YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	**SARASWAT EDUCATION SOCIETY'S SRIDORA CACULO COLLEGE OF COMMERCE AND MANAGEMENT STUDIES**
• Name of the Head of the institution	**PROF. SANTOSH B. PATKAR**
• Designation	**PRINCIPAL**
• Does the institution function from its own campus?	**Yes**
• Phone no./Alternate phone no.	**0832-2250042 (principal), 0832-2254478 (B. Com office)**
• Mobile No:	**9421157379**
• State/UT	**GOA**
• Pin Code	**403507**
2.Institutional status	
• Affiliated / Constitution Colleges	**Affiliated**
• Type of Institution	**Co-education**
• Location	**Urban**
• Financial Status	**Grants-in aid**
• Name of the Affiliating University	**GOA UNIVERSITY**

• Name of the IQAC Coordinator	**Dr. Smita Shrivastava**
• Phone No.	**9850066734**
• Alternate phone No.	**832-2254478**
• IQAC e-mail address	**caculocollegeiqac@gmail.com**
• Alternate e-mail address	**caculocollege@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	**https://caculocollege.ac.in/wp-content/uploads/2023/03/AQAR-21-22-submitted.pdf**
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	**https://caculocollege.ac.in/wp-content/uploads/2024/01/Annual-Planner-2022-23.pdf**

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.47**	**2014**	**24/09/2014**	**23/09/2019**
Cycle 2	**B**	**2.47**	**2021**	**15/02/2021**	**14/02/2026**

6.Date of Establishment of IQAC	**09/09/2013**

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
NIL	**NIL**	**NIL**	**NIL**	**NIL**

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	**3**
• 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?	**Yes**
• If yes, mention the amount	**326309**

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

❖ **IQAC majorly assisted the ISO 9001 committee in helping the college prepare for its first ISO 9001:2015 Certification. ❖ IQAC laid the foundation for strengthening the research initiatives by organizing two FDP on Research Methodology. ❖ IQAC designed new standard formats to document co curricular activities of the college. ❖ IQAC designed new standard formats to document activities related to the conduct of examinations.**

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
1. To frame the Quality Policy of the college, complete the Internal Auditors training programme as well as the Internal Audit.	**1. Quality Policy of the college was duly framed, Internal Auditors training programme as well as the Internal Audit were completed.**
2. Organise activities to promote research work	**2. Two National level 5 days Faculty Development Programs were organized on Research Methodology**
3. With regard to examination, it was proposed to increase accountability and fixing of responsibilities with regard to setting of Question papers and printing of Question paper copies by devising formats for documenting the same	**3. Question papers were set and copies were printed sufficiently in advance.**

13.Whether the AQAR was placed before statutory body?	**Yes**
• Name of the statutory body	

Name	Date of meeting(s)

IQAC	10/02/2024

14.Whether institutional data submitted to AISHE

Year	Date of Submission
22-23	04/03/2024

15.Multidisciplinary / interdisciplinary

NEP 2020 was approved by the Government of India and will be implemented with the objective of bringing an interdisciplinary approach to higher education through skill enhancement and providing vocational education so that every youth will be more focused and enriched with knowledge that helps them in the employment market.. The government is planning to form a cluster of institutions so that students will get the benefit of a multidisciplinary approach.

The institution will focus on the holistic development of students according to its mission and vision, and with the help of cluster institutions, it will transform into a holistic multi-disciplinary institution. The institution will organize activities to integrate humanities and science with STEM.

The university curriculum offers credit-based courses and projects in the areas of community outreach and service, environmental education, and value-based education such as yoga and meditation. This will allow the students to choose projects that are related to community service. The Research and Development cell would fund some research projects with a stronger community connection. The institution celebrates national, international, and important days to create awareness about Human Rights Day, Women's Day, Road Safety Day, etc. The institution also plans to identify and create awareness of socio-economic aspects among the people of the adopted village and create awareness about health-related issues. Talks by experts to create awareness among the faculties are also planned.

16.Academic bank of credits (ABC):

The institution is waiting for the guidelines of the affiliated university.

17.Skill development:

Skill development programmes are organised in association with other institutions. The skill-based courses conducted by the institution are beautician courses, tally courses, etc. NSS cell conducts activities on value education by celebrating Women's Day, Youth Day, International Yoga Day, etc.. MOUs with industry are signed to help students for internships and certificate courses based on skill development and vocational education. Certificate course were conducted with Bajaj FinServe under CSR on soft skills, drafting, and other topics, and many students have benefited from the course during their job employment.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)	
The institution conducts various cultural programmes on Indian arts and culture. The institution organises cultural festivals such as folk dance, ghumat aarti, food festivals, etc. that display the rich Indian culture. Under NEP, regional languages have to be used in the curriculum, and hence, teachers have started using the regional language Konkani in explaining some concepts of the curriculum in class. Besides this, outside the classroom, all interactions are made through regional languages.	
19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):	
The institution provides education through the use of various ICT tools. The teachers teach the students what they are expected to know and do. The institution also provides good education to students through mentoring, career guidance, counselling facilities, etc.	
20.Distance education/online education:	
The institution does not have a distance education programme but plans to offer some certificate courses in online mode.	

Extended Profile

1.Programme	

1.1 Number of courses offered by the institution across all programs during the year	181

File Description	Documents
Data Template	View File

2.Student	

2.1 Number of students during the year	946

File Description	Documents
Data Template	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	123

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	181

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	33

File Description	Documents
Data Template	View File

3.2 Number of Sanctioned posts during the year	33

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	21

4.2 Total expenditure excluding salary during the year (INR in lakhs)	80.58157

4.3 Total number of computers on campus for academic purposes	147

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

The institution, is affiliated to Goa University, provides quality education through a diverse range of undergraduate programs. Among these, one government-aided course, B.Com., and two self-financed courses, BCA and BBA, are offered to cater to the varied interests and career aspirations of students. The academic structure adheres to the CBCS framework established by Goa University, ensuring a comprehensive and flexible curriculum. Each department within the institution boasts a team of well-qualified teachers, each with

specialized expertise in their respective fields. This ensures a balanced and equitable distribution of responsibilities.

Teachers in self-financed programs maintain a comprehensive course file that includes the syllabus, lecture plans, student attendance records, internal and semester-end assessment marksheets, and student feedback submitted by the students. This ensures transparency, aids in monitoring academic progress, and facilitates responsive teaching practices.

B.Com. teachers use the DHE portal to maintain and upload all course-related documents. This includes uploading students' attendance and Internal Assessment (ISA) marks.

Teachers use Google Classrooms for subject communication. Internal Assessments (ISAs) and Semester End Exams (SEEs) follow GU guidelines. The college organizes frequent workshops and collaborates with companies through MOUs, connecting students with industry experts for placements, career guidance, and internships.

File Description	Documents
Upload relevant supporting document	**View File**
Link for Additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria1/1.1.1.pdf

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

At the commencement of each academic year, our institution formulates an academic calendar. This calendar is meticulously designed, taking into account holidays and vacation periods, to ensure that students class schedules remain unaffected, fostering an environment of enjoyable and engaging learning. Scheduled activities such as ISAs, workshops, and industry visits are prearranged according to this academic calendar and adhered to consistently. Semester-end examinations are conducted in accordance with the academic calendar issued by the relevant university, with the college strictly adhering to the schedule set by the university. The timetable for lectures is established by each program at the start of the semester and is diligently adhered to until the semester's conclusion. If necessary, adjustments are made to the lecture schedule to optimize the students' time on campus.

The evaluation of ISA answer sheets is completed within 10 days following the examination, and the results are promptly made available to the students. ISA scores are publicized on both the notice board and the Google Classroom platform. To facilitate the smooth administration of semester-end examinations, the college notifies teachers of an internal assessment schedule for the submission of internal assessment marks and attendance records.

File Description	Documents
Upload relevant supporting documents	**View File**
Link for Additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria1/1.1.2.pdf**

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	**B. Any 3 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

03

File Description	Documents
Any additional information	**No File Uploaded**
Minutes of relevant Academic Council/ BOS meetings	**No File Uploaded**
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)

07

File Description	Documents
Any additional information	**View File**
Brochure or any other document relating to Add on /Certificate	**No File**

programs	**Uploaded**
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

198/946

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

198

File Description	Documents
Any additional information	**No File Uploaded**
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

At S.E.S's Saraswat College we bid in implementing courses relevant to professional ethics, gender, human values, environment and sustainability into the curriculum.

All the undergraduate students have a compulsory course "Environmental Studies" "Environmental Ethics" and "Business Ethics "for B.COM and Green Computing for BCA.

For BBA: Organizational Behaviour 1, Environment Management - 1, Interview Facing Skills

We conduct outreach programme of visiting, OLD age home,orphanage

and conduct programmes for in-meet as well as provide them with various supplies, wilderness cleaning drives.

We also sign MOU with different companies to bridge the gap between curriculum and industry needs.

The college actively helps the "Jeevan Anand Sanstha" by providing daily necessities and

conducting activities for them.

We encourage our students as well as faculty members to participate in various workshops and seminars on a regular basis organized by various organizations.

File Description	Documents
Any additional information	**No File Uploaded**

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

05

File Description	Documents
Any additional information	**View File**
Programme / Curriculum/ Syllabus of the courses	**No File Uploaded**
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**
Number of courses that include experiential learning through project work/field work/internship (Data Template)	**View File**

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

540

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	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	**View File**
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	**View File**
Any additional information(Upload)	**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	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria1/1.4.1.pdf**

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 sanctioned seats during the year

1017

File Description	Documents
Any additional information	**View File**
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

236

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

To assess the learning levels of the students and to assist them to make better choices in relation to the courses, the admission committee conducts counseling and personal interviews at the time of admission. The concern subject teachers try to identify academically weak as well as advanced students in their respective course.

Slow learners/Academically weak students: Remedial classes are arranged for the slow learners so that they get an opportunity to spend more time on the course they find difficult.

Advanced learners: Advanced learners are given an opportunity to participate and organise state as well as national level events like seminars, elocution competition etc. Discussion groups are created in some subjects wherein advanced learners can guide the

slow learners. Library facilitates advance learners by providing material relating to competitive exams.

Some common practices followed for both the categories of learners: Motivational videos, short films are shown to boost their self-confidence. Relaxation and Meditation sessions are organized. The institution has the practice of appointing class counsellors, mentors and a professional counselor has also been appointed to counsel and mentor the students on academic and any issue which might be affecting their academic performance .

File Description	Documents
Link for additional Information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.2.1.pdf
Upload any additional information	**View File**

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

Number of Students	Number of Teachers
946	33

File Description	Documents
Any additional information	**View File**

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

To enrich the educational experience for students, faculty members employ diverse experiential, participative, and problem-solving methodologies that extend beyond conventional textbooks and classroom approaches.

Experiential Learning

- The college Promotes experiential learning through field trips to industries, incubation centers, and malls, providing real-life insights.
- The College actively organises state-level events like Phoenix, fostering organizational skills and teamwork.
- Expert guest lecturers from various industries are conducted regularly, allowing students to connect with real-world market dynamics.
- Students undergo Internships programmes to get industry exposure, while third-year students undertake field-based projects.

Participative learning

- Participative learning involves interaction of students with various industry experts, participation in intercollegiate

events, and interactive methods like Q&A sessions and
discussions in the classroom. Public speaking skills are honed
through student presentations in relevant courses.

- Problem-solving methodologies involves, incorporating
  practical elements such as programming in IT-based courses and
  in-class problem-solving sessions. These initiatives
  collectively create a dynamic and comprehensive learning
  environment that extends beyond traditional academic
  boundaries.

File Description	Documents
Upload any additional information	**View File**
Link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.3.1.pdf**

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

The institution is extensively equipped with ICT - enabled tools,
enhancing the effectiveness of the teaching-learning process.

- Each classroom features an LCD projector and a mounted screen,
  providing a multimedia platform for instructional delivery.
- Faculty members are equipped with laptops, utilizing them for
  lecture delivery.
- The college library facilitates effective teaching and
  learning by granting faculty access to the INFLIBNET database
  and subscribing to EPWRF modules for faculty.
- The entire campus is WIFI-enabled, ensuring seamless
  connectivity.
- The institution utilizes the centralized management system
  IAIMS, provided by the Directorate of Higher Education,
  Government of Goa.
- The faculty uses G Suite for Education as an ICT tool.
- Faculty members utilized Google Classroom for uploading pre-
  recorded lectures, disseminating study materials, and
  collecting assignments.
- Objective tests were conducted through quizzes using Google
  Forms for online examinations. Additionally, student feedback
  on subjects was solicited through Google Forms, providing a
  comprehensive and interactive educational experience.

File Description	Documents
Upload any additional information	**View File**
Provide link for webpage describing the ICT enabled tools for	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.3.2.pdf**

effective teaching-learning process	

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

24

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

33

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

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	**No File Uploaded**
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

443

File Description	Documents
Any additional information	**View File**

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 college, affiliated with Goa University, adheres strictly to the university's internal assessment guidelines for its B.Com, BBA, and BCA programs. A comprehensive continuous assessment system, named Intra Semester Assessment (ISA) for B.Com, In Sem Evaluation for BCA, and Internal Evaluation for BBA, is in place to gauge students' progress. Each semester, students undergo two ISAs per course, encompassing written tests and alternative evaluations like assignments, presentations, quizzes, and group discussions. An additional ISA is scheduled for student unable to attend the initial assessments.

To ensure the seamless and transparent execution of ISA exams for B.Com, an examination committee oversees the process through a systematic approach:

1. Timetable Preparation: The committee designs a detailed ISA schedule, communicated timely to students, and displays a supervision chart for supervisors a day before the exam.
2. ISA Conduct: Exams are administered in classrooms under examination conditions. Question papers are distributed to supervisors prior to the exam, and answer sheets are returned to subject teachers upon completion.Subject teachers evaluate ISA papers and informed scores to students. Any grievances, are addressedto and resolved directly to the respective teacher.
3. Ineligibility List Display: The committee posts an ineligibility list before semester-end exams.
4. Marks Submission: ISA scores are submitted to the examination committee within the stipulated timeframe.

File Description	Documents
Any additional information	**[View File](#)**
Link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.5.1.pdf**

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

The institution has established a grievance committee in accordance with Goa University's ordinance to address and resolve student grievances related to examinations. Emphasizing transparency, the institution aims to mitigate grievances at their origin and employs a two-tiered approach to handle complaints:

1. **Tier I - Intra Semester Assessment (ISA):** Grievances concerning ISA are directly addressed and resolved by the respective subject teacher.
2. **Tier II - Semester End Examination (SEE):** Post declaration of SEE results, students can seek verification by submitting an application to the principal within 8 days of result announcement. The application is then routed to the examination section for action. Verification of marks is conducted by the concerned subject teacher in the presence of the principal and the student. If the student remains dissatisfied with the verification, a written representation is made to the principal, who forwards it to the grievance committee. On recommendation of grievance committee, the answer book is sent to an external examiner from another institution for re-assessment. The re-assessment result is communicated to the student within the stipulated timeframe, ensuring academic integrity and timely resolution. For university exams, students must directly request answer book revaluation from the university.

File Description	Documents
Any additional information	**View File**
Link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.5.2.pdf**

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The course outcomes outline the specific knowledge and skills students are expected to gain by the end of each semester. These outcomes are established for semesters I to IV of the B.Com program. For semesters V and VI, the university conducts workshops to determine these outcomes, ensuring consistency across all colleges that offer the same subjects.

Our college provides easy access to the B.Com programme outcomes, course-specific outcomes, and individual course outcomes on its official website, alongside the syllabus. This helps students understand what they can anticipate from each course. The Admission Committee is actively involved in assisting students, helping them grasp the available courses to make informed decisions based on their interests and aspirations.

Additionally, at the beginning of each semester, teachers clarify these course outcomes to students. This transparent approach enables students to focus on their learning objectives and understand the expectations associated with each subject, thereby supporting their academic success and goal attainment.

File Description	Documents

Upload any additional information	**View File**
Paste link for Additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.6.1.pdf**
Upload COs for all courses (exemplars from Glossary)	**View File**

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

At the beginning of the semester, the course, programme and programme specific outcomes are communicated to students and are also available on the website, library.

Teaching plans are prepared by individual teacher's and are uploaded on IAIMS portal.

Evaluation of the course outcome is carried out with the help of continuous internal evaluation (like oral presentation, quiz, discussions, multiple-choice questions, problem solving) and Semester End Examination.

The attainment of the programme outcomes is measured in terms of performance of the students, which is reflected by way of "Class", "CGPI" (Cumulative Grade Percentile Index), and "CPI" (Cumulative Performance Index) across the programmes offered by the institution.

To reviews the attainment of course and programme outcomes, course wise results statistics are prepared and displayed for teacher's reference and corrective action.

The activities of cell and departments are aligned in such a way to contribute to the attainment of programme outcomes and programme specific outcomes.

Remedial coaching is provided to students who requires special attention.

Student satisfaction feedback is sought to measure the performance of teaching learning process.

File Description	Documents
Upload any additional information	**View File**
Paste link for Additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.6.2.pdf**

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

181

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	**View File**
Paste link for the annual report	**Nil**

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)

https://caculocollege.ac.in/caculo/AQAR22-23/criteria2/2.7.1.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)

0

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)	**No File Uploaded**

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**

Paste link to funding agency website	Nil

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

56

File Description	Documents
Report of the event	**View File**
Any additional information	**View File**
List of workshops/seminars during last 5 years (Data Template)	**View File**

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

2

File Description	Documents
Any additional information	**View File**
List of research papers by title, author, department, name and year of publication (Data Template)	**View File**

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

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

1

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

3.3 - Extension Activities

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

Our college organized various extension activities throughout the year to nurture social commitment and cultivate empathy among students. Facilitated by entities like the NSS, we actively engage in initiatives that consistently benefit our community. National

and international days are meaningful opportunities to deepen students' awareness of diverse social issues. Our institution carries out numerous activities aligned with the principles of responsible citizenship. A highlight is the active involvement of students in blood donation drives, emphasizing the critical importance of this life-saving gesture. Collaborations with NGOs like Jeevan Anand Sanstha, dedicated to assisting destitute populations, amplify the impact of these commemorations. Addressing immediate needs, our college organizes initiatives like donating clothes and food and providing books and stationery to underprivileged children, fostering empathy and shared responsibility within our students. Our students regularly visit old age homes, creating connections and alleviating feelings of isolation among the elderly. Proactively promoting road safety awareness and emphasizing health and fitness initiatives beyond the campus contribute to a community well-being culture. The diverse extension activities underscore our college's dedication to holistic community development. These initiatives instill a profound sense of social responsibility within our students, fostering compassion towards marginalized individuals and contributing to their holistic development.

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria3/3.3.1a.pdf**
Upload any additional information	**View File**

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

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

0

File Description	Documents
Any additional information	**No File Uploaded**
Number of awards for extension activities in last 5 year(Data Template)	**No File Uploaded**
e-copy of the award letters	**No File Uploaded**

3.3.3 - 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

3.3.3.1 - 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

8

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 last year (Data Template)	**View File**

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

200

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**

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

252

File Description	Documents
e-copies of linkage related Document	**View File**
Details of linkages with institutions/industries for internship (Data Template)	**View File**
Any additional information	**View File**

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

13

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**View File**

| Any additional information | [View File](#) |
| 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 total campus area within which institutions run by Saraswat Education Society are located is 44,000 sq mts. The constructed area of the college is 3,286 sq mts.

CLASSROOMS:

Classrooms with LCD Projector-19

Classrooms with sound system-10

Classrooms with green boards/white boards-19

Classrooms with WiFi-19

Air-conditioned classrooms-12

Class rooms with notice boards-17

Pull down screen-17

COMPUTER LABS:

Laptops/Computers for students' use-139

Laptop/ Computers for staff use-8

LCD Projector-3

Xeroxing Machine with Multifunctions-6

Pull down Screen-2

Printer (Single function)-2

White/Green Board-3

HALLS:

Auditorium-Air-conditioned, 300 seating, LCD, WiFi and sound system

Conference Room-Air-conditioned, 40 seating, LCD, WiFi and sound system

Seminar Hall-Air-conditioned, 120 seating, LCD, WiFi and sound system

Discussion Room (in the Library)10 seating

Meeting Room (BBA section)15 seating

LIBRARY: Total area:200sq.mts., separate stack area, reading area, e-Library, staff reading room.11 Computers students and staff each with internet connectivity. INFLIBNET, EPWRF Times Series, NDLI membership. Colour printer/Photocopier with multifunction.

STAFF ROOMS: B.Com: Air conditioned room with independent table for each staff, 14 laptops, 1 Computer, WiFi with 1 machine with multifunction. BBA: Air conditioned room with independent table for each staff, 5 laptop, WiFi, Machine with multifunction and a colour printer BCA: A room with independent table for each staff, 5 Laptops, 1 computer, WiFi and printer with single function.

OFFICE: AC room with independent tables, 9 Computers, 1 id printer, 10 printers, one photocopier machine with multifunction, WiFi, Water purifier and attached toilet.

EXAMINATION ROOM: Non-AC room, one Copier with multifunction, one cyclostyle printing machine, One laptop, one computer and one Colour printer.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria3/4.1.3.pdf**

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

CULTURAL:

'Anand Giri Keni Hall' is a fully air-conditioned auditorium shared by college, school and HSS.

SPORTS:

The college focuses and encourage students for both outdoor as well as indoor sports.

Sports hall is air-conditioned, Fitness Centre inclusive of a treadmill, Leg-extension machine, Chest-press machine, Cycling machine and Olympic bar, Separate timings for boys and girls, user register is maintained.

TV with satellite connection. Weighing machine and Height scale, 2 TT Tables, 10 rackets, 6 carom boards, 10 chess boards, 20 Judo

mats.

Facilities for the games such as Football, Volleyball, Hockey, Throw ball, Handball, Athletics, Tennikoit, Badminton.

College has MoU with Goa State Chess Association and organizes Taluka and State-level Chess tournaments.

College ground is under construction along with gymnasium room with two changing rooms.

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria4/4.1.2.pdf**

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

19

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

19

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)	**View File**

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)

42.79

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

4.2 - Library as a Learning Resource

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

Library is automated using Integrated Library Management System (ILMS)

Data requirement for year: Upload a description of library with,

- **Name of ILMS software KOHA**
- **Nature of automation (fully or partially) Partially**
- **Version :21.11.01.000**
- **Year of Automation automation with Koha software started in 2022-23 earlier automaton with NewGenLib software was initiated in the year 2013**

Link: http://dhegoalib.unifyed.com:8080

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional Information	**http://dhegoalib.unifyed.com:8080**

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	**View File**
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)

4.08

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

84

File Description	Documents
Any additional information	**No File Uploaded**
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

Infrastructural development and technological upgradation is key for the growth of any educational institution and our institution is not an exception to this.

The college is well equipped with adequate digital & computer infrastructure and these infrastructural facilities are upgraded from time to time as per the requirements of the concerned departments.

The college also boasts of a qualified technical staff including a system admin, Lab Assistants, besides the teaching staff.

The total number of computers collectively possessed by all concerned departments at present including the library, computer labs and office units of B.Com, BBA and BCA stands at 178.

There are three separate computer centres (computer labs) for B.com, BCA and BBA courses and are fully equipped with adequate number of computers and internet facilities.

The total number of browsing centres is 1 (one) which is housed in the library block.

The total number of internet connections is 1 (one) The college has also maintained adequate bandwith and has upgraded the quality of internet services from time to time.

At present, the college has the following bandwidth available 100 MBPS

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

4.3.2 - Number of Computers

139

File Description	Documents
Upload any additional information	**No File Uploaded**
Student – computer ratio	**View File**

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

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	**No File Uploaded**

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)

76.6

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.

There are systems and procedures for maintaining and utilizing the following faclities:

- Classrooms

- Computer Laboratories

- Sports Centre

- Administrative Office

- General Maintenance

- Other Support Services

- Garden

- Library

- Canteen

- The college has an annual maintenance contract for the below facilities, and a check is kept on the regular maintenance by the office staff. The facilities that have an AMC for Computers,Air

conditioners, Water coolers, Water purifiers, EPABX intercom, systemCampus, photocopy machines,C.C.T.V.

Further information is available on the following link:https://caculocollege.ac.in/caculo/AQAR22-23/criteria4/4.4.2.pdf

File Description	Documents
Upload any additional information	**View File**
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria4/4.4.2.pdf**

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

40

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

23

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	**A. All of the above**

Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

File Description	Documents
Link to institutional website	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria5/5.1.3.pdf**
Any additional information	**View File**
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

446

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

446

File Description	Documents
Any additional information	**View File**
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	**No File Uploaded**
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

47

File Description	Documents
Self-attested list of students placed	**View File**
Upload any additional information	**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

32

File Description	Documents
Upload supporting data for student/alumni	**View File**
Any additional information	**No File Uploaded**
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

0

File Description	Documents
Upload supporting data for the same	**View File**
Any additional information	**No File Uploaded**

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.

46

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 university/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)

The College has students as members of various committees such as the College Students's Council, Sports Council, IQAC (Internal Quality Assurance Cell), Canteen Committee, Prevention of Sexual Harassment Committee. Such representation helps the students in development of character, leadership and spirit of service. These bodies organize cultural programs, seminars extracurricular activities like Youth Festival, Phoenix,Odyssey, IT Maestro, Sports Meet etc. so that the students may acquire knowledge in managing events and expand thinking capacities and knowledge.

The election to the College Students Council and Sports Council is held every year, The Student council is a representative structure through which students can be involved in the affairs of the college, working in partnership with the institution and students.

IQAC committee ensures quality improvement in the facilities provided by the college considering the students suggestions in making decisions, thus solidifying student's involvement.

The Anti Ragging Cell also has students' representation as per the University Statues. It works to prevent ragging in the college.In addition, the college has various clubs and associations which have student representatives to coordinate the activities. There is active involvement of students in various frontiers of the institution to ensure hands on approach and participation in the pursuit of academic excellence.

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria5/5.3.2.pdf**
Upload any additional information	**View File**

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

50

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 SES's Sridora Caculo College Alumni actively contribute to the advancement of SES's Sridora Caculo College of Commerce and Management Studies through various engaging activities.

On August 20, 2022, the Mapusa City Run, a collaborative initiative with the college, promoted healthy living within the community and also served as a fundraiser for the Alumni Association. This event successfully raised around Rs. 3,00,000 (Before deduction of expenses) supporting future activities.

Teachers' Day celebration on September 5, 2022, highlighted the appreciation for educators, fostering a positive environment within the college.

A recreational activity, the Interclass FIFA 22 tournament on April 5, 2023, provided students with a platform for leisure and camaraderie, enhancing the college experience.

"Ghumat Naad 3.0," an Intercollegiate Ghumat Aarti Competition on April 8, 2023, showcased cultural heritage while fostering intercollegiate relationships, enriching the college's cultural landscape.

The Talent Search Competition, "Caculo's Got Talent," held on February 5, 2023, facilitated the discovery and nurturing of students' talents, promoting a vibrant campus community.

Throughout the semester, the Alumni organized guest lectures, enriching students' academic experience with practical insights from accomplished professionals.

Through these efforts, the Alumni Association enhances the college's cultural and recreational offerings and contributes to its holistic development.

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria5/5.4.1.pdf**
Upload any additional	**View File**

information	

5.4.2 - Alumni contribution during the year (INR in Lakhs)	`C. 3 Lakhs - 4Lakhs`

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

```
1. Vision of the College:

To be the model institution, providing for a holistic development
of individuals with an aim of promoting a healthy and progressive
society.

2. Mission Statement of the College:

To impart value-added education to nurture creative abilities of
our youth, to develop professional competence with a focus on
opportunities for individual excellence and the collective
wellbeing of the community.

3. Nature of Governance: The college is a part of the Saraswat
Education Society which has a General body. The office bearers,
namely, Chairman, Vice-Chairman and Secretary and Treasurer are
responsible for conducting a general body meeting once a year. The
Society also has an Executive Committee which is elected every
three years by the members of the Society. At the college level,
leadership is provided by the Principal and at the Departmental
level by the various departmental heads/Course Coordinators.

Involvement of Teaching Staff in Decision Making

Various committees are constituted by the Principal before the
academic year keeping in mind the vision, mission of the college
as also the requirements of Goa University & NAAC. The teaching
staff are part of at least one committee and are responsible for
its decisions.
```

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/about-us/**
Upload any additional information	**View File**

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

```
The college offers three programs: BCom, BBA, and BCA. The BBA and
BCA programs are self-funded and are overseen by their individual
course coordinators, who are accountable for their administration.
```

These Course Coordinators bear responsibility for all aspects, including admissions, selection of subjects from the approved university list, scheduling, faculty selection, exam management, procurement, branding, promotions, and day-to-day operations to ensure the smooth functioning of their respective programs. They regularly engage in meetings with the Principal for program oversight. The self-financed programs operate as distinct entities within the institution, granting the respective course coordinators the autonomy to devise unique strategies to differentiate them from the regular aided BCom program.

Distinct staff rooms are allocated for BCom, BBA, and BCA, facilitating the promotion of a decentralized decision-making model. The principal has instituted several committees that contribute to the distribution of decision-making authority for academic and administrative matters. This commitment to decentralization and participatory management fosters a dynamic, up-to-date, and effective approach in the Leadership and Management team's endeavors.

File Description	Documents
Paste link for additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.1.2a.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

In accordance with the institution's Vision and Mission Statement, an Institutional plan was crafted to encompass both immediate and future perspectives. The strategic plan was meticulously developed through consultations with diverse committees, aiming to foster collaboration with all stakeholders, thereby promoting inclusivity and active engagement. These strategic and action plans were thoughtfully designed to address the requirements of all stakeholders in a well-balanced manner.

The institution included air conditioning for BCom classrooms as a component of its Institutional plan. The implementation of this plan is underway, and several classrooms have already been equipped with air conditioning. Furthermore, there was a decision to enhance the condition of the current playground, and significant progress has been made in its construction.

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 college is part of the Saraswat Education Society, which has a General body of a Chairman, Vice-Chairman, and Secretary and conducts a general meeting once a year. The society also has an executive committee, which is elected every three years by the members of the Saraswat Society. The Executive Committee is the major decision-making body with respect to the various educational institutes that are part of the society. The Executive Committee consists of the President, Vice President, Secretary, Joint Secretary, Joint Secretary, Treasurer, Joint Treasurer, and the co-opted members. The Local Management Committee comprises of Management members, Vice-Principal, Expert from other institutions, Staff members and members from non-Teaching staff. The principal of the college reports directly to the executive committee.

The Principal along with the Vice Principal plays a pivotal role in guiding the college to align with its mission statement and charting a path toward realizing its vision. At the departmental level, leadership responsibilities are shouldered by the respective department heads and course coordinators

The college conducts three programs: Bachelor of Commerce, Bachelor of Business Administration, and Bachelor of Computer Application.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.2.2.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	No File Uploaded
Screen shots of user interfaces	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

Teachers

- **Staff Co-operative Credit Society for extending credit facilities, including festival advance**
- **canteen facility on campus**
- **A first-aid box with medicines is available in the staff room for all.**
- **Safe drinking water is made available for all.**
- **Provision of earned leaves for the staff of the self-financed programmes**
- **Retirement corpus for teachers of self-finance programmes**

Non-Teaching

- **Staff Co-operative Credit Society for extending credit facilities, including festival advance**
- **canteen facility on campus**
- **Group insurance is provided to the regular teachers and staff.**
- **A single set of uniforms is provided annually to group D and daily wage staff.**
- **A first-aid box with medicines is available in the staff room for all.**
- **Safe drinking water is made available for all.**
- **Security Guard has been provided with a cabin**
- **The fitness center is open for the use of the college staff in their spare time.**

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.3.1R.pdf**
Upload any additional information	**View File**

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

19

File Description	Documents
Upload any additional information	**View File**

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

2

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**View File**
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

14

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
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 institution follows the Performance Appraisal System prescribed by the Goa University, which helps in the career advancement of the teaching faculty. Every year, the faculties have to submit the duly filled Performance Appraisal Form, consisting of details of work load, extra remedial classes, research work, and co-curricular and extension activities carried out throughout the year. The performance appraisal form is evaluated by the principal, and necessary action is taken with respect to the required improvement. The same form is scrutinized

during the career advancement of faculties by the screening committee, and accordingly, career advancement is granted.

In the case of non-teaching staff members, a personal appraisal form is required to be submitted every year, which the Head Clerk and Principal evaluate and make recommendations. At the time of promotion, the personal appraisal form will be assessed by the selection committee.

File Description	Documents
Paste link for additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.3.5.pdf
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

As per the requirements of the various departments of the college, the accountant of the college prepares the budget, taking inputs from the Principal, the Vice-Principal, and the heads of the departments. The budget prepared is approved by the Management Executive Committee. As and when transactions occur, books of accounts, payment vouchers, bills, and bank statements are maintained and updated regularly by the college accountant. A qualified Chartered Accountant appointed by management performs internal audits on an annual basis. Verification of accounts is carried out by the qualified chartered accountant, who makes suggestions or raises queries. The principal discusses the same with the management, and appropriate action is taken. An internal financial audit of the institution has been conducted for 2022–2023.

The Directorate of Higher Education conducts external financial audits from time to time.

File Description	Documents
Paste link for additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.4.1.pdf
Upload any additional information	**View File**

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)

0

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)	**No File Uploaded**

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

The college has formulated a policy for fund mobilization. It generates funds by renting out its premises, like halls, computer labs, classrooms, etc., to external parties on a short-term basis. The college also runs two self financed programmes, namely, BBA & BCA which also helps to generate funds for the college.

In the academic year 2022–23, as per this policy, fund mobilization was done as follows:

1. Canteen Rent: The college rented its space to the canteen contractor to run the canteen facility for college staff and students. The contract agreement is renewed on an annual basis.
2. Hall rental: The college rented its hall for various activities / events to external parties.
3. CA Exam: The college provided its classrooms to conduct CA exams.
4. NSEIT Exam: Computer labs from B.Com, BBA, and BCA were utilized to conduct the NSEIT Exam in multiple cycles under mutually agreed terms and conditions.

Fund mobilization through optimal use of resources (2022–2023).

Source of Fund Amount (in Rs.)

1. Hall Rent: 43,500/-
2. Canteen Rent: 3,23,000/-
3. CA Exam: 4,17,940/-
4. NSEIT Exam: 1,74,645/-
5. MOTIFIRE Exam: 15,309/-
6. Short Term Courses: 3,07,580/-
7. Tender Fees: 1000/-

Total Amount: Rs. 9,75,394/-

File Description	Documents
Paste link for additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.4.3.pdf

Upload any additional information	**View File**

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

The Internal Quality Assurance Cell (IQAC)plays a crucial role in institutionalizing quality assurance strategies and processes in Saraswat Education Society's Sridora Caculo College of Commerce and Management Studies thereby enabling the institution to focus on its mission. IQAC has organized workshops, seminars, and training programs to enhance the skills and knowledge of students, faculty and staff in quality assurance and improvement. IQAC has encouraged benchmarking against peer institutions and promoting the adoption of best practices in various areas, such as teaching, research, and administration.

PRACTICE 1:

IQAC has established formal relationships and collaborations with a wide range of partners which help institutions expand their resources, improve their educational offerings, enhance their research capabilities, and strengthen their overall standing in the academic and professional community through MOU (Memorandums of Understanding).

PRACTICE 2:

IQAC has ensured that all quality-related activities are well-documented. IQAC has prepared reports on quality assurance initiatives and outcomes, which can be shared with internal and external stakeholders.

File Description	Documents
Paste link for additional information	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.5.1C.pdf
Upload any additional information	**View File**

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

The regular meetings both internally and with the principal and different committees are held to conduct periodic reviews and audits of teaching-learning processes and methodologies is done through IQAC. This ensures that there is a proper alignment with institution's quality objectives. Regular feedback mechanisms for students is implemented to provide input on the teaching and

learning experiences so as to make adjustments as needed. The following initiatives were taken:

Academic audits are conducted for the BBA Department by Goa University, whereby the teaching plan, pedagogy, and evaluation are reviewed. The audit teams sit down with the IQAC members and finalise the audit report. The IQAC gives feedback to the departments from time to time, suggesting measures for internal quality enhancement.

Collecting feedback from stakeholders like students, parents, staff, and alumni to facilitate teaching-learning reforms This helps in obtaining an unbiased and honest opinion about the institutional performance, especially in academics. Student feedback of teachers is conducted regularly. Analysis of the feedback is done and communicated to the teachers to enable them to enhance their teaching skills and their relationships with the students.

The IQAC cell continuously reviews and takes necessary steps to upgrade the teaching and learning process.

Further Details and Supporting documents available on the following links:

https://caculocollege.ac.in/nirf-2/

https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.5.2.pdf

File Description	Documents
Paste link for additional information	**https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.5.2.pdf**
Upload any additional information	**View File**

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	**1) https://caculocollege.ac.in/nirf-2/ 2) https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.5.3_QualityInitiative.pdf 3)**

	https://caculocollege.ac.in/caculo/AQAR22-23/criteria6/6.5.3_colaborations.pdf
Upload e-copies of the accreditations and certifications	**View File**
Upload any additional information	**View File**
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

The College has employed full-time security personnel to continuously monitor the premises, along with installing CCTV cameras at all entrances and corridors. It maintains a zero-tolerance policy against sexual harassment, fostering a secure environment for its members. A committee dedicated to preventing workplace sexual harassment has been formed, specifically focusing on safeguarding women. Additionally, the College assigns two class counselors to each class and has a dedicated professional counselor available full-time to address student issues in a separate counseling room. The College's policies governing admissions, recruitment, and administrative and academic functions prioritize the well-being of students, faculty, and staff, ensuring fairness without gender-based discrimination. Facilities such as separate restrooms for female students, electric sanitary pad vending machines in girls' washrooms, and active involvement of female students in various college activities demonstrate the commitment to inclusivity. Moreover, measures such as separate gym timings for female students and the establishment of anti-ragging committees and women's cells further emphasize the College's dedication to promoting gender equality and ensuring a safe and respectful environment. Celebrations like Women's Day also acknowledge and honor the significant role women play in our lives.

Prevention of Sexual Harassment Link

http://caculocollege.ac.in/prevention-of-sexual-harassment/

Anti Ragging Cell Link

http://caculocollege.ac.in/anti-ragging-cell/

Activities Conducted by Gender Sensitization Cell:

```
1) Talk on "Sexual Harrassment"

2) Workshop on "Women Centric Laws in India"

https://caculocollege.ac.in/caculo/AQAR22-23/criteria7/7.1.1a.pdf
```

File Description	Documents
Annual gender sensitization action plan	Nil
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://caculocollege.ac.in/caculo/AQAR22-23/criteria7/7.1.1.pdf

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	D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	**View File**
Any other relevant information	No File Uploaded

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

```
Waste Management Practices:

The campus implements effective waste management by segregating
both wet and dry waste. Each classroom is equipped with three
bins: one for wet waste, another for paper, and a third for
plastic. Cleanliness drives are organized by NSS volunteers, who
actively collect plastic bags as part of these initiatives.
Dedicated multi-tasking staff members are assigned to each floor
for maintenance purposes, ensuring consistent upkeep. The Mapusa
Municipality workers diligently collect segregated waste from the
campus on a daily basis.

Liquid Waste Handling:

For liquid waste, soak pits are meticulously maintained and
undergo regular cleaning. All wastewater is directed to its
respective soak pits and is not released into open areas.
```

E-Waste Disposal:

The College has partnered with Karo Sambhav Pvt Ltd, an external agency specializing in E-Waste management. Annually, the College orchestrates an E-Waste collection drive. NSS volunteers facilitate the collection of electronic waste, which is then sent for recycling through representatives of Karo Sambhav.

Environmentally Friendly Practices:

The College follows a practice of using less flow taps, replacing plastic cups and pet bottles with paper cups and glass bottles. Each staff member's birthday is celebrated by presenting a potted plant instead of bouquets and gifts. Canteen regularly donates leftover food to ashrams and NGOs. For safe disposal of sanitary napkins, the College has an incinerator.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	**View File**
Geo tagged photographs of the facilities	**Nil**
Any other relevant information	**No File Uploaded**

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	**E. None of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	**No File Uploaded**
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 with trees and plants**	**D. Any 1 of the above**

File Description	Documents
Geo tagged photos / videos of the facilities	**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	D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
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	C. Any 2 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	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
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).

The College stands as a bastion of inclusivity, championing a vibrant tapestry of cultures while ensuring equality for all involved. We wholeheartedly implement government policies that foster open-mindedness and unity within our campus, including the Reservation Policy and the National Policy for Persons with Disabilities. Within our walls thrives a beautiful tapestry of gender diversity. To sensitise our student and faculty body on gender issues and to empower women, the College houses a dedicated Women's Cell and an Internal Committee as mandated by law. Our institution boasts robust policies against discrimination, swiftly addressing any breaches with stringent disciplinary measures. Complementing these efforts, we have established statutory bodies like the Grievance Committee, Anti-ragging Committee, and Admission Complaint Committee, staunchly resolving any grievances while vehemently discouraging unlawful actions. Proudly cherishing our diverse community, the College fosters an environment where customs, cultures, and traditions are embraced and celebrated collectively. Festivals like Ganesh Chaturthi, Navratri, Diwali, Christmas, Eid are celebrated fervently. Enthusiastically, we extend warm greetings and fervently partake in the festivities of various religions, fostering a spirit of unity and joy among us all.

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

In grooming tomorrow's leaders, it's imperative that our students grasp the fundamentals of our Constitution, shaping them into well-informed citizens. To this end, our college marked National Law Day, a celebration aimed at illuminating the essence of India's Constitution. The keynote speaker delved into the significance of our constitutional framework, shedding light on the legal system that permeates our nation. Focusing on the Preamble's objectives—ensuring justice, liberty, equality, and fostering fraternity for national unity and integrity—the discussion offered a profound understanding. Furthermore, the college commemorated Dr. B. R. Ambedkar's birth anniversary, emphasizing the importance of acquainting students with our Constitution. Upholding a tradition of acknowledging days of national significance such as Republic Day, Independence Day, Goa Liberation Day, and Gandhi Jayanti, we honor the struggles behind our freedom, reminding both students and staff of their responsibilities towards our nation.

File Description	Documents

Details of activities that inculcate values; necessary to render students in to responsible citizens	**View File**
Any other relevant information	**No File Uploaded**

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	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

The college brims with fervor and excitement, commemorating both national and international days with spirited events. On patriotic occasions like Independence Day, Goa Liberation Day, and Republic Day, special gatherings thrive, fostering a sense of national unity through guest speeches that inspire students. Beyond these, a myriad of other significant days find celebration within our campus. National Youth Day and Teachers' Day honor the legacies of Swami Vivekananda and Dr. Sarvepalli Radhakrishnan, respectively. To prioritize holistic health, dedicated programs mark World Heart Day, AIDS Day, World Mental Health Day, and Suicide Prevention Day. Embracing the virtues of yoga, International Yoga Day witnessed enlightening training sessions highlighting its multifaceted benefits. The International Day of Non-Violence, coinciding with Mahatma Gandhi's birth anniversary, was observed through diverse competitions, reinforcing the philosophy of non-violence among students. Additionally, the college observed Child Rights Day and Women's Day, organizing impactful walkathons to sensitize students about the challenges faced by women and children in our country.

File Description	Documents
Annual report of the celebrations and commemorative events for the	**View File**

last (During the year)

| Geo tagged photographs of some of the events | **No File Uploaded** |
| 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.

Best Practice I

Title: Empowering Lives - Connecting Communities

Best Practice II

Title: Empowering Faculty Research Initiatives

Further details on the implementation and context of the best practices is available on the following link: https://caculocollege.ac.in/caculo/AQAR22-23/criteria7/7.2.1.pdf

File Description	Documents
Best practices in the Institutional web site	**View File**
Any other relevant information	**View File**

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

In a competitive educational landscape, our College distinguishes itself through a steadfast commitment to community engagement. While neighboring institutions may prioritize academic excellence or sports prowess, we have made community service a cornerstone of our identity. Through regular cleaning drives, health awareness campaigns, and initiatives to rehabilitate roadside destitutes, our students and faculty actively contribute to the betterment of our local community. These efforts not only enrich the lives of those we serve but also instill a sense of social responsibility and empathy in our students. The impact of our community outreach initiatives extends beyond the confines of our campus, garnering recognition and respect from both local authorities and neighboring communities. By prioritizing these endeavors, we not only fulfill our duty as responsible citizens but also cultivate a culture of compassion and service that sets our institution apart in the educational landscape.

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

7.3.2 - Plan of action for the next academic year

1) Greater focus on Research and Consultancy - The college plans to increase thenumber of seminars, workshops on research methodology, research paper writings and publishing, so as to improve its output in research and publications.The college aims to organize national and state-level workshops and seminars on research-related topics across departments such as Commerce, Management, Economics, Computer Science, BBA, and BCA. These events will enhance research skills and knowledge dissemination.

2) Strive towards achieving sustainable development goals with regards to waste management, alternate sources of energy and energy conservation, water conservation and green campus initiative.

3)Motivational speakers to be invited to inspire students, with a specific focus on different departments throughout the academic year. Additionally, a student evaluation process will be implemented to identify individual interests and learning levels, aiding in personalized support for slow and advanced learners.

4)Efforts will also extend to industry-academic partnerships, certificate courses, departmental activities, community outreach..