

**GOVERNMENT COLLEGE OF ARTS, SCIENCE & COMMERCE**  
**SANQUELIM, GOA**  
**INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)**  
 As part of the implementation of National Education Policy-2020

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## 1. Institutional Basic Information

### 1.1 Institutional Profile:

Name of the Institution	<b>Government College of Arts, Science and Commerce, Sanquelim, Goa</b>			
Head of the Institution	<b>Prof. Gervasio S. F. L. Mendes</b>			
Contact Details	Email- <b>gervasiom83@gmail.com</b>	Cell No. <b>9421094271</b>	Office ---	
College Website	<b>gcscs.ac.in</b>		AISHE Code: <b>C-30847</b>	
Name of the IQAC Coordinator	<b>Prof. Soniya Sirsat</b>	Email – <b>dr.soniyasirsat@gmail.com</b>	Cell No. <b>9423316038</b>	
Name of the NEP Coordinator	Ms. Ambika Kamat	Email <b>ambika.kamat@gcsanquelim.ac.in</b>	Cell No. <b>9765821184</b>	
Name of the RDI Coordinator	Dr. Suphala Pujari	Email <b>suphala_p@yahoo.com</b>	Cell No <b>9021982254</b>	
Name of the TLET Coordinator	Mr. Brian D'Souza	Email <b>brianmathgoa@gmail.com</b>	Cell No. <b>9923065454</b>	
NAAC Accreditation Status	1 <sup>st</sup> Cycle: <b>2002</b>	Grade: <b>Three Star Level</b>	2 <sup>nd</sup> Cycle : <b>2017</b>	Grade: <b>A</b>
NIRF Ranking	2020-21: <b>Nil</b>	2019-20: <b>Nil</b>	2018-19: 150-200 Band	2017-18: 100-150 Band
UCG Recognition	2(f)	<b>Yes</b>	12 B	<b>Yes</b>
NBA accreditation	<b>No</b>			
Financial Status	Government /Aided: <b>Yes</b>		Self-Finance: <b>No</b>	
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College. iii. Part of Higher-educational institution (HEIs) cluster - <b>Yes</b>			

## 1.2. Institutional SWOC Analysis

**Strengths:**

- 1) Resourceful and dedicated teaching faculty with varied specialization and outstanding skills
- 2) Excellent Infrastructure
- 3) Only Institution of Higher Education in this locality and has a strong brand presence
- 4) Consistently good results at University Examinations
- 5) Information Technology driven systems being implemented
- 6) Students' exposure to Industry through field-trips, study tours, Industry based projects
- 7) The staff is involved in academic enhancement being members of State/National Committees
- 8) Active participation of faculty in extension work with the help of NGOs.

**Weaknesses:**

- 1) Students from villages with weak socio-economic background, with inadequate base knowledge
- 2) Most of the students are first generation Learners
- 3) Being a Government Institution, recruitment procedures are tedious and time Consuming
- 4) Utilisation of funds is difficult due to stringent procedures.

**Opportunities:**

- 1) To become a top class hub of Higher Education in this locality with Post Graduate Programmes and other skill enhancement courses.
- 2) To cater to the demands of the job market

**Challenges:**

- 1) To create a desire for learning among students, specially first generation learners and to give them National/International level exposure
- 2) Motivating students to compete at national level
- 3) Keeping the students attached to serious academic work
- 4) Motivating students to pursue higher education in reputed Institutions of learning and undertake research oriented career

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

<p><b>2.1. Vision</b></p> <p>Empowerment for Social Transformation Through Holistic Education with a Humane Approach</p>
<p><b>2.2. Mission</b></p> <p>To Initiate Positive Social Change Through Equal Opportunity and Diverse Approaches, in a Healthy, Responsive and Inclusive Environment</p>
<p><b>2.3. Goals and Objectives</b></p> <p><b>Goals</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1. Minimum two field visits by each department</li> <li>2. At least two short term job oriented/value based add-on certificate courses to be offered by the learner</li> <li>3. Involvement of society in continuous learning</li> <li>4. Periodic visits by faculty to surrounding villages and higher secondary schools to identify the underprivileged for necessary interventions</li> <li>5. Organising awareness programmes on various social issues as part of the Student Induction Programme especially for the First Year Students</li> <li>6. At least one session per semester on morals and values</li> <li>7. At least one interactive session by an Alumnus in a week</li> <li>8. Conduct of Conferences, Seminars, Workshops, Symposiums by the Departments</li> </ol> <p>Job oriented certificate courses to be offered to the citizens</p> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1. Adoption of a village/villages</li> <li>2. At least six short term job oriented/value based add-on certificate courses to be offered by the learner</li> <li>3. Introduction of Diploma Courses</li> <li>4. Provision of hostel facilities to the students (non locals, National and International students)</li> <li>5. Internship programmes to be extended to the learners</li> <li>6. Skill based training programmes for teachers in the industry</li> <li>7. Coaching classes for enabling learners to excel in competitive examinations and for admissions in Institutions of repute</li> <li>8. To add additional departments having PG and Research Centres</li> <li>9. To have peer reviewed research journal under UGC Care List</li> <li>10. Enhancement of research activity in the College</li> <li>11. To create a pool of leaders</li> <li>12. Nurturing outstanding sportspersons/NCC cadets/NSS volunteers and cultural ambassadors.</li> <li>13. Developing a green/eco-friendly campus.</li> <li>14. Formal transparency and accountability in finances, academics, administration</li> </ol>

### **Long Term**

1. To offer Honours Programmes in all the subjects
2. To offer Integrated M. Voc. Programmes
3. To offer Inter-disciplinary Programmes
4. Full digitalisation of the administrative processes and records
5. Separate PG and Research Centre Block

### **Objectives**

1. To continually enhance the quality of teaching-learning and evaluation through the optimum use of latest and rapidly evolving technology
2. To equip the learners with the required skills in interpersonal interactions, knowledge and global outlook for gainful employment and entrepreneurship through the adoption of the National Education Policy 2020
3. To mould our learners into worthy citizens of the country and the world with strong moral and ethical values
4. To continuously strive towards an inclusive and plural society through positive discrimination
5. To facilitate capacity building of local communities

### **2.4. Executive Summary**

#### **Strategic Plans**

1. Incorporation of field visits in the teaching plans
2. Devising the syllabi and identifying the resource persons for short term job oriented/value based add-on certificate courses
3. Networking with the neighbouring Village Panchayats, Higher Secondary Schools as well as with potential employers
4. Scheme of library membership to all the local citizens is already in place. Special drives to be undertaken in this regard through mobile library services
5. Tap resources from Companies, firms through their CSR activities
6. Floating of syllabi for Diploma Courses by Departments and submitting the same to the respective Boards of Studies
7. Signing of MoUs with Firms for in-house training of teachers and learners
8. Work closely with the parties identified by the Government for coaching of learners
9. To start with the procedural formalities with regard to getting recognition for peer reviewed research journal under UGC Care List
10. Submission of research proposals by the Departments to the funding agencies
11. Timely filling up of the vacant positions in both teaching and administrative department.
12. Structured leadership programmes for both faculty as well as students
13. Discipline specific coaching facilities in sports.
14. Use of solar energy, adoption of water harvesting and scientific treatment of waste.
15. Undertaking financial, academic, administrative and green audits

16. Tie up with institutions of repute namely IIT, Mumbai; TISS, Mumbai; IIT, Madras; IISc, Bengaluru and others through the Directorate of Higher Education
17. Customization of existing software and development of a comprehensive software package including development of apps
18. Training of all personnel in digitalisation
19. To create adequate physical infra-structure
20. Tap resources from Companies, firms through their CSR activities
21. Identification and acquisition of additional land

### **Action Plan**

1. The Internal Quality Assurance Cell will be taking initiatives in this regard with due consultation with the faculty, students, parents, higher authorities and other stakeholders
2. A review of the progress of the initiatives will be taken in every meeting of the IQAD
3. The college will work closely with the controlling office, i.e. the Directorate of Higher Education in implementing the decisions in a time bound manner
4. ATRs will be scrutinized periodically
5. Course correction will be taken up wherever necessary
6. Use of social media to reach out to all the stakeholders and to promote the legacy of the Institution

## **2.5. Developing Motivated and Energized Faculty**

### **Strategic plan/initiatives**

#### **Short term goals**

- 1) Conduct of FDPs
- 2) Internships for Teachers

#### **Mid Term goals**

- 1) Providing incentives to the teachers for conducting research
- 2) Maximum number of teachers to apply for Research Projects.
- 3) Emerging as a Hub for consultancy and extension activities based on research output of the Institution

#### **Long term goals**

- 1) Structured leadership programmes for faculty
- 2) Training in digitalization
- 3) Maximum number of teachers to complete their doctoral studies and be continuously involved in research activities

<p><b>2.6. Teaching, Learning and Education Technology</b></p> <p><b>Action Plan</b></p> <p><b>Short term</b></p> <ol style="list-style-type: none"> <li>1) <b>Implementation of Outcome Based Education (OBE)</b> : OBE is already implemented in the College from the academic year 2021-2022. Efforts will be put in for the continuation and enhancement of the same.</li> <li>2) <b>Enhancement of Students progress</b> : Internships will be planned for the students</li> </ol> <p><b>Mid term</b></p> <ol style="list-style-type: none"> <li>1) <b>Multidisciplinary teaching</b> : Starting of new programmes (Diploma, Integrated, M.Voc Programmes) and introduction of additional P.G. Programmes and Research Centres</li> </ol> <p><b>Long term</b></p> <ol style="list-style-type: none"> <li>1) <b>MOOCs and ODL</b> : Some teachers have submitted proposals and are working on developing MOOCs under the pilot project of Directorate of Higher Education, Government of Goa. Many more will be motivated to work in the same direction</li> </ol>
<p><b>2.7. Research Development and Innovation</b></p> <p><b>Action plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) <b>Attracting research funds (State, National, International, Industry etc.)</b> : <ul style="list-style-type: none"> <li>• Motivating teachers to visit the websites of the concerned Institutes</li> <li>• Sharing the information received by the College in this regard</li> </ul> </li> <li>2) <b>Training faculty/ students for research</b> <ul style="list-style-type: none"> <li>• Conduct of training programmes</li> </ul> </li> <li>3) <b>Developing environment conducive for research</b> <ul style="list-style-type: none"> <li>• Availability of required facilities till late hours in the evening for the researchers.</li> </ul> </li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) <b>Improving quantity and quality of research publications</b> : <ul style="list-style-type: none"> <li>• Providing incentives to the teachers</li> <li>• Giving due recognition for the research work done</li> <li>• Maximum number of teachers to apply for Research Projects.</li> <li>• Organising sessions, training programmes on the conduct of qualitative research.</li> </ul> </li> <li>2) <b>Preparing faculties for 4<sup>th</sup> year research programme</b></li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) Emerging as a Hub for consultancy and extension activities based on research output of the Institution</li> </ol>

<p><b>2.8. Industry-Academic Partnership</b></p> <p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) <b>Including industry experts in the Board of Studies (BoS)/ academics</b> : The College has included Industry Experts in academics specially in B.Voc. Programme.</li> <li>2) <b>Industry Internship for Faculties/ Students</b> : The College has plans to conduct Industry Internships for Faculties as well as students on a large scale.</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) Signing MoUs with the Industries for collaboration in specific areas</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) To tailor all the programmes offered in the College to the changing needs and requirements of the industry.</li> </ol>
<p><b>2.9. Institution's Placement Plan for Students</b></p> <p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) Preparing database of Industries</li> <li>2) Contacting the Industries to conduct Placement Drives</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) Preparing the database of students' skill sets and sharing the same with the Industries</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) Making placement programme a part and parcel of College System</li> </ol>
<p><b>2.10. Achieving the Target for Accreditation</b></p> <p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) Maintenance of proper records on day to day basis at all levels</li> <li>2) Meeting requirements of NAAC and NIRF</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) Planning out each and every activity based on NAAC and NIRF guidelines</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) Quality enhancement at all levels</li> </ol>



<p><b>2.11. Incubation and Start-up</b></p>
<p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) Well established Incubation Centre</li> <li>2) To motivate more and more students to go for start-ups</li> <li>3) To organise training sessions</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) To have outlets in the Campus</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) To become self reliant through start-ups</li> <li>2) To serve the student community through start-ups</li> <li>3) To serve the society through start-ups</li> </ol>
<p><b>2.12. Alumni Engagement/ Activities plan</b></p>
<p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) To prepare exhaustive database of the Alumni</li> <li>2) To invite the Alumni for interactive sessions more frequently</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) To utilize the services of the Alumni for the placements of the students</li> <li>2) To involve Alumni in development of the College</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) To extend all the facilities to the Alumni Association to make it a vibrant part of the College.</li> </ol>
<p><b>2.13. Basic Infrastructure Development plan</b></p>
<p><b>Action Plan</b></p> <p><b>Short Term</b></p> <ol style="list-style-type: none"> <li>1) Investment in manpower development across all levels through continuous in-service training, workshops, seminars etc.</li> </ol> <p><b>Mid Term</b></p> <ol style="list-style-type: none"> <li>1) Early completion of the development of the playground and of the hostel</li> </ol> <p><b>Long Term</b></p> <ol style="list-style-type: none"> <li>1) Acquisition of additional land and construction of additional buildings in the present premises.</li> </ol>

**2.14. Skill Development of Non-teaching Staff****Action Plan****Short Term**

- 1) Conduct of training programmes
- 2) Rewarding the Staff based on work output

**Mid Term**

- 1) Conduct of Internships for non-teaching staff
- 2) Conduct of work related tours to different organisations

**Long Term**

- 1) A sense of responsibility and accountability among the non-teaching staff for effective and timely delivery of services at all times

**2.15. Any Other Initiatives for the Student's and Institutional Growth**

