1. Institutional Basic Information

1.1 Institutional Profile:

Name of the Institution	Govt. College of Arts, Science & Commerce, Quepem - Goa			
Head of the Institution	Prof. (Dr.) Joydeep Bhattacharjee			
Contact Details	Email: govtcollegequepem@gmail.com gcascq@rediffmail.com	Cell No.: 9579671708	Office: 9284625543	
College Website	www.gcq.ac.in		AISHE Code: C-30845	
Name of the IQAC Coordinator		Email:	Cell No.:	
Name of the NEP Coordinator	Dr. Brijpal Singh Gehlot	Email:brijpalgahloth13@gmail.com	Cell No.: 9420687161	
Name of the RDI Coordinator	Prof. Mehtab Bukhari	Email: mehtabbukhari14@gmail.com	Cell No.: 9823594689	
Name of the TLET Coordinator	Ms. Rita Sharma	Email: ritasharma22601@gmail.com	Cell No.: 9158722601	
NAAC Accreditation Status	1st Cycle: 2004	Grade B+	2nd Cycle : 2016	Grade : A (3.23)
	3rd Cycle: --	Grade	4th Cycle : --	Grade :

NIRF Ranking	2020-21:	2019-20: NA		2018-19: NA	2017-18: NA	
UGC Recognition	2(f)	Yes		12 B	Yes	
NBA accreditation				No		
Financial status	Government					
Under National Education Policy (NEP 2020), would your institute prefer to be:	Short-term/Mid-term goal: Constituent College of the State University Long-term vision: Towards cluster colleges-autonomy-state university of South Goa					

1.2 Institutional SWOC Analysis

Strengths:

- Ideal location for pursuit of academic excellence
- Increasing strength of the students
- High gross enrolment ratio of SC/ST/OBC and girls students
- Experience and qualified teaching faculty
- Research oriented faculty, research centre recognition in Konkani
- Recognition of academic excellence
- Rankers at the University Examinations
- A well-grounded sports culture with laudable achievements in the sports arena
- Social outreach / community service programmes
- Rooted in cultural ethos

- Organization / Participation in co-curricular and extra-curricular activities
- Latent leadership groomed for vertical mobility
- Dynamic and pro-active PTA
- Welfare measures for staff and students
- ICT enabled Teaching-Learning
- Well-equipped library
- Healthy staff-management relations
- Orientation towards national priorities
- Merit based admission policy

Weaknesses:

- Financial constraints
- Inadequate infrastructure
- A considerable number of faculty employed on contract/lecture basis
- Inadequate non-teaching staff
- Inadequate industry-institution interface
- Inadequate transport facilities for staff & students
- Lack of connectivity
- Less foreign and outside Goa-state students

Opportunities:

- Expansion of academic programmes
- Availability of HR for research
- Tribal and deprivation studies
- Towards cluster colleges-autonomy-state university in South Goa
- 4-year UG-degree programme

Challenges:

- Adapting to the varied and diversified curricula of the affiliating university
- Introduction and implementation of OBE
- Improving the teaching-learning outcomes
- Placement of students in gainful employment in large numbers
- Optimal utilization of new campus
- Improving teacher-student ratio
- Promoting consultancy service

2. Institutional Development Plan (for at-least next 10 years)

2.1 Vision [*It is a declaration of an organization's purpose, goals and desired outcomes*]

To nurture the students to nourish the society

2.2 Mission [*Institution values and how those values shape the goals, purposes and actions of the institution to achieve the vision*]

To provide resources for learning, for advancement, creation and dissemination of knowledge which would contribute to a more meaningful society through the growth and all round development of student's personality.

2.3 Goals and Objectives [*Specific objectives and expected results in terms of "institutional strengthening and improvement"*]

➢ *Education, Training & Research*
  To educate and train students for:
✓ Learning throughout life.
✓ Advancement of knowledge through research, innovation and interdisciplinarity.
✓ Independent thinking and team work to facilitate the acquisition of skills, competencies and abilities for communication, creative and critical analysis.
➢ *Values and Morals*
✓ To help inculcate values in students.
✓ To exercise their intellectual capacity and their moral prestige to defend and actively disseminate universally accepted values.
✓ To train them to protect and enhance societal values.
➢ To prepare and develop their crucial functions through the exercise of ethics and through scientific and intellectual rigour in various activities.
➢ To contribute towards the all-round growth and development of the students (intellectual, spiritual, emotional, psychological, social) so as to be 'thinking' individuals and therefore be free from ignorance and exploitation.
➢ To make students responsible members of the society.

Short Term Goals:

✓ Honours Programme in English, Sociology, History, Geography
✓ Introduction of Bachelor/Masters of Social Work
✓ Introduction of Bachelor/Masters in Women Studies
✓ IGNOU study centre for UG/PG/PhD Programmes in select subjects

- ✓ Workshop to promote Research and Publication
- ✓ Setting up of Automated Weather Station and Biodiversity Cell
- ✓ Number of non-teaching administrative staff (LDCs, UDCs, Accountants, Head Clerks, Office Superintendents, Laboratory Assistants, Library Assistants, Sports Teachers, Data Entry Operators, System Analysts) to be equivalent to 50 % of the strength of teaching staff (Regular & Contract basis)

Strategic Plan:

- ➢ Sanction to commence Honours Programmes in the stated subjects already availed from the Directorate of Higher Education. Goa University approval to be applied for and to be received. Purchase of books in preparation for the additional papers to be commenced. In the event of increase in workload, inform the Directorate of Higher Education to initiate appointment of faculty on contract/clock hour basis.
- ➢ Resource persons and areas to be identified for the workshop. This is exclusively for the faculty of the College with the aim of encouraging more faculty members to pursue Ph.D. in their respective subjects. The workshop is pivotal for yet another reason: to create awareness and motivate the faculty to take up research for the purpose of publication.
- ➢ The space to install the Automated Weather Station (AWS) to be identified. The process to have the AWS re-installed to be pursued. Biodiversity Cell to be initiated to identify flora and fauna species in and around the College. Funding agencies to conduct activities to be identified and tapped.
- ➢ Provide Laptops and other ICT facilities to all the regular teachers
- ➢ Conduct research methodology workshops for teachers of each stream separately

Medium Term Goals:

- ✓ B.Com. with specialization in Management, Short Term Certificate and Diploma Courses, Coaching for Competitive Exams
- ✓ Develop a sustainable momentum in Research and Publication through a workshop on Patents and Copyright, national/international seminar/conference, MoUs
- ✓ Provide Rs. 1,00,000 per teacher per annum (regular & contract basis) as research grant.
- ✓ Pursue sanctioned and pending development works: Athletics and Football ground; Compound wall, entry arch and security check post; Provision for enhanced sound system and automated curtain for the auditorium; Netting of the Terrace; International Hostel facility; improving internet connectivity
- ✓ Proposals for new development works: Demarcation of College property; Expanding the campus by acquiring the Water Resources Development Department premises across the

canal; Electronic Displays at various points in the College; Renovation and expansion of the Library; Conversion of terrace space using partition walls /separators for the three PG programmes; Creation of leisure space for students on campus; Photocopy-cum-Computer Centre; Enhance the gymnasium facilities; College as Plastic Free Zone; Creation of Estate Department with contract staff for repair, maintenance and upkeep [electrician-cum-plumber, grounds staff and gardener]

✓ Train teachers to be PhD guides

Strategic Plan:

➢ The power of choice is the strength of the Choice Based Credit System. In view of this, the College would expand existing programmes to accommodate student feedback for Honours programmes to facilitate their career goals. Appropriate permissions, library and faculty resources as also classroom space will be put in place. Short Term Diploma and Certificate Courses as also coaching for competitive exams to develop additional skill sets to enhance student employability will be run simultaneously.

➢ Resource persons and funding agencies to be identified. Workshop on Patents and Copyright is to generate awareness of the existing provisions in Law, besides initiating faculty to think in this direction. The College will plan for national/international seminar/conference to create opportunities to network and collaborate with researchers, while simultaneously encouraging participation in workshops/conferences and seminars with the expressed intent to assist in sharing their ideas, insights, and findings that will eventually culminate in publishing of their papers. MoUs with Colleges/Centers for Research to promote collaborative research, besides sharing of Laboratory and Library facilities will also be inked.

➢ Development of infrastructure is essential to expand the choices of students' *vis à vis* course and paper choices as also facilities for their leisure and recreation activities. To achieve this, the College will actively pursue the pending projects while additionally initiating new developmental projects to overcome infrastructural constraints. Training in appropriate use of incinerators to be part the Orientation Programme. The College strength is expanding consistently: space—both built-up and open—becomes crucial to accommodate the students in providing for new courses/added papers, leisure and recreational facilities.

Long Term Goals:

✓ M. A. in Translation Studies (Department of Hindi), Research Centre in Mathematics
✓ 4 year integrated BA BEd & BSc BEd Programmes
✓ MA in Public Administration
✓ 5-year BA/BCom LLB Programme

- ✓ Faculty as Ph. D. guides, publications in Scopus, Web of Science journals, Research Centre/ party to cluster research consortium
- ✓ Painting the College building, replacement of CFL to LED lighting, Rain Water Harvesting, Greening the campus, Astronomical Observatory

Strategic Planning:

- ➢ Providing choices for new courses continues to be the focus of the College. Appropriate permissions, feasibility study, library resources will be concretized. The College will usher in LMS to make teaching-learning an immersive engagement. Series of training programmes and technical assistance to the faculty ensure smooth transition by up-skilling the skill sets. This would however necessitate the creation of a post for a Systems Administrator.
- ➢ The College initiated and was sanctioned Research Centres in Commerce, Marathi, History and Konkani. A Research Centre in Mathematics is planned. Guideship for senior faculty would further contribute to research and publication. The College as a Centre for Research clustering is the goal.
- ➢ Provide Rs. 5,00,000 per teacher per annum (regular & contract basis) as research grant.
- ➢ Green cover enhancement and green fuel are twinning opportunities for the College. Work has already begun in this direction and the College will seek to push through projects that will promote green options as a way of life.

2.4 Executive Summary [*Summary of how each of the objectives will be addressed. This section must have clear plans for implementation and execution of your IDP*]

Space is a major constraint for the college at present preventing its expansion as far new programmes are concerned. The college will actively pursue its plans to augment infrastructure so that there is optimum utilization of space. Another constraint is the lack of enough administrative staff. The college will follow up with the authorities regarding the filling of vacant posts in the administrative set up so that work can progress unhampered. Some of the plans are already under execution. The college gymkhana will be developed with funds sanctioned under MPLAD. The work of laying artificial turf and a six lane athletic track has already been taken up by the PWD. The college has entered into an agreement with like minded colleges to form a cluster of colleges as envisaged under NEP. The college proposes to have a strong industry linkage to ensure better placement for the students.

2.5 Developing Motivated and Energized Faculty

[*Provide Strategic plan / initiatives*

Provide a timeline in-terms of short term (2 years), mid term (5 years) and long term (10 Years) goals]

All the staff (regular/contract and lecture-basis teachers) including the supporting administrative staff to be trained in ICT.

All full-time regular Assistant Professors registering for PhD programmes in the next two years.

All full-time regular Assistant Professors completing PhD in the next five years

All Associate Professors with PhD in 10 years

Have a pool of 20 Professors in 10-15 years equipped to handle PhD research programmes in the Institution.

2.6 Teaching, Learning and Education Technology

[*Provide an action plan for:*

- *Implementation of Outcome Based Education (OBE)*
- *Enhancement of students' progress*
- *Multidisciplinary teaching*
- *MOOCs and ODL*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

Following introduction of NEP the OBE will be implemented in a phased manner.

Teachers to be encouraged to undertake MOOC courses to enhance knowledge.

2.7 Research Development and Innovation

[*Provide an action plan for:*

- *Attracting research funds (State, National, International, industry, etc)*
- *Improving quantity and quality of research publications*
- *Training faculty / students for research*
- *Preparing faculties for 4th year research programme*
- *Developing environment conducive for research*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

Research, Development and Innovation

Research and innovation play an essential role in triggering smart and sustainable growth that might result into job creation. Generation of new ideas would support development of innovative products, processes and services which will enhance productivity, industrial competitiveness and the prosperity. Furthermore, research and development updates and challenges those involved in bringing about the fate of higher education like researchers, teachers, administrators, etc. Research on significant fields of education seems fascinating which in turn leads to institutional reputation.

The decadal plan will be needed to improve the capacity and catalytic role in triggering sustainable growth and competitiveness of the institution. The decadal plan provides a ten-year outlook with a proposal for future growth and development of the institution.

The College will plumb ways and means to develop and hone the research competencies of its faculty and students. This will be essential in opening up opportunities in entrepreneurship to create and nurture among students a spirit of independence and risk-taking to initiate, incubate and sustain start-ups.

An action plan for:

i) *Attracting research funds (State, National, International, Industry etc)*
   Short term (Year I-II)
   ● Creating awareness about various state, national and industrial level funding agencies like DST, DIT, SERB, UGC, ISSR, DHE, GIPARD, Directorate of Art and Culture, Goa Konkani Academy etc.
   ● Finding out the requirements of funding agencies and providing training on how to write successful research proposals.
   ● Creating awareness on the availability of funds with the funding agencies.
   Mid-term (Year III-V)
   ● Organising workshops/ training programmes on preparation of project proposals as per the requirement of the funding agencies.
   ● Inviting experts from within and outside the states from reputed research organizations, universities and industries for staff training.

- Writing a successful and good project proposals and submission.
- Taking up community-based projects which focus on studying issues related to the local population and submitting the reports to the concerned departments.
- Taking up language-based projects in Linguistics point of view and train students to make lexicon, cultural dictionaries and translations to promote spoken languages.

Long term (Year VI-X)

- Follow up of the submitted project proposals and carrying out projects of high standards.
- Building up of sophisticated infrastructure by utilizing the funds received to carry out the research.
- Providing services to other organizations in terms of expertise and facilities available with the institution.
- Encouraging interdisciplinary research ideas and innovations.

ii) ***Improving quantity and quality of research publications***

Short term (Year I-II)

- Identifying and creating awareness on journals of repute.
- Creating awareness on predatory/cloned journals.
- Identifying the area of research of interest for various streams.
- Organizing workshop/training programme on research methodologies.
- Organizing guest lectures on data analysis, use of statistical softwares/packages etc.
- Train students and research scholars how to write research papers and Minor research projects.
- Workshops on field-based study.

Mid-term (Year III-V)

1. Organizing guest lectures on research writing which will include preparing good research manuscripts and publishing them in journals with good impact factor in view of implementation of NEP 2020.

Long term (Year VI-X)

1. Publication of high quality research papers.

iii) ***Training faculty/students for research***

Short term (Year I-II)

1. Workshops on Writing Research proposal, Journal citations, journal selections, research methodologies, identifying predatory journals, how to increase acceptability of research papers in high quality journals etc

Mid-term (Year III-V)

- Setting up research consultancy section. This section will cater to general public and academicians/ research scholars within the region in providing solutions to research-oriented problems.
    - Identify expertise of faculty members.
    - Give publicity and awareness about the expertise available in the institute.

Long term (Year VI-X)

- Build MoU with industries and research organization (local/national) and partner for CSR activities to provide solutions to surrounding areas, especially the remote areas.

iv)   *Preparing faculties for 4th year research programme*

- Identifying the areas of research by inviting experts from different streams/fields.
- Conducting training programmes for teachers on how to guide project for 4th year research programme.
- Training the teachers on selection of topic, literature survey, proposing project objectives and putting forth the hypothesis.
- Promote awareness on publishing the research work.
- Conduct workshops on IPR.

v) Developing environment conductive for research

Short term (Year I-II)

- Identifying the space for laboratory set up.
- Submission of details on infrastructure requirements for research labs.
- Setting up a research lab.

Mid-term (Year III-V)

- Procuring equipments and other requirements for carrying out the research work.
- Tie up with other research organization for collaborative research.
- Teachers/ students exchange programme for innovative research.

Long term (Year VI-X)

- Building infrastructure by establishment well-equipped research laboratory for future research.
- Building resources for guiding Ph.D. scholars.
- Producing Ph.D. scholars and guides.

- Establishment of research and development centres.
- Organize seminars/conferences to provide platforms to present research work.

2.8 Industry-Academic Partnership

[*Provide an action plan for:*

- *Including industry experts in the Board of Studies (BoS)/academics*
- *Industry internship for faculties / students*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

MoUs to be signed with Taluka/District/State/National level Enterprises and Business Houses under the NEP in order to facilitate Industry internship for students after duly obtaining NOC of the DHE.

2.9 Institution's Placement Plan for Students

[*Provide an action plan for students placement*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

Actively participate in all Placement Programmes organized by the Goa University, State Government departments in order to provide placement opportunities to at least 5-10% of the students

2.10 Achieving the Target for Accreditation

[*Provide an action plan for participating and/or improving in NAAC & NIRF*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

NAAC re-accreditation within 2-5 years. This to be followed by the next cycle of accreditation on schedule.

2.11 Incubation and Start-up

[*Provide an action plan to have incubation centre and start-up*

Provide a timeline for each of the above via short term (2 years), mid term (5 years) and long term (10 Years) goals]

Incubation Center to be opened in next 5 years on the lines of CIBA, Nuvem-Goa

2.12 Alumni Engagement / Activities plan

[*Develop alumni engagement strategic plan and provide an action plan*

Provide a timeline in terms of short term (2 years), mid term (5 years) and long term (10 Years) goals]

In the next two years enroll all the UG students who have graduated from this college as members of the alumni association. Have regular meetings of the alumni association. In the mid-term prepare a database of the wealth of HR of the alumni and engage them for the development of the college.

2.13 Basic Infrastructure Development plan

[*Provide an action plan of improving the physical infrastructure*

Provide a timeline in terms of short term (2 years), mid term (5 years) and long term (10 Years) goals]

In the next two years complete additional classrooms on the terrace with all the required facilities.

In the next five years have the International Hostel equipped with state-of-art conference/seminar halls and at least 10 class-rooms.

In the next 10 years have building to accommodate 500/1000 PG students with all facilities including laboratories/departmental libraries/computer labs, etc.

2.14 Skill Development of Non-teaching Staff

[*Provide an action plan of enhancing skills of non-teaching staff*

Provide a timeline in terms of short term (2 years), mid term (5 years) and long term (10 Years) goals]

Have a tie-up with GIPARD / MSME to train the non-teaching staff including the multi-tasking staff.

Start 6-months to 1-year Certificate Course in Pharmaceutical Instrumentation in collaboration with major Pharma Companies having production units in Goa & Goa Pharmacy College

2.15 Any other Initiatives for the Students' and Institutional Growth

[*Provide a timeline in terms of short term (2 years), mid-term (5 years) and long term (10 Years) goals*]

Start BPEd in the next two years and MPEd in the next five years. Research Centre in Physical Education in 10 years.

Similarly, commence BLib degree programme in next two years followed by MLib programme in five yearsStart a Research Centre in Library Science immediately to assist the large number of librarians.

Start BCA progamme of a batch of 50-students in the next 5 years. Similarly, commence BBA / MBA programmes of batch of 100 students in next 5/10 years.

Start in the next 2/5 years 1-Year Laboratory Technician Certificate Programme