



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

Part A	
Data of the Institution	
1.Name of the Institution	Fr. Agnel College of Arts & Commerce
• Name of the Head of the institution	Dr. Fr. Fredrick Rodrigues
• Designation	Principal (Officiating)
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08322218673
• Mobile No:	9822177441
• Registered e-mail	principal@fragnelcollege.edu.in
• Alternate e-mail	fredrick@fragnelcollege.edu.in
• Address	Fr. Agnel College of Arts & Commerce, Pilar
• City/Town	Pilar
• State/UT	Goa
• Pin Code	403203
2.Institutional status	
• Affiliated / Constitution Colleges	Affiliated College
• Type of Institution	Co-education
• Location	Rural

• Financial Status	Grants-in aid
• Name of the Affiliating University	Goa University
• Name of the IQAC Coordinator	Associate Professor Resham Kaur Bhambra
• Phone No.	08322218673
• Alternate phone No.	08322218673
• Mobile	9890238017
• IQAC e-mail address	iqac@fragnelcollege.edu.in
• Alternate e-mail address	reshamkaur@fragnelcollege.edu.in
3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.fragnelcollege.edu.in/toplinks/iqac/
4.Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.fragnelcollege.edu.in/academics/academic-calendar/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	80-85%	2007	31/03/2007	30/03/2012
Cycle 2	A	3.05	2016	16/09/2016	15/09/2021
Cycle 3	A+	3.28	2022	23/08/2022	22/08/2027

6.Date of Establishment of IQAC

25/06/2007

7.Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Sports	Awareness of eradication of Social Evils and Vices among the Youth	Directorate of Sports and Youth Affairs	2022-23	40,418.00
Red Ribbon Club	HIV/AIDS Awareness Activities	Goa State aids Control Society	2022-23	1420.00

8. Whether composition of IQAC as per latest NAAC guidelines	Yes		
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File		
9.No. of IQAC meetings held during the year	04		
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes		
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	View File		
10. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No		
<ul style="list-style-type: none"> • If yes, mention the amount 			

11. Significant contributions made by IQAC during the current year (maximum five bullets)
<p>? Memorandum of Understanding signed with Nirmala Institute of Education, Goa. ? Introduced and framed policy for providing equal opportunities for persons with disabilities in the college. ? Commencement of new specialization -Business Management (Honours)-BCom ? National Conference 'Physical Education and Sports: Role and Importance in National Education Policy 2020 and Beyond' ? Conducted Faculty Development Programmes and Staff Development</p>

Programmes.

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
Teaching-learning-evaluation: - ? Remedial classes ? Lecture plans ? Syllabus completion reports ? Scrutiny of question papers and assessed papers ? Lecture engagement reports	Yes Done
Feedback from: - ? Students ? Teachers ? Alumni ? Parent ? industry	Yes Done
Welfare measures for students: ? Subsidised /free stationary /sanitary items ? Photocopy at concessional rates ? Deworming programme ? Assistance regarding fees payment, scholarships	Yes Done
Welfare for Staff: - ? Advances at zero rate of interest and soft loans for MTS ? Health check-ups of Staff ? Advances due to delayed salary disbursement by the Government	Yes Done
Programmes for Staff: - (seminars, workshops, FDPs etc.)	? Faculty Development Programmes: 05 ? Selection of journal for research publication- 18th October 2022 ? Pedagogical techniques to enhance learning in the classroom - 24th April 2023. ? Interactive session on "Outcome-based Education"-13th January 2023 ? Interactive session on "Usage of Dishtavo"- 31st January 2023 ? Session on "MOOCs and the use of ICT in Teaching and Learning" - 23rd March 2023 ? Staff Development Programme (teaching & non-teaching staff)

	<p>: 04 ? Workshop on Fire Safety Drill -6th March 2023 ? Workshop on Financial planning and options- 14th November 2022 ? Workshop on Understanding emotions: setting life in motion- 15th November 2022 ? Workshop on Meditation to promote Har Ghar Dhyam- 11th March 2023 ? National Conference: 01 ? National conference on "Physical education and sports: Role and Importance in NEP 2020</p>
<p>Programmes for students: - (workshops, seminars, inter-class competitions, inter-collegiate programmes)</p>	<p>? Photography Workshop "How to Make a Career in Photography" - 14th January 2023 ? Workshop on "The Making of Modern Japan"-27th January 2023 ? Workshop on "Are You Job Ready?" 3rd October 2022. ? Guest Lecture "Building a Dementia Friendly Community" -13th October 2022. ? Lecture Series "Reflecting the Agnelite Ethics- Ambassadors with Skill" 15th October 2022. ? Guest Lecture "Entrepreneurial Mindset" - 22nd October 2022. ? Guest Lecture "Internal Control and Financial Tax Literacy" 1st November 2022. ? National seminar "Physical Education and Sports: role & importance in NEP 2020 and Beyond" - 06th March 2023. ? Guest Lecture "DigitALL: Innovation and Technology for Gender Equality" - 08th March 2023. ? Financial Literacy and Awareness Program - 10th March 2023. ? Guest Lecture "E-Waste Management"- 21st March 2023. ? Workshop "Introduction to Applied Data Science" 1st April 2023. ? Guest Lecture "Indian</p>

Constitution Preamble - 13th August 2022. ? Guest Lecture "Fundamental Rights"- 13th August 2022. ? Guest Lecture "Biodiversity of India"- 13th August 2022. ? Guest Lecture "Important facts about India's freedom struggle that every Indian should know"- 13th August 2022. ? Guest Lecture "India's Journey of Science and Technological Development"- 13th August 2022. ? Guest Lecture "Role of India's freedom fighters"- 13th August 2022. ? Guest Lecture "Incredible India"- 13th August 2022. ? Guest Lecture "Glorious India: Young Entrepreneurs" - 13th August 2022. ? Guest Lecture "Lesser-Known Interesting facts about our country"- 13th August 2022. ? Guest Lecture "India Over the years- Country Facts"- 13th August 2022. ? Guest Lecture "Democracy in contemporary times" - 13th August 2022. ? Talk "Unity in Diversity, communal Harmony and National Integration"-15th August 2022. ? Guest Lecture "Decision Making" - 23rd August 2022. ? Guest Lecture "Stress Management among college students" - 27th August 2022. ? Career Guidance Talk- 08th September 2022. ? Awareness Session "Creating Hope Through Action"- 10th September 2022. ? Guest Lecture "Democracy in Contemporary Times"- 15th September 2022. ? Online Certificate course - "Financial Literacy Programme" -16th September to 2nd October 2022. ? Interactive session "Social

	<p>Media for Good" - 16th September 2022. ? Guest Lecture "Conflict Resolution and Child Rights in the State of Goa"- 01st October 2022. ? Workshop "Kitchen Waste Management" - 24th February 2023. ? Talk on "Health and Hygiene"- 24th January 2023. ? Mehendi Workshop - 27th August 2022. ? Fire Safety Drill - 06th March 2023. ? GUART Training Workshop for final year students- 17th January, 07th February and 14th February 2023. ? Session on World Mental Health Day 08th October 2022. ? Tally course for students - 13th to 24th December 2022.</p>
Mentorship	<p>? WhatsApp Group of respective classes by Class Mentors to update them with details of admission, examination and other important announcements. ? Each class has two mentors for one-to-one mentoring of students, to keep track of their progress, understand their problems, encourage them and guide them through academic counselling.</p>
Counselling	<p>? Fulltime Counselor is available throughout the week. ? The counsellor engages one lecture per week for first-year classes. ? Need-based counselling case to case is also conducted based on the recommendation of the class mentors.</p>
Purchase of books/journals/subscriptions	Total: Rs. 2,68,576
Presence on social media	<p>Yes ? Facebook page of the College ? College Website ? Instagram Handle ? YouTube</p>

	channel of the College
Upgradation/beautification/ repairs /renovation of infrastructure/facilities/campus	Yes Done
Extension activities	<p>? Awareness on Waste Management- 15th to 22nd March 2023. ? Awareness on the Importance of Sanitation and Hygiene- 1st to 5th April 2023. ? Remedial classes for weaker children in the neighbouring areas- 28th March to 15th April 2023. ? Awareness on safe drinking water- 5th March to 25th March 2023. ? Milk Packets Awareness Drive- 11th March 2023. ? Milk Packets Collection Drive- 03rd April 2023. ? Collection Drive cum sale of clothing items to reduce textile waste- 10th April 2023. ? Waste Management Survey in the neighbouring villages - 11th April 2023. ? Waste management awareness drive in neighbouring villages - 03rd February and 6th April 2023. ? Education outreach programme in adopted villages "Awareness programme on mushroom cultivation" - 27th March 2023. ? 20 hours of Remedial classes for school students in adopted villages - 27th February to 30th March 2023. ? Community Programme -Greenery- Kitchen Garden and terrace garden. ? Beach Cleaning Drive- Rotaract Clun of Fr. Agnel College- 02nd October 2022. ? Voluntary Blood Donation Camp for students and Villagers- 27th February 2023. ? Hospital Attachment Camp -22nd August to 1st September and 2nd September to 12th September</p>

	<p>2022. ? Beach cleaning drive "Punnet Sagar Abhiyan"-09th October 2022 ? Calangute Beach cleaning drive - 07th January 2023. ? Awareness of National Flag - 09th August to 12th August 2022. ? Plogging Run- Plastic collection drive- 02nd October 2022</p>
NSS/NCC/Sports activities	<p>• NCC Activities: ? Online Kargil Vijay Diwas Celebration and Awareness- 26th July 2022. ? Campus Cleaning Drive- 12th August 2022. ? Impactful slogan Writing Competition- 14th August 2022. ? Independence Day- 15th August 2022. ? Independence Day Pride Rally- 15th August 2022. ? Har Ghar Tiranga Campaign- 15th August 2022. ? Nature Trek at Cabo de Rama - 02nd December 2022. ? Goa State Liberation Day Parade at Fr. Agnel College- 19th December 2022. ? Beach cleaning Drive at Calangute- 07th January 2023. ? Boat Pulling Activity at Dona Paula- 09th January 2023. ? National Youth Day Talk- 12th January 2023. ? Social Service and Community Development Activity- 18th January 2023. ? Republic Day Drill at Fr. Agnel College-26th January 2023. ? Session on "Career Opportunities in Indian Air Force"- 27th February 2023. ? NSS Activities: ? Har Ghar Tiranga Abhiyan- 13th to 16th August 2022. ? Awareness Drive in Locality- 09th to 12th August 2022. ? Slogan Writing on International Youth Day - 12th August 2022. ? Campus cum Community Cleaning - 13th August 2022. ? Rangoli competition-</p>

14th August 2022. ? Blood Donation Drive - 09th September 2022. ? Independence Day Celebration- 15th August 2022. ? Cleanliness Drive at Fort Aguada- 02nd October 2022. ? Plogging Run cum Plastic Collection Drive - 02nd October 2022. ? Beach Cleaning - 02nd October 2022. ? Mega Plastic collection drive - 19th October 2022. ? Road Safety Programme - 29th October 2022. ? Pledge taking on Rashtriya Ekta Diwas - 31st October 2022. ? Run for Unity - 31st October 2022. ? Slogan Writing - Vigilance week awareness- 05th November 2022. ? Youth Activate Talk - 12th January 2023. ? Talk on Eradication of social evils and vices among youth- 23rd February 2023. ? Blood donation drive - 27th February 2023. ? Poster Making - 06th March 2023 ? Quiz on Successful Women Entrepreneurs on Women's Day- 08th March 2023 ? Poetry Recitation Competition- 08th March 2023. ? Har-Ghar Dhyan-Yoga and Meditation- 11th March 2023. ? Clothing items collection drive - 31st March to 07th April 2023. ? Making and distribution of paper bags- 03rd April 2023. ? Empty Milk Packet Collection Drive - 03rd April 2023. ? Poster and Wallpaper writing activity- 04th April 2023. ? Talk on Tiatr- 17th April 2023. ? Sports Organised: ? Inter Class/Intermural Table Tennis Tournament- 29-07-2022 up to 03-08-2022 ? Inter Class/Intermural Table Tennis Tournament- 29-07-2022 upto

03-08-2022 ? One Minute Push Up (Men) Competition as a part of Youth Fit Toh India Fit Contest - 14-08-2022 ? One Minute Skipping Competition (Men) as a part of Youth Fit Toh India Fit Contest - 14/08/2022 ? One Minute Skipping Competition (Women) as a part of Youth Fit Toh India Fit Contest- 14/08/2022 ? Arm Wrestling Competition (Women) as a part of Youth Fit Toh India Fit Contest- 14/08/2022 ? Intramural Badminton Tournament (Men and Women) - 23/08/2022 ? 14th Inter Collegiate Cross-Country Race- 27/08/2022 ? Intramural Cross Country 2022-23 (Men & Women)- 27/08/2022 ? Intramural Football Tournament (Men and Women) -29/08/2022 ? Intramural 3-a side Tie-Breaker Tournament for Women -19/09/2022 ? Unity Run on Rashtriya Ekta Diwas (National Unity Day)- 31/10/2022 ? Intramural Quiz on FIFA World Cup 2022 and 3 A Side Tie-Breaker Tournament -07/12/2022 ? 3 A Side Tie-Breaker as a part of Fun Fiesta 2022-2023- 03/02/2023 ? Bucketball as a part of Fun Fiesta 2022-2023-03/02/2023 ? Tug of War as a part of Fun Fiesta 2022-2023- 03/02/2023 ? 4X40 Medley Relay as a part of Fun Fiesta 2022-2023- 03/02/2023 ? Take Over as a part of Fun Fiesta 2022-2023-- 03/02/2023 ? FIFA 22 as a part of Fun Fiesta 2022-2023- 03/02/2023 ? W2K22 as a part of Fun Fiesta 2022-2023-03/02/2023 ? Sports Activities Participated: ? Goa Cricket Association Senior

Women's Camp- 01-08-2022 up to 31-08-2022 ? Goa University Inter Collegiate Table Tennis Tournament for Men and Women (Men)-09-08-2022 ? Goa University Inter Collegiate Table Tennis Tournament for Men and Women (Women)-11-08-2022 ? Under 20 Taca Goa Tournament-16-08-2022 ? Inter-Collegiate Chess Tournament for Men and Women- 17-08-2022 and 18-08-2022 ? Inter Collegiate Powerlifting Championship for Men-25-08-2022 and 27-08-2022 ? Goa Cricket Association Senior Women Fitness Camp- 02-09-2022 up to 30-09-2022 ? Representing Sporting Club de Goa-14-09-2022 ? Badminton for Men and Women as a part of Inter-Collegiate Championships- 14-09-2022 up to 16-09-2022 ? 4th Senior and 4th Junior National Cestoball Championship 2022-23 for Men and Women-30-09-2022 up to 02-10-2022 ? Goa University Inter Collegiate Taekwondo Championship for Men and Women 2022-23 (Men)- 12-10-2022 ? Goa University Inter Collegiate Taekwondo Championship for Men and Women 2022-23 (Women)-13-10-2022 ? 7th Sub-Junior National Dodgeball Championship 2022-23 (Boys and Girls)- 13-10-2022 up to 16-10-2022 ? Goa University Inter Collegiate Football Championship for Men and Women 2022-23 (Women)-22-10-2022 ? Goa University Inter Collegiate Football Championship for Men and Women 2022-23 (Men)-11-10-2022 ? West Zone Inter University Football Men

Championship Camp- 6-12-2022 up to 15-12-2022 ? Reliance Foundation Youth Sports Football, City Championship 2022-23-15-12-2022 up to 08-01-2023 ? 25th Youth National Volleyball Championship for Men and Women-16-12-2022 up to 22-12-2022 ? Goa University Marathon 2022-23-18/12/2022 ? Goa State under 14 Rugby India Nationals (coach)- 21-12-2022 and 22-12-2022 ? All Goa Futsal Tournament (Men)- 26-12-2023 and 27-12-2023 ? 76th National Football Championship for Santosh Trophy- 28-12-2022 up to 05-01-2023 ? All India Open Rapid Rating Chess Tournament 2023- 07-01-2023 and 08-01-2023 ? All India Inter Zone Inter University Football Men Championship Camp- 08-01-2023 upto 17-01-2023 ? Pre-National Coaching Camp for Goa State Junior Boys Team National Handball Championship- 09-01-2023 upto 23-01-2023 ? Inter Collegiate Volleyball Championship - 10-01-2023 up to 13-01-2023 ? Inter Collegiate Kho-Kho Championship (Men)- 17-01-2023 up to 20-01-2023 ? 23rd Sub-Junior, Junior & Senior SQAY Martial Art National Championship for Boys and Girls- 26-01-2023 up to 05-02-2023 ? 44th Junior (Boys) National Handball Championship- 26-01-2023 up to 30-01-2023 ? Javelin Throw (Men) as a part of 35th Inter Collegiate Athletic Championship 2022-2023- 31-01-2023 ? Javelin Throw (Women) as a part of 35th Inter-Collegiate Athletic Championship

2022-2023- 31-01-2023 3 ? 100 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (Men)- 01/02/2023 ? 100 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (women)- 01/02/2023 ? 200 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023- 01/02/2023 ? 400 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 - 01/02/2023 ? Shot Put (men) as a part of 35th Inter Collegiate Athletic Championship 2022-2023- 01/02/2023 ? Long Jump (men) as a part of 35th Inter Collegiate Athletic Championship 2022-2023 - 01/02/2023 ? High Jump (men) as a part of 35th Inter Collegiate Athletic Championship 2022-2023 - 01/02/2023 ? 1500 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (Men)- 01/02/2023 ? 1500 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (Women)- 01/02/2023 ? Shot Put (women) as a part of 35th Inter-Collegiate Athletic Championship 2022-2023- 01/02/2023 ? 800 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (Men)- 02/02/2023 ? 800 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (Women)- 02/02/2023 ? 5000 M Run as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (men)- 02/02/2023 ? 4 X 100 Relay as a part of the 35th Inter-Collegiate Athletic Championship 2022-2023 (men)- 02/02/2023 ? Discus Throw as a

	<p>part of 35th Inter-Collegiate Athletic Championship 2022-2023 (men)- 02/02/2023 ? 4 X 100 Relay as a part of the 35th Inter-Collegiate Athletic Championship 2022-2023 (women)- 02/02/2023 ? Discus Throw as a part of 35th Inter-Collegiate Athletic Championship 2022-2023 (women)- 02/02/2023 ? Long Jump (women) as a part of 35th Inter-Collegiate Athletic Championship 2022-2023-02/02/2023 ? 23rd SQAY Martial Art National Championship (Boys and Girls)- 01-02-2023 upto 03-02-2023 ? Inter Collegiate Handball Championship (Men)- 06-02-2023 upto 10-02-2023 ? Inter Collegiate Kabaddi Championship (Women)- 02-03-2023 upto 03-03-2023 ? Inter Collegiate Kabaddi Championship (men)- 28-02-2023 upto 03-03-2023 ? West Zone Inter University Power Lifting Championship 2022-2023 - 09-03-2023 upto 12-03-2023 ? Inter Collegiate Cricket Championship (Men) 2022-23- 14-03-2023</p>
<p>IQAC-related functions/initiatives (AQAR 2021-22; FDPs; quality enhancements; feedbacks; audits; documentation; etc.)</p>	<p>? AQAR 2021-22: Submitted on time as per schedule ? Faculty Development Programme: 02 ? Selection of journal for research publication- 18th October 2022 ? Pedagogical techniques to enhance learning in the classroom - 24th April 2023. ? Staff Development Programme (teaching & non-teaching staff) : 04 ? Workshop on Fire Safety Drill -6th March 2023 ? Workshop on Financial planning and options- 14th</p>

	<p>November 2022 ? Workshop on Understanding emotions: setting life in motion- 15th November 2022 ? Workshop on Meditation to promote Har Ghar Dhyan- 11th March 2023 ? Quality enhancements: National Conference: 01 ? National conference on Physical education and sports: Role and Importance in NEP 2020 - 6th March 2023 ? Induction for first-year parents and students- 18th, 25th and 26th July. ? Orientation for new faculty-18th July 2022 ? Feedback: Students, Parents & Industry ? Audits: An Internal Audit of the institution for the year 2022-23 was done by the Auditor appointed by the Xaverian Educational Society on 28th May 2023. ? Policy Framed: 01 ? Memorandum of Understanding: 01</p>
Rankings and Submissions (NIRF; AISHE; NAAC; India Today etc.)	<p>• India Today Rankings: ? Arts: 134 ? Commerce: 146 • NIRF: Submitted • AISHE: Submission not yet opened</p>
Alumni Association activities/initiatives	<p>? Guest Lecture on "Decision Making"- 23rd August 2022. ? Guest Lecture on "Conversion of Land, Bhatkar and Mundkar Relationship" - 25th January 2023. ? Guest Lecture "Time and Priority Management" -21st March 2023. ? Photography Workshop- 14th January 2023. ? 14th Inter-collegiate Cross-Country Race- 27th August 2022. ? 30-hour professional skill development course- 24th September to 09th November 2022. ? Felicitation of Meritorious Students- 15th October 2022. ? Lecture Series</p>

	"Reflecting the Agnelite Ethics-Ambassadors with skill" – 15th October 2022. ? Sponsored Football stockings- 19th October 2022.
PTA-related activities/initiatives	? Induction programme for parents- 18th, 25th and 26th July 2022. ? Interactive session on "Healthy eating for a busy lifestyle"- 06th & 07th February 2023.
New MOUs signed	01

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

Name	Date of meeting(s)
Local Managing Committee (LMC)	02/12/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
No (Submission not yet opened)	Nil

15. Multidisciplinary / interdisciplinary

As per the provisions of the affiliating Goa University, the College offers multidisciplinary study options to the students through Generic courses and Research under the compulsory Third Year Project paper. The College also conducts skill/certificate courses to provide multidisciplinary natured opportunities to the students. In the context of the National Educational Policy, Multidisciplinary, and Interdisciplinary studies are introduced for first-year graduating students with the implementation of the NEP at the entry level in the colleges across the State of Goa.

16. Academic bank of credits (ABC):

Based on the notification for implementation of ABC in the college by the Government / University / Directorate of Higher Education / State Higher Education Council, the registration of students for the

same has been started. Around 744 students are already registered for the Academic Bank of Credits.

17.Skill development:

Within the existing framework, as provided by the affiliating Goa University through its statutory provisions, the College offers its students Skill oriented/development courses formally in the annual curriculum, through compulsory credit-based Skill Enhancement Courses for undergraduate students. Additionally, the College offers non-curriculum-related skill enhancement certificate courses (including those with 30 or more hours duration courses) like those related to mutual funds/banking / insurance, Professional skill development courses, etc.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

As per NEP guidelines attempts towards explaining course matters in the native language (Konkani in Goa) have been initiated. The online course content already developed in Goa through the initiative of the Directorate of Higher Education i.e., the DISHTAVO Project covering all courses and programmes offered in Goa at the undergraduate level, are being prepared in the native language, i.e., Konkani. The majority of our regular College faculty are involved actively in the same course content being made available in the native language).

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

OBE has been initiated in the College by way of introducing COs/POs across all courses/programmes (with the same being conveyed to students during classes, and also being made available on the College Website and Library). A formal training by way of the Faculty Development Programme on OBE was also undertaken through the initiative of the College IQAC during the year. Further training sessions on OBE are planned for the near future, particularly in the context of assessment of the outcomes achieved.

20.Distance education/online education:

In the context of our college (or any UG College in Goa) distance education has not yet been implemented. However, indirectly, distance education is provided for by the College through IGNOU through its Study Centre on the College campus.

Extended Profile

1.Programme

1.1	230
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	View File
2.Student	
2.1	976
Number of students during the year	
File Description	Documents
Data Template	View File
2.2	00
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	172
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	40
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	40
Number of Sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution	
4.1 Total number of Classrooms and Seminar halls	30
4.2 Total expenditure excluding salary during the year (INR in lakhs)	143.67
4.3 Total number of computers on campus for academic purposes	73

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

- College adopts syllabi provided by the University; Syllabi files are available in the library and via link on the College website.
- Effective Curriculum Delivery (CD) is ensured through healthy practices like semester-wise Lecture Plans and Syllabi Completion Reports.
- Submission of Weekly and Monthly Lecture Reports.
- Remedial classes are conducted.
- Teachers who are members of the Board of Studies (BoS) participate in curriculum development and suggest mechanisms for effective CD.
- Classrooms are LCD-cum-Wi-Fi 'compliant'; ensures effective CD.

- The library has a rich collection of books/journals/magazines/periodicals; old editions bound in volumes.
- The college subscribes to the N-list programme (INFLIBNET)/NDL; and provides access to e-journals/e-books/digital documents. User IDs/passwords are provided to students/teachers. E-documents/OPAC helps provide access anytime/anywhere.
- Departments conduct Guest lectures/Competitions related to the curriculum; which helps better understanding.
- Besides organizing, the College deputed faculty to Seminars/Workshops/FDPs etc. to get updated with the latest techniques/methodologies useful for effective CD.
- CD (effective curriculum reception by students) is enhanced through the conduct of courses for Up-gradation/skill development(Personality development, Language/Soft skills etc).
- Most faculty engaged in online course-content development (various subjects/modules) for the Directorate of Higher Education; helped CD and planned documentation for the future.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.unigoa.ac.in/academics/programmes/bachelors.html

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

Yes, the institution always adheres to the academic calendar; the conduct of Continuous Internal Evaluation (CIE) is always as per the same. The calendar is made available to the students by way of emails/notices/messages, on the college Website. Dates of major activities including CIE and other semester-end examinations are

made available (in advance) on the calendar in Handbook for the benefit of students as well as parents, teachers and others. The detailed Annual Academic Calendar is also maintained.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/11/Academic-Calendar-2022-2023_c.pdf?189db0&189db0

1.1.3 - Teachers of the Institution participate in B. Any 3 of the above 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

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

12

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

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

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

04

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

113

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

99

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

1.3 - Curriculum Enrichment

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

The institution has introduced several courses in the curriculum that help students in understanding the above issues through

Environmental studies, Population studies, Gandhian Studies, Value Education, etc. For example, the Department of Sociology offers modules related to Women/Gender and Society, Culture/Heritage and Society, the Department of Political Science offers courses such as "Human Rights" and "Gender Studies" dealing with areas like Women's Rights, Gender Differences and Domestic Violence

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

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

15

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
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

666

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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	No File Uploaded
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

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	View File
URL for feedback report	NA

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

1076

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

430

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

- **Special Programmes for Advanced Learners - The educational requirements of advanced students are met in a variety of methods, such as:**
 - **Encouragement to sign up for additional courses.**
 - **Opportunities for participation in intercollegiate workshops, seminars, and exchange programs**
- **Special Programmes for Slow Learners - After they have been recognized, students from the vocational stream and the vernacular medium receive extra support and attention in class. Students who have trouble grasping the material at any level or who have missed class due to illness, extracurricular activities, or other legitimate reasons are given remedial education. These Remedial classes prevent the students from falling behind in their studies. Students with the assistance of the Class Teachers/Mentors, are provided a form with a checklist of subjects in which extra coaching is needed. Based on the feedback obtained, subject teachers are intimated and**

time slots are fixed to help students clear doubts, sort out difficult topics, and generally catch up with their peers.

Apart from the above-mentioned, an Open Day is arranged at the end of every semester to inform parents and students about the College's strategies for supporting both advanced and slow learners. These enhance the abilities and performances of all learner categories.

File Description	Documents
Link for additional Information	NIL
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
976	40

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

At our College, education revolves around placing students at the core, transcending traditional methods. Through problem-solving, experiential learning, and participatory approaches, we surpass textbook-centered education. The choice-based credit system (CBCS) diversifies learning with skill-based courses, fostering a dynamic academic environment. Real-world integration is key, evident in Market Day events exploring various business facets and third-year research projects providing in-depth field experiences.

Initiatives such as field trips, industry visits, movie screenings, and guest lectures amplify experiential learning. Industry experts contribute, bridging academia and real-world work. The Student Council amplifies student voices, fostering personal development. A component of the process of practical learning is innovative and interactive teaching-learning. The NCC and NSS-initiated community service projects are essential for imparting life skills and

leadership abilities.

The College has Memorandums of Understanding with prestigious universities that enrich the academic landscape. The College emphasizes a Participative Learning culture, encouraging active student involvement through diverse intra and inter-college activities, and refining skills like active listening, effective speaking, strategic planning, and innovative thinking. This holistic approach defines our commitment to experiential, participatory learning, and problem-solving.

File Description	Documents
Upload any additional information	View File
Link for additional information	NIL

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

The College has implemented the following measures after realizing the transformative power of information and communication technology:

- LCD projectors and screens are provided in the classrooms.
- Laptops, audio-visual aids, remotes, and portable speakers are used by all of the teachers as part of their instructional strategies.
- The campus has a 50 Mbps internet lease line with full Wi-Fi capability. To filter unwanted traffic and websites and provide better bandwidth to individual users, the College also has a Cyberoam CR35ing firewall.
- The College also has ICT-enabled teaching-learning facilities such as two IT labs and a Skill Enhancement Centre, that are equipped with the newest technology such as an interactive panel to enable uninterrupted access to e-resources, in order to fulfill its mission of promoting student-centric learning.
- The College library provides staff and students with access to the INFLIBNET database to enhance teaching and learning. Shodh Ganga is one more e-learning resource available.
- To help students find books, journals, and periodicals the library offers an Online Public Access Catalogue (OPAC).
- The Integrated Advanced Information Management System (IAIMS) (for B.A. and B.Com.) and Mograsy (for B.C.A.) are currently supporting teaching-learning.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/2.3.2-ICT-enabled-teaching-learning.pdf

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

32

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

40

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	View File

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

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

08

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

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

2.4.3.1 - Total experience of full-time teachers

514

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 upholds assessment transparency by strictly following Goa University's ordinances. Adherence to statutory guidelines includes the establishment of an Examination Committee and the meticulous administration of three Intra Semester Assessment (ISA) tests. A crucial aspect of promoting transparency is the annual Orientation Programme, specifically tailored for First-Year students. This comprehensive session imparts essential rules, guidelines, and explanations pertaining to internal assessment, offering a foundational understanding crucial for academic success.

The Examination Committee facilitates uniformity by providing teachers with paper-setting instructions, compliance schedules, and templates, ensuring a standardized approach across various subjects. Timely and transparent execution characterizes the ISA tests, encompassing the entire assessment process, including mark submission. This commitment to procedural clarity reflects the College's dedication to fostering an environment where assessment serves not only as an evaluative tool but also as a catalyst for

comprehension and academic advancement. Through these measures, the College fortifies its commitment to transparent, fair, and enriching assessment practices.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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

In accordance with the affiliating University's Ordinances regarding Continuous Internal Assessment (CIE), the college maintains a three-person College Grievance Committee that reviews complaints regarding exams. The College has implemented both preventive and positive mechanisms for handling grievances about internal examinations. The number of potential grievances is reduced by the preventive measures; as a result, grievances are typically reduced to zero.

Preventive measures include:

- Timely announcements about exams are displayed on notice boards, college websites, and class WhatsApp groups by mentors.
- Semester End Exam Question papers are checked by the respective Heads of the Department to ensure coverage and weightage of the syllabus in the question paper.
- Random Verification of Semester End Exam Question papers by IQAC for quality check.
- Student's grades of Intra-semester assessment are displayed within 7-15 days, with their signatures appended.

Regarding 'positive' procedures for resolving complaints about internal exams, the College maintains the College Grievance Committee. Additionally, it provides simple measures for processes such as re-verification of marks.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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 Programme and Course Outcomes that the institution offers are known to Teachers and Students.

- Course outcomes for every subject are available in the library, and they are showcased on the College Website.
- Every paper includes the university-mandated course Objectives, Goals, and Outcomes.
- To ensure that students understand the measurable and observable knowledge and skill goals to be met at the end of each lecture, assignment, or activity, teachers also explicitly state the Learning Outcomes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/11/PO_CO_PSO_c.pdf?189db0&189db0
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.

The college has constituted a Teaching Learning and Education Technology (TLET) Cell. The TLET cell is constituted of a three-member committee that is actively involved with the implementation of outcome-based education in the college. The cell conducts various sessions for the faculties to enhance the teaching-learning process in the classroom and attain the Programme Outcomes and Course

Outcomes.

It was noted that the number of Distinction and First-class holders at the TY/exit level in all three programmes is substantially superior compared to that at the entry/HSSC level where the majority secured second and pass class. It needs to be appreciated herein that the said figures are in spite of the marginalized backgrounds of the majority of the students.

Considering the marginalized socio-economic backgrounds of the majority of students, and that pursuing UG education itself is a positive contribution to our College, the percentage of students opting for vertical movements / Higher education also helps gauge attainment of POs, PSOs, and COs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	NIL

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

172

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	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Annual-report-2022-23_c.pdf

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://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Student-Satisfaction-Survey-2022-23_c.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)

00

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

00

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
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

10

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

02

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

06

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

The institution is actively involved in extension activities

providing students with opportunities to engage, explore, and apply their knowledge in real-world contexts. Such as:

Engage students in community service projects that address local needs such as volunteering at shelters, organizing environmental cleanups, and participating in outreach programs.

Field trips to places that provide first-hand experiences related to the issues being discussed. This could be museums, cultural centers, or nature reserves.

Guest speakers and Workshops on topics like diversity, inclusion, and sustainability to sensitize students on these issues.

Screening documentaries that highlight important issues, followed by group discussions to encourage critical thinking and provide students with a platform to express themselves.

Collaborative projects and research on social justice, global affairs, or environmental sustainability topics.

Cultural Exchange Programs where students can interact with peers from different cultural backgrounds.

Artistic Expressions allow students to express their thoughts through various forms of art such as painting, poetry, or music.

File Description	Documents
Paste link for additional information	Nil
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

00

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

3.3.3 - 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

26

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
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

555

File Description	Documents
Report of the event	View File
Any additional information	View File
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

05

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

26

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 College offers a conducive teaching-learning environment by providing all necessary infrastructural/physical facilities.

CLASSROOMS:

Classrooms are well-ventilated with IT facilities. The College has a total of 23 classrooms.

LIBRARY:

The College has a spacious library (for nearly 100 users at a time) with an open-access system. Automated with the New Gen Lib software since 2005, the library houses over 25000 books and has access to e-journals, e-books, and other e-databases. It also caters to the needs of the visually and physically challenged.

LABORATORIES:

The College has 02 well-equipped, Wi-Fi-enabled, air-conditioned labs with 50 computers and the latest/relevant software and an interactive intelligent panel in one lab. In addition to this, the College has an air-conditioned Skill Enhancement Centre with 15 computers.

STAFF ROOMS:

The staffrooms are Wi-Fi enabled having independent workstations with comfortable seating.

STUDY CENTRE, PILAR (IGNOU)

Through the IGNOU Study Centre (Code: 08026) the College extends facilities for course counselling and exams.

OTHER FACILITIES

The College includes other facilities like the Conference room, Heritage Hall, Meeting room, spacious administrative office, FDA approved Canteen, clean drinking water facility, CCTV surveillance, fire protection system, and green management measures.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.3.-Master-Time-Table-2022-

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

Cultural Activities:

A) Inhouse facility:

- Shalom Hall: Established: in 2016; Area: 401m². User capacity: 350. User rate: 20*
- Heritage Hall: Established: in 2022 measuring 261m². User capacity: 200 User rate:80*
- Multipurpose ground: Established:1991; Area:3456m². User Capacity:3000. User rate: 65*
- College canteen area: Established: 2018; Area: 211.4 m². User Capacity: 150. User rate: 30*.
- Classrooms: User Capacity: 70 people. User rate: 20*.

B) Shared facility for Cultural Activities: User rate: 10*.

- Conference hall, Animation Centre: Established: 1984; Area: 197.6 m² User capacity:150.
- Pilar Theological College Auditorium: Established: 1996; Area: 345.8 m² User capacity: 250-300.
- Albert Hall: Established: 1946; Area:262.7 m². User capacity: 250.

Sports Facility:

A) Inhouse Facility for Sports:

- Indoor sports facility -Shalom Hall: Established: 2016; Area: 401m². User rate: 30-40*
- Gymnasium: Established: 1999; Area: 90m². User rate: 40-50*.
- New Gymnasium: Established: 2022; Area:96 m² User rate: 80*
- Multipurpose ground: Established: 1991; Area:3456 m², User capacity: 3000 User rate: 80*.
- Volleyball court: Established:1991; Area:18mx9m. User rate: 60*.
- Yoga: Classes are organized in Shalom Hall, Heritage Hall, and larger classrooms.

B) Shared Facilities: User rate: 20*.

Facilities Year of Establishment Area

- Tennikoit/Badminton Court 1996 81.74m²
- Handball court 1997 800 m²
- Hockey field 1991 5027 m²
- Basketball court 1994 420 m²
- Football ground (i) 1991 5351 m² (ii) 2000 5351m²

***In percentage**

User Capacity and User Rate: figures in approximation.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.1 Adequacy-of-Infrastructure-

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

30

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

30

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.1 Adequacy-of-Infrastructure-
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)

80.74

File Description	Documents
Upload any additional information	View File
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-Integrated Library Management System - (ILMS)

The College library serves both as a student academic support and a community centre. The library has been automated since 2004-05 with New Gen Lib software (version 3.2) developed by Versus Solutions Pvt Ltd, Hyderabad. The company provides continuous support for any software-related issues and maintenance through an annual maintenance contract.

The library uses most of the modules of the software such as Administration, Technical Processing, Serial Control, Circulation, Acquisition, Queries Reports etc.

Details of the New Gen Lib Modules Used:

Modules of NGL Librarian Interface

- Technical Processing: Primary Cataloguing, Search Catalogue, and Subscriptions ready for technical processing.
- Utilities: Re-index Catalogue records, Re-associate accession number/Barcode to another catalogue record
- Circulation: Check out/ Check in, Reservations, Binding management, Recall document Renew Loan, collect overdue Weed, Inter - Library loans, Report Loss of Items, Record reference material usage etc.
- OPAC: review of user rating, approving user comments, user catalogue records displaying titles of new arrivals, Provides access to the metadata library materials.
- Name of ILMS software: New Gen Lib
- Nature of automation (fully or partially): Partially Automated
- Version: Helium 3.2

- **Year of Automation: 2005**

Modules of NGL Desktop Interface

- **Generation of Reports:** Acquisition of books acquired, accession register, budget expenditure report, Statistical reports etc.
- **Technical Processing:** Customize list of titles, documentation list report etc.
- **Circulation:** Stock verification report, List of check-in, check-out report, Detailed circulation transaction report etc.
- **Statistical report:** Library Usage, Circulation statistics etc.
- **Utilities:** Force delete, re-association accession, Force edit of patron etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	NIL

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)

2.1

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

78

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

Updation of IT facilities for the academic year 2022-23:

- Lenovo Think Centre Neo 50s Core i3/8gb/256ssd PC -05 Nos
- Dahua IP camera - Dome/Bullet - 18 nos
- PTZ camera + Bullet Camera - 01 +01
- Dahua POE Switches - 02 nos
- 32gb pendrive (for NAAC) - 03 nos
- 64gb pen drive (for NAAC) - 03 nos
- BEN Q Projectors - 02
- Enelop batteries + Charger - 01 nos
- RTS wireless laser presenter - 01

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

4.3.2 - Number of Computers

73

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	View File

4.4 - Maintenance of Campus Infrastructure

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

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

22.14

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

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

The Infrastructure Management Policy of the college is guided by six key components: procurement, enhancement, maintenance, optimization, funding, and checks & balances, all aimed at fostering effective teaching, learning, and performance. The policy outlines clear objectives and guidelines, proactively influencing prime spaces like classrooms, sports rooms, gymnasiums, laboratories, and the library.

It ensures the efficient acquisition, continuous improvement, and proper maintenance of equipment and facilities, including computers, intelligent panels, software, and electrical systems.

Key outcomes from the policy include:

- The infrastructure enhancement procedure is collaboratively developed by the Management/Principal in consultation with stakeholders to address specific needs.
- Funds for procurement, maintenance, and upgrades are sourced from non-salary government grants, and internal funds (self-financed programs, management, and PTA contributions).
- Annual physical verification of facilities is conducted by a committee appointed for this purpose.
- Feedback on infrastructure requirements is actively sought from various stakeholders, including staff, students, alumni, parents, and IQAC, through manual, verbal, and online channels.
- Detailed records of infrastructure, facilities, and dead stock are diligently maintained by the administrative office.
- Obsolete equipment is disposed of following standard procedures established by the government/Management/Principal.
- Departments are responsible for reporting facility/infrastructure malfunctions promptly to the administrative office, documented in the Complaints & Maintenance register.
- To optimize facilities, spaces are lent out during non-class times to entities such as IGNOU Study Centre and private programs.
- All purchases and work orders undergo scrutiny and comparative analysis of supporting quotations before approval.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.4.2-Established-Systems-and-Procedures_compressed-1.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

96

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
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

17

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

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

A. All of the above

File Description	Documents
Link to institutional website	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/5.1.3-Capacity-building-and-skills-enhancement-initiatives-taken-by-the-institution-merged-1-rotated.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

903

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

903

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

0

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

39

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

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

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

examinations) during the year

01

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year****5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

59

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
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)

Understanding that student's representation/engagement in various administrative, co-/extra-curricular activities is essential for their holistic development, leadership skills and decision-making ability, the College ensures student involvement in various administrative, academic/non-academic activities through various mechanisms such as planning and decision-making process, inter-class events, departmental activities, activities under associations/cells and inter-collegiate events. Some examples are:

1. Student's representation in academic/administrative

activities/Committees:

^Internal Quality Assurance Cell

^College Student Grievance Redressal Committee

^Discipline Committee

^Library Advisory Committee

^Anti-Ragging Committee

^Student Aid Fund Committee

^Women Development Cell

^NSS Advisory Committee

^Commerce Association

^Gender Champion

2. Student's involvement in Co-/Extra-curricular activities:

Involvement in co-/extra-curricular activities is key to personal development; such activities help not only for 'entertainment', but also to gain/improve their skills; and help students get involved and interact with others leading to increased learning/enhanced development. Student involvement is ensured through Departmental activities, Committees, Associations, etc. Involvement in organization and participation in various events allows students to develop leadership skills, sharpen talent and mature socially. Examples of initiatives are:

#Commemoration of important international/national/state events including Republic Day, Independence Day, Communal Harmony Week, Goa Liberation Day, Human Rights Day, etc.

#Participation in inter-collegiate events.

#Organisation of inter-class/-collegiate events through various committees/cells.

File Description	Documents
Paste link for additional information	NIL
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

130

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

5.4 - Alumni Engagement

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

The College has a registered Alumni Association. We firmly believe that students are lifelong commitments which do not end with graduation. Alumni are resources that can provide meaningful and mutually beneficial relationships over time. The Institution has a strong association with Alumni even before the registration of the body which happened in July 2019. The positive relationships with the Alumni make them comfortable to return to their alma mater to refresh knowledge, gain mentoring and/or for networking support. Activities of the Association create a platform to bridge the gap between the institution, alumni and the present students through exchange of ideas, skills and values wherein they can build a social, responsible, motivational and intellectual community. Alumni also help build industry-academia linkage which in turn becomes useful to bring improvements in teaching-learning and enrichment of

students' knowledge and their employability. The alumni are in touch with the institution through emails, messages and through social media (Facebook/Twitter/Instagram).

Support from Alumni:

#Felicitation of meritorious final year BA, BCom and BCA students.

#Organizing sessions (through personal expertise/ contribution by being resourceperson) for students/staff development.

#Endowments/prizes for meritorious students.

#Sponsorship for student's welfare.

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

5.4.2 - Alumni contribution during the year **D. 1 Lakhs - 3Lakhs**
(INR in Lakhs)

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

The College has a democratic and participatory administrative structure that involves the staff as well as students. Empowerment of others and transparency are rooted in the institutional culture and are reflected at the decision-making level as well as day-to-day administration. Students, alumni and parents are part of the decision-making process as members of Committees (like Students Council, Alumni Association, IQAC, Parent-Teacher Association, NSS Advisory Committee etc).

Ensuring zero discrimination the College caters to socio-economically, academically and even differently abled students through provision of opportunities for holistic education which will enable them to face the challenging world. Remedial classes by respective subject teachers are conducted for weaker students, slow learners, and absentees. Teamwork and leadership qualities are promoted through conduct/organization of projects, seminars, workshops, etc.

To sensitize students with societal issues and to develop humane qualities, a wide range of extension-cum-outreach programmes are organized. Value education classes are conducted to inculcate in students the value of truth, love and justice for all. To ensure empowerment in line with the vision/mission, special initiatives are undertaken including dispensation of (limited) free sanitary napkins (and unlimited subsidized ones), talks on menstrual health and hygiene etc. The college also provides photocopy and print out facilities at the campus at a subsidized rate.

File Description	Documents
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2022/04/7.1.7-Institutions-Disabled-Friendly-Environment-AQAR-2020-21.mp4
Upload any additional information	View File

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

An example indicative of decentralization and participative management is the practice of allotting wherever possible academic and non-academic matters among faculty members through Departments or Committees for inputs, action and even operation. For coordination and for overseeing inputs extending up to the lower levels, including students, the College has appointed Academic and Non-Academic coordinators (one each) to oversee matters about their domain areas. Teachers are appointed as coordinators of various National and State level events like seminars, workshops, programmes and inter-collegiate events. There is active participation of all staff members working in various committees and providing their creativity and skills. The Annual plan of activities is prepared by the Heads of Departments in consultation with all other faculty members and submitted to the Principal for implementation after due scrutiny. This has created a sense of involvement and responsibility

amongst the staff members resulting in efficient and effective administration of the College. In addition to teachers, the students are made responsible for making decisions in terms of conducting activities including college-level and even state-level events and competitions. The Local Managing Committee too is constituted keeping in mind participative management.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

One example of strategic planning is infrastructure overhaul, renovation, restoration and development. Some examples of additions/changes to infrastructure development include:

- **Classrooms:** Equipped with LCD projectors, chalkboards, quality seats, noticeboards, proper ventilation and lightning. Three new classrooms were added.
- **Computer Laboratories:** Well-equipped; appropriate software; internet connectivity. Printer-cum-colouredphoto-copying available for faculty/students; LCD Projectors/intelligent panel available.
- Renovated toilets for boys and girls; Waterless urinals for boys.
- Separate washrooms for Faculty and Non-teaching staff in the Administration Block.
- New/separate washroom for PwD (Ramps, Braille books etc).
- Washrooms and bathing rooms for sports students.
- Separate rooms for NCC, NSS, Girl's Common Room, Server Room, Sick Bay etc,
- Private space for Counseling, Placement Cell Room and IQAC Office

- Self-sufficient Meeting Room and Conference Room
- Spacious/clean FDA approved Canteen with separate areas for staff and students
- Wi-Fi facility
- New Library Block and Gymnasium.
- Heritage Seminar Hall
- Up-gradation of three Staff Rooms with independent workstations
- Facelift to Administrative block and improved ambience of College.
- CCTV surveillance
- Water filters/coolers installed.
- Beautification and landscaping of College Garden.
- Establishing campus as a GREEN hub with various options for sustainable environment related to waste treatment/management, water conservation, energy conservation
- Structural audit with necessary civil repairs
- Installations of fire safety equipment; License from Fire Department.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	NIL
Upload any additional information	View File

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 Governing Council of the Xaverian Education Society, the apex management body, oversees the overall administration and smooth functioning of the institution.

The Administrator ensures that the rules and policies of the Government/University/Management are adhered to. The duties of the Local Managing Committee include approving the budget and overall strategic plans of the College.

The Principal is responsible for the effective general management, including all day-to-day management and financial matters. He develops a strategic plan for the college in consultation with the Management and Local Managing Committee.

The College has an IQAC Cell which overlooks the smooth functioning of various activities including teaching-learning and reports on the same to the Principal.

The following mechanisms are delegated responsibilities by the Principal (as per the level of delegation):

- Academic Coordinator (through him/her Heads of Departments and through them faculty members)
- Non-Academic Coordinator (through him/her various Cells/Committees in-charge and members)
- Head Clerk (through him/her UDCs, LDCs, MTS)
- Accountant (through him/her Accounts Office staff)
- System Administrator (through him Lab. Assistant-IT and MTS)
- Librarian (through him/her Grade I Librarian and MTS)
- Support Staff (Security, Housekeeping, Gardening)

File Description	Documents
Paste link for additional information	NIL
Link to Organogram of the Institution webpage	https://www.fragnelcollege.edu.in/rti-manual/
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

A. All of the above

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

Welfare measures for:

Teaching Staff and Non-Teaching Staff:

- Separate seating arrangements in the Canteen.
- Provision of hot, cold and room-temperature filtered water.
- Availability of refrigerator, microwave and kitchen facility
- Free health check-ups on time-to-time basis; availability of trained nurses and medical equipment (Blood Pressure machines, Oximeter, Thermogun, thermometer, wheelchair); OPD clinic with trained Doctors for free consultation every week.

- Wi-Fi Campus/Free Internet Access.
- Advance salary whenever deemed necessary on account of delayed receipt of salary from the government.
- Upgraded workstations with private seating/storage and availability of recharging points
- Separate washrooms for male and female staff.
- Leave Travel Concession facility as per the Government rules.
- Medical reimbursements as per Government rules
- Leave Facility (Earned Leave, Casual Leave, etc.)
- Provisions of Loans on Provident Fund as per Government rules.
- Provision of Salary certificates to avail bank loans.
- Children education allowance as per Government rules.

Additional welfare measures for Non-Teaching Staff:

- Advances for MTS staff at zero rate of interest (first instance; small loans at discounted rates of 3% later).
- Financial assistance (pending disbursement of payment).
- Separate washrooms for male and female non-teaching staff.
- Small cash gift during festivals for support staff.
- Provision of uniform and washing allowance.

File Description	Documents
Paste link for additional information	NIL
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

20

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

09

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

21

File Description	Documents
IQAC report summary	View File
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

Teaching staff:

- Performance Appraisal is done as per statutory guidelines of Goa University.
- A screening/selection committee is appointed professionally and systematically to evaluate the career advancement of the staff.
- The internal career advancement screening committee headed by the IQAC coordinator conducts preliminary screening to verify the eligibility of the staff undergoing career advancement.
- The Academic Performance Indicator (API) based self-appraisal form is used to capture information on activities carried by the staff; to be submitted by every staff member at the end of every year with necessary documentary evidence.
- Performance Reports of the faculty are periodically communicated to the Management.
- Feedback from students is taken, and adverse feedback if any is informed to the concerned teacher.
- The faculty is encouraged to pursue doctoral programmes; ten faculty members are currently registered for pursuing their Ph D degrees.

- Faculty are urged to participate and present papers in seminars, conferences etc.

Non-teaching staff:

Performance appraisal for non-teaching staff of the institution is done every year as per the formats prescribed by the government. To improve the capabilities and performance of the non-teaching staff, they are encouraged to participate in various staff development programmes organised by the institution or by other organisations.

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

6.4 - Financial Management and Resource Mobilization

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

The audit is conducted annually to check the financial position of the College. The Auditors appointed by the Management conduct an audit every year to check the records of expenses and incomes. The yearly audited statements are sent to the respective bodies, including the Department of Higher Education and Directorate of Sports & Youth Affairs, Government of Goa.

The Principal along with the Accountant and the concerned staff deliberate, check and even redo if necessary the accounts as suggested by the auditors. Thereafter, the Management is updated, with their endorsement coming thereafter. On fulfilling the suggestions made/queries raised by the auditors, the full compliance report is obtained. All objections/queries are invariably settled without any delay. As a healthy practice, the College later adopts for all future purposes the corrective measures as suggested by the Auditors.

File Description	Documents
Paste link for additional information	NIL
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)

4.02335

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Fr. Agnel College makes every possible effort towards resource mobilization and generating funds beyond the salary grants received from the Government of Goa and revenue generated from the self-financed stream by way of fees. The College mobilizes funds from direct and indirect sources.

- The College constantly scouts for opportunities to receive grants and financial assistance from various Government Agencies such as what was done in earlier years from UGC.
- Besides Government agencies, the College taps private funds. The integrity and service mindedness of the College Management has generated enormous faith and goodwill towards the College among well-wishers, suppliers, donors and philanthropists.
- The College has a strong alumni network and an active Alumni Association. Many alumni have voluntarily donated substantial amounts to the College, besides sponsoring academic/co-/extracurricular activities of the College.

- PTA assistance is also one way how resource mobilization takes place
- In times of need, particularly with reference to civil maintenance, the Management assists with the necessary resources.

File Description	Documents
Paste link for additional information	NIL
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

Examination reforms -

University guidelines outline the rules for conduct of examinations. Within these the IQAC has institutionalized practices by which exams are conducted.

- The Examination Committee oversees the smooth conduct of Intra-Semester Assessment (ISA) and Semester End Examinations (SEE).
- After submission of ISA/SEE question papers, an institutionalized practice is their multi-staged quality check, involving HOD and IQAC.
- All teachers need to submit "Zero Defect" undertakings signed by the HOD to ensure question papers are free from errors.
- Exams Orientation is conducted for all First-Year students/new teachers
- Marks verification/revaluation is done as per guidelines
- Rechecking 20% of assessed answer books; this eliminates avoidable errors creeping into results.

Discipline and Mentoring-

- To ensure discipline, and acknowledging that students need to be mentored appropriately, the College through IQAC has formed various committees.
- Discipline Committee: ensures overall discipline including important days.
- Daily Time-Table monitoring Committee: ensures Time-Table is suitably adjusted among free teachers, if the actual teacher is absent.
- Class Mentoring: each class has a Mentor who looks after assigned students for overall performance.
- Counseling: provided directly by full-time Counselor, and indirectly through the Personality Development & Lecture series titled Reflecting the Agnelite Ethics .

File Description	Documents
Paste link for additional information	NIL
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

Blended Learning

- Use of online platforms like WhatsApp and Gmail for teaching-learning-communication that helps to provide students with study material.
- Internal Assessment of assignments/answer booklets using online/offline mode.
- Peer Group learning.
- Experiential Learning through field trips, class activities.
- Value Education Programmes.

- Guest lectures are conducted on various topics of different subjects.

Innovative Teaching/Learning

- The academic calendar informs the students of the various events/activities to be held in the college.
- Faculty Improvement Programmes are conducted every semester on various aspects some of which are on innovative teaching-learning.
- Students attend/participate in inter-class and inter-collegiate seminars and workshops and other events at the state and national level.
- Teachers prepared e-content of the subjects for the DISHTAVO, an initiative by the Directorate of Higher Education, Goa.
- Feedback from stakeholders conducted each year.
- Remedial classes were organized.
- Students are encouraged for E-learning through DSHTAVO, Open Sources and Databases subscribed by the College.
- Each subject teacher prepares a semester-wise teaching plan.
- Semester-wise Syllabus Completion Reports collected by IQAC.
- Monthly lecture delivery reports are collected by IQAC.
- Mentoring of students by subject teachers and class teachers.
- Student satisfaction survey on course, faculty and infrastructure.

File Description	Documents
Paste link for additional information	NIL
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.fragnelcollege.edu.in/toplinks/iqac/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

#“Statutory” Committees: Anti Ragging Committee and Internal Complaints Committee help on matters/grievances related to gender concerns.

#“Other” Committees: Gender Champions Cell, Women’s Cell and Health Cell organize programmes and/or depute students (particularly girls) to outside programmes on gender equity, rights of women etc.

#Health/hygiene: With almost two-thirds of students being girls, most from rural/marginalized backgrounds, the College ensures health/hygiene is given importance through talks (Sanitation and Hygiene; Health/Diet; Mental Health)

#Curriculum related: Various departments like Sociology and Political Science offer courses like "Gender and Society" and "Human Rights" focusing on Domestic violence, Gender differences, Women's rights, Gender equality, empowerment etc).

#Professional skills: programmes/talks organized in communication/organizational skills; Career Options/Higher Education; knowledge awareness in computers; Lecture series in life skills; etc.

Hobby-related skills: (e.g. competitions on theatre; workshops on photography, embroidery etc. are organized)

#Special facilities for Girls:

Rest/Common Room

Free sanitary pads (limited)/subsidized sanitary pads (unlimited)

Biodegradable sanitary pads (healthy/cheap/environment-friendly)

Medical assistance

Vending machine for sanitary pads Incinerators for soiled pads
Special decomposing chamber for biodegradable pads, Washrooms (and bathing room)

#Others:

Counselling

#Nodal Officer for Gender Champions

Annual Induction Programme

Safety and Security (CCTV surveillance/security guards)

File Description	Documents
Annual gender sensitization action plan	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Criteria-7.1.1_-Gender-Sensitisation-Action-Plan_c.pdf
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://www.fragnelcollege.edu.in/wp-content/uploads/2022/02/7.1.1-Specific-Facilities-for-women.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

A. 4 or All of the above

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

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

Solid Waste Management

#05 in-house installations: Khamba; Kitchen-basket; Black soldier larvae; Aerobic composters; Bio-gas plant

#Segregation of waste.

#Segregation of canteen waste in separate colour coded bins; incineration thereafter, ash mixed in garden soil.

#Waste plastic/glass collected separately for systematic disposal by Village Panchayat/approved agencies.

#Reusing old/spoilt wood/metal for new requirements

#Old newspapers sold for recycling.

#Use of steel cups/plates reduces plastic

Liquid waste management

#Liquid waste released in soak pits.

#Canteen/kitchen waste water recycled in a three-stage filtration process;

#Installation of waterless urinals reduces liquid waste

Biomedical waste management

#No Science stream, thus minimum Biomedical waste.

#Vis-à-vis sanitary pads two incinerators ensure hygienic disposal.

#College initiated biodegradable sanitary pads to 'reduce' biomedical waste

The College has a dispenser/chamber to dispose of soiled biodegradable pads; helps make compost.

E-waste management

#External agencies dispose.

#When possible redundant/below optimum-efficiency e-items are exchanged for new/efficient ones; ensuring nil e-waste.

Waste recycling system

#Installations: (i) khamba (ii) kitchen-basket (iii) black soldier larvae and (iv) aerobic composters, help recycle kitchen waste into compost.

#Canteen/kitchen waste-water recycled for gardening

#Bio-gas plant "recycle" kitchen waste into cooking gas.

#Dry waste like coconut shells/leaves "recycled" in Firewood-Boiler (hot water).

#Spoilt/redundant wood/metal recycled for new things like ramps/railings.

#Waste paper reused for printing/writing.

Hazardous chemicals/radioactive waste management: Not applicable

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.fragnelcollege.edu.in/wp-content/uploads/2021/12/Canteen-water-recycle.jpg
Any other relevant information	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

A. Any 4 or All of the above

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

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	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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 provides an inclusive environment for all with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. The College does this through various ways:

#Admission process: open transparent process with religion, region, linguistic or socio-cultural and economic backgrounds having zero bearing.

#Personality development. Life-skills & Value-based Education: for students of First Year through prescribed syllabus; classes taken by Counsellor.

#Commemorative Days celebrated: Minority Rights Day, Women's Day, Yoga Day, Human Rights Day, National Education Day, National Farmers Day etc.

#Programmes organized: like Talks, Workshops, Interfaith meets, Competitions, Rallies, and Screening of movies /Documentaries (all this enables students to appreciate, honour, respect/remember leaders/events; bring in a sense of patriotism; and be aware of achievements/significance of the day. Celebration of commemorative days also helps foster bonds of unity/cultural harmony.

#Inter-religious dialogues: Students/Staff are encouraged to participate; this enables them to understand, respect and cooperate with others. Goodwill messages on occasions like Christmas, Easter, Diwali, Ganesh Chaturthi, ID etc.

#Pledges by students/staff on important occasions.

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	View File

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

The College is committed to providing character-oriented education to instil basic values, including those as reflected in the Constitution of India. This is done through various methods/initiatives:

#Personality Development/Life Skills/Value Education: The college has a prescribed syllabus; classes included in the timetable of students, are conducted every week by Counsellor.

#Competitions/Programmes: Universal values and ethics, duties and responsibilities are inculcated/promoted by:

#Screening documentaries (e.g. on Gandhi)

Inter-Class Quiz Competitions (e.g. on India Today, National Voters Day etc).

#Talks on India Heritage and Glory

#Programmes on Constitution: Quiz competition, screening of videos, Pledge on Constitution Day, Recitation of the Preamble

#Celebration of Important Days like National Voters Day, Independence Day, Republic Day, International Girl Child Day etc.

#Pledges (Staff and Students)

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	View File

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

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The College has a rich tradition of celebrating and organizing national/international commemorative days/ events. Some of the events organised each year are: ? International Days celebrated include (the said days are celebrated by way of awareness through conduct of guest lectures, PosterCompetitions, visits to Customs museum etc): o International Human Rights Day o International Women's Day o International day of abolition of slavery o World Mother LanguageDay InternationalYear of Millets o World Health Day o World Aids Day o World Tiartr Day ? National Days celebrated include [programmes include unfurling of the national flag, rendition of the National Anthem, address by the Principal, message by a staff member, Patriotic Singing, Inter-class PlayCompetitions, Quiz Competitions, oath by NCC Cadets against dowry, March Past, students participation in cleanliness drives (NCC/NSS), plays by student on the message of freedom, sacrifice and duty etc.]: o Independence Day o Republic Day o Constitution Day o Goa Statehood Day ? State Days celebrated include [programmes include unfurling of the flag, rendition of the National Anthem, address by Principal, message a staff member, Quiz, patriotic songs etc.]: o Goa's Liberation Day

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

Title of the Practice I -INSTRUMENT OF SOCIAL CHANGE

Objectives of the Practice

#Bridge the gap between academics and the community

#Engage in constructivesocial action.

#Develop leadership skills

The Context

Encourages students to serve society &provides opportunitiesfor civic engagement throughactivities that impact both local and national issues.

The Practice

Students are encouraged to work towards social initiatives e.g:

#Environmental Issues & Energy Conservation

#Sanitation

#Educating the community

#Blood Donation

Evidence of Success

Created an eco-friendly environment, hygienic surroundings, improved health, cleanliness, and literacy. The institution works towards ensuring the growth of the society and environment.

Problems Encountered and Resources Required

#Managing academic schedule activities

Title of the Practice II -INSTILLING A SPIRIT OF PATRIOTISM

Objectives of the Practice

Arouse patriotic culture -essential for nation-building.

The Context

Need to promote and channelise youth pillars of tomorrow's nation, in attaining true ideals of nation building.

The Practice

Commemorating 75 years of India's Independence, activities inspiring students with national pride were organised such as, educative talks, rallies, drives, competitions and other cultural activities.

Evidence of Success

Students participated in activities with an overwhelming presence.

Problems Encountered and Resources Required

#Managing academic schedule activities

#Financial hurdles

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

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

The College Vision/Mission statements identify thrust areas. College builds competencies in all, irrespective of background. The institution has established its approach to provide quality higher-education to all including socially/economically/academically-challenged students, and through 'Honest Toil' build successful citizens who will sustain ethos of our country through imbibed values of Truth, Love and Justice. Guided by its vision/mission the college organizes/conducts activities that lead to skill development, and enhancement of ethical/human values, all of which help ensure equity and justice irrespective of background.

#Open-Admission Policy: irrespective of 'reserved' status; socio-economic background; physical capabilities; parental/religious/regional status.

Welfare measures:

^Assistance provided in various ways (scholarships, payment of fees in instalments, part payment of fees, support from Mgt/philanthropists) so that no one is denied higher-education because of money.

^Free/Subsidized sanitary-pads

^ Subsidized Photo-copying/printing/Stationery

^Book-Bank/Extra Library-Card

^Remedial classes

^Mentoring/Counselling

^Career-Guidance

^Assistance for sportsmen

#Skill Enhancement Programmes: Free/subsidized to develop skill-sets over and above regular curriculum.

^Personality Enrichment Employability skills/Entrepreneurial Development

^Language/social/computer/computing skills

^Banking/Finance

#Coaching: Competitive examinations/PG Entrance, Typing skills/
Music / Drama/ Theatre

#Facilities to "special" students:

^Extra time/writer/reader

^Special/separate question-papers

^ Braille Books/maps/computer keypad

^Ramps/Wheelchair/Lift/Washroom

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

- College adopts syllabi provided by the University; Syllabi files are available in the library and via link on the College website.
- Effective Curriculum Delivery (CD) is ensured through healthy practices like semester-wise Lecture Plans and Syllabi Completion Reports.
- Submission of Weekly and Monthly Lecture Reports.
- Remedial classes are conducted.
- Teachers who are members of the Board of Studies (BoS) participate in curriculum development and suggest mechanisms for effective CD.
- Classrooms are LCD-cum-Wi-Fi 'compliant'; ensures effective CD.
- The library has a rich collection of books/journals/magazines/periodicals; old editions bound in volumes.
- The college subscribes to the N-list programme (INFLIBNET)/NDL; and provides access to e-journals/e-books/digital documents. User IDs/passwords are provided to students/teachers. E-documents/OPAC helps provide access anytime/anywhere.
- Departments conduct Guest lectures/Competitions related to the curriculum; which helps better understanding.
- Besides organizing, the College deposes faculty to Seminars/Workshops/FDPs etc. to get updated with the latest techniques/methodologies useful for effective CD.

- CD (effective curriculum reception by students) is enhanced through the conduct of courses for Up-gradation/skill development(Personality development, Language/Soft skills etc).
- Most faculty engaged in online course-content development (various subjects/modules) for the Directorate of Higher Education; helped CD and planned documentation for the future.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.unigoa.ac.in/academics/programmes/bachelors.html

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

Yes, the institution always adheres to the academic calendar; the conduct of Continuous Internal Evaluation (CIE) is always as per the same. The calendar is made available to the students by way of emails/notices/messages, on the college Website. Dates of major activities including CIE and other semester-end examinations are made available (in advance) on the calendar in Handbook for the benefit of students as well as parents, teachers and others. The detailed Annual Academic Calendar is also maintained.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/11/Academic-Calendar-2022-2023_c.pdf?189db0&189db0

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating

B. Any 3 of the above

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

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

12

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

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

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

04

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

113

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

99

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

1.3 - Curriculum Enrichment

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

The institution has introduced several courses in the curriculum that help students in understanding the above issues through Environmental studies, Population studies, Gandhian Studies, Value Education, etc. For example, the Department of Sociology offers modules related to Women/Gender and Society, Culture/Heritage and Society, the Department of Political Science offers courses such as "Human Rights" and "Gender Studies" dealing with areas like Women's Rights, Gender Differences and Domestic Violence

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

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

15

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
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

666

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	B. Any 3 of the above								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>URL for stakeholder feedback report</td><td>No File Uploaded</td></tr> <tr> <td>Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)</td><td>View File</td></tr> <tr> <td>Any additional information(Upload)</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	URL for stakeholder feedback report	No File Uploaded	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	
File Description	Documents								
URL for stakeholder feedback report	No File Uploaded								
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	B. Feedback collected, analyzed and action has been taken								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Upload any additional information</td><td>View File</td></tr> <tr> <td>URL for feedback report</td><td>NA</td></tr> </tbody> </table>	File Description	Documents	Upload any additional information	View File	URL for feedback report	NA			
File Description	Documents								
Upload any additional information	View File								
URL for feedback report	NA								
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									
1076									
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Any additional information</td><td>View File</td></tr> <tr> <td>Institutional data in prescribed format</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Any additional information	View File	Institutional data in prescribed format	View File			
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									

430

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

- **Special Programmes for Advanced Learners** - The educational requirements of advanced students are met in a variety of methods, such as:
 - Encouragement to sign up for additional courses.
 - Opportunities for participation in intercollegiate workshops, seminars, and exchange programs
- **Special Programmes for Slow Learners** - After they have been recognized, students from the vocational stream and the vernacular medium receive extra support and attention in class. Students who have trouble grasping the material at any level or who have missed class due to illness, extracurricular activities, or other legitimate reasons are given remedial education. These Remedial classes prevent the students from falling behind in their studies. Students with the assistance of the Class Teachers/Mentors, are provided a form with a checklist of subjects in which extra coaching is needed. Based on the feedback obtained, subject teachers are intimated and time slots are fixed to help students clear doubts, sort out difficult topics, and generally catch up with their peers.

Apart from the above-mentioned, an Open Day is arranged at the end of every semester to inform parents and students about the College's strategies for supporting both advanced and slow learners. These enhance the abilities and performances of all learner categories.

File Description	Documents
Link for additional Information	NIL
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
976	40

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

At our College, education revolves around placing students at the core, transcending traditional methods. Through problem-solving, experiential learning, and participatory approaches, we surpass textbook-centered education. The choice-based credit system (CBCS) diversifies learning with skill-based courses, fostering a dynamic academic environment. Real-world integration is key, evident in Market Day events exploring various business facets and third-year research projects providing in-depth field experiences.

Initiatives such as field trips, industry visits, movie screenings, and guest lectures amplify experiential learning. Industry experts contribute, bridging academia and real-world work. The Student Council amplifies student voices, fostering personal development. A component of the process of practical learning is innovative and interactive teaching-learning. The NCC and NSS-initiated community service projects are essential for imparting life skills and leadership abilities.

The College has Memorandums of Understanding with prestigious universities that enrich the academic landscape. The College emphasizes a Participative Learning culture, encouraging active student involvement through diverse intra and inter-college activities, and refining skills like active listening, effective speaking, strategic planning, and innovative thinking. This

holistic approach defines our commitment to experiential, participatory learning, and problem-solving.

File Description	Documents
Upload any additional information	View File
Link for additional information	NIL

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

The College has implemented the following measures after realizing the transformative power of information and communication technology:

- LCD projectors and screens are provided in the classrooms.
- Laptops, audio-visual aids, remotes, and portable speakers are used by all of the teachers as part of their instructional strategies.
- The campus has a 50 Mbps internet lease line with full Wi-Fi capability. To filter unwanted traffic and websites and provide better bandwidth to individual users, the College also has a Cyberoam CR35ing firewall.
- The College also has ICT-enabled teaching-learning facilities such as two IT labs and a Skill Enhancement Centre, that are equipped with the newest technology such as an interactive panel to enable uninterrupted access to e-resources, in order to fulfill its mission of promoting student-centric learning.
- The College library provides staff and students with access to the INFLIBNET database to enhance teaching and learning. Shodh Ganga is one more e-learning resource available.
- To help students find books, journals, and periodicals the library offers an Online Public Access Catalogue (OPAC).
- The Integrated Advanced Information Management System (IAIMS) (for B.A. and B.Com.) and Mograsys (for B.C.A.) are currently supporting teaching-learning.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/2.3.2-ICT-enabled-teaching-learning.pdf

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

32

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

40

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	View File

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

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

08

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

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

2.4.3.1 - Total experience of full-time teachers

514

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 upholds assessment transparency by strictly following Goa University's ordinances. Adherence to statutory guidelines includes the establishment of an Examination Committee and the meticulous administration of three Intra Semester Assessment (ISA) tests. A crucial aspect of promoting transparency is the annual Orientation Programme, specifically tailored for First-Year students. This comprehensive session imparts essential rules, guidelines, and explanations pertaining to internal assessment, offering a foundational understanding crucial for academic success.

The Examination Committee facilitates uniformity by providing teachers with paper-setting instructions, compliance schedules, and templates, ensuring a standardized approach across various subjects. Timely and transparent execution characterizes the ISA tests, encompassing the entire assessment process, including mark

submission. This commitment to procedural clarity reflects the College's dedication to fostering an environment where assessment serves not only as an evaluative tool but also as a catalyst for comprehension and academic advancement. Through these measures, the College fortifies its commitment to transparent, fair, and enriching assessment practices.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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

In accordance with the affiliating University's Ordinances regarding Continuous Internal Assessment (CIE), the college maintains a three-person College Grievance Committee that reviews complaints regarding exams. The College has implemented both preventive and positive mechanisms for handling grievances about internal examinations. The number of potential grievances is reduced by the preventive measures; as a result, grievances are typically reduced to zero.

Preventive measures include:

- Timely announcements about exams are displayed on notice boards, college websites, and class WhatsApp groups by mentors.
- Semester End Exam Question papers are checked by the respective Heads of the Department to ensure coverage and weightage of the syllabus in the question paper.
- Random Verification of Semester End Exam Question papers by IQAC for quality check.
- Student's grades of Intra-semester assessment are displayed within 7-15 days, with their signatures appended.

Regarding 'positive' procedures for resolving complaints about internal exams, the College maintains the College Grievance

Committee. Additionally, it provides simple measures for processes such as re-verification of marks.

File Description	Documents
Any additional information	View File
Link for additional information	NIL

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 Programme and Course Outcomes that the institution offers are known to Teachers and Students.

- Course outcomes for every subject are available in the library, and they are showcased on the College Website.
- Every paper includes the university-mandated course Objectives, Goals, and Outcomes.
- To ensure that students understand the measurable and observable knowledge and skill goals to be met at the end of each lecture, assignment, or activity, teachers also explicitly state the Learning Outcomes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/11/PO_CO_PSO_c.pdf?189db0&189db0
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.

The college has constituted a Teaching Learning and Education Technology (TLET) Cell. The TLET cell is constituted of a three-member committee that is actively involved with the implementation of outcome-based education in the college. The

cell conducts various sessions for the faculties to enhance the teaching-learning process in the classroom and attain the Programme Outcomes and Course Outcomes.

It was noted that the number of Distinction and First-class holders at the TY/exit level in all three programmes is substantially superior compared to that at the entry/HSSC level where the majority secured second and pass class. It needs to be appreciated herein that the said figures are in spite of the marginalized backgrounds of the majority of the students.

Considering the marginalized socio-economic backgrounds of the majority of students, and that pursuing UG education itself is a positive contribution to our College, the percentage of students opting for vertical movements / Higher education also helps gauge attainment of POs, PSOs, and COs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	NIL

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

172

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	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Annual-report-2022-23_c.pdf

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://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Student-Satisfaction-Survey-2022-23_c.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)

00

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

00

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
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	
10	
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	
02	
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	
06	
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

The institution is actively involved in extension activities providing students with opportunities to engage, explore, and apply their knowledge in real-world contexts. Such as:

Engage students in community service projects that address local needs such as volunteering at shelters, organizing environmental cleanups, and participating in outreach programs.

Field trips to places that provide first-hand experiences related to the issues being discussed. This could be museums, cultural centers, or nature reserves.

Guest speakers and Workshops on topics like diversity, inclusion, and sustainability to sensitize students on these issues.

Screening documentaries that highlight important issues, followed by group discussions to encourage critical thinking and provide students with a platform to express themselves.

Collaborative projects and research on social justice, global affairs, or environmental sustainability topics.

Cultural Exchange Programs where students can interact with peers from different cultural backgrounds.

Artistic Expressions allow students to express their thoughts through various forms of art such as painting, poetry, or music.

File Description	Documents
Paste link for additional information	Nil
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

00

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

3.3.3 - 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

26

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
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

555

File Description	Documents
Report of the event	View File
Any additional information	View File
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

05

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

26

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 College offers a conducive teaching-learning environment by providing all necessary infrastructural/physical facilities.

CLASSROOMS:

Classrooms are well-ventilated with IT facilities. The College

has a total of 23 classrooms.

LIBRARY:

The College has a spacious library (for nearly 100 users at a time) with an open-access system. Automated with the New Gen Lib software since 2005, the library houses over 25000 books and has access to e-journals, e-books, and other e-databases. It also caters to the needs of the visually and physically challenged.

LABORATORIES:

The College has 02 well-equipped, Wi-Fi-enabled, air-conditioned labs with 50 computers and the latest/relevant software and an interactive intelligent panel in one lab. In addition to this, the College has an air-conditioned Skill Enhancement Centre with 15 computers.

STAFF ROOMS:

The staffrooms are Wi-Fi enabled having independent workstations with comfortable seating.

STUDY CENTRE, PILAR (IGNOU)

Through the IGNOU Study Centre (Code: 08026) the College extends facilities for course counselling and exams.

OTHER FACILITIES

The College includes other facilities like the Conference room, Heritage Hall, Meeting room, spacious administrative office, FDA approved Canteen, clean drinking water facility, CCTV surveillance, fire protection system, and green management measures.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.3.-Master-Time-Table-2022-

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor,

outdoor), gymnasium, yoga centre etc.

Cultural Activities:

A) Inhouse facility:

- Shalom Hall: Established: in 2016; Area: 401m². User capacity: 350. User rate: 20*
- Heritage Hall: Established: in 2022 measuring 261m². User capacity: 200 User rate: 80*
- Multipurpose ground: Established: 1991; Area: 3456m². User Capacity: 3000. User rate: 65*
- College canteen area: Established: 2018; Area: 211.4 m². User Capacity: 150. User rate: 30*.
- Classrooms: User Capacity: 70 people. User rate: 20*.

B) Shared facility for Cultural Activities: User rate: 10*.

- Conference hall, Animation Centre: Established: 1984; Area: 197.6 m² User capacity: 150.
- Pilar Theological College Auditorium: Established: 1996; Area: 345.8 m² User capacity: 250-300.
- Albert Hall: Established: 1946; Area: 262.7 m². User capacity: 250.

Sports Facility:

A) Inhouse Facility for Sports:

- Indoor sports facility -Shalom Hall: Established: 2016; Area: 401m². User rate: 30-40*
- Gymnasium: Established: 1999; Area: 90m². User rate: 40-50*.
- New Gymnasium: Established: 2022; Area: 96 m² User rate: 80*
- Multipurpose ground: Established: 1991; Area: 3456 m², User capacity: 3000 User rate: 80*.
- Volleyball court: Established: 1991; Area: 18mx9m. User rate: 60*.
- Yoga: Classes are organized in Shalom Hall, Heritage Hall, and larger classrooms.

B) Shared Facilities: User rate: 20*.

Facilities Year of Establishment Area

- Tennikoit/Badminton Court 1996 81.74m²

- Handball court 1997 800 m2
- Hockey field 1991 5027 m2
- Basketball court 1994 420 m2
- Football ground (i) 1991 5351 m2 (ii) 2000 5351m2

*In percentage

User Capacity and User Rate: figures in approximation.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.1_Adequacy-of-Infrastructure-

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

30

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

30

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.1.1_Adequacy-of-Infrastructure-
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)

80.74

File Description	Documents
Upload any additional information	View File
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-Integrated Library Management System - (ILMS)

The College library serves both as a student academic support and a community centre. The library has been automated since 2004-05 with New Gen Lib software (version 3.2) developed by Versus Solutions Pvt Ltd, Hyderabad. The company provides continuous support for any software-related issues and maintenance through an annual maintenance contract.

The library uses most of the modules of the software such as Administration, Technical Processing, Serial Control, Circulation, Acquisition, Queries Reports etc.

Details of the New Gen Lib Modules Used:

Modules of NGL Librarian Interface

- Technical Processing: Primary Cataloguing, Search Catalogue, and Subscriptions ready for technical processing.
- Utilities: Re-index Catalogue records, Re-associate accession number/Barcode to another catalogue record
- Circulation: Check out/ Check in, Reservations, Binding management, Recall document Renew Loan, collect overdue Weed, Inter - Library loans, Report Loss of Items, Record reference material usage etc.
- OPAC: review of user rating, approving user comments, user catalogue records displaying titles of new arrivals, Provides access to the metadata library materials.
- Name of ILMS software: New Gen Lib
- Nature of automation (fully or partially): Partially

Automated

- **Version:** Helium 3.2
- **Year of Automation:** 2005

Modules of NGL Desktop Interface

- **Generation of Reports:** Acquisition of books acquired, accession register, budget expenditure report, Statistical reports etc.
- **Technical Processing:** Customize list of titles, documentation list report etc.
- **Circulation:** Stock verification report, List of check-in, check-out report, Detailed circulation transaction report etc.
- **Statistical report:** Library Usage, Circulation statistics etc.
- **Utilities:** Force delete, re-association accession, Force edit of patron etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	NIL

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)

2.1

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****78**

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****Updation of IT facilities for the academic year 2022-23:**

- Lenovo Think Centre Neo 50s Core i3/8gb/256ssd PC -05 Nos
- Dahua IP camera - Dome/Bullet - 18 nos
- PTZ camera + Bullet Camera - 01 +01
- Dahua POE Switches - 02 nos
- 32gb pendrive (for NAAC) - 03 nos
- 64gb pen drive (for NAAC) - 03 nos
- BEN Q Projectors - 02
- Enelop batteries + Charger - 01 nos
- RTS wireless laser presenter - 01

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

4.3.2 - Number of Computers**73**

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	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****22.14**

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

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

The Infrastructure Management Policy of the college is guided by six key components: procurement, enhancement, maintenance, optimization, funding, and checks & balances, all aimed at fostering effective teaching, learning, and performance. The

policy outlines clear objectives and guidelines, proactively influencing prime spaces like classrooms, sports rooms, gymnasiums, laboratories, and the library. It ensures the efficient acquisition, continuous improvement, and proper maintenance of equipment and facilities, including computers, intelligent panels, software, and electrical systems.

Key outcomes from the policy include:

- The infrastructure enhancement procedure is collaboratively developed by the Management/Principal in consultation with stakeholders to address specific needs.
- Funds for procurement, maintenance, and upgrades are sourced from non-salary government grants, and internal funds (self-financed programs, management, and PTA contributions).
- Annual physical verification of facilities is conducted by a committee appointed for this purpose.
- Feedback on infrastructure requirements is actively sought from various stakeholders, including staff, students, alumni, parents, and IQAC, through manual, verbal, and online channels.
- Detailed records of infrastructure, facilities, and dead stock are diligently maintained by the administrative office.
- Obsolete equipment is disposed of following standard procedures established by the government/Management/Principal.
- Departments are responsible for reporting facility/infrastructure malfunctions promptly to the administrative office, documented in the Complaints & Maintenance register.
- To optimize facilities, spaces are lent out during non-class times to entities such as IGNOU Study Centre and private programs.
- All purchases and work orders undergo scrutiny and comparative analysis of supporting quotations before approval.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/4.4.2-Established-Systems-and-Procedures_compressed-1.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

96

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefitted 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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

17

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File
5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	A. All of the above
File Description	Documents
Link to institutional website	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/5.1.3-Capacity-building-and-skills-enhancement-initiatives-taken-by-the-institution-merged-1-rotated.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	
903	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
903	
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								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee</td><td>View File</td></tr> <tr> <td>Upload any additional information</td><td>View File</td></tr> <tr> <td>Details of student grievances including sexual harassment and ragging cases</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File	Upload any additional information	View File	Details of student grievances including sexual harassment and ragging cases	View File	
File Description	Documents								
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File								
Upload any additional information	View File								
Details of student grievances including sexual harassment and ragging cases	View File								
5.2 - Student Progression									
5.2.1 - Number of placement of outgoing students during the year									
5.2.1.1 - Number of outgoing students placed during the year									
0									
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Self-attested list of students placed</td><td>View File</td></tr> <tr> <td>Upload any additional information</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Self-attested list of students placed	View File	Upload any additional information	View File			
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									
39									

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

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

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

01

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

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

59

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
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)

Understanding that student's representation/engagement in various administrative, co-/extra-curricular activities is essential for their holistic development, leadership skills and decision-making ability, the College ensures student involvement in various administrative, academic/non-academic activities through various mechanisms such as planning and decision-making process, inter-class events, departmental activities, activities under associations/cells and inter-collegiate events. Some examples are:

1. Student's representation in academic/administrative activities/Committees:

^Internal Quality Assurance Cell

^College Student Grievance Redressal Committee

^Discipline Committee

^Library Advisory Committee

^Anti-Ragging Committee

^Student Aid Fund Committee

^Women Development Cell

^NSS Advisory Committee

^Commerce Association

^Gender Champion

2. Student's involvement in Co-/Extra-curricular activities:

Involvement in co-/extra-curricular activities is key to personal development; such activities help not only for 'entertainment', but also to gain/improve their skills; and help students get involved and interact with others leading to increased learning/enhanced development. Student involvement is ensured through Departmental activities, Committees, Associations, etc.

Involvement in organization and participation in various events allows students to develop leadership skills, sharpen talent and mature socially. Examples of initiatives are:

#Commemoration of important international/national/state events including Republic Day, Independence Day, Communal Harmony Week, Goa Liberation Day, Human Rights Day, etc.

#Participation in inter-collegiate events.

#Organisation of inter-class/-collegiate events through various committees/cells.

File Description	Documents
Paste link for additional information	NIL
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

130

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

5.4 - Alumni Engagement

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

The College has a registered Alumni Association. We firmly believe that students are lifelong commitments which do not end

with graduation. Alumni are resources that can provide meaningful and mutually beneficial relationships over time. The Institution has a strong association with Alumni even before the registration of the body which happened in July 2019. The positive relationships with the Alumni make them comfortable to return to their alma mater to refresh knowledge, gain mentoring and/or for networking support. Activities of the Association create a platform to bridge the gap between the institution, alumni and the present students through exchange of ideas, skills and values wherein they can build a social, responsible, motivational and intellectual community. Alumni also help build industry-academia linkage which in turn becomes useful to bring improvements in teaching-learning and enrichment of students' knowledge and their employability. The alumni are in touch with the institution through emails, messages and through social media (Facebook/Twitter/Instagram).

Support from Alumni:

#Felicitation of meritorious final year BA, BCom and BCA students.

#Organizing sessions (through personal expertise/ contribution by being resourceperson) for students/staff development.

#Endowments/prizes for meritorious students.

#Sponsorship for student's welfare.

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

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

D. 1 Lakhs - 3Lakhs

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

The College has a democratic and participatory administrative structure that involves the staff as well as students.

Empowerment of others and transparency are rooted in the institutional culture and are reflected at the decision-making level as well as day-to-day administration. Students, alumni and parents are part of the decision-making process as members of Committees (like Students Council, Alumni Association, IQAC, Parent-Teacher Association, NSS Advisory Committee etc).

Ensuring zero discrimination the College caters to socio-economically, academically and even differently abled students through provision of opportunities for holistic education which will enable them to face the challenging world. Remedial classes by respective subject teachers are conducted for weaker students, slow learners, and absentees. Teamwork and leadership qualities are promoted through conduct/organization of projects, seminars, workshops, etc.

To sensitize students with societal issues and to develop humane qualities, a wide range of extension-cum-outreach programmes are organized. Value education classes are conducted to inculcate in students the value of truth, love and justice for all. To ensure empowerment in line with the vision/mission, special initiatives are undertaken including dispensation of (limited) free sanitary napkins (and unlimited subsidized ones), talks on menstrual health and hygiene etc. The college also provides photocopy and print out facilities at the campus at a subsidized rate.

File Description	Documents
Paste link for additional information	https://www.fragnelcollege.edu.in/wp-content/uploads/2022/04/7.1.7-Institutions-Disabled-Friendly-Environment-AQAR-2020-21.mp4
Upload any additional information	View File

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

An example indicative of decentralization and participative management is the practice of allotting wherever possible

academic and non-academic matters among faculty members through Departments or Committees for inputs, action and even operation. For coordination and for overseeing inputs extending up to the lower levels, including students, the College has appointed Academic and Non-Academic coordinators (one each) to oversee matters about their domain areas. Teachers are appointed as coordinators of various National and State level events like seminars, workshops, programmes and inter-collegiate events. There is active participation of all staff members working in various committees and providing their creativity and skills. The Annual plan of activities is prepared by the Heads of Departments in consultation with all other faculty members and submitted to the Principal for implementation after due scrutiny. This has created a sense of involvement and responsibility amongst the staff members resulting in efficient and effective administration of the College. In addition to teachers, the students are made responsible for making decisions in terms of conducting activities including college-level and even state-level events and competitions. The Local Managing Committee too is constituted keeping in mind participative management.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

One example of strategic planning is infrastructure overhaul, renovation, restoration and development. Some examples of additions/changes to infrastructure development include:

- **Classrooms:** Equipped with LCD projectors, chalkboards, quality seats, noticeboards, proper ventilation and lightning. Three new classrooms were added.
- **Computer Laboratories:** Well-equipped; appropriate software; internet connectivity. Printer-cum-colouredphoto-copying available for faculty/students; LCD Projectors/intelligent panel available.
- **Renovated toilets for boys and girls; Waterless urinals for boys.**

- Separate washrooms for Faculty and Non-teaching staff in the Administration Block.
- New/separate washroom for PwD (Ramps, Braille books etc).
- Washrooms and bathing rooms for sports students.
- Separate rooms for NCC, NSS, Girl's Common Room, Server Room, Sick Bay etc,
- Private space for Counseling, Placement Cell Room and IQAC Office
- Self-sufficient Meeting Room and Conference Room
- Spacious/clean FDA approved Canteen with separate areas for staff and students
- Wi-Fi facility
- New Library Block and Gymnasium.
- Heritage Seminar Hall
- Up-gradation of three Staff Rooms with independent workstations
- Facelift to Administrative block and improved ambience of College.
- CCTV surveillance
- Water filters/coolers installed.
- Beautification and landscaping of College Garden.
- Establishing campus as a GREEN hub with various options for sustainable environment related to waste treatment/management, water conservation, energy conservation
- Structural audit with necessary civil repairs
- Installations of fire safety equipment; License from Fire Department.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	NIL
Upload any additional information	View File

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 Governing Council of the Xaverian Education Society, the apex management body, oversees the overall administration and smooth functioning of the institution.

The Administrator ensures that the rules and policies of the Government/University/Management are adhered to. The duties of the Local Managing Committee include approving the budget and overall strategic plans of the College.

The Principal is responsible for the effective general management, including all day-to-day management and financial matters. He develops a strategic plan for the college in consultation with the Management and Local Managing Committee.

The College has an IQAC Cell which overlooks the smooth functioning of various activities including teaching-learning and reports on the same to the Principal.

The following mechanisms are delegated responsibilities by the Principal (as per the level of delegation):

- Academic Coordinator (through him/her Heads of Departments and through them faculty members)
- Non-Academic Coordinator (through him/her various Cells/Committees in-charge and members)
- Head Clerk (through him/her UDCs, LDCs, MTS)
- Accountant (through him/her Accounts Office staff)
- System Administrator (through him Lab. Assistant-IT and MTS)

- Librarian (through him/her Grade I Librarian and MTS)
- Support Staff (Security, Housekeeping, Gardening)

File Description	Documents
Paste link for additional information	NIL
Link to Organogram of the Institution webpage	https://www.fragnelcollege.edu.in/rti-manual/
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

A. All of the above

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

Welfare measures for:

Teaching Staff and Non-Teaching Staff:

- Separate seating arrangements in the Canteen.
- Provision of hot, cold and room-temperature filtered water.
- Availability of refrigerator, microwave and kitchen

facility

- Free health check-ups on time-to-time basis; availability of trained nurses and medical equipment (Blood Pressure machines, Oximeter, Thermogun, thermometer, wheelchair); OPD clinic with trained Doctors for free consultation every week.
- Wi-Fi Campus/Free Internet Access.
- Advance salary whenever deemed necessary on account of delayed receipt of salary from the government.
- Upgraded workstations with private seating/storage and availability of recharging points
- Separate washrooms for male and female staff.
- Leave Travel Concession facility as per the Government rules.
- Medical reimbursements as per Government rules
- Leave Facility (Earned Leave, Casual Leave, etc.)
- Provisions of Loans on Provident Fund as per Government rules.
- Provision of Salary certificates to avail bank loans.
- Children education allowance as per Government rules.

Additional welfare measures for Non-Teaching Staff:

- Advances for MTS staff at zero rate of interest (first instance; small loans at discounted rates of 3% later).
- Financial assistance (pending disbursement of payment).
- Separate washrooms for male and female non-teaching staff.
- Small cash gift during festivals for support staff.
- Provision of uniform and washing allowance.

File Description	Documents
Paste link for additional information	NIL
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

20

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

09

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

21

File Description	Documents
IQAC report summary	View File
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

Teaching staff:

- Performance Appraisal is done as per statutory guidelines of Goa University.

- A screening/selection committee is appointed professionally and systematically to evaluate the career advancement of the staff.
- The internal career advancement screening committee headed by the IQAC coordinator conducts preliminary screening to verify the eligibility of the staff undergoing career advancement.
- The Academic Performance Indicator (API) based self-appraisal form is used to capture information on activities carried by the staff; to be submitted by every staff member at the end of every year with necessary documentary evidence.
- Performance Reports of the faculty are periodically communicated to the Management.
- Feedback from students is taken, and adverse feedback if any is informed to the concerned teacher.
- The faculty is encouraged to pursue doctoral programmes; ten faculty members are currently registered for pursuing their Ph D degrees.
- Faculty are urged to participate and present papers in seminars, conferences etc.

Non-teaching staff:

Performance appraisal for non-teaching staff of the institution is done every year as per the formats prescribed by the government. To improve the capabilities and performance of the non-teaching staff, they are encouraged to participate in various staff development programmes organised by the institution or by other organisations.

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

6.4 - Financial Management and Resource Mobilization

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

The audit is conducted annually to check the financial position of the College. The Auditors appointed by the Management conduct an audit every year to check the records of expenses and incomes. The yearly audited statements are sent to the respective bodies, including the Department of Higher Education and Directorate of Sports & Youth Affairs, Government of Goa.

The Principal along with the Accountant and the concerned staff deliberate, checks and even redo if necessary the accounts as suggested by the auditors. Thereafter, the Management is updated, with their endorsement coming thereafter. On fulfilling the suggestions made/queries raised by the auditors, the full compliance report is obtained. All objections/queries are invariably settled without any delay. As a healthy practice, the College later adopts for all future purposes the corrective measures as suggested by the Auditors.

File Description	Documents
Paste link for additional information	NIL
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)

4.02335

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

Fr. Agnel College makes every possible effort towards resource mobilization and generating funds beyond the salary grants received from the Government of Goa and revenue generated from the self-financed stream by way of fees. The College mobilizes funds from direct and indirect sources.

- The College constantly scouts for opportunities to receive grants and financial assistance from various Government Agencies such as what was done in earlier years from UGC.
- Besides Government agencies, the College taps private funds. The integrity and service mindedness of the College Management has generated enormous faith and goodwill towards the College among well-wishers, suppliers, donors and philanthropists.
- The College has a strong alumni network and an active Alumni Association. Many alumni have voluntarily donated substantial amounts to the College, besides sponsoring academic/co-/extracurricular activities of the College.
- PTA assistance is also one way how resource mobilization takes place
- In times of need, particularly with reference to civil maintenance, the Management assists with the necessary resources.

File Description	Documents
Paste link for additional information	NIL
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

Examination reforms -

University guidelines outline the rules for conduct of

examinations. Within these the IQAC has institutionalized practices by which exams are conducted.

- The Examination Committee oversees the smooth conduct of Intra-Semester Assessment (ISA) and Semester End Examinations (SEE).
- After submission of ISA/SEE question papers, an institutionalized practice is their multi-staged quality check, involving HOD and IQAC.
- All teachers need to submit "Zero Defect" undertakings signed by the HOD to ensure question papers are free from errors.
- Exams Orientation is conducted for all First-Year students/new teachers
- Marks verification/revaluation is done as per guidelines
- Rechecking 20% of assessed answer books; this eliminates avoidable errors creeping into results.

Discipline and Mentoring-

- To ensure discipline, and acknowledging that students need to be mentored appropriately, the College through IQAC has formed various committees.
- Discipline Committee: ensures overall discipline including important days.
- Daily Time-Table monitoring Committee: ensures Time-Table is suitably adjusted among free teachers, if the actual teacher is absent.
- Class Mentoring: each class has a Mentor who looks after assigned students for overall performance.
- Counseling: provided directly by full-time Counselor, and indirectly through the Personality Development & Lecture series titled Reflecting the Agnelite Ethics .

File Description	Documents
Paste link for additional information	NIL
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

Blended Learning

- Use of online platforms like WhatsApp and Gmail for teaching-learning-communication that helps to provide students with study material.
- Internal Assessment of assignments/answer booklets using online/offline mode.
- Peer Group learning.
- Experiential Learning through field trips, class activities.
- Value Education Programmes.
- Guest lectures are conducted on various topics of different subjects.

Innovative Teaching/Learning

- The academic calendar informs the students of the various events/activities to be held in the college.
- Faculty Improvement Programmes are conducted every semester on various aspects some of which are on innovative teaching-learning.
- Students attend/participate in inter-class and inter-collegiate seminars and workshops and other events at the state and national level.

- Teachers prepared e-content of the subjects for the DISHTAVO, an initiative by the Directorate of Higher Education, Goa.
- Feedback from stakeholders conducted each year.
- Remedial classes were organized.
- Students are encouraged for E-learning through DSHTAVO, Open Sources and Databases subscribed by the College.
- Each subject teacher prepares a semester-wise teaching plan.
- Semester-wise Syllabus Completion Reports collected by IQAC.
- Monthly lecture delivery reports are collected by IQAC.
- Mentoring of students by subject teachers and class teachers.
- Student satisfaction survey on course, faculty and infrastructure.

File Description	Documents
Paste link for additional information	NIL
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.fragnelcollege.edu.in/toplinks/iqac/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

#“Statutory” Committees: Anti Ragging Committee and Internal Complaints Committee help on matters/grievances related to gender concerns.

#“Other” Committees: Gender Champions Cell, Women’s Cell and Health Cell organize programmes and/or depute students (particularly girls) to outside programmes on gender equity, rights of women etc.

#Health/hygiene: With almost two-thirds of students being girls, most from rural/marginalized backgrounds, the College ensures health/hygiene is given importance through talks (Sanitation and Hygiene; Health/Diet; Mental Health)

#Curriculum related: Various departments like Sociology and Political Science offer courses like “Gender and Society” and “Human Rights” focusing on Domestic violence, Gender differences, Women’s rights, Gender equality, empowerment etc).

#Professional skills: programmes/talks organized in communication/organizational skills; Career Options/Higher Education; knowledge awareness in computers; Lecture series in life skills; etc.

Hobby-related skills: (e.g. competitions on theatre; workshops

on photography, embroidery etc. are organized)

#Special facilities for Girls:

Rest/Common Room

Free sanitary pads (limited)/subsidized sanitary pads (unlimited)

Biodegradable sanitary pads (healthy/cheap/environment-friendly)

Medical assistance

Vending machine for sanitary pads Incinerators for soiled pads

Special decomposing chamber for biodegradable pads, Washrooms
(and bathing room)

#Others:

Counselling

#Nodal Officer for Gender Champions

Annual Induction Programme

Safety and Security (CCTV surveillance/security guards)

File Description	Documents
Annual gender sensitization action plan	https://www.fragnelcollege.edu.in/wp-content/uploads/2023/12/Criteria-7.1.1-Gender-Sensitisation-Action-Plan_c.pdf
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://www.fragnelcollege.edu.in/wp-content/uploads/2022/02/7.1.1-Specific-Facilities-for-women.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/

A. 4 or All of the above

power efficient equipment

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

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

Solid Waste Management

#05 in-house installations: Khamba; Kitchen-basket; Black soldier larvae; Aerobic composters; Bio-gas plant

#Segregation of waste.

#Segregation of canteen waste in separate colour coded bins; incineration thereafter, ash mixed in garden soil.

#Waste plastic/glass collected separately for systematic disposal by Village Panchayat/approved agencies.

#Reusing old/spoilt wood/metal for new requirements

#Old newspapers sold for recycling.

#Use of steel cups/plates reduces plastic

Liquid waste management

#Liquid waste released in soak pits.

#Canteen/kitchen waste water recycled in a three-stage filtration process;

#Installation of waterless urinals reduces liquid waste

Biomedical waste management

#No Science stream, thus minimum Biomedical waste.

#Vis-à-vis sanitary pads two incinerators ensure hygienic disposal.

#College initiated biodegradable sanitary pads to 'reduce' biomedical waste

The College has a dispenser/chamber to dispose of soiled biodegradable pads; helps make compost.

E-waste management

#External agencies dispose.

#When possible redundant/below optimum-efficiency e-items are exchanged for new/efficient ones; ensuring nil e-waste.

Waste recycling system

#Installations: (i) khamba (ii) kitchen-basket (iii) black soldier larvae and (iv) aerobic composters, help recycle kitchen waste into compost.

#Canteen/kitchen waste-water recycled for gardening

#Bio-gas plant "recycle" kitchen waste into cooking gas.

#Dry waste like coconut shells/leaves "recycled" in Firewood-Boiler (hot water).

#Spoilt/redundant wood/metal recycled for new things like ramps/railings.

#Waste paper reused for printing/writing.

Hazardous chemicals/radioactive waste management: Not applicable

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.fragnelcollege.edu.in/wp-content/uploads/2021/12/Canteen-water-recycle.jpg
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	A. Any 4 or all of the above
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

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	A. Any 4 or All of the above
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File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

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

7.1.6.1 - The institutional environment and	D. Any 1 of the above
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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

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

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	View File
Any other relevant information	View File

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 provides an inclusive environment for all with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. The College does this through various ways:

#Admission process: open transparent process with religion, region, linguistic or socio-cultural and economic backgrounds having zero bearing.

#Personality development. Life-skills & Value-based Education: for students of First Year through prescribed syllabus; classes taken by Counsellor.

#Commemorative Days celebrated: Minority Rights Day, Women's Day, Yoga Day, Human Rights Day, National Education Day, National Farmers Day etc.

#Programmes organized: like Talks, Workshops, Interfaith meets, Competitions, Rallies, and Screening of movies /Documentaries (all this enables students to appreciate, honour, respect/remember leaders/events; bring in a sense of patriotism; and be aware of achievements/significance of the day. Celebration of commemorative days also helps foster bonds of unity/cultural harmony.

#Inter-religious dialogues: Students/Staff are encouraged to participate; this enables them to understand, respect and cooperate with others. Goodwill messages on occasions like Christmas, Easter, Diwali, Ganesh Chaturthi, ID etc.

#Pledges by students/staff on important occasions.

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	View File

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

The College is committed to providing character-oriented education to instil basic values, including those as reflected in

the Constitution of India. This is done through various methods/initiatives:

#Personality Development/Life Skills/Value Education: The college has a prescribed syllabus; classes included in the timetable of students, are conducted every week by Counsellor.

#Competitions/Programmes: Universal values and ethics, duties and responsibilities are inculcated/promoted by:

#Screening documentaries (e.g. on Gandhi)

Inter-Class Quiz Competitions (e.g. on India Today, National Voters Day etc).

#Talks on India Heritage and Glory

#Programmes on Constitution: Quiz competition, screening of videos, Pledge on Constitution Day, Recitation of the Preamble

#Celebration of Important Days like National Voters Day, Independence Day, Republic Day, International Girl Child Day etc.

#Pledges (Staff and Students)

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	View File

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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

The College has a rich tradition of celebrating and organizing national/international commemorative days/ events. Some of the events organised each year are: ? International Days celebrated include (the said days are celebrated by way of awareness through conduct of guest lectures, PosterCompetitions, visits to Customs museum etc): o International Human Rights Day o International Women's Day o International day of abolition of slavery o World Mother LanguageDay InternationalYear of Millets o World Health Day o World Aids Day o World Tiartr Day ? National Days celebrated include [programmes include unfurling of the national flag, rendition of the National Anthem, address by the Principal, message by a staff member, Patriotic Singing, Inter-class PlayCompetitions, Quiz Competitions, oath by NCC Cadets against dowry, March Past, students participation in cleanliness drives (NCC/NSS), plays by student on the message of freedom, sacrifice and duty etc.]: o Independence Day o Republic Day o Constitution Day o Goa Statehood Day ? State Days celebrated include [programmes include unfurling of the flag, rendition of the National Anthem, address by Principal, message a staff member, Quiz, patriotic songs etc.]: o Goa's Liberation Day

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

Title of the Practice I -INSTRUMENT OF SOCIAL CHANGE

Objectives of the Practice

#Bridge the gap between academics and the community

#Engage in constructivesocial action.

#Develop leadership skills

The Context

Encourages students to serve society &provides opportunitiesfor civic engagement throughactivities that impact both local and national issues.

The Practice

Students are encouraged to work towards social initiatives e.g:

#Environmental Issues & Energy Conservation

#Sanitation

#Educating the community

#Blood Donation

Evidence of Success

Created an eco-friendly environment, hygienic surroundings, improved health, cleanliness, and literacy. The institution works towards ensuring the growth of the society and environment.

Problems Encountered and Resources Required

#Managing academic schedule activities

Title of the Practice II -INSTILLING A SPIRIT OF PATRIOTISM**Objectives of the Practice**

Arouse patriotic culture -essential for nation-building.

The Context

Need to promote and channelise youth pillars of tomorrow's nation, in attaining true ideals of nation building.

The Practice

Commemorating 75 years of India's Independence, activities inspiring students with national pride were organised such as, educative talks, rallies, drives, competitions and other cultural activities.

Evidence of Success

Students participated in activities with an overwhelming presence.

Problems Encountered and Resources Required

#Managing academic schedule activities

#Financial hurdles

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	No File Uploaded

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

The College Vision/Mission statements identify thrust areas. College builds competencies in all, irrespective of background. The institution has established its approach to provide quality

higher-education to all including socially/economically/academically-challenged students, and through 'Honest Toil' build successful citizens who will sustain ethos of our country through imbibed values of Truth, Love and Justice. Guided by its vision/mission the college organizes/conducts activities that lead to skill development, and enhancement of ethical/human values, all of which help ensure equity and justice irrespective of background.

#Open-Admission Policy: irrespective of 'reserved' status; socio-economic background; physical capabilities; parental/religious/regional status.

Welfare measures:

^Assistance provided in various ways (scholarships, payment of fees in instalments, part payment of fees, support from Mgt/philanthropists) so that no one is denied higher-education because of money.

^Free/Subsidized sanitary-pads

^ Subsidized Photo-copying/printing/Stationery

^Book-Bank/Extra Library-Card

^Remedial classes

^Mentoring/Counselling

^Career-Guidance

^Assistance for sportsmen

#Skill Enhancement Programmes: Free/subsidized to develop skill-sets over and above regular curriculum.

^Personality Enrichment Employability skills/Entrepreneurial Development

^Language/social/computer/computing skills

^Banking/Finance

#Coaching: Competitive examinations/PG Entrance, Typing skills/ Music / Drama/ Theatre

#Facilities to "special" students:

^Extra time/writer/reader

^Special/separate question-papers

^ Braille Books/maps/computer keypad

^Ramps/Wheelchair/Lift/Washroom

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

PROPOSED FOR 2023-24 (AS IN AQAR 2022-23)

A] To continue with all ongoing good practices including:

#Teaching-learning-evaluation (remedial-classes; lecture-plans; syllabus-completion reports; scrutiny of question/assessed papers; lecture-engagement reports; etc.)

#Feedback (students, teachers, alumni, parents)

#Welfare measures for students (health check-ups; subsidized/free sanitary/stationary/printing; assistance for fees; scholarships)

#Welfare for Staff (advances at zero rate of interest and soft loans for MTS; health check-ups; advances due to delayed salary disbursement)

#Programmes for Staff (seminars, workshops, FDPs etc.)

#Programmes for students (workshops, seminars, inter-class/-collegiate programmes)

#Mentorship

#Counselling

#Purchase/subscription of books/journals

#Presence on Social Media

#Upgradation/beautification/repairs/renovation of
infrastructure/facilities/campus

#Extension/NSS/NCC/Sports activities

#IQAC functions/initiatives (AQAR/2022-23; FDPs/SDPs; quality-
enhancements; feedbacks; audits; documentation;...)

#Rankings/Submissions (NIRF; AISHE; NAAC; India Today...)

#Alumni Association activities/initiatives

#PTA activities/initiatives

B] To initiate the following:

#Commencement of new specialisation -Business Management, Cost
Accounting(Honours)-BCom

#Appointments of new Teaching/Non-Teaching Staff

#New MOUs (training/skill development of students)

#Reading/library facilities to community 24x7

#Replacement of inefficient broadband line with fibre-line

#To implement new/advanced modules of IAIMS(MIS/ERP)

#New computers/hardware

#Increased storage

#Matters related to NEP

#To provide extra/new space for the Examination Section

#Better/bigger space for indoor games

#Landscaping/beautification of area (front of College/Library)

#Comprehensive stock-taking (Library)