with NewGenLib (Helium 3.1.4 version) since 2018 till date. Automation provides a user-friendly interface for efficient circulation of books, searching documents in the library, their issue-status, and a digital record of daily library users via an electronic footfall recorder.

The library also allows access to various digital libraries such as UGC N-list, INFLIBNET, DELNET, EBSCOPE and National Digital Library (NDL). All users are provided a login and password for accessing UGC INFLIBNET, N-LIST and the NDL resources.

Equipped with Web-OPAC the services of the library are accessible to

the general public (remote access). This allows users to view information regarding books, journals or any CD/DVD in the college library and also provides details whether it is available in the library or is in circulation.

To amplify the use and access to the library resources/ E-resources various facilities and devices like Wi-Fi, computer systems, browsing kiosks, e-tablets, kindles and reprographic facilities are provided. In addition, there is also special seating arrangement for the physically handicapped and a computer system with Abbyy Fine Reader and Non Visual Desktop Access (NVDA) is available for the visually impaired.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional Information	https://rclibrary.rosarycollege.org/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

6.13

File Description	Documents
Any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

123

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The College upgrades its classrooms and Labs to facilitate teaching through modern tools and techniques. There are 7 computer labs in the college with 343 terminals with licensed software's which are regularly updated and renewed. Internet facilities for the students, teachers, and administrative staff.

The entire college network is protected with Sophos Xstream hardware firewall which monitors the network for suspicious activities and prevents unauthorized usage of the Internet. In an endeavor to make all students conversant with modern learning aids, the entire college campus is Wi-Fi enabled. Also, as a fail-safe, the campus is backed up with a 125 kVA generator.

The up-gradation is in the form of hardware and software, addition of terminals, addition of bandwidth, replacement of LAN cabling, CCTV maintenance, etc. Some of them are maintained by an Annual Maintenance Contract (AMC) given to concerned agencies, some are maintained by external agencies on demand as per the need and the others are maintained by the system administrator of the institution. One System Administrator and a Laboratory Assistant (I.T) have been appointed for regular maintenance of IT

infrastructure in the campus.

College also has an MOU with Global E-Waste Management System for proper disposal of E-waste.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	http://rosarycollege.org/wpcontent/ uploads/2021/12/Rosary-College-of- Commerce-Arts-Classrooms.pdf

4.3.2 - Number of Computers

290

File Description	Documents
Upload any additional information	View File
List of Computers	View File

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

260.96

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	[View File](#)
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	[View File](#)

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

The classrooms are regularly cleaned and maintenance is carried out by efficient staff /janitors specially appointed for the purpose. All the classrooms are spacious, well-lit, and have state-of-the-art technology like ICT facilities and smart boards. Regular maintenance and servicing are carried out for all the computers, accessories, hardware, and software by the respective companies and through maintenance contracts which are renewed annually. The equipment and material of the Psychology and Commerce laboratory are maintained by the trained staff and repairs are done promptly when needed. The system administrators along with the trained staff maintain the equipment and computers in the office. In case of the library, the janitor and library attendants constantly dust, clean, and wipe the cupboards, lights, fixtures, etc. Computers in the library are also repaired when required. Pest control and software and technology up-gradation are also carried out periodically. The equipment in the sports room and gymnasium are regularly upgraded/replaced or maintained as and when required by the well-trained staff of the institution. The maintenance of washrooms and the garden is carried out by an efficient staff of janitors specially appointed for the purpose.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	http://rosarycollege.org/quality-policy/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

115

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

12

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**A. All of the above**

File Description	Documents
Link to Institutional website	https://rosarycollege.org/naacadditional-data/
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1025

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

1025

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

15

File Description	Documents
Self-attested list of students placed	**No File Uploaded**
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

68

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

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

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

06

File Description	Documents
Upload supporting data for the same	View File
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

52

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at univer sity/state/national/international level (During the year) (Data Template)	View File

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

Students Council (SC) All Class Representatives (CRs) are members of the SC. CRs are elected through a secret ballot by the students of each class. The three executive members are also elected through a

secret ballot. The student council elects

1. General Secretary (GS): Final Year Student (UG /PG)
2. Cultural Secretary (CS): SY Student (UG) / M.Com Part I Student
3. Sports Secretary Boys/ Girls

The overall functioning of the SC is under the guidance of the Cultural Coordinator (faculty). The General Secretary is a member of IQAC and the Student Grievance & Redressal Committee. The SC members provide feedback to the Principal on various issues. (https://rosarycollege.org/committees/) (Navodaya: 2016-17, 2017-18, 2018-2019, 2019-2020)

Publications: Students collaborate in the publication of the following magazines/ newsletters of the different departments of the college (https://rosarycollege.org/publications/)

The SC conducts several activities every year (https://rosarycollege.org/activities/). Some of the activities conducted by the SC include Teachers Day celebrations, Fun week, Bazaar Day, Christmas Fiesta, Friendship Day. Students of each department also organize different Intra and Interdepartmental activities and events.

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

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

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

26

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

5.4 - Alumni Engagement

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

The College has a registered Alumni Association named Rosary Alumni Family (RAF) that was registered under the Societies Registration Act, 1980 (Central Act 21 of 1860) on 27th June 2016 with registration no. 184/Goa/2016.

All students who obtain any degree from Rosary College of Commerce & Arts automatically becomes a Life member of RAF from the date of issue of the Result Notification, upon payment of the membership fee of Rs. 100/-.

The RAF Aims to encourage the members to take an active interest in the activities and progress of their Alma Mater, promote and encourage friendly relations among all members of the RAF, keep the Alumni informed about their Alma Mater and promote career guidance, interaction with Industry and quality education.

During the academic year 2020-21 the Rosary Alumni Family Cell in association with the Department of Business Administration, Department of Computer Applications, Department of Business Administration (Travel & Tourism) and the Post Graduate Department of Commerce conducted webinars to keep the current students abreast with the latest in their respective fields. An online General body meeting of the Rosary Alumni Family (RAF) was held on 7th November 2020 at 3.00 p.m. that was attended by 55 members.

During the Covid-19 pandemic, the President of the RAF, Mr. Sidharth Mehta and a number of other members of the Rosary Alumni Family have been actively involved with relief work working tirelessly to

`distribute ration, masks and providing hot meals to front line workers and others in need.`

File Description	Documents
Paste link for additional information	www.rosarycollege.org
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

`E. <1Lakhs`

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

`Our Vision: An educative community marked by justice, cooperation and integrity.`

`Our Mission: To empower young women and men, especially the underprivileged as responsive citizens through holistic education.`

`Nature of governance`

- `The institution caters to the welfare of students by providing various services like counseling, mentoring, career guidance and timely response to their grievances.`
- `Admissions are done in a transparent manner without discriminating against any student on the basis of religion, caste, gender or region. The institution adopts policies such as giving scholarships to the socio-economically needy, and students from the minority, SC, ST and OBC backgrounds.`
- `The leadership/Principal has constituted various Departments/Cells/Committees with the aim of conducting activities which are in tune with the stated mission.`

`Perspective Plans`

- `The leadership ensures that the plans formulated are`

> **successfully complied with at the Department / Cell / Committee levels.**

Participation of the teachers in the decision making bodies of the institution

- **The Principal is recommending the name of the suitable candidate to be appointed as the Vice-Principal to the Management, who in turn appoints the Vice-Principal.**
- **Academic and Cultural Coordinators are appointed to oversee academic/non-academic activities.**
- **The HODs have sufficient authority to administer and implement their respective department plans for the year.**

File Description	Documents
Paste link for additional information	http://rosarycollege.org/vision-mission/
Upload any additional information	**No File Uploaded**

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

- **The Principal is the head of the institution and is assisted by the Vice-Principal and two coordinators: academic and cultural. Authority and responsibility are entrusted to them. Class teachers/Mentors monitor the overall progress of the students.**
- **The HOD's independently conduct the daily affairs of the department which includes operations such as planning, assignment of courses, events, and feedback. The Office Superintendent, Head Clerk, and Accountant take care of office-related responsibilities and delegate duties to the support staff. The Director of Physical Education takes all decisions related to sports under the overall leadership and guidance of the Principal.**
- **The institution also has a number of cells and committees that are entrusted with the various tasks related to the proper functioning of the institution.**
- **The college also has an Administrator appointed by the management who works alongside of the Principal for the smooth functioning of the Institution.**

File Description	Documents
Paste link for additional information	http://rosarycollege.org/naacadditional-data/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

One of the goals in the perspective plan is to promote research and development (R&D) among the College teachers. This goal is sought to be achieved in the following ways:

- **The R&D Committee promotes research culture in the College.**
- **Faculty members are encouraged to publish research papers, apply for minor research projects, and pursue research leading to M.Phil./Ph.D.**
- **In order to develop the research mindset, faculty/students are encouraged to submit papers in various in-house publications including the ISSN numbered multi-disciplinary peer-reviewed journal GYANA.**
- **The Library purchases journals/books including those related to Research Methodology to assist faculty/students in the research.**
- **Faculty members are deputed to attend R&D-related workshops and training programmes.**
- **Seed money is offered to faculty for publishing research papers in journals.**
- **Facilities that promote research (reimbursement of travel expenses for research presentations outside the state, payment of registration fees for seminars/conferences/workshops, etc.) are made available.**

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies,

administrative setup, appointment and service rules, procedures, etc.

The hierarchy of the organization can be summarized as follows:

- **The institution is headed by Our Grace Rev. Filipe Neri Ferrao- Archbishop of Goa, Daman, and Diu, under whose leadership is the Governing Council/DSE.**
- **The administration of the institution is the responsibility of the Principal who is directly accountable to the parent body.**
- **The College has an Administrator who acts as a link between the Principal, Governing Council/Management, and the staff.**
- **The Principal takes all decisions pertaining to the College. The Vice-Principal, Academic and Cultural Coordinators, Office superintendent, Head Clerk, HODs, Librarian and Physical Education Director directly report to him, so do the other faculty members, administrative staff, Cells/Committees, etc. The Principal, assisted by the Vice-Principal and others, supervises the implementation of the plans of the institution, addresses issues arising from external agencies, and facilitates the operation of various institutionalized processes through direct/indirect supervision of the same. The Principal is also the Convenor of Committees of strategic importance and is directly involved in decision making.**

File Description	Documents
Paste link for additional information	http://rosarycollege.org/administration/
Link to Organogram of the institution webpage	http://rosarycollege.org/wpcontent/ uploads/2021/11/Organisational- Chart_page-0001.jpg
Upload any additional information	**No File Uploaded**

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	**A. All of the above**

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

6.3 - Faculty Empowerment Strategies

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

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

Teaching Staff

- Seed money to publish papers in conferences/ journals.
- Advance salary (on account of delay in government salary).
- Reimbursement of tuition fees of children
- Loans on PF and LTC (all as per available provisions of government).
- Health checkups and health camps.
- Christmas fellowship lunch
- Picnic
- Free internet connectivity
- Medical reimbursement
- Convenience counter
- The college Gym and other sports facilities are accessible for the staff.

Non-Teaching Staff

- Advance salary (on account of delay in government salary)
- Reimbursement of tuition fees of children
- Loans on PF and LTC (all as per available provisions of government)
- Health checkups and health camps
- Christmas fellowship lunch
- Picnic
- Free internet connectivity

- **Medical reimbursement**
- **Availability of microwave (for warming food), refrigerator, and kettle**
- **Convenience counter**
- **The college Gym and other sports facilities are accessible for the staff.**

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

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

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

02

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	[View File](#)

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

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

04

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	View File
Reports of Academic Staff College or similar centers	View File
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

35

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

The performance appraisal system of the staff includes the following mechanisms:

1. Student-Teacher feedback

At the end of the year, feedback forms were issued to the students

for each of the courses attended by them. Students were requested to provide feedback with regards to the performance of the teacher. The feedback forms for 2020-21 were made available to the students online to collect information about the teacher and different aspects pertaining to the teaching process.

2. Self-Appraisal Report of Teachers

At the end of the academic year, the Self-Appraisal Report (SAR) of all teaching staff is taken using a structured questionnaire. The form is common for all teaching staff that is from lecturer to professor. The Appraisal report is based on the Annual performance of the employee on the basis of their academic, research, and other extra-curricular activities. It is also based upon his/her relation with the students, colleagues, and administration.

3. Appraisal for Non-teaching staff.

As far as the non-teaching staff is concerned no feedback is taken from them. The appraisal of the non-teaching staff is done by the head of the institution, the Principal on an annual basis and a confidential report has been maintained.

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

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The college conducts the Internal Audit through a Professional Agency. All the queries raised by the internal auditor are being answered by the account section.

Based on the advice of the auditor internal checks and internal controls are kept in place. All the recommendations of the Internal Audits are implemented in the subsequent years.

The External Audit is conducted on the recommendation of the State

Government and is carried out by the Government Auditor. However, due to the COVID -19 pandemic, the external audit did not take place.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

00

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

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

The institution has a regular system of annual budgeting and auditing of its accounts. Income and expenditure statements of previous years are outlined at the LMC meetings. The audit is done every year. Fund allocations of State Government The institution has a regular system of annual budgeting and auditing of its accounts. Income and expenditure statements of previous years are outlined at the LMC meetings. The audit is done every year.

Fund allocations of State Government and UGC are done as per guidelines, with expenditures being made as per the list of admissible heads. Major sources of institutional receipts are the salary and non-salary grants received from the State government, fees collected from students under various heads as prescribed by Goa University/Govt. of Goa.

The College also raises funds internally through the following

sources:

- Renting of premises for the conduct of entrance examinations such as IIT-JEE, GCET, UGAT, etc.
- Sale of College Prospectus
- Revenue generated through the use of a photocopying facility in the library
- Amount raised through coaching classes (eg UPSC, NET/SET, CPT)

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Faculty Development:

During the pandemic phase of 2020-21, the IQAC, under the guidance of the Principal, organized training programmes for the teachers in using teaching-learning apps such as Google Meet, Google Forms, Google Classroom and other apps which enable the smooth conduct of online classes and sharing of learning material. Faculty was also deputed to attend seminars/workshops related to improved TL methods. The IQAC also organized Faculty Development Programme of the Career Advancement Scheme for the teaching faculty.

Feedback and evaluation

The IQAC elicits feedback from teachers, students and other stakeholders. Teacher feedback was taken on curriculum aspects for the year 2020-21. Questions related to the current curriculum were asked and suggestions for improvement were sought from the teachers. Student-Teacher evaluation was done for all faculty members.

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

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

Feedback and Evaluation

- The IQAC obtains feedback from the teachers and students regarding academic quality and takes necessary steps to improve the teaching-learning process. The student-teacher evaluation is conducted for all faculty members every year through a well-designed questionnaire. Feedback is obtained on parameters such as class control. Punctuality. Audibility. Attitude towards students teaching it's used. The teacher then analyzes the feedback and prepares a report which is submitted to the principal. The principal then has a one-to-one interaction with the teachers as required, wherein suggestions for improvement are made.
- BBA and BBA Travel and tourism conduct academic audits annually.
- The General Secretary who is the representative of students is given the opportunity to interact and give suggestions during the IQAC meetings. Additionally, feedback is elicited from the students during their council meetings.
- Students also provide feedback. Through suggestion box. The same is periodically checked by the principal.
- Institutional feedback is collected from all the students on the curriculum, library laboratories, and overall infrastructure. Feedback is also elicited from other stakeholders like parents, industries/ employers, and alumni on the course content and its relevance.
- The evaluation has led to positive outcomes in the teaching-learning process and has strengthened the academic processes.

Refining Teaching Skills with integration of Technology

- The IQAC conducts faculty development program and hands-on training sessions for the faculty to keep abreast with modern and technology-based teaching-learning methodologies.
- Faculty are encouraged to undertake research in our acquainted with web-based tools and methods.
- Periodic training sessions are conducted for the faculty on the use of ICT gadgets and devices to enhance lecture delivery. These include programs on Intellectual Property Rights, the use of Intelligent Interactive Panels, and the management information system (MIS).
- During the pandemic, training programs were organized for

> **teachers in using teaching-learning applications such as Google meet, Google forms, Google Classroom, Zoom, and other apps which enable the smooth conduct of online classes and sharing of learning material.**
> - **Faculty members are encouraged to attend international, national, and state-level seminars, workshops, conferences, webinars to enhance their teaching methods.**

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	http://rosarycollege.org/naac-additional-data/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Rosary College champions the cause of gender equity and sensitizes the staff and students to gender-based challenges. The institution

has initiated and incorporated several measures for the promotion of gender equity in curricular and co-curricular activities and provides facilities in the campus. The admission process of the college is based on merit and there is no bias based on gender.

The prescribed curricula in several Humanities programs provide important platforms to engage in discussions regarding gender disparities. The Department of Psychology, History, Sociology offers a paper on Psychology of Gender and Identity, History on women's movement, and sociology of gender respectively in this, atter.

The college organizes various co-curricular activities via the Women's cell and Equal Opportunities Cell and Gender champions. These cells organize a number of activities such as essay competitions, talk on women's health, poster competitions, debates, and celebrate International Women's Day every year.

File Description	Documents
Annual gender sensitization action plan	https://rosarycollege.org/naacadditional-data/
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://rosarycollege.org/naacadditional-data/

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above

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

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

Rosary College effectively manages and disposes of waste through various means:

- Of the total waste generated, paper, cardboard, hard plastic, and glass are recycled either through the Panchayat disposable system or by selling it to recyclers, and the money generated is used to provide scholarships to the financially weaker students.
- As per Green Initiatives, the college has banned all single-use plastic on campus. The canteen also avoids packing food in aluminum foils. The food waste from the canteen as well as the dry leaves from the garden is used for vermicomposting.
- For disposing of solid waste, dustbins for plastic, glass, and paper waste are placed at prominent places.
- End-of-life electrical and electronic equipment are not mixed with e-waste containing radioactive material as per Schedule 1 of the Atomic Energy Act, 1962. The e-waste of the institution comprises of I.T. and telecommunication equipment such as PCs, CPUs with input and output devices, printers, cartridges and consumer electronics such as fluorescent and mercury-containing lamps, ceiling fans, cables, and wires are handed over to Global E-waste Management Systems with whom the college has signed an M.O.U.
- The college does not produce bio-medical waste or any radioactive waste.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered vehicles** 3. **Pedestrian-friendly pathways** 4. **Ban on use of plastic** 5. **Landscaping**	**A. Any 4 or All of the above**

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

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

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

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	**No File Uploaded**

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Rosary College of Commerce & Arts provides equal opportunity for all students across different strata of society.

In the academic year 2020-21, the Counselling Cell organized various events on prevention of suicide, male mental health, people with

disabilities, eradicating discrimination against HIV/AIDS to promote inclusivity and tolerance within society.

The Heritage Cell of our college in association with Fundacao Oriente organized the annual Portuguese Singing Contest 2020- Vem Cantar in collaboration with Semana da Cultura Indo- Portuguesa Goa, Clube Harmonia de Margao, Clube Vasco da Gama, Clube Nacional and Instituto Camoes. The Language Cell promoted linguistic inclusivity and organised "A change I wish to see in the world today", an English and Konkani elocution competition for the students. The Women's Cell initiated a conversation on tolerance and harmony by organizing a poster competition 'Violence against Women'. They also organized a webinar 'Decoding Women's Health Issues'.

The National Service Scheme (NSS) Unit also conducted a variety of programmes on communal harmony, child sexual abuse and POCSO act, harmony campaign and national integration, ill effects of the use of tobacco, alcohol and drugs. To promote cultural inclusivity, the AICUF cell organised a prayer service and cultural programme on the occasion of Rosary Family Day.

During vacation and on public holidays the college utilizes its classrooms and other infrastructure to conduct National and State Level Competitive Exams like GCET, NEET, etc. The college was a center for COVID-19 Vaccination.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Rosary College follows the constitutional values and principles to the core and ensures that the same is inculcated amongst the students. Celebration of various days of national importance like Independence Day, Liberation Day, and Republic Day reminds the students of their moral and legal duty towards the nation and inculcates respect for the National Anthem and National Flag. It sensitizes the students of the sacrifices made by the national freedom fighters towards their country.

Citizens' duty towards environment protection is emphasized by celebrating Earth Day and undertaking activities of cleanliness drive and tree plantation activity. Communal Harmony week is organized to assert and celebrate the core value of our Constitution, i.e., national integration and secularism. It ensures that all religions are treated equally and helps to build a sense of tolerance amongst the citizens. Vigilance awareness week helps to raise public awareness about various vigilance measures and thereby prevent corruptive practices.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://rosarycollege.org/naac-additional-data/
Any other relevant information	**Nil**

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	**C. Any 2 of the above**

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	**No File Uploaded**

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

Rosary College of Commerce and Arts provides an inclusive

environment for everyone with tolerance and harmony towards cultural, regional, environment, communal socio-economic, and other diversities. Feelings of national integration are instilled in the students by celebrating various national days like National Independence Day, Republic Day, and Goa Liberation Day. Commemorative days like Women's Day, International Yoga Day, World wildlife week, World Ozone Day, World Water Day, International AIDS Day, along with many regional festivals are also celebrated in the college. Various days of social and moral importance like Zero Discrimination Day, Safer Internet Day, and International Day of Persons with Disabilities have also been commemorated in the college.

Different sports and cultural activities are organized by the various department of the college to promote harmony towards each other. Various activities like photography competition, flower-making competition, webinars, poster competition, essay writing, and other programs have been conducted where the students from various departments actively participated.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

1) Title of the Practice: Inculcation of Values grounded in Discipline

Goals: To imbibe a sound value system and create disciplined and employable candidates grounded in values.

The Context: This is a Management and College initiative that is mandatory for all the students of the College – Arts, Commerce, BCA, BBA, BBA T&T, MCom.

The Practice: The educational process involves not just academic goals but also the inculcation of moral standards to create a more

civil and democratic society. The College has adopted various practices which will inculcate values and disciplined behavior amongst the students of the college. Value education Classes engaged by experts which include priests, nuns, and laypeople, ban on the use of cell phones during lecture hours, spiritual development programmes including First Friday Mass and morning reflection, Interreligious dialogues, CCTV Surveillance of the entire campus, Strict enforcement of dress code, Class teacher/mentor system, etc. With this practice the college aspires to promote tolerance and understanding above and beyond our political, cultural, and religious differences putting special emphasis on human rights and protection of the environment.

Evidence of Success: The practices so adopted by the college has helped in imbibing disciplined behavior amongst the students within and outside the college and have helped them in becoming responsible citizens.

Problems encountered and Resources Required: Engaging in these practices without compromising on the lectures.

2) Title of the Practice: Social Responsibility

Goals: To mold and sensitize the students to be active agents of social change.

The Context: This practice is undertaken by the College to be responsive towards community-based development initiatives.

The Practice: The College is committed to being a socially responsible institution through various departments, cells, AICUF, NSS, NCC units, and Conference of St. Joseph Vaz of St. Vincent the Paul, Community Outreach cell & Unnat Bharat Abhiyan who conduct extension and outreach programmes such as:

1. Drives /rallies on issues like aging with dignity, population stabilization, Swachh Goem, Election awareness.
2. Environment protection and waste management-related activities like tree plantation drives, beach/coastal cleaning, plastic collection drive, door-to-door campaigning on cleanliness, street plays, and poster and essay competitions.
3. Christmas programme for the underprivileged children of Davorlim-Dicarpale Village. ? Socio-economic survey of the residents of Paroda village.
4. Visits to orphanages and homes for the aged.

5. Blood donation and dental camps.
6. Workshops on Paper Bag Making and distribution of paper bags to shop keepers in the vicinity. The college has adopted the socio-economically backward areas of Navelim, Telaulim, Davorlim, Chinchinim, Duessa, and Aquem Baixo.
7. Distribution of footwear, stationery, cutlery, etc to needy students.

Evidence of Success: The practices so adopted by the college has helped the students to be responsible and socially committed citizens thereby ensuring the holistic development of students.

Problems encountered and Resources Required: Engaging in these practices without compromising on the lectures.

File Description	Documents
Best practices in the Institutional website	http://rosarycollege.org/best-practices/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

Rosary College of Commerce and Arts, right from its inception, has been built on the core values of faith in God, love of fellow human beings, moral uprightness, social responsibility and pursuit for excellence. As our vision focuses on an educative community marked by justice, cooperation and integrity, the college has its own mission to empower young women and men, especially the underprivileged to become responsible citizens through holistic education.

The college focuses on sensitizing the students to the needs of the community, empowering them with the necessary skills to become globally competent, strengthening the secular, democratic and non-discriminative spirit in the students through value-based education, using modern technology for effective teaching and learning and making students employable and empowered to meet the changing needs of the industry.

During this year the College organized a number of Webinars and Online competitions on topics such as "Financial Literacy and

Investments", "Entrepreneurship", "Career Planning", "Orientation on Competitive exams" etc. for the benefit of the students and the society. The College was awarded the rolling trophy for Cluster 01 Salcette Taluka for winning maximum prizes and awards in the competition titled "Talking Talukas – Rural Youth Rising" organized by GDP Foundation for innovative ideas and business models. An International Conference (Virtual) on the theme

"Business Strategies during Corona Crisis" was also organized focusing on professional excellence and ethics and essentials for success in a post-covid business environment.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

- Conduct Network Audit
- Conduct External Green Audit
- Purchase of 3D Printers and 3D Pen for Incubation Center
- Bee Farming in college campus
- Extension of Infrastructure
- Green Award for students
- Sensor Lights for Campus
- Research Notice Board
- College Benchmarking
- Purchase of Plagiarism Software
- Implementation of NDL
- Addition of new computers & hardware.
- Publish IQAC newsletter.
- Conduct SIP for the newly admitted students
- Conduct FDP
- IIP Training for New Teachers
- Conduct Examination Orientation
- Addition of New Programmes / Distance Learning
- Addition of New IIPs
- Launch Rosary APP / LMS
- Reuse old computer systems for browsing purposes.
- Participation of NIRF, AISHE, India Today Ranking.
- Collecting Feedback from Industries, Parents, Alumni, and Teachers.
- Formation of IIC
- Training Programs for Non-Teaching Staff