

Dempo Charities Trust's
SRINIVASSA SINAI DEMPO COLLEGE OF COMMERCE AND ECONOMICS
 Cujira, Bambolim-Goa

Criterion 6 - Governance, Leadership and Management
Key Indicator - 6.5 Internal Quality Assurance System

6.5.2 - Documentation for Quality assurance initiatives of the institution include:

- 1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2. Collaborative quality initiatives with other institution(s) / membership of international networks**
- 3. Participation in NIRF**
- 4. any other quality audit / accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification, etc**

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DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The first meeting of the IQAC for the academic year 2021-22 was held on April 25th 2022 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on April 24th 2021
- (ii) Matters arising out of minutes & action taken
- (iii) Implementation of plans 2021-22
- (iv) AQAR 2020-21
- (v) Institutional policy on key areas of functioning
- (vi) Green / Energy audit
- (vii) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, <i>Principal and Chairperson -IQAC</i>
2	Dr. Aruna Mesquita e Noronha, <i>Vice Principal</i>
3	Assoc. Prof. Nutan Nayak, <i>Coordinator- IQAC</i>
4	Dr. Sangeeta Chakrabarty, <i>Asst. Coordinator- IQAC</i>
5	Assoc. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
6	Assoc. Prof. Nikhil Varkerkar, <i>Faculty Representative</i>
7	Dr. Sonya Angle, <i>Faculty Representative</i>
8	Asst. Prof. Namrata Wagle, <i>Faculty Representative</i>
9	Anjali Bhide, <i>Librarian</i>
10	Dr. Harip Khanapuri, <i>Academic Representative</i>
11	C.A. Gaurav Kenkre, <i>Alumnus</i>
12	Gaurav Gaitonde, <i>Student Representative</i>
13	Naina Narvekar, <i>Student Representative</i>
14	Sanroy D'Sousa, <i>Student Representative</i>



The following business was transacted at the meeting:

The Principal Dr. Radhika S. Nayak chaired the meeting and extended a warm welcome to all the members.

The following business was discussed at the meeting:

(i) Confirmation of minutes of the meeting held on April 24th 2021:

The minutes of the previous meeting that was e-mailed to all the members in advance, was proposed by Dr. Sonya Angle and seconded by C.A. Gaurav Kenkre.

(ii) Matters arising out of minutes & Action Taken:

The Action-taken on matters discussed at the previous meeting was presented by the IQAC coordinator Ms. Nutan Nayak. The members were briefed on the status of implementation of college plans which included skill development initiatives, the Campus-to-Corporate programme, NAAC preparedness and other matters.

(iii) Implementation of plans 2021-22:

The institutional plans made at the commencement of the academic year were presented by IQAC coordinator Ms. Nutan Nayak along with the status of implementation of the plans.

Suggestions were made on how the college could carry out more activities in addition to its existing plans:

-Dr. Harip Khanapuri suggested that the college offers courses for the society under the outreach programme. To add to this, C.A. Gaurav Kenkre opined that under the banner of 'Unnat Bharat Abhiyan', the college could conduct courses for school students along with other activities which are conducted in adopted villages.

- With regard to 'Financial literacy programmes', C.A. Kenkre Gaurav offered, on behalf of the ICAI, Goa chapter to enter into a collaboration with the institution. For this purpose, it was agreed that a MoU be signed with Ms. Namrata Wagle as the coordinator.

-In fulfillment of the plan of the Faculty Development and Research Committee (FDRC) in organizing a workshop on 'Statistical analysis using Orange software' for the teaching faculty, Dr. Harip Khanapuri offered to conduct the same as resource person.

Dr. Sangeeta Chakrabarty suggested that FDRC committee should have documented policy regarding research ethics and plagiarism. The list of UGC approved journals should also be



uploaded on our college website she added. To this, Dr Aruna mentioned that a document on research ethics for the institution was already drafted by Asst. Professor Yash Prabhugaonkar (member of the FDRC), along with a suggestion for a plagiarism-checker software, with the approval of the Principal and the Administrator

- Training programmes for the non-teaching and support staff were also suggested, to which the Vice Principal, Dr Aruna stated that training for the support staff was being scheduled during the month of May. Training for the non-teaching staff would be planned.

-Regarding the contribution from the 'Alumni Association', Dr. Harip Khanapuri stated that it should be above ₹ 5,00,000/-. Dr. Aruna informed the house that ₹ 200/- has been collected from Third Year B. Com students towards alumni contribution.

-Mr. Anand Naik Panvelkar highlighted that the Career Guidance and Placement cell has conducted various activities during the academic year and that training and campus placement activities were to be given importance as it was being done during the previous academic years.

-Principal, Dr. Radhika Nayak asked General Secretary Gaurav Gaitonde to sensitize students about the free online courses offered by the institution through 'IBM Skill Build CSRBox'. She stressed on the importance of building up student resumes with additional courses, apart from the regular programmes.

- Dr. Harip Khanapuri stressed on the importance of the number of student beneficiaries from the additional / value-added courses offered, as a requirement of NAAC. To this, Mr Gaurav Kenkre suggested that student coordinators be appointed for different courses and that the best class award could be awarded to the class that completes maximum hours of courses.

Dr Aruna was of the opinion that class points towards the same could be a part of the 'Annual Students' Fest' (organised for the first time in March-April 2021) from the next academic year onwards

(iv) AQAR 2020-21

IQAC coordinator Ms. Nutan Nayak presented the AQAR 2020-21 to the members and informed them that the same is planned to be uploaded on NAAC portal by 10th May 2022. She mentioned that AQAR 2018-19 and 2019-20 were already uploaded on NAAC portal on 30th and 31st December 2021 respectively.



(v) Institutional policy on key areas of functioning:

The Vice Principal presented the draft of the Institutional Policy on key areas of functioning. This document covered various aspects such as 'Standard Operating Procedures' (SOPs) for college committees, SOPs for general functioning of the institution, SOPs for the use of college facilities, policy for research ethics and plagiarism, Organisation of events such as the Annual Students' Fest. Suggestions were invited from the IQAC on other aspects that could be included in the Institutional Policy.

(vi) Green / Energy audit:

The Principal informed the house that the college had accepted a proposal for conduct of green audit for the academic year 2021-22 by 'Shubhankar Environmental Services'. The work order for the same was already sanctioned by the Management. She added preliminary requirements were already forwarded to the audit agency, while some information pertaining to the structure was awaited from the concerned person (Mr Ratish) handling that aspect and that information would be forwarded to the audit team when available.

(vii) AoB:

- (a) Dr Aruna Mesquita updated the house on the 'Digital Learning Readiness Survey' that was carried out for the second year in succession to assess the level of student readiness for online and hybrid learning systems.
- (b) The IQAC was updated on the new MoUs signed during the year with regard to - Music classes, Pencil insight, ITAPPZ (Digital marketing), GMA, GIPARD
- (c) The plan for new certificate courses was discussed.
- (d) The Principal informed the IQAC about the approval of the Management for Smart LED panels for interactive learning. The final decision on implementing the same was yet to be taken.
- (e) Dr Radhika Nayak informed the house regarding appointing of Advanced learners as Teaching assistants / Student mentors for the benefit of slow learners. This, she said was being implemented for the students of the MCom programme.



- (f) The Principal Dr. Nayak briefed the members about the library software that was being installed by the college library would be running parallel with 'Koha' software which was soon to be incorporated by the Director of Higher Education for all institutions of higher education.
- (g) The IQAC was briefed by the Principal about the plan to introduce a 'Post Graduate Diploma in Sports Management', for which talks with the concerned organisations were being held.
- (h) Dr. Aruna Mesquita e Noronha mentioned about the college compliance with the 'Institutional Mental Health Policy' under Students' counselling and value education cell.
- (i) The house was briefed on a retail-based survey being planned by GCCI in collaboration with the college students (TY.BCom and MCom) who have volunteered for the same.

The meeting ended at 1:30 pm with the vote of thanks proposed by the Principal, Dr. Radhika Nayak.



VICE-CHANCELLOR
S.S. DUNFOY COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cuttack - Goa.



PRINCIPAL and PRINCIPAL
S.S. DUNFOY COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cuttack - Goa.

**THE INTERNAL QUALITY ASSURANCE CELL (IQAC)
ACTION TAKEN REPORT**

Meeting held on 25th April, 2022

S.No	IQAC Discussions / Suggestions	Action Taken
1	Outreach programmes: <ul style="list-style-type: none">• Suggestion to offer courses for the society under the outreach programme along with other activities in the adopted villages.	<ul style="list-style-type: none">• The department of IT (faculty and students) collaborated with the <i>The Senior Citizens Guild, YMCA, Campal</i> on 14th May 2022 to familiarize senior citizens with awareness on 'Social Media Security and Cyber Safety' issues. 13 students and 2 teachers visited the centre and assisted 55 senior citizens with their smart phone settings and other queries.
2	Financial literacy programmes: <ul style="list-style-type: none">• Collaboration between the institution and the ICAI• Asst. Prof. Namrata Wagle to coordinate	<ul style="list-style-type: none">• Draft MoU has been prepared, and a formal adoption awaited
3	Workshop on 'Statistical analysis using Orange software': <ul style="list-style-type: none">• The Faculty Development and Research Committee to organise for the teaching faculty	<ul style="list-style-type: none">• To be planned
4	Training programme for non-teaching staff: <ul style="list-style-type: none">• Implement the training plans for MTS• Plan training programmes for non-teaching staff	<ul style="list-style-type: none">• Training sessions for Multi-Tasking Staff organised• Asst. Prof. Vishal Rane and Laboratory Assistant Mithun Gawas as trainers.



S.No	IQAC Discussions / Suggestions	Action Taken
		<ul style="list-style-type: none"> The MTS staff have been trained on - Emergency rescue operation for the elevator occupants, operation of Dolby sound system, operation of the PA system, operation of LCD projector.
5	<p>Training and Placement activities:</p> <ul style="list-style-type: none"> Career guidance, training and placement activities to be given importance 	<ul style="list-style-type: none"> Campus Placement Drive organised for the final year BBA students from 1st to 4th June 2022, where recruitment opportunities were offered by 16 companies and 70 students registered for the drive. Institutional placement drive planned for 29th and 30th of June 2022 for the final year students of all the programmes offered by the college with 17 participating companies. Around 125 students registered for the drive. 29th June - 'Career and Placement Training' for all students registered for the placement drive and interviews planned for 30th June 2022.
6	<p>Enhancement of skill development of students:</p> <ul style="list-style-type: none"> Students to be sensitized on the free online courses offered through 'IBM Skillsbuild' 	<ul style="list-style-type: none"> Online courses under the MoU with 'CSRbox IBM SkillsBuild' has been promoted for student enrolment.



S.No	IQAC Discussions / Suggestions	Action Taken
7	Green / Energy audit: <ul style="list-style-type: none"> • Proposal for conduct of green audit 	<ul style="list-style-type: none"> • The college has provided necessary information to the audit agency after the work order was sanctioned by the management. • Structural information pertaining to the college building yet to be provided by the maintenance in-charge.
8	New certificate courses: <ul style="list-style-type: none"> • Plans for new courses to enhance skills of students 	<ul style="list-style-type: none"> • Certificate course in Graphic designing- Syllabus drafted, faculty identified. • Train-Earn-Learn (TEL) Certificate course through ICAI being planned and MoU to be signed with ICA.
9	Introduction of a PG diploma course in 'Sports Management': <ul style="list-style-type: none"> • Plan for introduction 	<ul style="list-style-type: none"> • Talks with the concerned organisations being held.
10	Retail-based survey by GCCI through the students of the institutions: <ul style="list-style-type: none"> • Follow-up with GCCI for student orientation and involvement 	<ul style="list-style-type: none"> • A meeting for the student volunteers is being planned with Mr Hari Kaul (General Manager-CMM / Head of Retail Committee - GCCI) and the student volunteers of the institution during the month of June.

for  25/06/22
IQAC CO-ORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



MINUTES OF THE MEETING OF THE INTERNAL QUALITY ASSURANCE CELL (IQAC)

The second meeting of the IQAC for the academic year 2021-22 was held on June 25th 2022 at 11:30 a.m. in the conference room of the college.

Agenda:

- (i) Confirmation of minutes of the meeting held on April 25th 2022
- (ii) Matters arising out of minutes & action taken
- (iii) Review of 2021-22
- (iv) AQAR and SSR
- (v) NEP 2020
- (vi) Skill Development Initiatives for 2022-23
- (vii) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, <i>Principal and Chairperson -IQAC</i>
2	Dr. Aruna Mesquita e Noronha, <i>Vice Principal</i>
3	Dr. Sangeeta Chakrabarty, <i>Asst. Coordinator- IQAC</i>
4	Assoc. Prof. Nikhil Varerkar, <i>Faculty Representative</i>
5	Dr. Sonya Angle, <i>Faculty Representative</i>
6	Asst. Prof. Namrata Wagle, <i>Faculty Representative</i>
7	Anjali Bhide, <i>Librarian</i>
8	Dr. Harip Khanapuri, <i>Academic Representative</i>
9	Mr. Kirit Maganlal, <i>Industry Nominee</i>
10	C.A. Gaurav Kenkre, <i>Alumnus</i>
11	Gautami Karapurkar, <i>Administration Representative</i>
12	Ignacio Zuzarte, <i>Administration Representative</i>
13	Gaurav Gaitonde, <i>Student Representative</i>
14	Naina Narvekar, <i>Student Representative</i>

The following business was transacted at the meeting:

The Principal Dr. Radhika S. Nayak chaired the meeting and extended a warm welcome to all the members.

The following business was discussed at the meeting:

(i) Confirmation of minutes of the meeting held on April 25th 2022:

The minutes of the previous meeting that was e-mailed to all the members in advance, was proposed by Dr. Harip Khanapuri and seconded by C.A. Gaurav Kenkre.

(ii) Matters arising out of minutes & Action Taken:

Clarification on some matters pertaining to the minutes of the previous meeting were provided.

The Action-taken on matters discussed at the previous meeting was presented by the assistant IQAC coordinator Dr Sangeeta Chakrabarty. The action-taken report covered - Courses for the society under 'Outreach programmes', Financial literacy programmes through a collaboration, planned workshop on 'Statistical analysis using Orange software' for the teaching faculty, training programme for the teaching and non-teaching staff, training and Placement activities, skill development of students through online courses, Green / Energy audit, New certificate courses, Introduction of a PG diploma course in 'Sports Management', Retail-based survey by GCCI through the students of the institutions

(iii) Review of 2021-22:

Dr Sangeeta Chakrabarty presented the highlights of the academic year 2021-22.

The house was briefed about the conduct of online classes and the subsequent transition into physical mode in phases beginning from December 2021 till March 2022. The Principal Dr Radhika Nayak informed the members that students were disconnected with the academic process after a year and a half of online teaching-learning and evaluation. She said that the results of BCom semester V reflected below average performance but hoped that semester VI appeared would show better performance.

Apart from the academic performance, the highlights of 2021-22 included the newly launched inter-class Dempo Student Fest 2021-22 mentored by the cultural committee and college clubs, to provide a platform for honing the talents and skills of students while



encouraging healthy competition. Among the other activities presented included those of the NSS, NCC, students' achievements in extra-curricular activities, as well as awards won by students at various inter-collegiate events.

(iv) AQAR & SSR:

The Principal Dr Nayak informed the house that the validity of the NAAC accreditation stands till 2nd May 2022 and added that the college should complete the NAAC process of SSR upload by December 2022 (6 months after the accreditation).

The Vice Principal Dr Aruna Mesquita e Noronha updated the IQAC about the successful submission of AQAR 2019-20. AQAR 2020-21 was planned to be submitted before the extended deadline of 31st July 2022.

Dr Radhika Nayak also stated that the report of the academic year 2021-22 was to be incorporated into the 'Self-Study Report' (SSR). The college has planned for the upload of the SSR by September 2022, in which case the visit of the NAAC Peer Team would be during December 2022.

The Principal clarified doubts of CA Gaurav Kenkre on the NAAC process.

(v) NEP 2020:

Dr Radhika Nayak spoke about a few of the changes expected with the transition into the National Education Policy 2020, some of which include:

- A 4-year graduation programme was planned to be launched by Government. The option available for students in transition period to choose between the 3-year or 4-year programme.
- Institutions of higher education would have the option of being constituents of the University or independent universities. The independent / autonomous institutions are required to have a student strength of 3500 for which colleges could form clusters according to geographical locations. The colleges could be of multi-disciplinary in nature but the student strength would have to be met.
- The overall emphasis of higher education as per the NEP is on holistic and multi-disciplinary approach.

The IQAC members discussed about the various administrative issues due to different management bodies coming together.



Dr Harip Khanapuri expressed his views regarding the lack of clarity on of the implementation of the NEP particularly for the post-graduate students.

The Principal explained that there would be issues faced at all levels during the phase of transition and that there we would all need to follow the directives of the Directorate of Higher Education with regard to the various changes that were required to be incorporated.

(vi) Skill development initiatives for 2022-23:

The IQAC was apprised of the initiatives being take for skill development of students during the ensuing academic year 2022-23, as follows-

- The DHE has tied up with *Microsoft* for student skill development through the initiative of *DigiSaksham*, which is free of charge. To offer students training under the initiative the college had planned to make the course compulsory for all students of First-Year BCom.
- A collaboration with the ICAI, Goa branch for the Train-Earn-Learn (TEL) programme that would offer student training in accounting skills, followed by internship for select students. The charges for which was to be around Rs 400 per student. Gaurav Kenkre provided more information on how the planned course would benefit students in terms of building skills and confidence in handling accounting-based jobs. The college planned to make the course compulsory for all Third-Year BCom students.
- For the Second-Year students, the college planned to offer soft-skills training through the Dempo Centre for Skill Development (DCSD)
- Appointment of a new coordinator for DCSD and a Placement officer for the institution.

(vii) AoB:

(a) Dr Aruna mentioned that the Green Audit certificate was yet to be issued due to pending information that was yet to be provided by the Mr Ratish who looks after various aspects of the college building.

(b) The Principal updated the IQAC on the plans of the college to start with two additional courses under the Post-Graduate Diploma in Management (PGDM), in addition to the existing PDGM- Event Management, viz; PGDM- Banking & Finance and PGDM- Stock Market Operations. The two courses she said, were approved by the Management and the proposal for the same was being submitted to the DHE for approval.

Mr Kirit Maganlal appreciated the newly initiated and said that student learning on the stock market was important.



Dr Harip Khanapuri suggested that internship in banks could be explored for students opting for the course in banking and finance.

(c) Dr Sonya Angle informed that the BBA department had organised a placement fair for its students where 70 out of 90 students were accepted by the 16 participating companies. She added that the average initial salary offered was Rs 15000.

Dr Aruna added that the college has also planned for a Placement Fair for all final year students on the 29th and 30th of June 2022, for which 120 had applied till date.

The IQAC was informed that the BBA department had signed a MOU with GMA which would hand-hold students for start-up activities.

(d) As discussed during the previous meeting, Dr Aruna updated the IQAC on the follow-up to the preparation of the draft Retail Policy by the college and the GCCI, where the latter had planned to carry out a survey among various retail stores in the State through the students of the college. She said that the survey was being coordinated with Mr Hari Kaul who was the head of the retail committee-GCCI. Mr Kirit Maganlal added that the purpose of the survey was to map the retail eco-system in the State.

Dr Radhika Nayak stated that the importance of retail business was being emphasised in the State and that through the initiative of Mr Hari Kaul, there was a proposal to introduce 'Retail Management' as an independent course. She added that the Vice Chancellor had carried out a brain-storming session with the college Principals to consider the same and that the proposal was being taken up with the head of the Board of Studies for PG programmes at Goa University.

(e) To develop soft skills amongst BCom students, the students' representatives at the IQAC suggested field visits for TY. BCom students, as well as internships in different fields like costing and accounting. Suggestions were also given for inviting industry professionals from different fields for interactions, so that students would get better insights into industry requirements and experiences.

It was suggested that the institution's Alumni association should organize student driven activities, business events and communication and soft skills.

The Principal Dr Radhika Nayak informed the IQAC that she would retire as Principal of the college on the 30th of June 2022 and expressed her gratitude to all the members of the IQAC for their cooperation and support to the institution during her tenure as the head of the institution.



The IQAC placed on record the immense contribution of Dr Radhika Nayak towards the growth of the institution and expressed their gratitude to her for her selfless service to the institution. Mr Gaurav Kenkre remarked that the college can clearly be identified in terms of pre- Dr. Radhika and post-Dr Radhika times and that the second period showed tremendous positive improvements for the college.

Dr Harip Khanpuri spoke about the changes brought about by Dr Radhika as Principal of the college and that her retirement would be a loss for the institution, although she has started a number of initiatives and built systems that the institution could carry forward.

The IQAC meeting concluded at 1:30 pm with the IQAC members thanking Dr Radhika Nayak for her assistance, support, immense contribution and transformation of the college during her tenure as Principal of S.S. Dempo college since August 2009.

B
20/10/22



**IQAC CO-ORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.**

Karunha
20/10/22

**OFFICIATING PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.**



**THE INTERNAL QUALITY ASSURANCE CELL (IQAC)
ACTION TAKEN REPORT**

Meeting held on 25th June, 2022

S.No	IQAC Discussions / Suggestions	Action Taken
1	<p>AQAR & SSR:</p> <ul style="list-style-type: none"> • Submission of AQAR 2020-21 • Upload of SSR 	<ul style="list-style-type: none"> • AQAR 2020-21 submitted in October 2022. • The preparation of the Self Study Report (SSR) is nearing completion. The college shall submit the Institutional Information for Quality Assessment (IIQA) online for seeking assessment and accreditation by NAAC. • The college has requested an extension of three months for submission of the SSR in view of the recruitment process for the position of the Principal being underway (Response from NAAC awaited).
2	<p>NEP 2020:</p> <ul style="list-style-type: none"> • Incorporating changes for transition into the NEP 2020 	<ul style="list-style-type: none"> • Guidelines of the DHE and Goa University being followed w.r.t implementation of the NEP2020. • Revision of syllabi for the PG programmes- MCom, MTTM. • Formation of institutional cluster in progress.
3	<p>Skill development initiatives:</p>	<ul style="list-style-type: none"> • Enrolment of students for Microsoft's <i>DigiSaksham</i> has not been done due to



S.No	IQAC Discussions / Suggestions	Action Taken
	<ul style="list-style-type: none"> • Collaboration and implementation of planned initiatives 	<p>issues with the service provider. Student enrolment planned for November 2022.</p> <ul style="list-style-type: none"> • TEL- Student enrollment planned for the ensuing semester • Youth Employment Programme (YEP) by TCS through a collaboration with DHE- 197 final year students of BCom and BBA enrolled. 156 students attended the orientation by Ashok Ramnany (TCS Trainer) for the final year students on 7th September 2022. <ul style="list-style-type: none"> - 98 students attended TCS trainer interaction with the final year BCom students regarding the YEP programme on 21st September 2022. - YEP commenced with two batches on 22nd September 2022 in physical mode. 119 students are attending this programme B. Com - 88 and BBA - 31. • 'CSR Box-IBM SkillsBuild' orientation for new batches planned for the last week of October 2022.
4	Other:	<ul style="list-style-type: none"> • NOC granted by the DHE for the two additional courses proposed under the Post Graduate Diploma viz; PGDM-Banking & Finance and PGDM-



S.No	IQAC Discussions / Suggestions	Action Taken
		<p>Stock Market Operations. The proposed syllabi have been submitted to Goa University for approval from the Board of Studies- PG programmes, the course structure being prepared for the same.</p> <ul style="list-style-type: none"> • Placement Drive 29th June - Pre-placement talk for students enrolled for placement and 30th June 22 - 18 companies visited the campus to conduct the placement interviews. 120 students registered and attended the placement drive. 17 students were selected through the drive and received offer letters. • Students of TY.BCom- Business Management have enrolled for the survey of retail stores across the State, as part of the planned collaborative effort with the retail committee of the GCCI. • Mr Vishal Rane appointed as Training, Placement and Marketing officer of the institution. • The college has signed a MOU with the ICAI on 7th October 2022, for academic collaboration that would benefit students of IMCom, MCom and BCom. (Initiated by the IQAC at the meeting held on 25th April 2022)


 20/10/22
 IQAC CO-ORDINATOR
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.



**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The first meeting of the IQAC for the academic year 2020-21 was held on October 10th 2020 at 11:30 a.m. in the commerce laboratory of the college and through Google Meet (online).

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on November 7th 2019
- (ii) Matters arising out of minutes & Action Taken
- (iii) Plans for 2020-21
- (iv) Planning during pandemic for:
 - a) Skill development
 - b) Internships
 - c) Resource sharing
 - d) Student mentoring
- (v) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Assoc. Prof. GauriTamba, <i>Vice Principal</i>
2	Dr. Aruna Mesquita e Noronha, <i>Coordinator- IQAC</i>
3	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
4	Dr. Harip Khanapuri, <i>Faculty Representative</i>
5	Dr. Sonya Angle, <i>Faculty Representative</i>
6	Asst. Prof. Aditi Barve, <i>Faculty Representative</i>
7	Mr. Rajesh Bhatikar, <i>Management Representative</i>
8	Mr. Kirit Maganlal, <i>Industry Nominee</i>

The following business was transacted at the meeting:

In the absence of the Principal, the Vice Principal Gauri Tamba chaired the meeting and extended a warm welcome to all the members. She informed the house that IQAC member Dr Harip Khanapuri is faculty member on lien/ external member on the IQAC.

- (i) **Confirmation of minutes of the meeting held on November 7th 2019:** The minutes that were circulated to all members in advance were proposed by My Kirit Maganlal and seconded by Mr Anand Naik Panvelkar
- (ii) **Matters arising out of minutes & Action Taken:** Action taken on matters discussed at the previous meeting were presented by the IQAC Coordinator Dr Aruna Mesquita e Noronha as follows-
- a) *Final draft of Retail Policy submitted to GCCI in August 2019* – This was to be followed up with GCCI by Mr Kirit Maganlal.
Mr Maganlal contacted the head of the retail committee of GCCI with a request to expedite the matter.
- b) *White paper on Commerce Education in Goa* – Submission of the paper on ‘Commerce education in Goa vis-à-vis to top commerce colleges in the country’ to GCCI has not yielded any response from GCCI education committee till date. Follow-up on the same was necessary.
- c) *Project on Block Chain* – To begin with working on the area, the department of Commerce organized a One-Day State level seminar on “Emerging Technologies in Business: Digital Marketing & Block Technology” on 7th March 2020, wherein the participants were enlightened on the opportunities in Block chain development. For this purpose, the department invited a resource person from the ‘Blockchain institute of Pune’. Further plans were hampered by the pandemic. However, the college looks forward to online programmes to work on the area.
- d) *Mentoring practices* – Various activities and sessions were carried out for B.Com students which, have been documented.

- e) *Training need assessment for administrative staff* – Online training sessions by way of certificate courses offered by ‘Udemy’ were offered to the college administrative staff.
- f) *Job description, profile and process mapping for the administrative staff* – This was yet to be worked upon.
- g) *LMS CAMU by Advaitaa* – Dr Harip Khanapuri updated the house on the fact that the college had finalized on subscribing to the LMS ‘CAMU’ offered by Advaitaa. However, he said that since the DHE has begun the process of incorporating a common LMS software / platform LMS for all colleges, it was decided to drop the earlier plan as it would involve huge costs that would be a waste if DHE’s LMS was to be eventually incorporated.
- h) *B.Voc. Programme* – Dr Noronha updated the house on the progress made with regard to the programme. She mentioned that the college was working on introducing the same from the academic year 2021-22 as a flagship programme under the Dempo Skill Development Centre, the NOC already obtained from the government. The college is in discussions with the government for coordination with Media & Entertainment Skill Council of the National Skill Development Council. The drafted syllabus was being modified under the guidance of the media skill council by faculty member Ms Runa Menezes.
- (iii) Plans for 2020-21:** The college plans of various departments were presented to the house by the IQAC coordinator along with plans of major committees / clubs viz; Dempo Wizards, IT Club, DCEMA, Placement committee, Value education & Counselling cell and the Library.
- (iv) Planning during pandemic for:**
- a) **Skill development-** Mr Bhatikar shared the practice of the Dempo HSS where bridge courses were being conducted by the school with funding being sourced through the PTA. He suggested that a similar practice could be adopted by the college where certificate courses could be funded by associations such as the PTA



or through some other college sponsorship initiatives instead of burdening students with additional expenditure.

The option of online training through tie-up with industry was also brought up. Dr Harip mentioned that a Bangalore agency offered online courses with a module of 2 weeks with 2 hours of sessions per day, 3 times per week. This was to be a joint certification. Mr Bhatikar mentioned that the time period / limit for online exposure was also to be considered.

- b) Internships-** Dr Harip Khanapuri spoke about the possibility of student internships during the pandemic which are difficult to implement in case of B.Com students as it is not a part of the prescribed curriculum. He said that some companies offer online internships in some areas and where internships have been assigned credits in the programmes, Goa University has asked for students to take up Swayam / online certificate courses.

Dr Sonya Angle said that the final year BBA students, who could not complete their internships during the previous academic year were asked to take up online courses in their areas of specialization. She said that this option could be offered wherever credits are allotted for internships.

Mrs Gauri Tamba and Mr Bhatikar inquired about what needs to be done for I.M. Com internships.

Mr Bhatikar asked whether this (online courses in leu of internships) could be adopted for both UG as well as PG students. If so, the college could move ahead with this suggestion.

Dr Sonya mentioned that some online courses have been approved by the university and the same could be shared with the students of other programmes.

- c) Resource sharing-** Dr Arif mentioned the paper specific guidance was being provided by faculty members to students for sourcing of online reading material /resources that includes free download of books.

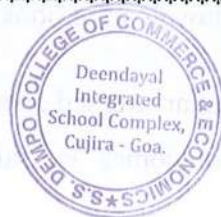
- d) Student mentoring-** Mr Bhatikar stressed on alignment with NAAC requirements which speaks of policy and outcomes. He said that we need to attain clarity on

where mentoring stops and counselling begins. Stressing on the need for proper mapping of students' progress, Mr Bhatikar said that we could have a separate meeting to discuss this matter in detail.

(v) **AoB:**

- a) The administrator suggested that until the DHE ERP falls in place, the college could consider the adoption of the CAMU-ERP offered by Advaitaa since it had a strong OBE module. Dr Khanapuri informed the house that DHE had incorporated the admission module, the next module being that of examination. He mentioned that in the absence of a dedicated LMS, the process of mapping student progress would be delayed and therefore we could look into approaching DHE to check if it was possible to activate their OBE module that would help to generate the required results.
- b) The IQAC coordinator updated the house on the 'Digital Learning Readiness Survey' carried out during the admission process for students of all programmes offered by the college. This survey, she said helped to understand the level of preparedness of the students for online learning that was the main mode of teaching during the COVID-19 Pandemic, which has helped to decide on the duration of the online sessions, mode of resource sharing, and so on
- c) Mr Bhatikar mentioned that NAAC has revised the 'Student Satisfaction Survey' and that we should customize our SSS along the same lines. He also suggested that the college conducts a mock SSS to take feedback on the online teaching-learning during the pandemic.

The meeting ended at 1pm with the vote of thanks by Dr Harip Khanapuri



R. Nayale
PROFESSOR and. Dr 21
S.S. DEMPO COLLEGE
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

K. Khandekar
24/04/21
IQAC COORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

**THE INTERNAL QUALITY ASSURANCE CELL (IQAC)
ACTION TAKEN REPORT**

Meeting held on 10th October, 2020

S.No	IQAC Discussions / Suggestions	Action Taken
1	Implementation of college plans:	<ul style="list-style-type: none"> • Organisation of online events such as webinars on various topics, online sessions on IPR, online activities and competitions (also commemorating specific days of importance such as Goa liberation day, short story writing day, etc), e-waste collection drive. • Facebook page started to support activities under the Placement committee
2	<p>Plans specific to the COVID-19 Pandemic:</p> <ul style="list-style-type: none"> • Skill development of students • Student internship • Student mentoring • Customisation of 'Student Satisfaction Survey' 	<ul style="list-style-type: none"> • Skill development - Initiated a plan for 'Online certificate courses' as well as promotion and revival of the Dempo Centre for Skill Development Centre (DCSD). • Student internship- Two students were selected for internship programme by 'Zinglin Media Pvt. Ltd.' and 1 student took up a short internship as part of ISA (SY.B. Com-Event management), apart from the internships taken up by students of the self-financed programmes • Student mentoring- Compliance with the college mentoring policy during



S.No	IQAC Discussions / Suggestions	Action Taken
		<p>the pandemic through online student interaction.</p> <ul style="list-style-type: none"> • Others- Customization of 'Student Satisfaction Survey' (SSS) for 2020-21 for feedback on the online teaching-learning during the pandemic.

Karunha
24/04/2021

IQAC CO-ORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The second meeting of the IQAC for the academic year 2020-21 was held on April 24th 2021 at 11:30 a.m. in a blended format, at the College auditorium / Online (Google Meet).

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on October 10th 2020
- (ii) Matters arising out of minutes & action taken
- (iii) Skill development initiatives
- (iv) Campus-to-Corporate programme
- (v) NAAC preparedness
- (vi) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, Principal and Chairperson (IQAC)
2	Assoc. Prof. Gauri Tamba, <i>Vice Principal</i>
3	Dr. Aruna Mesquita e Noronha, <i>Coordinator- IQAC</i>
4	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6	Dr. Sonya Angle, <i>Faculty Representative</i>
7	Asst. Prof. Aditi Barve, <i>Faculty Representative</i>
8	Mr. Rajesh Bhatikar, <i>Management Representative</i>
9	Mr. Kirit Maganlal, <i>Industry Nominee</i>

10	Dr. Gopal Rajanala, Industry Nominee
11	C.A. Gaurav Kenkre, Industry Nominee

The following business was transacted at the meeting:

At the outset, the Principal, Dr. Radhika S. Nayak extended a warm welcome to all the members.

(i) Confirmation of minutes of the meeting held on October 10th 2020:

The minutes that were circulated to all members in advance were proposed by Mr. Kirit Maganlal and seconded by Vice Principal, Ms. Gauri Tamba.

(ii) Matters arising out of minutes & Action Taken: Action taken on matters discussed at the previous meeting were presented by the IQAC Coordinator Dr. Aruna Mesquita e Noronha as follows-

The members were briefed on the status of implementation of college plans which included, online events, a 'Facebook' page to support placement activities, skill development, mentoring activities and internships by Dr. Aruna Mesquita e Noronha.

(iii) Skill development initiatives: Principal, Dr. Radhika Nayak further elaborated on the skill development activities. She informed the members about the success of various courses offered by the Dempo Centre for Skill Development (DCSD) in physical mode last year. Given the physical constraints of the pandemic, the Institution has signed a Memorandum of Understanding with IBM for offering over 7500 courses of varied subjects under their CSR programme to the students. The students have been encouraged to sign up for at least one course per semester. The faculty members have also been encouraged to sign up for the same to upskill themselves. She also mentioned that the college would be entering into an MOU with Coursera soon for more such relevant courses. The college has planned for bridge course for new admissions at the F.Y.B.Com. level

(iv) Campus-to-Corporate programme: C.A. Gaurav Kenkre briefed the members about a 15-day 'Campus to Corporate' internship programme being designed by the alumni committee for the students. He recommended having a sub-committee to monitor communication, marketing and accounting of the various courses being designed. He also expressed the need for Industry backing, from bodies like GCCI. He suggested meeting with Mr. Sandip Bhandari, Chairman of GCCI, for the same. C.A. Gaurav also



threw light on the courses which would have a practical aspect to it as the highlight, such as, Principles of Accounting and Income Tax, GST-Law and Compliance, Digital Marketing etc. Dr. Harip Khanapuri expressed that some of the courses were similar to ones being offered by the Dempo Skill Development Centre and the courses of limited hours maybe content heavy. The members agreed on a need to firm up and simplify the content. The programme received a nod from all the members.

- (v) **NAAC preparedness:** Dr. Radhika Nayak updated the committee about our NAAC peer team visit in Sept 2022, and mentioned that we need to upload the Self Study Report by Feb/ March 2022 for the same. She briefed them about the preparedness of the institution for the same. Regular presentation sessions by criterion heads were being held with the Administrator and the gaps therein were being identified. These in turn were shared criterion-wise by Dr. Aruna Mesquita and the members were updated about the status of the same. She also mentioned that all the Criterion members were working towards bridging the same.

Mr. Bhatikar expressed his concern on the student feedback data, a NAAC requirement which he mentioned is sketchy and recommended that at least 50% students should be responding to the same. He said we should work on a robust system in this year by involving the entire faculty body to achieve this objective.

- (vi) **AoB:** Other matters discussed were as under –
- a) C.A. Gaurav Kenkre offered his support to extend a collaboration to the Institution with the ICAI, Goa Chapter for various initiatives.
 - b) Dr Radhika Nayak also informed the members about the new Mental Health Policy formulated by the Institution by the Value Education and Counselling Cell. She elaborated on the importance of helping people students manage their mental health as this was a cause of concern, especially in these pandemic conditions. Vice Principal Ms. Gauri Tamba expressed the need to have a formal Student Induction policy as well as a Disaster Management policy.
 - c) Principal Dr. Radhika Nayak updated the members on the status of Retail Policy drafted by the Institution. That in a meeting with Secy. to the Hon. Chief Minister, Mr. Ashok Kumar, he mentioned that the state was working towards notifying the retail policy as the policy of Goa. He said this would be done after checking the status of such similar policies and their implementation of the same in the other states.
 - d) Dr. Radhika Nayak briefed the members about the automation of the library which is underway using 'NewGenLib' module and we are close to the completion of the same. The bar coding of books has been completed she mentioned. She also briefed the members about the launch of the 'Dempo Literati club', in order to inculcate the love for reading, intellectual exchange among students and hone skills in creative

writing and blogging. There would be additional benefits to members in form of added reading card to borrow books of interest. The club has organized various programs including book exhibitions, short story writing competition, a book review session and a creative writing workshop.

- e) Dr. Radhika Nayak also informed the members about the Learning Management software (IAIMS), that the DHE has launched. It has 34 modules for Institution management and the moment 2 modules have been activated, namely admissions and teaching-learning.
- f) Dr. Radhika Nayak updated all about the office space being renovated for smoother administrative functioning.
- g) Dr. Radhika Nayak also highlighted that the New Education Policy focuses on vocational education and skill enhancement of students. Keeping in line with this, the B.Voc. programme is planned to be launched by us this ensuing academic year. The college was in final stages of working on the MoU and financials.

The meeting ended at 1 pm with the vote of thanks by Dr Radhika Nayak

Mrutan
Ms. Mrutan Nayak
25.04.2022
IQAC CO-ordinator

R. Nayak
25/04/22

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

IQAC CO-ORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



**THE INTERNAL QUALITY ASSURANCE CELL (IQAC)
ACTION TAKEN REPORT**

Meeting held on 24th April, 2021

S.No	IQAC Discussions / Suggestions	Action Taken
1	<p>Skill development initiatives:</p> <ul style="list-style-type: none"> • Online courses through MoUs 	<ul style="list-style-type: none"> • Online courses offered by DCSD through MoU with 'CSR Box IBM SkillsBuild', during the Pandemic period. Around 7000 free online courses were offered to students. 132 students enrolled for various courses offered under the MoU during the AY 2020-21. • MoU with Coursera- the plan was shelved as it was not feasible. • Bridge course for newly admitted students- A certificate course of 30 hours on 'Applied Accounting' was offered to students of FY.BCom in October 2021. 24 students benefitted from the same.
2	<p>Campus-to-Corporate programme:</p> <ul style="list-style-type: none"> • Plan to offer skill enhancement to students for industry readiness. 	<ul style="list-style-type: none"> • A 15-day 'Campus-to-Corporate' internship programme was designed for the final year students by the Alumni Association. • The plan was to be implemented during the summer vacation. However, due to the rise in COVID-19 cases, the plan was not taken forward.



Deendayal Integrated School Complex,
S.S. Dempo College of Commerce & Economics,
Cujira - Goa.



S.No	IQAC Discussions / Suggestions	Action Taken
3	<p>NAAC preparedness:</p> <ul style="list-style-type: none"> • Identification of gaps in criterion-specific information 	<ul style="list-style-type: none"> • Preparation being carried out to bridge the indentified gaps. • AQAR 2020-21 being finalised for upload. • The first draft of the SSR prepared by the SSR committee along with the IQAC and criterion-heads
4	<p>Library automation:</p> <ul style="list-style-type: none"> • Incorporation of 'NewGenLib' 	<ul style="list-style-type: none"> • NGL Library Management Software, NewGenLib EE v3.2 version has been incorporated and includes barcoding of all books. • A single barcode-based ID issued to staff and students, for library access and resource borrowing facility/ The library OPAC system is available to all members of the library and access has also been enabled through QR codes. • The library also uses a daily check-in / check-out system for all members.
5	<p>B.Voc programme:</p>	<ul style="list-style-type: none"> • The plan for the same was kept on hold due to the National Education Policy 2020 that was planned for implementation in the near future and the uncertainty of implications pertaining to the introduction of the planned programme.



Karunka
25/04/2022

For IQAC CO-ORDINATOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

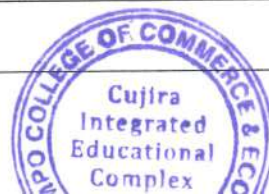
The first meeting of the IQAC for the academic year 2019-20 was held on 16th July 2019 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on April 9th 2019
- (ii) Matters arising out of minutes
- (iii) Review of draft 'Programme Outcomes'
- (iv) Programme enrichment initiatives for I.M.Com students
- (v) Set up of placement centre
- (vi) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
2	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
3	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
4	Dr. Harip Khanapuri, <i>Faculty Representative</i>
5	Dr. Sonya Angle, <i>Faculty Representative</i>
6	Asst. Prof. Aditi Barve, <i>Faculty Representative</i>
7	Ms Anjali Bhide, <i>Librarian</i>
8	Dr. Krishna Gopal Rajanala, <i>Local Society Member</i>
9	Mr. Kirit Maganlal, <i>Industry Nominee</i>
10	Mr. Gaurav Kenkre, <i>Alumnus</i>



11	Mr. Krushnan Naik, <i>Alumnus</i>
12	Mr. Hemant Patil, <i>Student Representative</i>
13	Ms. Nidhi Korgaonkar, <i>Student Representative</i>

The following business was transacted at the meeting:

At the outset, the Vice Principal Gauri Tamba welcomed the IQAC members to the meeting.

(i) Confirmation of minutes of the meeting held on April 9th 2019

The minutes of the previous meeting which was circulated to all members was put up for confirmation.

The minutes of the previous meeting was then proposed by Dr. Gopal Rajanala and seconded by Dr. Harip Khanapuri.

(ii) Matters arising out of minutes - None

(iii) Review of draft 'Programme Outcomes'

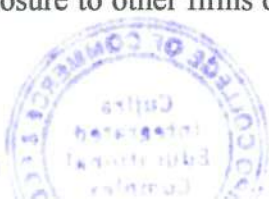
The draft of the outcomes of programmes offered by the college was reviewed by the IQAC. Suggestions were made for each of the programme outcomes prepared.

Dr Krishna Gopal Rajanala suggested that the programme outcomes be emailed to all IQAC members who could go through the same and offer their comments. He suggested that the programme outcomes be simple and brief with an attempt to exclude redundant matters.

(iv) Programme enrichment initiatives for I.M.Com students

a) **Internship-** Dr Harip Khanapuri informed the house that the college plans for the I.M.Com (Part II) students to take up an internship of 6-weeks whereby, the students could finish their classes early and take up internship preferably with a chartered accountant for the rest of the day.

Mr Kirit Maganlal said that students may be placed in an organization that allows for exposure to other firms outside the state of Goa. To this Dr Gopal replied that if the



student shows interest, they could learn from the Goa based organization irrespective of the size of the organization.

Mr Gaurav Kenkre offered assist some students with the internship programme.

- b) **Interaction with business professionals-** Dr Khanapuri informed the house that the college also plans to provide the I.MCom students with a good exposure in the varied business areas.

Mr Gaurav Kenkre offered the assistance of and his office to contact the members of the ICAI-Goa for guest lectures as per the requirements of the college.

(v) **Set up of placement centre**

Dr Aruna stated the growing responsibilities of the placement committee of the college and asked the house whether it would be advisable for the college to set-up an independent placement centre.

Dr Gopal said that it makes sense for the college to have an independent placement centre if the person appointed has the right set of skills for the job. This he said, should have students as the support mechanism.

Mr Kenkre suggested that the college could look at the option of taking the help of a placement organization for handholding instead of looking to appoint a fresh person.

(vi) **AoB**

- The Vice Principal Ms Gauri Tamba informed the house about the promotion of Anand Panvelkar and Dr Harip Khanapuri to the level of 'Associate Professor'.
- To augment research work in Commerce and Economics, Dr Harip Khanapuri proposed that the institution acquires a good database like CMIE-Prowess. He also proposed that a workshop be organised with a focus on statistical analyses in research. The house accepted the suggestions
- Dr Khanapuri informed the house that the work on the draft Retail Policy was in its final stages and that the same was planned to be sent to GCCI by the following week.

The meeting concluded at 1 pm with a Vote of Thanks by the Vice Principal.

A. Khanapuri
18/09/2019
IQAC COORDINATOR



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The second meeting of the IQAC for the academic year 2019-20 was held on 18th September 2019 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on July 16th 2019
- (ii) Matters arising out of minutes
- (iii) Integration of NAAC- SOP in the college administrative processes
- (iv) Process mapping
- (v) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Assoc. Prof. Gauri Tamba, <i>Vice Principal</i>
2	Dr. Aruna Mesquita e Noronha, <i>Coordinator- IQAC</i>
3	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & faculty Representative</i>
4	Dr. Harip Khanapuri, <i>Faculty Representative</i>
5	Dr. Sonya Angle, <i>Faculty Representative</i>
6	Asst. Prof Aditi Barve, <i>Faculty Representative</i>
7	Mr. Rajesh Bhatikar, <i>Management Representative</i>
8	Mrs. Anjali Bhide, <i>Librarian</i>
9	Dr. Krishnagopal Rajanala, <i>Local Society Member</i>
10	Mr. Uday Kamat, <i>Office Superintendent</i>
11	Mr. Ignacio Zuzarte, <i>Administration Representative</i>
12	Mr. Anvesh Gawas, <i>Student Representative</i>
13	Ms. Sunaina Salgaonkar, <i>Student Representative</i>



The following business was transacted at the meeting:

At the outset, the Vice Principal Gauri Tamba welcomed the IQAC members to the meeting and handed over the proceedings to the IQAC Coordinator.

(i) Confirmation of minutes of the meeting held on July 16th 2019

The minutes of the previous were presented before the members of the house. The same was proposed by Ms Aditi Barve and seconded by Dr Gopal Rajanala.

(ii) Matters arising out of minutes: None

(iii) Integration of NAAC- SOP in the college administrative processes

Anand Panvelkar informed the house that the SOPs provided by NAAC are clear on the requirements in terms of information to be collected and the manner of reporting.

Dr Harip Khanapuri added that every organization has its own way of running their administrative processes. He also stressed on the fact that the filing system in the college needs to be re-worked and aligned with the NAAC SOPs and that we need to evaluate why the administrative systems are functioning the way they are and devise an efficient system of maintaining staff and office records.

Dr Gopal inquired about the requirement of data tables.

Mr Rajesh Bhatikar stressed on the need for creating digital formats. He said that the administrative staff need to be trained on the retrieval of data which is an issue. He also said that the time taken for various tasks is also crucial.

Dr Khanapuri agreed that retrieval of information is an issue, and so is the procedure of appointments. He stressed that defining systems is the need of the hour. Other procedural issues were also brought up by Mrs Gauri Tamba, Mr Anand Panvelkar and Dr Sonya Angle.

Dr Angle suggested that a person be appointed for ERP solutions. To this, Dr Gopal questioned the problem of retrieval of basic information such as staff data.

Dr Harip Khanapuri informed the house that since activities were not recorded efficiently, an ERP was designed for the purpose.

Mr Bhatikar said that a training session was required for the administrative staff on the efficient use of a desktop, as well as for filing system for better access.

Dr Khanapuri asked for suggestions on hiring of an agency to help in developing better administrative/ filing systems.



(iv) Process mapping

Dr Harip Khanapuri asked for suggestions from the house on the structure for commencement of process mapping and how it could be carried out. To this, Dr Gopal replied that a time-line be prepared for different processes, followed by plotting of the process which needs to be displayed. He said that a cross-functional team would be required for the purpose.

Dr Aruna Mesquita mentioned that there was a need for categorization on the basis of processes involved.

Mr Bhatikar suggested that the accounts related processes should be separate from the HR related processes. He also stressed that the time-bound processes need to be tackled on a priority basis. To this, Dr Gopal inquired as to whether the institution has the resources/ manpower to carry out this task. He said that the task of identifying the processes should be taken up by a core committee who should take it up as a challenge.

(v) AoB

a) Ms Sunaina Salgaonkar (student lady representative) mentioned that the B.Com students lack confidence and presentation skills unlike the BBA students who are offered the opportunity for internship. She mentioned that a work experience would give students an edge over the others especially for those intending to pursue a post-graduate degree.

Dr Khanapuri replied that the B.Com students are relatively free for half a day and that they have ample opportunity to seek internship in organisations of interest. He mentioned that the college would assist them in this regard if necessary.

Dr Gopal stated that the college could facilitate this requirement provided there is an understanding on what students need. He also said that seeking practical knowledge will depend on what the students understand about B.Com.

Dr Sonya asked Ms Sunaina to get like-minded students to approach the placement cell based on their interest in securing a summer internship.

Dr Harip suggested that the internships could be structured right from the first year level, beginning with a basic orientation of a company. He mentioned that internships were not only confined to the BBA students and that the I.M.Com students have also been sent for audit work under practicing chartered accountants.



- b) Mrs Gauri Tamba informed the house that the consultancy project on the 'Retail Policy of Goa' was completed by the college team headed by Dr Aruna Mesquita e Noronha and that the final draft was submitted to GCCI for discussion with the government officials and final implementation.

The meeting ended at 12:50 pm with a vote of thanks proposed by the Vice Principal Mrs Gauri Tamba.

Gauri Tamba
07/11/2019
IGAC COORDINATOR

Dr Aruna Mesquita e Noronha
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Deendayal Integrated School Complex,
Cujira - Goa.
Cujira - Goa.



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The third meeting of the IQAC for the academic year 2019-20 was held on November 7th 2019 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on September 18th 2019
- (ii) Matters arising out of minutes
- (iii) 'Action Taken Report' on matters discussed at the IQAC meetings from the academic year 2018-19
- (iv) Plan for B.Voc. Programme
- (v) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2	Assoc. Prof. GauriTamba, <i>Vice Principal</i>
3	Dr. Aruna Mesquita e Noronha, <i>Coordinator- IQAC</i>
4	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6	Dr. Sonya Angle, <i>Faculty Representative</i>
7	Mr. Rajesh Bhatikar, <i>Management Representative</i>
8	Mrs. Anjali Bhide, <i>Librarian</i>
9	Dr. Krishnagopal Rajanala, <i>Local Society Member</i>
10	Mr. Kirit Maganlal, <i>Industry Nominee</i>



The following business was transacted at the meeting:

The Principal Dr Radhika Nayak welcomed the IQAC members to the meeting and handed over the proceedings to the IQAC Coordinator.

(i) Confirmation of minutes of the meeting held on September 18th 2019

The minutes of the previous were presented before the members of the house. The same was proposed by Dr Krishna Gopal Rajanala and seconded by Dr Harip Khanapuri.

(ii) Matters arising out of minutes: None

(iii) Action Taken Report on matters discussed at the IQAC meetings from the academic year 2018-19

A detailed list of matters discussed at the previous IQAC meetings was presented to the members of the house and each of the issues was reviewed in the light of the action taken thus far.

- a) The Principal Dr Radhika Nayak updated the house that the draft of the retail policy had been submitted to GCCI and that there was no update on further action taken on the matter. To this, Mr Kirit Maganlal replied that the retail committee of GCCI headed by Mr Hari Kaul was in the process of inviting participation of the Retail Association of India (RAI) in finalising the draft policy. He added that the CII would also likely be involved in the same. Mr Maganlal also complimented the project team of the college on the professionally drafted Retail Policy.

The Principal informed the house that a new research project was proposed by Dr Deepali Churi from the department of Economics on 'State Finances'. Mr Maganlal felt that the CII western region would be the right organization for collaboration in the stated area. It was felt that the research project would help the state government to look at innovative ideas on revenue generation.

- b) The house was updated on the fact that it was offering 34 courses under the DCSD with an independent coordinator from the commencement of the



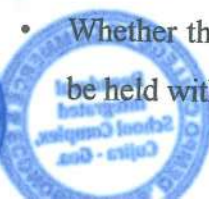
- e) Assessment of training needs for the administrative staff was decided to be carried out only after working on the job profiles.
- f) Dr Harip Khanapuri informed the house that there was good feedback from the students of I.M.Com regarding the 6-week internship from 2 to 5 pm that they were allotted under a chartered accountant. The students acquired skills in the area of working on GST and audit work. It was also stated that the SY students of Retail Management went through a 4-week internship with retail stores for the second year since 2018-19.
- g) Dr Aruna Mesquita e Noronha informed the house that a proposal for setting up an independent 'Placement centre' was being made to the management as there was a need for a full-fledged facilitation centre for coordination of campus placement of students as well as internship offering.

(iv) Plan for B.Voc. Programme

Dr Radhika Nayak informed the house that the college plans to move forward with the commencement of a B.Voc. programme with specialisation in Media and Entertainment from the academic year 2020-21. The NoC for the same was being sought from the DHE and assistance to be offered by FICCI. She also stated that the programme would offer – Animation VFX, Graphic designing, Event management, Photography, and an opportunity for the student to exit with a diploma at the end of the first year; an advanced diploma after the second year; or complete the programme with a B.Voc degree at the end of the third year.

Queries were raised on the planned B.Voc programme with regard to:

- The extent to which it would differ from the existing PGDM in Event Management?
- Whether the B.Voc programme compares with courses offered under the DCSD and ITI.
- The extent to which the course will be “hands-on”, or will offer practical training.
- Whether the institution can pitch for a platform at IFFI where discussions can be held with experts.



academic year 2019-20. It was mentioned that the pricing and timings for some courses were yet to be finalized and that the weekends are not preferred by the industry. Mr Maganlal suggested that the industry bodies be tapped to obtain data on prospective participants for the courses. Dr Gopal stated that industry will depute employees for such courses only if they are in need of the same and therefore the college needs to have a plan on how it will move ahead with the planned courses.

- c) With regard to setting up of an incubation centre, Mr Maganlal was of the view that the Atal Incubation Centre (AIC) at GIM has proved to be very successful.

Dr Harip Khanapuri stated that the college could start something on the lines of an incubation centre that would give a push to students who would be interested in the area, as it would also provide an opportunity for students to start thinking and form groups. Dr Sonya Angle mentioned that some students are interested in the same. The Principal suggested that a space for browsing and discussion be first created. Dr Gopal opined that instead of getting into setting-up of an incubation centre, it would be advisable to get into the value chain process instead. Another suggestion by Mr Maganlal was to create a shark tank where a platform is offered for students to pitch their ideas for investment. Dr Radhika Nayak proposed that the students be encouraged to ideate and the college assists them by leading them to financiers for realisation of their ideas. Dr Khanapuri also suggested that the college could consider a tie-up with technical institutions such as CIBA for the purpose. The administrator Mr Rajesh Bhatikar encouraged the institution to tie-up with established incubation centres such as 'Ignite' and 'CIBA' to gain access to a wider pool of experts.

- d) With regard to the 'White paper prepared on commerce education in Goa vis-à-vis top commerce colleges in the country', the Principal informed the house that there has been no response from GCCI-Education wing after submission of the said paper.



- The reasons why such a programme was not being done yet, and whether there is a leap of faith somewhere.


The Principal stressed on the intended programme being more practical oriented and that Goa being the right area for promotion of media and entertainment opportunities. Mr Maganlal suggested that relevant information be obtained from existing event management companies in Goa and also a study to be carried out on whether the planned course can encourage entrepreneurship or offer job opportunities.

(v) **AoB**

The Principal mentioned that the four faculty members had been granted promotions under the CAS.

The meeting ended at 1:30 pm with the vote of thanks proposed by the Principal Dr Radhika Nayak.


10/10/2020
IQAC COORDINATOR


10/10/20
PROFESSOR and PRINCIPAL
S.S. DEMPH COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



MEETING HELD ON NOVEMBER 7TH 2019 - ACTION TAKEN

1. Final draft of Retail Policy submitted in August 2019 – To be followed up with GCCI by Mr Kirit Maganlal.
2. White on Commerce Education in Goa – Response yet to be received from GCCI education committee
3. Project on Block Chain – Dept. of Commerce organized a One-Day State level seminar on “Emerging Technologies in Business: Digital Marketing & Block Technology” on 7th March 2020. The participants were enlightened on the opportunities in Block chain development.
4. Mentoring practices – Various activities and sessions were carried out for TY.B.Com students
5. Training need assessment for administrative staff – Online training sessions offered to the administrative staff
6. Job description, profile and process mapping – to be done
7. LMS CAMU by Advaitaa – Introduction of a common platform/ software by DHE
8. B.Voc Programme –
 - a) Plans to introduce it from the academic year 2021-22 as a flagship programme under Dempo Skill Development Centre.
 - b) NOC obtained from the government
 - c) In discussions with the government for coordination with Media & Entertainment Skill Council of the National Skill Development Council
 - d) The drafted syllabus is being modified under the guidance of the media skill council by Ms Runa Menezes


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S.S. DEMPON COLLEGE OF
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Cujira - Goa.



INTERNAL QUALITY ASSURANCE CELL
Action Taken Report of the IQAC for the Academic Year 2019-20

S.No	Recommendations of IQAC	Action Taken
1	<p>Draft Programmes outcomes:</p> <ul style="list-style-type: none"> • Programme outcomes to be revised shared all IQAC members 	<ul style="list-style-type: none"> • Programme Outcomes revised after inputs were received from the IQAC. • Finalized version prepared
2	<p>Programme enrichment initiatives for IMCom:</p> <ul style="list-style-type: none"> • Internship for IMCom (Part II) students preferably with Chartered Accountants. • Interaction with business professionals for students of IMCom 	<ul style="list-style-type: none"> • Students of IMCom (Part II) were placed for an Audit assignment with chartered accountant firms for a period of one month in August 2019 • Interaction with business professionals in specialized domain areas of chartered accountancy, company secretary and chartered financial analyst were organised, where the IMCom students were provided an insight into careers in the specialized areas
3	<p>Set-up of Placement Centre:</p> <ul style="list-style-type: none"> • The college may set up independent placement centre- appointment of a person with the appropriate skills, with students as the support mechanism OR • Take the help of a placement organisation 	<ul style="list-style-type: none"> • The Placement cell continues to organise campus placement programmes
4	<p>Integration of NAAC-SOP in the college administrative processes:</p> <ul style="list-style-type: none"> • Define systems for recording information and ease of information retrieval. • Develop better administrative/ filing systems. 	<ul style="list-style-type: none"> • Process initiated • Recruitment process and documentation are being streamlined
5	<p>Process mapping:</p> <ul style="list-style-type: none"> • Prepare a timeline for different processes through a cross-functional team. • Tackle time-bound processes on priority, core committee to be appointed. 	<ul style="list-style-type: none"> • Identification of key processes to be carried out



S.No	Recommendations of IQAC	Action Taken
6	<p>Revision of Institutional Vision and Mission</p> <ul style="list-style-type: none"> Brainstorming sessions to be carried out for inputs from internal IQAC members, faculty and IQAC 	<ul style="list-style-type: none"> The process of revising the visions and mission of the college began during the academic year 2018-19. After brainstorming session with the internal members of the IQAC, members of the teaching faculty and the IQAC members, the revised version was finally approved by the management, along the addition of Institutional Values. The process was completed in Feb-March 2019 The revised Vision and Mission along with the addition of institutional Values were then displayed on all college platforms during the academic year 2019-20
7	<p>Plan for BVoc Programme</p> <ul style="list-style-type: none"> Compare with other similar courses Study the extent to which the programme will offer hands-on training Seek a platform for discussion with experts Seek necessary approvals 	<ul style="list-style-type: none"> NOC being sought from the Directorate of Higher Education (DHE) NOC being sought from the Board of Studies, Goa University Plan for discussions with the Government and the Media & Entertainment Skill Council. Plans to introduce from 2021-22 as a flagship programme under DCSD
8	<p>Incorporating an institutional LMS</p> <ul style="list-style-type: none"> Work on incorporating the LMS through 'CAMU' by Advaitaa 	<ul style="list-style-type: none"> The Learning Management System through the ERP was being developed to suit the requirements of the institution. 'MS-Teams' has been activated by CAMU in May 2020 for the use of PG students of the institution. An orientation was provided to faculty members on the same



Kanaka
IQAC COORDINATOR

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PROFESSOR and PRINCIPAL
 S.S. DEEMED COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.



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**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The first meeting of the IQAC for the academic year 2018-19 was held on 18th August, 2018 at 12:00 p.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on September 12th 2017.
- (ii) Review of accomplishments of 2017-18
- (iii) Plans for 2018-19.
- (iv) A.O.B

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1.	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2.	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
3.	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
4.	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5.	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6.	Asst. Prof. Sonya Angle, <i>Coordinator for BBA & Faculty Representative</i>
7.	Ms. Anjali Bhide, <i>Librarian</i>
8.	Mr. Kirit Maganlal, <i>Industry Nominee</i>
9.	Mr. Gaurav Kenkre, <i>Alumnus</i>
10.	Mr. Krushnan Naik, <i>Alumnus</i>
11.	Mr. Uday Kamat, <i>Administration Representative</i>
12.	Ms. Gautami Karapurkar, <i>Administration Representative</i>

The following business was transacted at the meeting: -



At the outset, the Principal welcomed the members for the first meeting of the academic year 2018-19. She also introduced and welcomed the new members of the IQAC viz: Chartered Accountant Mr. Gaurav Kenkre and Advertising professional Mr. Krishnan Naik, both Alumni of the college. The new members were briefed about their role as part of the IQAC.

1. Confirmation of minutes of the meeting held on September 12th 2017:

The minutes of the meeting held on 12th September 2017 were presented by the IQAC coordinator Dr. Aruna Mesquita e Noronha. Mr. Kirit Maganlal proposed the minutes which was seconded by Dr. Harip Khanapuri.

2. Review of accomplishments of 2017-18:

- a) The Principal Dr. Radhika Nayak informed the house that the college had introduced the 4-year Integrated M.Com (I.M.Com) Programme under the post-graduate department of commerce which would focus on grooming students for professional careers specifically focusing on CA, CS, ICWA. She mentioned that 86 aspirants appeared for the entrance-cum-eligibility test and 39 students against the 40 permitted seats had enrolled for the programme which focuses on the 3-levels of Basic being taught by teachers and the Advanced and Professional levels being taught by Chartered Accountants, who would also be coaching the students for the CA/ CS Foundation and Intermediate courses.
- b) CA Gaurav Kenkre inquired about whether the I.M.Com programme exclusively planned for CA/CS aspirants would be maintained for future batches as well. He also inquired about the lecture timings of the programme, it's suitability for CA aspirants and whether aspirants of the professional careers would aware of it. To this, the Principal replied that the programme has been designed for advanced learners and only those scoring a minimum of 60% and clearing the eligibility test had been granted admissions. She also said that for the Part-I students the schedule is planned for 8 am till 4 pm and from the following year the classes have been planned to begin from 7:30 am onwards allowing the students to pursue articleship. This, she said was informed to the ICAI, Goa chapter.
- c) Dr. Radhika Nayak also informed about the introduction of the Masters programme in Tourism & Travel Management with an enrollment of 19 students, that has replaced the



MA(T&HM) programme as the MA nomenclature was found to deter aspirants from taking up the same.

d) Another update provided by the Principal was about the 1-year PGDM-Event Management programme replacing the 1^{1/2} year PGDBA (EM) programme for the same reason as the MA programme. She mentioned that the programme is designed to offer 6-month lecture based teaching and the remaining 6 months of practical training on the field. In addition, it was also mentioned that the programme offers a 6-month certificate programme in Event Management for those interested in a course of a shorter duration.

e) The Principal mentioned that the M.Com programme was being offered by 11 colleges in Goa and while the Goa University has introduced entrance exams for aspirants of PG programmes across colleges, only 500 aspirants appeared for the same. She also said that the government colleges offer the same programme at subsidised fees of Rs 12,000/- as against around Rs 40,000 to Rs 45,000 by other colleges which poses as a challenge for the institution to attract students.

To this, Mr. Kirit Maganlal opined that the differentiator would be the placements offered by the college. He added that we need to make the industry aware of placements at the college and the area that has maximum job potential.

Mr. Anand Panvelkar said that the college, through its placement cell is preparing students for specific requirements in association with '*Enviro Skills*'

Mr. Krishnan Naik said that it was important to get students to face and respond well to the industry experts visiting the campus.

f) Dr. Harip Khanapuri said that despite offering skill based courses such as Business Analytics to students they appeared to be more inclined towards teaching jobs.

To this, Mr. Maganlal remarked that teachers are such good role models that their students wish to become teachers.

Mr. Gaurav Kenkre asked whether the teaching industry was in a position to absorb so many people. The Principal mentioned that the reason for students' inclination towards teaching jobs was due to the attractive pay offered even in contractual posts. She also observed that many such aspirants have been clearing NET/ SET exams (especially in the commerce stream) without having adequate knowledge.



Mr. Maganlal said that the industry needs to be approached and asked to attract students. A discussion needs to take place with the placement cell in this regard so that the industry is the first choice for students.

Anand Panvelkar added that there is a need for a dialogue with the industry on developing skills for different areas.

g) The Principal mentioned that GCCI has asked the college to work on a project to assess commerce education in Goa and suggest requirements to fill in the gaps.

h) The IQAC coordinator, Dr. Aruna Mesquita e Noronha presented some of the accomplishments of the institution for the academic year 2017-18 relating to PhD degrees awarded, faculty publications, department achievements, certificate courses offered, workshops organized, projects undertaken, industry-academic linkage, student achievement, student placement initiatives, e-platform 'Prapti', weekly IQAC and FDP sessions for the teaching faculty.

Mr. Kirit Maganlal lauded the college for its many achievements during the previous academic year.

3. Plans for 2018-19:

a) Dr. Aruna presented the college plans specific to each of the programmes/ departments, the Library, the Centre for Equal Opportunity as well as the Career guidance and Placement cell.

b) Mr. Krishnan Naik asked whether there could be weekend courses for professionals especially in the area of accounting in order to manage their business in a better way. The Principal said that such courses could be designed for the purpose.

c) Mr. Kenkre inquired about whether the skill development courses, planned by the college was open to industry professionals. Mr. Maganlal said that there would be industry persons interested in the Business Analytics course. To this, Dr. Khanapuri replied that there were queries from the industry on the Digital Marketing course that was being planned although the courses are presently being offered only to the college students. He also said that the college could work on offering the Business Analytics and Digital Marketing course to the industry.



- d) With regard to the International student exchange programme being planned for by the BBA programme, Ms. Sonya Angle elaborated on the preliminary work being carried out. She said that the department was working towards finalizing the same and offering the exchange programme for the second year and final year BBA students with effect from the ensuing academic year.
- e) CA Gaurav Kenkre inquired about whether the college offers any e-learning platform as professionals constantly look for such options. Dr. Harip Khanapuri replied that presently faculty members are creating e-modules for their specific subjects which have been uploaded available online. The Principal added that the college has already created suitable infrastructure for the faculty for creation of e-content in the 'Flash Studio'.

4. A.O.B

- a) Mr. Kirit Maganlal mentioned about job opportunities colleges at GMR which the college placement cell could take advantage of.
- b) The Principal Dr. Nayak informed the house that if anyone has plans to dispose of their personal library collection pertaining to books on important personalities or icons, the college would be willing to accept such books to be added to the library collections.
- c) The Principal mentioned that in addition to the community engagement programmes planned by the different departments, the college has also taken up the 'Unnat Bharat Abhiyaan' of the central government whereby villages have been identified for adoption and the different college units like the CEO, NSS, IT and others shall be conducting a survey on the present status, conducting intervention programmes for improvement on those areas and finally measuring the outcomes of the intervention.
- d) The Principal briefed the new members on the details of the NAAC assessment process.
- e) Dr. Radhika Nayak also informed the house that DCT has invited the former Vice Chancellor of Avinashi University, Coimbatore for a 2-day session during the month of October 2018, on preparation for the 4th cycle of NAAC accreditation.

Mr. Maganlal requested that a brief meeting be organized with the former VC and external IQAC members, to which the Principal agreed.

The next IQAC meeting was tentatively planned for Wednesday the 3rd of October 2018.

The meeting ended at 1:30 pm with a Vote of Thanks by the Principal.

[Handwritten Signature]
03/10/2018
Dr Aruna Mesquita e Noronha
IQAC Co-ordinator

[Handwritten Signature]
03/10/18
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The second meeting of the IQAC for the academic year 2018-19 was held on 3rd October 2018 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on August 18th 2018.
- (ii) Industry projects
- (iii) Centre for 'Skills development & Employability training'
- (iv) Setting up of an incubation centre
- (v) A.O.B

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1.	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2.	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
3.	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
4.	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5.	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6.	Asst. Prof. Aditi Barve, <i>Faculty Representative</i>
7.	Mr. Rajesh Bhatikar, <i>Management representative</i>
8.	Dr. Krishna Gopal Rajanala, <i>Local Society Member</i>
9.	Mr. Kirit Maganlal, <i>Industry Nominee</i>
10.	Mr. Gaurav Kenkre, <i>Alumnus</i>
11.	Mr. Krushnan Naik, <i>Alumnus</i>
12.	Mr. Uday Kamat, <i>Administration Representative</i>
13.	Ms. Gautami Karapurkar, <i>Administration Representative</i>



The following business was transacted at the meeting: -

At the outset, the Principal Dr Radhika Nayak welcomed the IQAC members to the meeting.

(i) Confirmation of minutes of the meeting held on August 18th 2018:

The minutes of the previous meeting were presented by the IQAC coordinator and confirmed by the house. As a follow-up on the minutes, the Principal briefed the house on the college being selected for the *Unnat Bharat Abhiyaan* programme of MHRD where 5 villages were being adopted. Members were also informed about an industrial visit to Bhutan being planned for the students of the BBA programme.

(ii) Industry projects:

Dr Harip Khanapuri spoke about the need to take up industry projects. He mentioned that there is lack of funding from the major funding sources viz; UGC and ICSSR while other funding agencies support Science & Technology based projects. Stressing on the importance of obtaining projects with or without funding, Dr Harip asked for suggestions from the members on the ways in which the college could source industry projects.

Dr Krishna Gopal said that in order to make a difference it was necessary to take up sectoral issues. He suggested approaching industry representatives of mining, tourism, retail and others to find out whether specific issues need to be studied be it in the area of socio-economic aspects, HR, laws or any other. Developing a liaison with GCCI, GMA would also help he said.

The Principal expressed her doubts on whether the institution would be recognized enough to be entrusted with research projects.

Mr Kirit Maganlal mentioned about the Taxi App issues that were being faced by GTDC. He also said that the Retail project of GCCI was still available for study. He also mentioned his willingness to be a part of discussions with regard to RERA.

Dr Krishna Gopal suggested the formation of teams to identify projects and then shortlist projects to be taken up immediately.

The administrator Mr Bhatikar said that in Maharashtra a major source of research projects is the 'Planning Board' and that the college could also approach such a forum in Goa.



There were queries from some members and discussions on- the availability of a master list/ documentation of areas that could be studied, whether compilation of procedures could be taken up as research projects.

(iii) Centre for 'Skills development & Employability training':

The administrator Mr Bhatikar recognized the efforts of the college towards the introduction of various certificate courses like Business Analytics and Digital Marketing among other courses to the students of the college. He suggested that the college could offer a basket of the various certificate courses to tap students of other colleges, teachers of higher secondary schools, as well as others who would like to build up competencies. He also suggested that the college could make a beginning by approaching GCCI, CII and other such organizations to gauge the requirements in this regard.

Dr Rajanala inquired about the level of competence available within the institution for improvement of competencies / skill enhancement in others. To this, Mr Maganlal suggested that the college could appoint competent faculty from external sources for the purpose.

It was suggested that continuous weekend sessions be organized for specific certificate courses for industry persons in order to enable participants to bring their industry specific issues that could be addressed. For this, the curriculum should be well-designed for an aggressive and hands-on learning irrespective of whether the course is held on weekends or evenings.

Mr Gaurav Kenkre suggested that a meeting be scheduled with the faculty/ experts to design the curriculum so that practical training relevant to the course is offered rather than text-book knowledge. The experts/faculty could then be used for branding of the courses.

Mr Bhatikar said that the college could look into the possibility of getting industry support for the certificate courses in terms of a partnership stamp.

He mentioned that it is important to find out the areas where skill enhancement may be required. Dr Khanapuri said that research projects could be carried out to find out about the same.

(iv) Setting up of an incubation centre:

Dr Rajanala inquired about the need to set up an incubation centre considering the success rate of other incubation centres. He mentioned that the BBA programme was



designed as a feeder for SSIs and the Event Management course offers professional training. He asked whether this aspect could be an exemption area with regard to NAAC. Dr Rajanala mentioned that ^{the college could first focus on} Research, Consultancy and Incubation and that once research and consultancy are done we could think of incubation

Mr Kenkre inquired about the possibility of providing a facility such a co-working space.

(v) A.O.B:

It was suggested that the IQAC meetings be held on the 1st Wednesday of every alternate month. The next meeting was planned for 5th December 2018 at 11:30 am.

The meeting ended at 12:45 with a Vote of Thanks proposed by the Principal.

Sharma
05/12/18
Dr Shama Mesquita e Noronha
IQAC coordinator

Rajanala
05/12/18
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The third meeting of the IQAC for the academic year 2018-19 was held on 5th December 2018 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on October 3rd 2018
- (ii) Review of initiatives on industry projects
- (iii) Reforms in Continuous Internal Evaluation (CIE)
- (iv) Alumni contribution (monetary & non-monetary)
- (v) A.O.B

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
2	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
3	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
4	Dr. Harip Khanapuri, <i>Faculty Representative</i>
5	Mr. Rajesh Bhatikar, <i>Management representative</i>
6	Mr. Gaurav Kenkre, <i>Alumnus</i>
7	Mr. Krushnan Naik, <i>Alumnus</i>
8	Mr. Uday Kamat, <i>Administration Representative</i>
9	Ms. Gautami Karapurkar, <i>Administration Representative</i>

The following business was transacted at the meeting:

At the outset, the Vice Principal Gauri Tamba welcomed the IQAC members to the meeting.



(i) Confirmation of minutes of the meeting held on October 3rd 2018:

A copy of the minutes of the previous meeting was circulated by the IQAC coordinator which was then proposed by Dr Harip Khanapuri and seconded by Ms Gautami Karapurkar.

(ii) Review of initiatives on industry projects:

- a) Dr Harip Khanapuri briefed the house on the white paper on 'Commerce education in Goa vis-s-vis the commerce education in the A-listed colleges in India', prepared for the purpose of submission to the GCCI where a positive feedback on the initial work was received by the education committee head, Mr Raghuvir Vernekar. Dr Khanapuri mentioned that the college was awaiting further intimation on the next meeting.

Elaborating on the white paper, Dr Khanapuri said that the paper listed out platforms that could be exploited for development of commerce education in Goa. He also stated that the paper made a comparison of Goa based colleges with those of Delhi's Sriram College which seemed unfair given the difference in scores/ percentage of students at the entry stage, the nature of student participation in various platforms and the nature and level of industry interaction.

CA.Gaurav Kenkre suggested that we could find out about what students do after graduation (student progression) as our students may be prepared for a role that differs from those of their counterparts in Delhi. Mr Kenkre also said that it would be more appropriate to compare Goa based commerce colleges with branded colleges like those in Pune which would not be totally different in terms of student exposure and other important aspects.

Dr Khanapuri agreed that it would be a good idea to look at the other segments as well in this regard.

Mr Krushnan Naik said that we need to change the general attitude towards commerce education as it is not usually taken as the first choice at the HSS.

Ms Gauri Tamba remarked that the foundation/ base formed at the HSS level has not been strong.

Mr Kenkre mentioned that there should be an inclusion of case studies in the teaching pedagogy. He added that CA internship of a short period of 2 months does not train the student enough for work.

Mr Bhatikar mentioned the teachers at the school and HSS level were not well paid. He also said that there is no connect in the education system as each level (viz; school, HSS and Higher education) appears to be functioning in compartments. He added that



commerce education has the largest group of students at the HSS level but most of the commerce students don't appear to know why there are there as there is no goal orientation.

Dr Khanapuri agreed to add the following suggested dimensions to the white paper on commerce education in Goa:

- (i) Student progression,
- (ii) Different segments,
- (iii) Teaching methodology and extent of coverage,
- (iv) Connect between the educational institutions at the school, HSS and college levels,
- (v) Goal orientation of commerce students

b) Mr Anand Panvelkar briefed the house on the 3 projects planned/ initiated by the department of commerce viz; Formulation of a Retail Policy for Goa through the GCCI, Block chain and SSI.

Dr Harip Khanapuri informed the house about attending a meeting with the Retail committee of GCCI through Mr Kirit Maganlal and having been given the opportunity to work on a Retail Policy for the state,, the work for which has already been initiated. With regard to the project on Black Chains, Mr Kenkre said that in some cases the existing systems may be better than adopting block chains.

Dr Aruna Mesquita informed the house that the department of Economics has planned for a workshop to orient the faculty on the areas that may have scope for consultancy and that the resource persons were to be selected from the industry.

(iii) Reforms in Continuous Internal Evaluation (CIE):

Dr Noronha briefed the external members on the type of evaluation methods used for internal assessment of students and requested for suggestions on new methods/ reforms that could be adopted by the faculty for the same.

The Administrator remarked that there was not much scope for reforms in the area when the university made it mandatory to conduct one ISA in written form. The members from the teaching faculty agreed on the same.

Mr Naik suggested that students be made to speak on the resource persons invited for talks and also be given encouragement to interaction with such persons. He added that this could help students acquire more knowledge than that acquired from books.



Dr Khanapuri requested the external members to provide suggestions on reforms in CIE whenever possible.

(iv) Alumni contribution (monetary & non-monetary):

Mr Panvelkar informed the house that although the college collects Rs 200 from all the alumni towards the Alumni Association, there was still a need for a formalized plan for allocation of funds for the association. He said that the activities to be carried out by the body need to be defined clearly.

Mr Kenkre inquired about the number of alumni that are contactable and said that there is a need for a larger pool of alumni through platforms such as social media for proper marketing of the cause. This he said was necessary so that there would be no pressure on a few alumni for funds and organizing activities.

It was suggested that a virtual alumni get-together through the use of free platforms would be good enough.

(v) A.O.B

The house was briefed about the following activities planned for the month:

- a) Talk on **Financial Literacy** for the residents of villages adopted under the 'Unnat Bharat' programme.
- b) A 3-day programme on **MS-Excel** @Rs 800 for S.Y and T.Y students, to be extended to Business Intelligence.
- c) A **GST** certificate course with the assistance of CA Gaurav Kenkre, to be launched on Founder's Day.
- d) A 42-hour **Business Analytics** course for students @ Rs 6,500 using the format Training-Assignment-Training-Exam, through the expertise of Bangaluru based *Skill Venue*.
- e) A 30-hour certificate course on **Retail Analytics** for industry professionals through the expertise of Bangaluru based *Business Toys* run by NIT and IIM graduates. A fee of Rs 10,000 was planned for the same.

The next meeting was planned for Wednesday, 6th February 2018 at 11:30 am.

The meeting ended at 12:45 with a Vote of Thanks proposed by the Vice-Principal.

Naranga
06/02/19
Dr Aruna Mesquita e Naranga
IGAC Coordinator



Rajyal
06/02/19
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

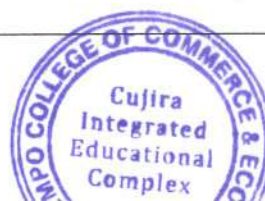
The fourth meeting of the IQAC for the academic year 2018-19 was held on 6th February 2019 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on December 5th 2018
- (ii) Training need assessment for administrative staff
- (iii) Mentoring practices
- (iv) Introduction of 'Learning Management Systems'
- (v) Defining a mechanism for obtaining feedback from stakeholders
- (vi) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
3	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
4	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6	Dr. Krishna Gopal Rajanala, <i>Local Society Member</i>
7	Mr. Kirit Maganlal, <i>Industry Nominee</i>
8	Mr. Krushnan Naik, <i>Alumnus</i>
9	Mr. Uday Kamat, <i>Administration Representative</i>
10	Ms. Gautami Karapurkar, <i>Administration Representative</i>
11	Ignacio Zuzarte, <i>Administration Representative</i>
12	Ms Anjali Bhide, <i>Librarian</i>



The following business was transacted at the meeting:

At the outset, the Vice Principal Gauri Tamba welcomed the IQAC members to the meeting.

(i) Confirmation of minutes of the meeting held on December 5th 2018

The minutes of the previous meeting which was circulated to all members was put up for discussion on matters arising therefrom. The certificate course on 'Retail Analytics' was discussed where Mr Kirit Maganlal sought clarifications on the critical mass of participants. Dr Harip Khanapuri mentioned that the course was planned for 20 participants from the industry for fee of Rs 10,000, to which Mr Maganlal said that the course appeared to be an attractive one and that the college should go ahead with the plan. He also suggested that the course be discussed at the GCCI meeting with scheduled for 7th February'19. Mr Krushnan Naik inquired about the curriculum designed for the course and Mr Maganlal pointed out that the quality of the programme and curriculum should set a precedent.

The minutes of the previous meeting was then proposed by Mr Krushnan Naik and seconded by Asst. Prof. Anand Panvelkar.

(ii) Training need assessment for administrative staff

Dr Aruna Mesquita e Noronha informed the house that the college had identified the training needs for the teaching and administrative staff to RUSA which was accepted.

Dr Harip Khanapuri mentioned that the document approved by RUSA was prepared on the basis of observation.

Dr Gopal suggested that the college follow a structured/ formal system to assess training needs of the staff. This system he said, should be based on the job description, purpose of the job and skills required. This should then be followed by an annual appraisal to assess performance. He also suggested that a training calendar be prepared and decisions on training be made on the basis of the existing vacuum.

Dr Khanapuri highlighted the urgent need for training in the areas of MS-Office (Excel, Word), ERP and Accounting/Tally packages. He mentioned that resource persons for training in 'Excel' have been identified.



Mr Uday Kamat updated the house on the sanction for contract posts in the administrative section under 'Government Recruitment Rules'.

Dr Radhika Nayak stressed on the fact that every LDC and UDC needs to be competent to meet the changing needs and that Goa University had already moved towards automation requiring a lot of information to be communicated through digital means.

Dr Gopal stressed that we need to report to NAAC where the college has progressed after the assessment of training needs.

Mr Maganlal inquired as to who would assess the training needs. Dr Gopal agreed to this saying that there should be a structured system with a person in-charge and that there will always be new training requirements.

The Principal then proposed that Dr Sonya Angle be made in charge of assessment of training need for the administrative staff along with Ms Gautami Karapurkar.

(iii) Mentoring practices

Dr Mesquita e Noronha briefed the house on the mentoring practices adopted by the college where each B.Com class was divided into two groups each of which was under a class teacher and mentor, the mentor-mentee ratio being 1:30. The house was also informed that NAAC categorizes students into advanced learners and slow learners for mentorship purpose.

Dr Khanapuri highlighted that the categorization was based on academic needs.

Mr Krushnan Naik asked whether the college teachers were trained to mentor students as lack of proper mentoring could be detrimental to the interest of the student.

Dr Gopal said that most mentoring systems can be successful when there is an ideal ratio of 1:1 and when mentors have a certain level of professional training in the area. He advised the college not to use the same class teacher as the mentor of that class and suggested that the faculty could mentor students at the 'First Year' level and then move on to the next batch the following year.

He suggested that college begins by:

- a) Putting the objectives of mentorship in place



- b) Define what is expected from the mentors
- c) Identify the mentor : mentee ratio
- d) Have a training session on the mentoring system
- e) Conduct meeting between the mentor and mentee. First begin with frequent meetings and then monthly meetings.
- f) Evaluation measures to be carried out.

Dr Gopal suggested that the college begins by trying to get students to complete the course successfully.

The Principal, Dr Nayak mentioned that the mentor should be there to lend a ear and guide the student.

Mr Krushnan Naik said that the ratio of 1:30 was not ideal for a good mentoring system.

Dr Gopal suggested that the capabilities of the mentor be assessed to avoid negative impact on the student/ mentees. Mentors should first be trained he said and the records of 'before and after' mentorship should be maintained.

(iv) Introduction of 'Learning Management Systems'

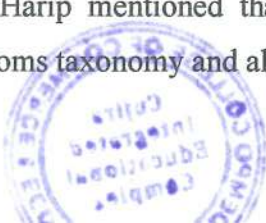
Dr Aruna briefed the house on the practices adopted by the teaching faculty through the use of *google sites* and *google classroom*, which was specific to an individual teacher and his/ her class of students.

Dr Harip mentioned about the plan to introduce *Moodle* with the assistance of Mr Ramrao Wagh of the IT department of Goa University.

Dr Gopal said that learning management system should be a software for evaluation of the system/ course and that *Moodle* only offers a communication system and not evaluation and the effectiveness of the course cannot be checked.

Mr Anand Panvelkar mentioned that individual options for google classroom provides reports on the number of views and that perhaps the institution subscription to the same would offers more options.

Dr Harip mentioned that the learning management system of 'Advaaita' follows Blooms taxonomy and also links student scores in terms of learning outcomes.



Dr Radhika Nayak suggested that the college could try out *google classroom* first.

Dr Gopal also agreed that google classroom could be tried out as it could be cheaper option. He also said that other software may also be checked before arriving at a decision.

(v) Defining a mechanism for obtaining feedback from stakeholders

On obtaining feedback from the employer on the curriculum, Dr Gopal said that the employer could assess the conceptual clarity and skills of the employee and thus judge the effectiveness of the curriculum.

Mr Krushnan Naik said that the college needs to find a database of alumni and contact those who have passed out during the previous 2-5 years so as to get accurate feedback on the curriculum in question.

To this Dr Harip said that the college would be able to contact over 500 alumni from whom information/ feedback could be collected.

(vi) AoB

- The Principal informed the house that the vision and mission of the college was in need of a revision in keeping with the changes in higher education and also to reflect the core values. She mentioned that the college would carry out brainstorming sessions and invited the suggestions and inputs of the IQAC towards the same.
- Dr Radhika Nayak updated the house on the International (pre-Olympic) Sports Conference to be organized by the college in February 2020
- The newly appointed Accountant was introduced to the external IQAC members.
- The house was updated on the progress made on the formulation of the 'Retail Policy' for Goa in collaboration with GCCI.

Harsha
09/04/19
Dr Aruna Mesquita e Noronha
IQAC coordinator

R. Nayak
09/04/19
PRINCIPAL,
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



DCTs S. S. Dempo College of Commerce and Economics, Cujira, Bambolim, Goa.

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

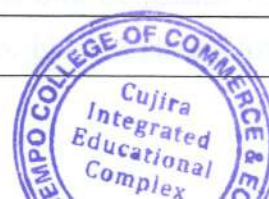
The fifth meeting of the IQAC for the academic year 2018-19 was held on 9th April 2019 at 11:30 a.m. in the conference room of the college.

The agenda for the meeting was as under:

- (i) Confirmation of minutes of the meeting held on February 6th 2019
- (ii) Matters arising out of minutes
- (iii) New short-term courses under DCSD
- (iv) ICT enabled learning through remote linking with institutions of eminence
- (v) AoB

The following members of the IQAC were present at the meeting:

Sr. No.	Name and Designation
1	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2	Assoc. Prof. Gauri Tamba, <i>Vice Principal & Faculty Representative</i>
3	Dr. Aruna Mesquita e Noronha, <i>IQAC Coordinator</i>
4	Asst. Prof. Anand Naik Panvelkar, <i>NAAC Coordinator & Faculty Representative</i>
5	Dr. Harip Khanapuri, <i>Faculty Representative</i>
6	Dr. Sonya Angle, <i>Faculty Representative</i>
7	Asst. Prof. Aditi Barve, <i>Faculty Representative</i>
8	Mr. Rajesh Bhatikar, <i>Management Representative</i>
9	Ms Anjali Bhide, <i>Librarian</i>
10	Dr. Krishna Gopal Rajanala, <i>Local Society Member</i>
11	Mr. Krushnan Naik, <i>Alumnus</i>
12	Mr. Hemant Patil, <i>Student Representative</i>



The following business was transacted at the meeting:

At the outset, the Vice Principal Gauri Tamba welcomed the IQAC members to the meeting.

(i) Confirmation of minutes of the meeting held on February 6th 2019

The minutes of the previous meeting which was circulated to all members was put up for confirmation.

The minutes of the previous meeting was then proposed by Dr Krishna Gopal Rajanala and seconded by Mr Krushnan Naik.

(ii) Matters arising out of minutes

Dr Aruna Mesquita e Noronha informed the house that the training needs assessment of the administrative staff as well as work on the mentoring practices shall be undertaken during the ensuing semester.

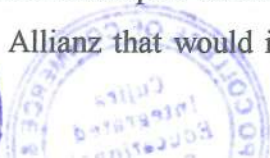
With regard to the learning management systems, Dr Harip Khanapuri informed the house that Google classroom was tested out for its suitability to the college requirements and that the paid version which was taken on a trial basis was found to be expensive for student usage and it also did not incorporate Bloom's Taxonomy, thus not allowing for an effective analysis. Dr Khanapuri also mentioned that the college was in the process of incorporating 'CAMU' by *Advaitaa* which is a complete ERP that includes learning management systems that is in line with Bloom's Taxonomy.

The Principal Dr Radhika Nayak informed the house that the college would be conducting a 2-day training programme on learning outcomes, for all members of the teaching faculty.

Dr Gopal Rajanala mentioned about intensive programmes on learning management systems that go on for up to a year.

(iii) New short-term courses under DCSD

(a) Dr Khanapuri informed that the college would be offering new courses by Bajaj Allianz that would include soft skills, business and banking where the company



would bear the faculty cost and also pay ₹ 550 per student enrolled. He asked the house to suggest new courses and/ or industry through which courses could be offered through DCSD.

Dr Rajanala enquired about the beneficiaries of the training programmes as well as the prospects for placement to which Dr Khanapuri replied that the students of the college were the beneficiaries for almost all courses while plans are being made to offer some courses for the industry, *Retail Analytics* being an example of the same. With regard placement opportunities, Dr Khanapuri mentioned that *SkillVenue* offered to assist in placement of the students in cities like Bangalore if the beneficiaries of their courses so desire.

Dr Radhika Nayak added that courses such as Portfolio Management as well as the others, along with the B.Com degree enhance the prospects of placement for the course beneficiaries. She also mentioned that the college plans to start a full-fledged independent centre for training with a coordinator, through which future training programmes would be planned.

Dr Gopal Rajanala suggested for the college to look at industry requirements for new courses while appreciating the fact the college does offer a decent set of skill development programmes. He also said that it was important to motivate students to work out Goa to ensure that there is added value to the course being undertaken by them through the college.

- (b) Dr Khanapuri enquired as to whether the college could consider catering to the training needs of the missing segment namely; the government staff. To this, the Vice Principal Gauri Tamba suggested that a survey be conducted to assess the skills requirements for the purpose. Dr Gopal agreed that this would be a good approach.

Dr. Sonya Angle suggested that courses catering to the needs of the small scale industry should be offered by the college and Goa Small Industry Association may be approached to discuss the nature and requirements of such courses.



Mr Krushnan Naik suggested that that training programmes for the industry could be considered in the areas such as Tax Planning and GST among others as business houses would be willing to pay.

Dr Radhika Nayak mentioned that the director of DHE shall be insisting on a 3-month training for the administrative staff for every college.

- (c) Dr Harip suggested that the college could take up training programmes for HSSC teachers that would also include updating their knowledge and sharing the same with their students as, the students at the HSSC level are being taught from textbooks alone which also contain outdated information. Vice-Principal Gauri Tamba mentioned that the teachers currently follow compulsory 21-day in-service training for the HSSC teachers which is now conducted by SCERT.

The administrator, Mr Bhatikar suggested that the college designs a programme for the HSSC teachers and propose the same to the government.

- (d) Dr Harip enquired about whether the college could play a role in managerial training. To this, Dr Gopal suggested that this may be done in partnership with another organization such as the GMA.

(iv) ICT enabled learning through remote linking with institutions of eminence

The Principal, Dr Nayak mentioned that the DHE was focused on the enhancement of the use of ICT for the improvement of teaching learning from the academic year 2019-20.

It was also mentioned that the government colleges in Goa already have in place the 'Smart Class' systems that enable interactive student learning through any of the institutions and that DHE plans to offer the same system to the government aided colleges as well.

Dr Harip Khanapuri enquired into the possibility of a linkage with institutions of eminence for enhanced student learning through ICT. To this, Dr Gopal said that the college needs to consider the type of institutions that linkage needs to be established with; whether they should be management institutions, the kind of collaborations that



the college would prefer, among other aspects and concerns. MoU's may be entered into for the purpose, he said.

Mr Krushnan Naik said that the collaborating institution would be interested in the benefits they would derive from the collaboration.

Dr Gopal said that management institutions may show interest in the idea of a collaborative learning as they would get a feeder for the courses offered by them. He opined that the college would do better by improving on the capabilities and exposure of the students.

Dr Khanapuri mentioned that the college could start working on the video-conferencing facilities that may be used to connect with institutions of eminence.

(v) **AoB**

- The Principal Dr Radhika Nayak updated the house on the application being made by the college to acquire a government certification through **HRDF** for the 6-month certificate course in Event Management.

The meeting concluded at 1:15 pm with a Vote of Thanks by the Principal Dr Radhika Nayak who also thanked all the IQAC members for their active participation through the year.

The next meeting was planned for the ensuing academic year, in July 2019.

Dr Radhika Nayak
16/07/19
Dr Aruna Mesquita e Noronha
(IQAC Coordinator)

Dr Radhika Nayak
16/07/19
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



INTERNAL QUALITY ASSURANCE CELL
Action-Taken Report of the IQAC for the Academic Year 2018-19

Sr. No	Recommendations of IQAC	Action Taken
1	<p>Industry-Institution linkage through project consultancy as follows:</p> <ul style="list-style-type: none"> • Developing a liaison with organisations / bodies like GCCI, GMA. • Formation of faculty teams to identify and take up industry (consultancy) projects • Suggested areas were: <ul style="list-style-type: none"> • Formulation of Retail Policy for the State of Goa, in collaboration with GCCI. • Study of the issues relating to the opposition of the 'Goa Tourist Taxi Association' against the app-based Taxi service (Goa Miles) of GTDC and providing suggestions to the government on resolving the issues. • Organising a platform for discussions on regulations of the Real Estate Regulatory Authority (RERA) with stakeholders 	<ul style="list-style-type: none"> • Consultancy areas/ Projects and teams comprising faculty members from the department of commerce were identified for the following areas based on the preference of the faculty members: <ul style="list-style-type: none"> • Block Chain- Dr Vinod Joshua (In-charge), • Issues relating to SSI- Amit Naik (in-charge), • Retail Policy formulation- Dr Aruna Mesquita e Noronha (in-charge). • Preparation of the draft Retail Policy for Goa in collaboration with the Retail Committee of GCCI commenced in November 2018 (work-in-progress) • Seminars/ Workshops planned to work on Block Chain (in progress) • White paper on "Commerce education in Goa vis-à-vis top commerce colleges in the country" – submitted to the education committee (GCCI)
2	<p>Setting up a centre for 'Skills development & employability training' for the purpose of:</p> <ul style="list-style-type: none"> • Offering skill development courses to students to enhance employability and industry professionals for career development. • Look for industry involvement in designing and conducting courses. 	<ul style="list-style-type: none"> • Dempo Centre for Skill Development (DCSD) launched during the academic year 2018-19 • Full-time Centre coordinator appointed



Sr. No	Recommendations of IQAC	Action Taken
		<ul style="list-style-type: none"> New short-term courses planned under the DCSD
3	<p>Setting up of an incubation centre:</p> <ul style="list-style-type: none"> Plan for incubation centre after working on research & consultancy. Possibility of providing a co-working space within the campus. 	<ul style="list-style-type: none"> Discussion with CIBA- Goa for collaboration with regard to Ideation-Innovation-Mentorship under the Institutional Innovation Council (IIC) (for students and other budding entrepreneurs)
4	<p>Reforms in Continuous Internal Evaluation:</p> <ul style="list-style-type: none"> Invitation to industry experts as resource persons for interaction with students Explore other platforms to encourage student interaction with industry 	<ul style="list-style-type: none"> For the BCom programme, a minimum 4-week internship (after college hours) was incorporated into the ISA for students of semester III in 'Retail Management' paper. Students of semester IV in 'Event Management' were deputed as volunteers at various events organised by the State (Serendipity), University and college, as part of ISA evaluation component. Budgetary allocations initiated for resource persons for Alumni/ Industry interaction.
5	<p>Alumni contribution (monetary & non-monetary):</p> <ul style="list-style-type: none"> Need for a formalised plan for allocation of funds for the alumni association. Use of social media to connect with a larger network of institutional alumni for marketing towards a larger pool of alumni 	<ul style="list-style-type: none"> Alumni contribution of ₹11,800 was raised during the year Internal members of the alumni committee met in January 2019 and planned for a general body meeting. Subsequently the general body met in April 2019 and planned for activities.



Sr. No	Recommendations of IQAC	Action Taken
6	<p>Training need assessment for administrative staff:</p> <ul style="list-style-type: none"> • Follow a structured/ formal system to assess training needs based on the job description, job purpose & skills required. Followed by an annual appraisal to assess performance. A training calendar to be prepared and decisions on training be made on the basis of the existing vacuum. 	<ul style="list-style-type: none"> • A 3-member committee appointed consisting of IQAC members Ms. Gautami Karapurkar (in-charge) Dr Sonya Angle, and Dr Krishna Gopal Rajanala (advisor) for the purpose of conducting the training needs assessment • Training needs assessment plan prepared with expertise shared by Dr Krishna Gopal Rajanala, General Manager (Human Resources) Dempo Group of Companies and member of the IQAC of the college.
7	<p>Mentoring process: Prepare mentoring plan with the following modus operandi:</p> <ol style="list-style-type: none"> a) Putting the objectives of mentorship in place b) Define what is expected from the mentors c) Identify the mentor-mentee ratio d) Have a training session on the mentoring system e) Conduct meeting between the mentor and mentee. First begin with frequent meetings and then monthly meetings. f) Evaluation measures to be carried out. 	<ul style="list-style-type: none"> • Mentoring policy of the institution has been drafted and shared with all faculty members. • Sessions for faculty members were conducted by the college counsellor



Sr. No	Recommendations of IQAC	Action Taken
8	<p>Introduction 'Learning Management Systems':</p> <ul style="list-style-type: none"> • Subscription to G-Suite that included 'Google classroom' and other related apps to facilitate teaching-learning • LMS by Advaitaa may be favourably considered for adoption 	<ul style="list-style-type: none"> • The use of 'Google classroom' (free version) incorporated by faculty members for some papers • In the process of incorporating 'CAMU' by Advaitaa – an ERP that includes learning management systems in line with Bloom's Taxonomy. • A Two-day workshop on 'Outcome-based learning in higher education' (Outcome Based Education-OBE) was organised on 12th -13th April 2019 for the teaching faculty for the purpose of preparing Programme, course and learning outcomes as per Bloom's taxonomy. This was a follow-up to the session on OBE using Bloom's Taxonomy titled – Theories in learning and curricula design "Begin with the end in mind", conducted by in-house faculty at the commencement of the academic year on 23rd June 2018
9	<p>Defining a mechanism for obtaining feedback from stakeholders:</p> <ul style="list-style-type: none"> • Obtain feedback from employers through alumni 	<ul style="list-style-type: none"> • Feedback of stakeholders viz; students, teachers, parents, alumni as well as employers was obtained through Google forms



Sr. No	Recommendations of IQAC	Action Taken
10	<p>New short-term courses under DSDC:</p> <ul style="list-style-type: none"> • New courses in soft skills, business & banking • Retail Analytics, • Equity Research and Portfolio Management • Programmes for the HSSC teachers • Obtain Government certification through HRDF for the 6-month certificate course in Event Management 	<ul style="list-style-type: none"> • Certificate course (30 hours) on Equity Research and Portfolio Management was organised • DCSD coordinator appointed (*point 2) • The process was initiated for a 6-month certificate course in Event management for under-graduates, in association with the Human Resource Development Foundation (HRDF) society under the Directorate of Skill Development & Entrepreneurship
11	<p>ICT enabled learning through remote linking with institutions with institutions of eminence:</p> <ul style="list-style-type: none"> • Seek collaborations/ MoU's with institutions for enhanced student learning 	<ul style="list-style-type: none"> • Smart LEDs -Proposal to the management • TISS, Mumbai & Shri Ram college, Delhi finalised for collaboration

Arunka

DR ARUNA MESQUITA e NORONHA
IQAC COORDINATOR

Rajayale

PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



DCTs S. S. Dempo College of Commerce and Economics

Cujira, St.Cruz- Goa

**MINUTES OF THE MEETING OF
THE INTERNAL QUALITY ASSURANCE CELL (IQAC)**

The first meeting of the IQAC for the academic year 2017-18 was held on 12th September, 2017 at 11.30 a.m. in the meeting room of the college.

The agenda for the meeting was as under:

1. To read and approve minutes of the IQAC meeting held on April 22nd, 2017.
2. Induction of new members.
3. To discuss new NAAC format.
4. To discuss medium and long-term plans of action.
- 5.A.O.B

Following members of the IQAC were present during the meeting:

Sr. No.	Name and Designation
1.	Dr. Radhika S. Nayak, <i>Principal and Chairperson (IQAC)</i>
2.	Dr. Harip Khanapuri, <i>Vice Principal and Faculty Representative</i>
3.	Assoc. Prof. Gauri Tamba, <i>Faculty Representative</i>
4.	Dr. Aruna Mesquita e Noronha, <i>Faculty Representative</i>
5.	Asst. Prof. Sonya Angle, <i>Co-ordinator for BBA, Faculty Representative</i>
6.	Ms. Anjali Bhide, <i>Librarian</i>

7.	Mr. Krishnagopal Rajanala, <i>Local Society Member</i>
8.	Asst. Prof. Anand Naik Panvelkar, <i>IQAC Coordinator</i>
9	Mr. Rajesh Bhatikar, <i>Management Representative</i>
10	Mr. Kirit Maganlal, <i>Industry Nominee</i>
11.	Ms. Gautami Karapurkar, <i>Administration Representative</i>

The following business was transacted during the meeting: -

1. The Principal welcomed the members for the first meeting of the academic year 2017-18. The minutes of the meeting held on 22nd April 2017 were read by the IQAC coordinator Asst. Prof Anand Panvelkar. Mr. Krishnagopal proposed the minutes and was seconded by Mr. Kirit Maganlal.
2. The Principal asked for suggestions on the induction of new members to the IQAC. The names suggested were (A) Mr. Ashish Prabhu Verlekar, (B) Mr Shailesh Usgaonkar and, (C) Mr. Satyaprakash Kamat.
3. The Principal announced the new guidelines for NAAC. She said that weekly sessions were being conducted by IQAC and FDRC for the faculty members.
4. She also mentioned about E-platform *Prapti* introduced by the college which would help in maintaining updated records in the college of various activities.
5. The Principal informed the members that the new administrator Mr. Rajesh Bhatikar had joined from 1st August 2017 and that he aims at improving the administration and carrying on online processes as well as expansion of academic activities.
7. The Principal also informed the members that Local Management Committee has allowed for two programmes viz; B. Com. Honours and B.Voc. programme in media and journalism. She said that the chairman has asked to promote the programmes outside Goa for more student intake. He has also planned for hostel facilities for non-resident students.

8. The Principal presented short term plans of all departments. She also informed about the M.Com department starting competitive coaching programme for MBA and Commerce department starting with Business Analytics Programme.

9. Mr. Maganlal appreciated the efforts put in by the Commerce department for starting Business Analytics programme.

10. Dr. Khanapuri said that the Business Analytic course would be offered to outside students as well. He also said that the trainers of the course were well qualified and experienced. The digital marketing course would be launched in the next semester. He informed that the chairman would be presenting the certificates to the first batch of the students of the 'Business Analytics' programme.

11. Mr Krishnagopal stressed upon the need for repositioning the placement activities . He said that skills development programmes have to be introduced and job summaries to be made available to the students for information.

12. The Principal informed about the new software to track students' progression.

13. Dr. Khanapuri stressed upon the need for increased corporate participation.

14. Mr. Krishnagopal said that small projects have to be undertaken by the students to get exposure of practical work. He also said that a survey needs to be undertaken to find where the jobs are available to the graduates.

15. Mr. Krishnagopal said that the students need to be well-groomed and should know how to operate in a business environment.

16. Mr. Maganlal said that the college should get the right connect with the industry to get small projects. He said that the college should find like-minded companies and get projects from them.

17. Mr. Bhatikar said that tracking of the student's progression can be done by using a software called ALMA Shine. Reputed institutes are benefitting from the services of these agencies.

18. Mr. Bhatikar said that the affiliated colleges do not have control on the syllabus. As a result, the college needs to find deficiency in students and work on them to make them industry ready.

19. Mr. Maganlal said that small courses add value to the student's qualifications and make them industry ready.

20. Mr. Bhatikar said that the students would be willing to pay for short-term courses as long as they have value addition.

21. It was suggested that the meeting of the IQAC be held on last Thursday of every month.

The meeting ended with a Vote of Thanks by the Principal.

Aruna
18/08/18
DR. ARUNA MESQUITA e NORONHA
IQAC COORDINATOR

Rajendra
18/08/18
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

INTERNAL QUALITY ASSURANCE CELL
Quality Initiatives / Action Taken Report of the IQAC for the Academic Year
2017-18

S.No	Recommendations of IQAC	Action Taken	Reasons for Deviation	Planned Action
1	Integrated Master of Commerce Programme	Syllabus was drafted with inputs from Chartered accountants and Companies Secretaries. The Programme plans were pushed forward to the Goa University	-	-
2	Change from Master of Arts in Tourism and MATHM to MTTM		-	-
3	Weekly IQAC sessions	The IQAC co-ordinator organised sessions every Wednesday from 12:30 onwards	-	-
4	Weekly FDP sessions	The FDRC organised sessions every Friday from 12:30 onwards	-	-

Arunha
18/08/2018

DR ARUNHA MESQUITA e NORONHA
(IQAC COORDINATOR)



Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim - Goa

Seminar on 'TAX PLANNING FOR SALARIED CLASS'

Date: 11 March 2022 Time: 12:00 PM

Sr.No.	Name of the Staff (2021-22)	Signature
1	Dr. (Ms) Radhika S. Nayak	
2	Dr. Aruna Mesquita Noronha	
3	Ms. Derina Dourado Rodrigues	
4	Dr. Sangeeta Chakrabarty	
5	Dr. Prisca I Braganza	
6	Ms. Gauri Tamba	
7	Dr. Smitha B. Kamat	
8	Mr. Nikhil Varekar	
9	Mr. Anand Naik Panvelkar	
10	Dr(Ms) Deepali Churi	
11	Ms. Vibha Pai Angle	
12	Ms. Trupti Chodankar (CCL)	
13	Ms. Nutan G. Nayak	
14	Dr. Neeta Mazumdar (Trfd on Deputation)	
15	Ms. Aditi Barve	
16	Dr. Vinod Joshua	
17	Dr. Felcy Coelho (Joined back from ccl on 2.3.2022)	
18	Ms. Sameera Khan	
19	Ms. Valerie Fernandes	
20	Ms. Reshma Pai Angle	
21	Dr. Micheal Victor Dias (College Director Phy. Edu.)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sylvia Britto (On leave)	
24	Mr. Amit Naik	
25	Mr. Ram Gaonkar	
26	Mr. Kushal Premanand Kerkar	
	Contract Basis Staff	
1	Mr. Shashikant Morajkar (Reported to DHE)	
2	Dr. Amitha Shanbhogue	
3	Ms. Sonia Vinay Chodankar	
4	Ms. Manalee Sinari	
5	Ms. Shruti Ekawade	
6	Mr. Shrikant Madar	
7	Ms. Veerani V. Naik	
8	Ms. Runa Menezes	
9	Mr. Suraj Parmekar	



R. Jayale
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

10	Ms. Saylee Kunkolienkar	
11	Mr. Siddhesh Narvekar	
12	Ms. Sonal Undakoti	
13	Mr. Marlow Lawrence	
14	Ms. Odilia Lopes	OL
15	Ms. Vitiksha C. Venji	VVH
16		
	<u>Lecture Basis Staff</u>	
1	Ms. Jesly Araujo	
2	Mr. Franklin Desa	
3	Ms. Sarita Parkar	
4	Ms. Anjita Gaonkar	
5	Ms. Alisha Carvalho	
6	Ms. Delisha Rebello	
	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	NW
2	Mr. Akshay Naik	AN
3	Ms. Abhisha Naique	AN
4	Ms. S. Sneha	SN
	<u>I M.Com Staff</u>	
1	Ms. Ashfa Shaikh	
2	Ms. Aparna Rege	
3	Mr. Siddhesh Morajkar	
4	Mr. Omkar Tilve	
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	
2	Ms. Mamata Kane	MK
3	Ms. Sharmila Swami	
4	Ms. Tania Shirodkar	
5	Ms. Krupa Pednekar	
6	Ms. Vishwa Naik Raikar	
7	Omkar Pawaskar	
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	
	<u>M.T.T.M.</u>	
1	Ms. Cheryl Dias	
2	Mr. Yash Prabhugaonkar	



K. Jayale
PROFESSOR and PRINCIPAL
S.S. DEMP COLLEGE OF
COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex
 Cujira - Goa.

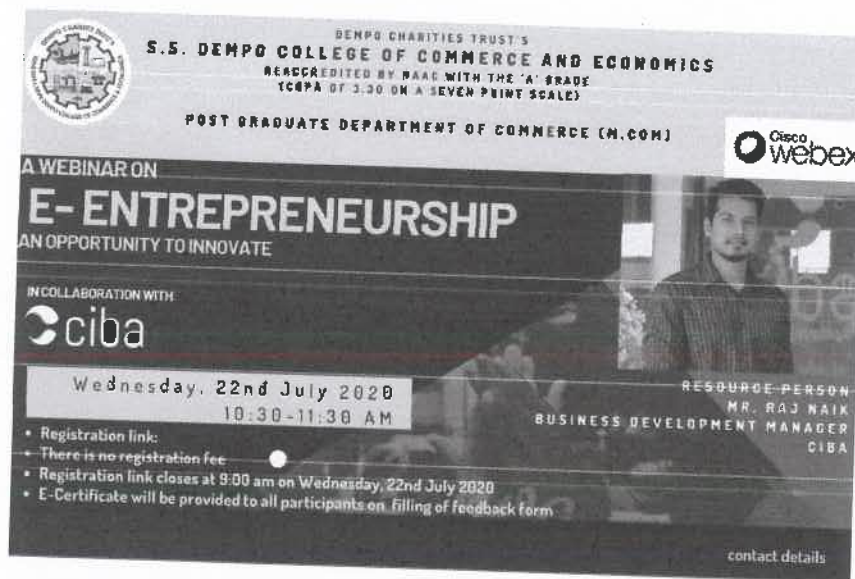
DCT's

S. S. Dempo College of Commerce & Economics, Cujira Goa

PG Department of Commerce (MCOM) in association with Centre for Incubation and Business Acceleration (CIBA)

Report on online international webinar: "E-Entrepreneurship: an opportunity to innovate"

PG Department of Commerce (MCOM) in association with Centre for Incubation and Business Acceleration (CIBA) organized an online international webinar on "E-Entrepreneurship: an opportunity to innovate" on 22nd July 2020 by Mr Raj Naik, Business Development Officer, CIBA



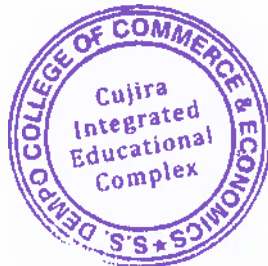
Webinar Poster

The interactive session was well attended by 151 participants. The webinar was organized to make students aware of the various online business avenues available during the time of pandemic so that they could supplement the family income. The student feedback indicated that it was an informative and useful session. All the participants were provided with e-certificates after the feedback.

Asst. Professor: Namrata S. Wagle

Course Co-Ordinator

MCOM Program



Dr. Radhika Nayak

Professor and Principal
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.


DCT's

S.S. Dempo College of Commerce and Economics, Cujira, Goa


**PG Department of Tourism Studies (MTTM) in association with Dempo
College IATA Authorised Training Center**


Report on the Online International Webinar

The MTTM Department successfully organised an online international webinar on 'Adding value to your professional profile through IATA Airport Operations and IATA Revenue Management courses', on 10th September 2020 by Mr. Gurjit Gill - Manager Training Partnerships, Montreal, Canada.



Dempo Charities Trust's
S.S. Dempo College of Commerce and Economics
Deendayal Integrated Educational Complex, Cujira, Goa
Reaccredited by NAAC at the 'A' Grade (with a CGPA of 3.30)





**'Adding value to your professional profile through
IATA Airport Operations and IATA Revenue
Management courses'**

Resource Person: Mr. Gurjit Gill, Manager, IATA Training
Partnerships, Montreal, Canada

Organised by PG Department of Tourism Studies (MTTM)
DCT's, S.S. Dempo College, IATA Authorised Training
Center, Cujira, Goa

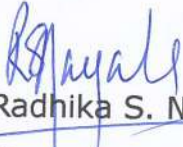
on 10th September 2020 at 5:30 p.m. IST

Webinar Poster

The interactive session was well attended by 35 participants. The students were enlightened about new international career avenues that they can prepare for during the present pandemic times. The student feedback indicated that it was an engaging, interactive and motivating session and around 48% were willing to take up the course in near future. All the participants were provided with e-certificates after the feedback.

Link to participant attendance/certification:

<https://drive.google.com/drive/folders/1jBhGZRxeDlzUrlpfjOzB5WkuNDfDYVqK?usp=sharing>


Dr. Radhika S. Nayak

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.




Dr. Cheryl Venan Dias
Programme Coordinator – MTTM

Date: 11th September, 2020

DCT's

S. S. Dempo College of Commerce & Economics, Cujira Goa

PG Department of Commerce (MCOM) in association with NCDEX- Institute of Commodity Markets

Report on online webinar: "Agriculture Commodity Derivatives Market"

PG Department of Commerce (MCOM) in association with NCDEX- Institute of Commodity Markets organized an online webinar on "Agriculture Commodity Derivatives Market" on 27th October 2020. The resource persons were Mr Aleen Mukherjee, Executive Vice President and COO NCDEX; Mr Ram Gopal Yadav, Deputy Manager, NICR; Mr Niraj Shukla, Senior Economist- Market Intelligence at NCDEX; Ms Anuradha Singh- Sr. Associate, NICR.

The poster is for a live webinar titled "Agriculture Commodity Derivatives Market". It is presented by S.S. Dempo College of Commerce & Economics in collaboration with NCDEX - Institute of Commodity Markets and Research (NICR). The event is on Tuesday, October 27, 2020, from 3:00 PM to 5:00 PM. The platform used is Cisco Webex. The registration link is <https://forms.gle/hlyQXga7s2xcU2jV8>. For more information, contact phone 9403272888 or email akshaynalk644@gmail.com. The speakers are Mr. Aleen Mukherjee (Executive Vice President and COO of NCDEX), Mr. Ram Gopal Yadav (Deputy Manager, NICR), Mr. Niraj Shukla (Senior Economist - Market Intelligence at NCDEX), and Anuradha Singh (Sr. Associate, NICR). A note at the bottom states: "E-Certificate will be provided to all participants on filling of feedback form".

Webinar Poster

India being an agrarian economy, the webinar highlighted the importance of trading in agricultural commodities and oriented the students with the derivative products available on NCDEX in the agriculture sector. 18 participants attended the workshop.

Asst. Professor: Namrata S. Wagle

Course Co-Ordinator

MCOM Program



Professor and Principal

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

**DCT's S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
DEPARTMENT OF EVENT MANAGEMENT
REPORT OF THE WORKSHOP ON "HOW TO CREATE IMPRESSIVE
PRESENTATIONS"
18th November, 2020.**

A one-day Workshop on "How to Create Impressive Presentations" held on 18th November, 2020 was organised by the Department of Event Management, DCT's S. S. Dempo College of Commerce and Economics in the Event Management Lab. The main objective of the workshop was to provide knowledge on How to create impressive PowerPoint presentations on different events. The workshop was attended by 9 students from PG Event Management. The workshop was conducted by Ms. Natasha Pereira Proprietor of Watch Us Plan (Event Planner) and Ex-student of PGDM – Event Management (Batch 2018 – 2019)



Resources person Ms. Natasha Pereira conducting the workshop


Prof. Radhika S. Nayak
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.




Asst. Prof. Vishal Rane
Programme Coordinator
PGDM – Event Management

**DCT'S
S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
CUJIRA, BAMBOLIM - GOA**

**REPORT
2020-21**

Webinar on Marketing for Modern Businesses

A webinar was organized for the TYBBA students on the topic "Marketing for Modern Businesses" on 19th November 2020 It aimed at sensitizing students about the current marketing scenario due to the pandemic crisis. The webinar also highlighted the marketing practices modern businesses use. The speaker of the session was Dr. Nihar Amoncar, Director of MBA Programme and Senior Lecturer in Strategic Management at the University of Derby, U.K. The webinar had a participation of 68 students and was coordinated by BBA faculty Ms. Renita Almeida and Ms. Tania Shirodkar.



D. C. T. 'S
S. S. DEMPO COLLEGE OF
COMMERCE AND
ECONOMICS
(Reaccredited by NAAC at 'A' grade with a CGPA of 3.30/4)
BBA DEPARTMENT

**MARKETING FOR
MODERN
BUSINESSES**

A WEBINAR
DR. NIHAR AMONCAR
Director of MBA programme and senior lecturer
in strategic management at the University of
Derby, UK.

19 NOVEMBER 2020 | 3:00PM

On Google Meet

Caption: Webinar on Marketing for Modern Businesses

Dr. Sonya K. Angle
BBA Coordinator

Dr. Radhika S. Nayak
Principal



PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

DCT'S
S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
CUJIRA, BAMBOLIM - GOA

REPORT
2020-21

Webinar on Optimize Your Profile on Job Portals

A webinar on "Optimize Your Profile on Job Portals" was organized for the TYBBA student on 25th November 2020. The aim of the session was to assist the students to create, update and optimize their personal profiles on LinkedIn and job sites. The speaker for the session was Ms. Richa M. Ramola, Sr. Vice President and Head H.R., Landmark Insurance Brokers Pvt. Ltd. The session was attended by 65 students and 2 staff. This activity was conducted as part of the Placement Cell Activity to prepare students in their job search and placements.



D. C. T. 'S
S. S. DEMPO COLLEGE OF
COMMERCE AND
ECONOMICS
(Recognized by NAAC at 'A' grade with a CGPA of 2.38/4)
BBA DEPARTMENT

Optimize Your Profile
On Job Portals

A Webinar on Improving Your Virtual Presence

Join Richa M. Ramola, Sr. Vice President & Head HR, Landmark Insurance Brokers Pvt. Ltd. as she talks about the creation and optimization of a personal profile on LinkedIn and job portals.

NOV 25 • WED • 11:30 AM

JOIN ON ZOOM
MEETING ID: 737-5574-3225
PASSCODE: INTERVIEWS

Caption: Webinar on Optimize Your Profile on Job Portals

Dr. Sonya K. Angle
BBA Coordinator



Dr. Radhika S. Nayak
Principal

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

**Dempo Charities Trust's
S.S. Dempo College of Commerce & Economics,
Cujira, Bambolim, Goa**

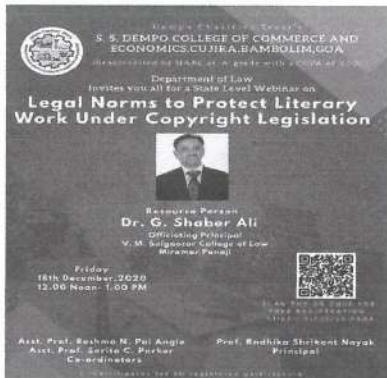
REPORT

**ONE-DAY STATE LEVEL WEBINAR ON “LEGAL NORMS TO PROTECT
LITERARY WORKS UNDER COPYRIGHT LEGISLATION”**

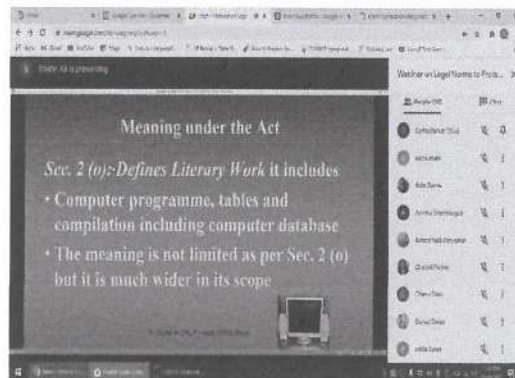
The Department of Law organised a One-Day State Level Webinar on “Legal Norms to Protect Literary Works under Copyright Legislation” (online) on 18th December, 2020 from 12.00 noon - 1.00 pm for the faculties of under-graduate colleges from within and outside the state. Approximately 40 faculties attended the webinar.

The resource person for the webinar, Dr. G. Shaber Ali, Officiating Principal, V. M. Salgaoncar College of Law, Miramar, Goa, introduced the concept and subject matters of Copyright and highlighted the importance of copyright for those involved in the teaching field.

The Webinar was co-ordinated by Assistant Professor Reshma N. Pai Angle and Assistant Professor Sarita C. Parker.



Webinar Brochure



Screenshot of the session

RM Angle
Reshma N. Pai Angle
Co-coordinator for Webinar



R Gayale
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

Dempo Charities Trust's
S.S. Dempo College of Commerce & Economics
Cujira, Bambolim – Goa

REPORT

Webinar on 'ZOOM in for Effective Teaching'

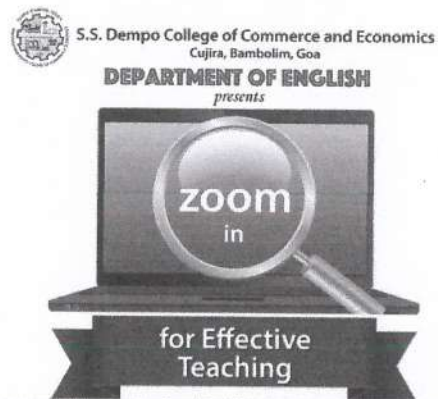
The Department of English conducted an interactive webinar titled, 'ZOOM in for Effective Teaching' on 4th March 2021 from 11.00 a.m to 1.00 p.m. The purpose of the webinar was to equip participants, mainly College and Higher Secondary teachers, with the skills to use Zoom Video Conferencing as an effective tool for online teaching and learning in the virtual classroom. The webinar was conducted by Asst. Prof. Runa Menezes and attended by 28 participants from institutions across Goa and a few from colleges in India, including Mumbai and Ranchi.



Conducting an online poll for the participants



Screenshot of few of the participants

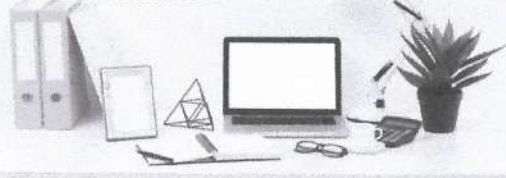


An interactive webinar on the effective use of Zoom to enhance teaching and learning in the virtual classroom


Date: 4th March 2021 Time: 11.00 a.m - 1.00 p.m

Who should attend?
 ● If you have been using Zoom to teach or host lectures or meetings
 ● If you have been using any other video conferencing tool to teach

Key takeaways
 ● How to use Zoom tools & features to facilitate teaching
 ● How to make the virtual classroom more interactive
 ● Common mistakes to avoid



Webinar Flyer


Asst. Prof. Runa Menezes,
Webinar Organizer



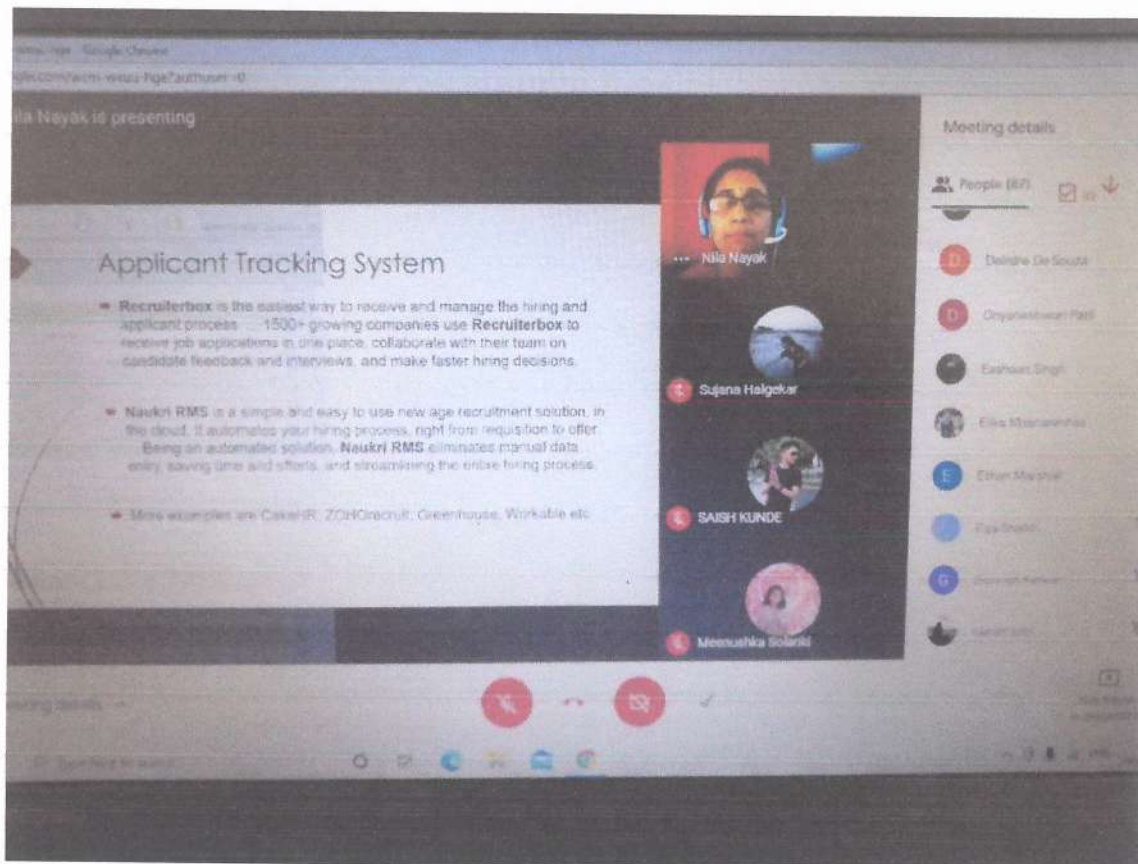

Dr. Radhika Nayak,
Principal
PRINCIPAL and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

**DCT's S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
BACHELOR OF BUSINESS ADMINISTRATION DEPARTMENT**


Academic year 2020-21

Report of Webinar on Talent Management


A webinar on Talent Management was conducted for the students of SYBBA, on 18th March 2021, by Ms. Nila Nayak, HR Consultant, Sapna Technologies and visiting Professor of GIM and Goa University. The interaction was aimed at discussing how Talent Management works in the digital era and the various challenges. 87 students attended this session.



Caption: Webinar on Talent Management


Dr. Sonya K. Angle
BBA Coordinator




Dr. Radhika S. Nayak
Principal
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

DCT's S. S. Dempo College of Commerce & Economics Cujira Goa

REPORT – TWO-DAY WEBINAR ON 'INTELLECTUAL PROPERTY RIGHTS AND IP MANAGEMENT' ORGANISED BY INSTITUTION'S INNOVATION COUNCIL

The Institution's Innovation Council under the directives of MoE's Innovation Cell, Government of India, Ministry of Education Initiative and All India Council for Technical Education organized a Two-Day Webinar on the theme 'Intellectual Property Rights and IP Management'

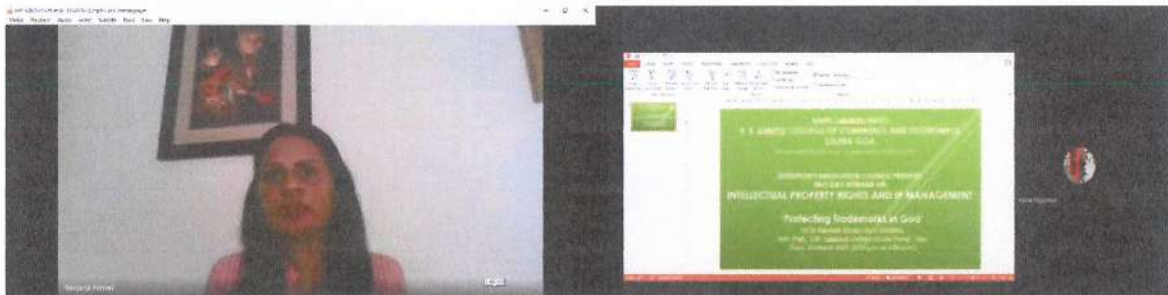
Date: Thurs. 25-March and Fri. 26-March-2021.

Programme Coordinator: Asst. Prof. Siddhesh Narvekar, IIC Member.

The webinar was split into four sessions as was taken on Google Meet platform.

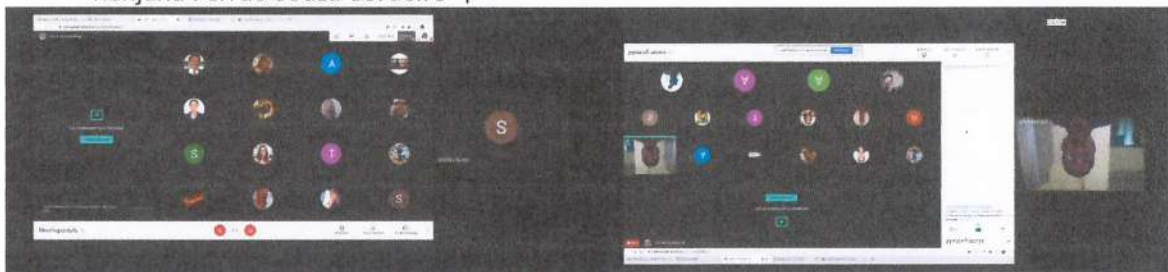
1. Technical Session I: 'Perception of IPR and Its Components' by Dr. G. Shaber Ali, Officiating Principal of V. M. Salgaocar College of Law, Panaji – Goa (12:00 p.m. onwards)
2. Technical Session II: 'Protecting Trademarks in Goa' by Dr. Ranjana Ferrao Souza Cordeiro, Assistant Professor at V. M. Salgaocar College of Law, Panaji – Goa
3. Technical Session III: 'Intellectual Property Rights for Technology and Business' by Mrs. Suwarna Surlakar, the Director of FunMinds Learning Tech. Pvt. Ltd. (12:30 p.m. to 1:45 p.m.)
4. Technical Session IV: 'Patents and Public Interest' by Dr. T. Ramakrishna, Professor at National Law School of India University, Bengaluru (3:00 p.m. to 4:15 p.m.)

A total of 142 participants were present in all the four sessions.




↑ 'Protecting Trademarks in Goa' by Dr. Ranjana Ferrao Souza Cordeiro ↑

↑ Inaugural Ceremony ↑



↑ Participants in session 'Perception of IPR and Its Components' by Dr. G. Shaber Ali ↑

↑ 'Patents & Public Interest' by Dr. T. Ramakrishna, Professor at National Law School of India University ↑

 31-Mar-2021

Siddhesh S. Narvekar
IIC Member and Programme Co-ordinator
Asst. Prof. in Commerce



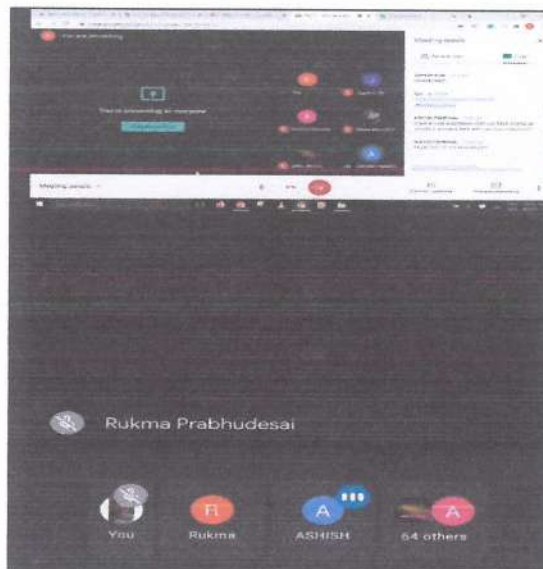

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

**DCT's S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
BACHELOR OF BUSINESS ADMINISTRATION DEPARTMENT**

Academic year 2020-21

Report of Webinar on 'Experiential Marketing'

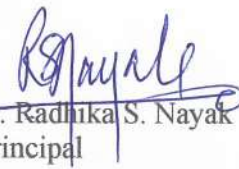
A webinar on Experiential Marketing was conducted for the students of S.Y.B.B.A. by Ms. Rukma Prabhudesai, Co-founder and Creative head of Cutting Chai Creatives, a leading Creative Marketing Agency in Goa on 16th April 2021 over the google meet platform. Ms. Prabhudesai also shared her personal experience of how she was a part of ITC Ashirwaad's "Danee danee mein" campaign help at Laal Baughcha Raja, Mumbai. 68 students attended the session.



Caption: Webinar on 'Experiential Marketing'


Dr. Sonya K. Angle
BBA Coordinator




Dr. Radhika S. Nayak
Principal

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

DCT's S.S. Dempo College of Commerce and Economics, Cujira-Goa Report

Webinar on “Essentials of Technical Analysis for Financial Markets”

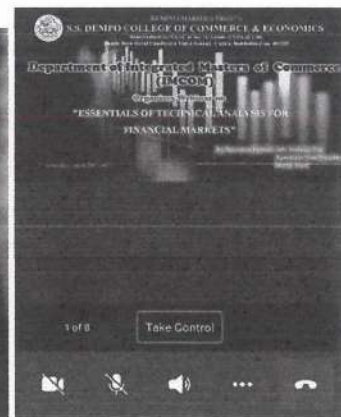
The Department of I.M.Com conducted a webinar on “Essentials of Technical Analysis for Financial Markets” on Saturday, April 24th 2021 from 10:00 a.m. to 2:00 p.m. using the MS Teams Platform. The resource person Mr. Swarup Das, Associate Vice President, Northern Trust, shared his knowledge on technical analysis and motivated the students in understanding the key concepts which included basics of Technical Analysis, Support & Resistance, Charts, Candlestick Patterns, Trading Strategies etc. The webinar was attended by 62 participants. The webinar was organised by Mrs. Aparna Rege Hodarkar, Asst. Professor, I.M.Com and coordinated by the course coordinator Asst. Prof. Ashfa Shaikh.



Brochure of the Webinar

A screenshot of the webinar schedule displayed on a screen. The schedule is as follows:

Schedule of the Programme	
10:00 AM	Writing: Introduction of the Resource Person
10:00 AM - 11:40 AM	Session I: Basics of Technical Analysis, Support & Resistance, Charts & Candlestick patterns
11:49 AM - 12:00 NOON	Break
12:00 Noon - 1:30 PM	Session II: Trading Strategies
1:30 PM - 2:00 PM	D & A Session
2:00 PM	Vote of Thanks



Screenshots of the Webinar

Asst. Prof. Ashfa Shaikh
I.M.Com Course Coordinator



Prof. Radhika Nayak

Principal
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Deendayal Integrated School Complex,
Cujira - Goa.

**DCT's S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
BACHELOR OF BUSINESS ADMINISTRATION DEPARTMENT**

Academic year 2020-21

Report of Webinar on 'How to Kickstart your Business'

A webinar was organised for the students of S.Y. B.B.A. on 29th April 2021 with Mr. Ashton Souza, who has worked with the Govt. of Goa in various capacities, including being Director at the Govt. of Goa's first Entrepreneurship Cell, before starting his venture in the business consultancy domain. Mr. Souza was invited to conduct the session and he shared many insights with the students on how to kick start their own business ventures and how to build a network for a start-up and also showed them some of the business models with examples. The session was very informative in terms of learning new concepts and ideas. 63 students attended the same



Caption: 'How to Kickstart your Business'


Dr. Sonya K. Angle
BBA Coordinator




Dr. Radhika S. Nayak
Principal
PROFESSOR and PRINCIPAL
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COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

DCT's

S. S. Dempo College of Commerce & Economics, Cujira Goa
PG Department of Commerce (MCOM) in association with VVM's Shree
Damodar College of Commerce and Economics

Report on online webinar: 'Data Analysis using SPSS Software'

The PG Department of Commerce, in association with VVM's Shree Damodar College of Commerce and Economics, organized a workshop on 'Data Analysis using SPSS Software' on 19th June and 7th July 2021. The resource person for the workshop was Dr. Kaustubh Kamat, Asst. Director of Higher Education, Goa.

DCT's
S.S. Dempo College of Commerce and Economics,
Cujira-Bambolim-Goa
Post Graduate Department of Commerce
IN ASSOCIATION WITH
VVM's Shree Damodar College of Commerce and Economics
Organises

"WORKSHOP ON DATA ANALYSIS USING SPSS"

19th June 2021
11 a.m - 2p.m

Google Meet

Dr. Kaustubh Kamat
Asst. Director of Higher Education

Principal
Dr. Radhika S. Nayak

Faculty Coordinators
Program Co-ordinator: Asst. Prof. Namrata Wagle
Asst. Prof. Aakruthi Alarnkar

It was designed to provide an insight and understanding into analysing primary data using SPSS software to the MCom students. 46 students participated in the workshop. The application of the appropriate statistical technique on the data was also highlighted by the resource person.

Asst. Professor: Namrata S. Wagle

Course Co-Ordinator

MCOM Program

Professor and Principal



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Cujira - Goa.

**DCT's S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
BACHELOR OF BUSINESS ADMINISTRATION DEPARTMENT**

Academic year 2020-21

Report of Webinar on 'Financial Markets'

Mr. Azharuddin Mulla, a lecturer, entrepreneur and a seasoned trader in the financial market was invited to conduct a webinar for the SYBBA students on 25th June 2021. The session was very informative in terms of how financial markets functions, investment options, analysing investment strategy and choosing the right option. A total of 98 students attended the same.



Caption: Webinar on 'Financial Markets'


Dr. Sonya K. Angle
BBA Coordinator




Dr. Radhika S. Nayak
Principal

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**DCT's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS
DEPARTMENT OF EVENT MANAGEMENT REPORT OF THE
WORKSHOP ON "PHOTOGRAPHY AND VIDEO EDITING"**

05th & 06th July, 2021.

A two-day Workshop on "Photography and Video Editing" held on 05th and 06th July, 2021 was organised by the Department of Event Management, DCT's S. S. Dempo College of Commerce and Economics in the Event Management Lab. The main objective of the workshop was to provide knowledge how to use professional cameras to take Photographs and Videos.



Resource Person Mr. Rajkishor Chauhan, Professional Photographer and Graphic Designer conducting the workshop.

The workshop was attended by 9 students from the PG Event Management Department

The workshop was held at Event Management Lab with the theory session on Professional Digital Cameras and Camera Lenses. Followed by session on Video Editing using Premier Pro software.



Students of PG Event Management attending the workshop



Students practicing Photography and Videography

Rachika S. Nayak
Prof. Rachika S. Nayak

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 Deendayal Integrated School Complex,
 Cujira - Goa.



Vishal Rane

Asst. Prof. Vishal Rane
Programme Coordinator
PGDM – Event Management

ONE-DAY WORKSHOP ON 'FORMULATION OF COURSE OUTCOMES'
ORGANISED BY THE IQAC








22ND JUNE 2019

Dempo Charities Trust's
S. S.Dempo College of Commerce & Economics, Cujira, Bambolim - Goa

Sr.No	Name of the Staff (2018-19)	Signature
1	Dr. (Ms) Radhika S. Nayak	<i>RS Nayak</i>
2	Ms. Gauri Tamba	<i>GS Tamba</i>
3	Dr. Pravin P. Naik Gaonkar	-
4	Ms. Derina Dourado Rodrigues	<i>Dourado</i>
5	Ms. Sangeeta Chakrabarty	-
6	Shri. Augusto Pinto	-
7	Dr. (Ms). Prisca I. Braganza	<i>Prisca</i>
8	Dr. Aruna Mesquita e. Noronha	<i>Aruna</i>
9	Dr. Smitha B. Kamat	-
10	Shri. Nikhil Varekar	<i>Nikhil</i>
11	Shri. Anand Naik Panvelkar	<i>Anand</i>
12	Dr. Harip Khanapuri	<i>Chhy</i>
13	Dr. (Ms) Deepali Churi	<i>Deepali</i>
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	<i>Trupti</i>
16	Ms. Nutan G. Nayak	<i>Nutan</i>
17	Ms. Aditi Barve	<i>Aditi</i>
18	Dr. Neeta Mazumdar	-



RS Nayak
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE
COMMERCE & ECONOMICS
Deendayal Integrated School Complex
Cujira - Goa.

19	Dr. Vinod Joshua	
20	Ms. Feley Coelho	—
21	Ms. Sameera Khan	
22	Ms. Valerie Fernandes	
23	Michael victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	—
25	Ms. Sylvia Britto	
26	Ms. Anjali Bhide – Librarian	—
Contract Basis Staff		
27	Ms. Amitha Shanbhogue	
28	Ms. Pradnya Pai. Dukle	—
29	Mr. Shashikant Morajkar	—
30	Mr. Amit Naik	
31	Ms. Odilia Lopes	—
32	Ms. Poonam Navelkar	—
33	Ms. Alisha Lobo	—
34	Ms. Manalee Sinari	—
35	Mr. Santosh Kumar Bhal	
36	Ms. Alisha Araujo	—
Lecture Basis Staff		
37	Ms. Tejaswi Naik	—






PROFESSOR
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS
Deendayal Integrated School Complex
Cufira - Goa.

38	Ms. Kavya Sudarsan	—
39	Ms. Nita Naeholkar	—
40	Ms. Roohi Khan	—
41	Ms. Padma Shanbhag	—
	M.Com Staff	
42	Ms. Namarata Wagle	AW
43	Ms. Thereza Coutinho	—
44	Ms. Urvashi Naik	—
45	Ms. Akriti Alarnkar	—
	I.M. Com Staff	
46	Mr. Rohit Prabhudesai	—
47	Ms. Ashfa Shaikh	Shaikh
	B.B.A. Staff	
48	Ms. Sonya Angle	SA
49	Ms. Sharmila Swami	Sharmila
50	Ms. Mamta Kane	M Kane
51	Ms. Tania Shirodkar	T Shirodkar
52	Ms. Renita Samantha Ferreira Almeida	SA
53	Ms. Krupa Kudalkar	—
	PGDM – EM Staff	
54	Vishal Rane	V Rane



PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE
COMMERCE & ECONOMICS
Deendayal Integrated School

	M.T.T.M	
55	Ms. Cheryl Dias	
56	Ms. Benzia D'Souza	




PROFESSOR and PRINCIPAL
S.S. DEMHO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

25/09/2019

IQAC SESSION

B.COM LAB - 12:45 pm

REFERENCING TOOLS FOR LITERATURE REVIEW IN RESEARCH.

RESOURCE PERSONS: { ASST. PROF. SAYLEE KUNCOLIENKAR }
{ ASST. PROF. SUSHILA TELGIRI }

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

<u>Sr.No.</u>	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	— Sameer
3	Ms. Derina Dourado Rodrigues	
4	Dr. Sangeeta Chakrabarty	—
5	Shri Augusto Pinto	On leave
6	Dr. Prisca I Braganza	—
7	Dr. Aruna Mesquita Noronha	— Tamba
8	Dr. Smitha B. Kamat	—
9	Shri. Nikhil Varerkar	—
10	Shri Anand Naik Panvelkar	—
11	Dr. Harip Khanapuri	—
12	Dr(Ms) Deepali Churi	—
13	Ms. Vibha Pai Angle	—
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	—
16	Ms. Aditi Barve	—
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	—
19	Dr. Felcy Coelho	—
20	Ms. Sameera Khan	—
21	Ms. Valerie Fernandes	On leave
22	Micheal Victor Dias (College Director Phy. Education)	—
23	Ms. Anjali Bhide - Librarian	—




PROF. *R. Nayak*
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

24	Ms. Sylvia Britto	<i>Sylvia</i>
25	Ms. Reshma Pai Angle	On leave
26	Mr. Ram Gaonkar	<i>Ram</i>
27	Mr. Amit Naik	—
<u>Contract Basis Staff</u>		
1	Dr. Amitha Shanbhogue	—
2	Ms. Manalee Sinari	—
3	Mr. Santosh Kumar Bhal	<i>LOK</i>
4	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
5	Mr. Gulam Goush Ansari	<i>Gulam</i>
6	Ms. Raashi Jyothi Panvelkar	—
7	Ms. Odilia Lopes	<i>Odilia</i>
8	Ms. Alisha Lobo	<i>Alisha</i>
9	Ms. Alisha Carvalho	—
10	Ms. Sonal Undakoti	<i>Sonal</i>
11	Ms. Sushila Telgiri	<i>Sushila</i>
<u>Lecture Basis Staff</u>		
1	Ms. Pradnya Pai Dukle	—
2	Mr. Shashikant Morajkar	—
3	Ms. Sarita Parkar	—
4	Dr. Jesly Araujo	—
5	Ms. Winita Rawool	—
6	Ms. Vishakha Bhonsale	—



Rajayale
 PROFESSOR AND PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
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 Cujira - Goa.

	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	—
2	Ms. Aakruti Alarnkar	—
3	Mr. Akshay Naik	—
4	Ms. Abhisha Naique	—
	<u>I.M.Com Staff</u>	
1	Ms. Ashfa Shaikh	—
2	Ms. Aparna Rege	—
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	—
2	Dr. Mamata Kane	—
3	Ms. Sharmila Swami	—
4	Ms. Renita Samantha Ferreira Almeida	—
5	Ms. Tania Shirodkar	—
6	Ms. Krupa Pednekar	—
7	Dr. Yogita Wagh	—
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	—
	<u>M.T.T.M.</u>	
1	Ms. Benzia D'souza	
2	Ms. Cheryl Dias	



R. S. Nayale
PROFESSOR and PRINCIPAL
S.S. DEMIDO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

09/10/2019 IQAC SESSION ON : 12:45 pm
 A.V. ROOM WORKING ON RESEARCH PROJECTS & RESEARCH PAPERS
 RESOURCE PERSON: DR SANGEETA CHAKRABARTY

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	-
2	Ms. Gauri Tamba	<i>[Signature]</i>
3	Ms. Derina Dourado Rodrigues	-
4	Dr. Sangeeta Chakrabarty	<i>[Signature]</i>
5	Shri Augusto Pinto	On leave
6	Dr. Prisca I Braganza	<i>[Signature]</i>
7	Dr. Aruna Mesquita Noronha	<i>[Signature]</i>
8	Dr. Smitha B. Kamat	-
9	Shri. Nikhil Varerkar	-
10	Shri Anand Naik Panvelkar	-
11	Dr. Harip Khanapuri	<i>[Signature]</i>
12	Dr(Ms) Deepali Churi	-
13	Ms. Vibha Pai Angle	-
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>[Signature]</i>
16	Ms. Aditi Barve	<i>[Signature]</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	<i>[Signature]</i>
19	Dr. Felcy Coelho	<i>[Signature]</i>
20	Ms. Sameera Khan	-
21	Ms. Valerie Fernandes	On leave
22	Micheal Victor Dias (College Director Phy. Education)	-
23	Ms. Anjali Bhide - Librarian	-



[Signature]
 PROFESSOR and PRINCIPAL
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 Deendayal Integrated School Complex
 Cujira - Goa.

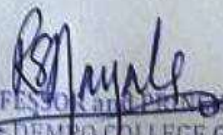
24	Ms. Sylvia Britto	<i>Sylvia</i>
25	Ms. Reshma Pai Angle	ON LEAVE
26	Mr. Ram Gaonkar	-
27	Mr. Amit Naik	<i>Amit</i>
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	-
2	Ms. Manalee Sinari	-
3	Mr. Santosh Kumar Bhal	-
4	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
5	Mr. Gulam Goush Ansari	<i>Gulam</i>
6	Ms. Raashi Jyothi Panvelkar	<i>Raashi</i>
7	Ms. Odilia Lopes	-
8	Ms. Alisha Lobo	<i>Alisha</i>
9	Ms. Alisha Carvalho	-
10	Ms. Sonal Undakoti	<i>Sonal</i>
11	Ms. Sushila Telgiri	<i>Sushila</i>
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	-
2	Mr. Shashikant Morajkar	-
3	Ms. Sarita Parkar	-
4	M. Jesly Araujo	-
5	Ms. Winita Rawool	-
6	Ms. Vishakha Bhonsale	-



R. S. Nayale
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex
Cutira - Goa.

	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	—
2	Ms. Aakruti Alarnkar	—
3	Mr. Akshay Naik	—
4	Ms. Abhisha Naique	—
	<u>I.M.Com Staff</u>	
	Ms. Ashfa Shaikh	—
	Ms. Aparna Rege	—
	<u>B.B.A. Staff</u>	
	Dr. Sonya Angle	—
	Ms. Mamata Kane	—
	Ms. Sharmila Swami	—
	Ms. Renita Samantha Ferreira Almeida	—
	Ms. Tania Shirodkar	—
	Ms. Krupa Pednekar	—
	Dr. Yogita Wagh	—
	<u>PGDM – EM staff</u>	
	Shri. Vishal Rane	—
	<u>M.T.T.M.</u>	
	Ms. Benzia D'souza	—
	Ms. Cheryl Dias	—




 PROFESSOR AND PRINCIPAL
 S.S. DEPTO COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.

04/12/2019
 Room: F-06
 12:45pm

IGAC SESSION:
 REPORTING REQUIREMENTS FOR NIRF

- DR FELCY COELHO
 - AMIT NAIK

Dempo Charities Trust's
 S. S. Dempo College of Commerce & Economics
 Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr (Ms) Rashika S. Nayak	-
2	Ms. Gauri Tamba	<i>Gauri Tamba</i>
3	Ms. Derina Dourado Rodrigues	<i>Derina Dourado Rodrigues</i>
4	Dr. Sangeeta Chakrabarty	<i>Sangeeta Chakrabarty</i>
5	Mr. Anoneto Pinto	On leave
6	Dr. Prisca I Braganza	<i>Prisca I Braganza</i>
7	Dr. Arina Mesquita Noronha	<i>Arina Mesquita Noronha</i>
8	Dr. Smitha B. Kamat	<i>Smitha B. Kamat</i>
9	Mr. Nikhil Varekar	<i>Nikhil Varekar</i>
10	Mr. Anand Naik Panvelkar	<i>Anand Naik Panvelkar</i>
11	Dr. Harip Khanapuri	<i>Harip Khanapuri</i>
12	Dr(Ms) Deepali Churi	<i>Deepali Churi</i>
13	Ms. Vibha Pai Angle	<i>Vibha Pai Angle</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>Nutan G. Nayak</i>
16	Ms. Aditi Barve	<i>Aditi Barve</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	<i>Vinod Joshua</i>
19	Dr. Felcy Coelho	<i>Felcy Coelho</i>
20	Ms. Sameera Khan	<i>Sameera Khan</i>
21	Ms. Valerie Fernandes	On leave
22	MR. MICHAEL VICTOR DIAS (College Director Phy. Education)	
23	Ms. Anjali Bhide - Librarian	<i>Anjali Bhide</i>



Rajmalye
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.

24	Ms. Sylvia Britto	<i>S Britto</i>
25	Ms. Reshma Pai Angle	On leave
26	Mr. Ram Gaonkar	<i>Ram</i>
27	Mr. Amit Naik	<i>Amit</i>
<u>Contract Basis Staff</u>		
1	Dr. Amitha Shanbhogue	<i>Amitha</i>
2	Ms. Manalee Sinari	<i>Manalee</i>
3	Mr. Santosh Kumar Bhal	
4	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
5	Mr. Gulam Goush Ansari	<i>Gulam</i>
6	Ms. Raashi Jyothi Panvelkar	<i>Raashi</i>
7	Ms. Sonia Lopes	<i>Sonia</i>
8	Ms. Alisha Lobo	<i>Alisha</i>
9	Ms. Alisha Carvalho	
10	Ms. Sonal Undakoti	<i>Sonal</i>
11	Ms Sushir Telgiri	<i>Sushir</i>
<u>Lecture Basis Staff</u>		
1	Ms. Pradnya Pai Dukle	
2	Mr. Shashikant Moraikar	
3	Ms. Sarita Parkar	
4	Ms. Jesly Araujo	
5	Ms. Winita Rawool	
6	Ms. Vishakha Bhonsale	



Ramya
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	
2	Ms. Ankruti Alankar	
3	Mr. Akshay Naik	
4	Ms. Abhishek Nair	
	<u>LM.Com Staff</u>	
1	Ms. Ashfa Sheikh	
2	Ms. Aparna Rege	
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	
2	Ms. Mamata Kano	
3	Ms. Sharmila Swami	
4	Ms. Renita Samantha Ferreira Almeida	
5	Ms. Tania Shirodkar	<i>Bhushan</i>
6	Ms. Krupa Pednekar	
7	Ms. Preeti Arora	
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	
	<u>M.T.T.M.</u>	
1	Ms. Benzia D'souza	
2	Ms. Cheryl Dias	



R. N. Nair
PROFESSOR & PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cuzira - Goa.

07/12/19

MENTORING OF STUDENTS
-DR. ALDINA BRAGANZA

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cajira, Bambolim - Goa

11:45am

VENUE: COLLEGE AUDITORIUM

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	<i>R Nayak</i>
2	Ms. Gauri Tamba	<i>Gauri Tamba</i>
3	Ms. Derina Dourado Rodrigues	<i>Derina</i>
4	Dr. Sangeeta Chakrabarty	<i>Sangeeta</i>
5	Mr. Augusto Pinto	On leave
6	Dr. Prisca I Braganza	<i>Prisca</i>
7	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
8	Dr. Smitha B. Kamat	<i>Smitha</i>
9	Mr. Nikhil Varkerkar	<i>Nikhil</i>
10	Mr. Anand Naik Panvelkar	<i>Anand</i>
11	Dr. Harip Khanapuri	<i>Harip</i>
12	Dr(Ms) Deepali Churi	<i>Deepali</i>
13	Ms. Vibha Pai Angle	<i>Vibha</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>Nutan</i>
16	Ms. Aditi Barve	<i>Aditi</i>
17	Dr. Necta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	—
19	Dr. Felcy Coelho	—
20	Ms. Sameera Khan	<i>Sameera</i>
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25	Ms. Reshma Pai Angle	On leave
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6	Ms. Raashi Jyothi Panvelkar	<i>R. Panvelkar</i>
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8	Ms. Alisha Lobo	-
9	Ms. Alisha Carvalho	-
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2	Ms. Aakruti Alarnkar	<i>[Signature]</i>
3	Mr. Akshay Naik	<i>[Signature]</i>
4	Ms. Abhisha Naique	<i>[Signature]</i>
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1	Ms. Ashfa Shaikh	<i>[Signature]</i>
2	Ms. Aparna Rege	<i>[Signature]</i>
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	-
2	Ms. Mamata Kane	<i>[Signature]</i>
3	Ms. Sharmila Swami	<i>[Signature]</i>
4	Ms. Renita Samantha Ferreira Almeida	<i>[Signature]</i>
5	Ms. Tania Shirodkar	-
6	Ms. Krupa Pednekar	-
7	Ms. Preeti Arora	<i>[Signature]</i>
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	<i>[Signature]</i>
	<u>M.T.T.M.</u>	
1	Ms. Benzia D'souza	<i>[Signature]</i>
2	Ms. Cheryl Dias	<i>[Signature]</i>



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Cujira - Goa.

FACULTY DEVELOPMENT WORKSHOP ON 'STATISTICAL
TECHNIQUES FOR RESEARCH IN SOCIAL SCIENCE' - I

25/10/2018 9 am - 1 pm

RESOURCE PERSON: DR HARIP KHANAPURI








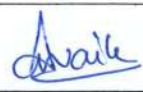




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2	Ms. Gauri Tamba	G/Tamba
3	Dr. Pravin P. Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	Derina
5	Ms. Sangeeta Chakrabarty	S.C.
6	Shri. Augusto Pinto	—
7	Dr. (Ms). Prisca I. Braganza	P.I.
8	Dr. Aruna Mesquita e. Noronha	A.M.
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	N.V.
11	Shri. Anand Naik Panvelkar	A.N.
12*	Dr. Harip Khanapuri	H.K.
13	Dr. (Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	V.P.A.
15	Ms. Trupti Chodankar	T.C.
16	Ms. Nutan G. Nayak	—



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17	Ms. Aditi Barve	—
18	Dr. Neeta Mazumdar	—
19	Dr. Vinod Joshua	
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	
22	Ms. Valerie Fernandes	
23	Michael victor Dias (College Director Phy. Education)	—
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30	Mr. Amit Naik	
31	Ms. Odilia Lopes	
32	Ms. Poonam Navelkar	
33	Ms. Manalee Sinari	
	Ms. Atisha Lohar Lecture Basis Staff	
34	Ms. Trupti Pandit	—
35	Ms. Tejaswi Naik	—



36	Ms. Kavya Sudarsan	<i>Kavya</i>
37	Ms. Nita Nachnolkar	<i>Nita</i>
38	Ms. Roohi Khan	<i>Roohi</i>
39	Ms. Raashi Panvelkar	<i>Raashi</i>
40	Ms. Saylee Kuncolienkar	<i>Saylee</i>
41	Ms. Vandana M. Sardesai	—
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42	Ms. Namarata Wagle	—
43	Ms. Thereza Coutinho	—
44	Ms. Valencia Fernandes	—
45	Ms. Urvashi Naik	—
	I.M. Com Staff	
46	Mr. Rohit Prabhudesai	—
47	Ms. Ashfa Shaikh	—
	B.B.A. Staff	
48	Ms. Sonya Angle	<i>Sonya</i>
49	Ms. Sharmila Swami	<i>Sharmila</i>
50	Ms. Mamta Kane	<i>Mamta Kane</i>
51	Ms. Krupa Kudalkar	<i>Krupa</i>
52	Ms. Tania Shirodkar	<i>Tania Shirodkar</i>
53	Ms. Renita Samantha Ferreira Almeida	—

	PGDM – EM Staff	
54	Vishal Rane	<u> </u>
	M.T.T.M	
55	Ms. Cheryl Dias	<u> </u>
56	Ms. Benzia D'Souza	<u> </u>




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FACULTY DEVELOPMENT WORKSHOP ON "STATISTICAL METHODS/ TECHNIQUES FOR RESEARCH IN SOCIAL SCIENCES" - II

RESOURCE PERSON: DR HARIP KHANAPURI

DATE: 30/10/2018

TIME: 9am - 1pm

Dempo Charities Trust's

S. S.Dempo College of Commerce & Economics, Cujira, Bambolim - Goa

Sr.No	Name of the Staff (2018-19)	Signature
1	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	Gauri Tamba
3	Dr. Pravin P. Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	Derina Dourado Rodrigues
5	Ms. Sangeeta Chakrabarty	Sangeeta Chakrabarty
6	Shri. Augusto Pinto	—
7	Dr. (Ms). Prisca I. Braganza	Prisca I. Braganza
8	Dr. Aruna Mesquita e. Noronha	Aruna Mesquita e. Noronha
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	—
11	Shri. Anand Naik Panvelkar	—
12 *	Dr. Harip Khanapuri	Harip Khanapuri
13	Dr. (Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	Vibha Pai Angle
15	Ms. Trupti Chodankar	Trupti Chodankar
16	Ms. Nutan G. Nayak	—



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S.S. DEMPO COLLEGE OF
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17	Ms. Aditi Barve	—
18	Dr. Neeta Mazumdar	—
19	Dr. Vinod Joshua	<i>VJ</i>
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	—
22	Ms. Valerie Fernandes	—
23	Michael victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	—
25	Ms. Sylvia Britto	—
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28	Ms. Pradnya Pai. Dukle	<i>Pradnya</i>
29	Mr. Shashikant Morajkar	<i>Shk</i>
30	Mr. Amit Naik	—
31	Ms. Odilia Lopes	<i>OL</i>
32	Ms. Poonam Navelkar	<i>Poonam</i>
33	Ms. Manalee Sinari	<i>Manalee</i>
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34	Ms. Trupti Pandit	—
35	Ms. Tejaswi Naik	—



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36	Ms. Kavya Sudarsan	—
37	Ms. Nita Nacholkar	<i>Nita Nacholkar</i>
38	Ms. Roohi Khan	<i>Roohi Khan</i>
39	Ms. Raashi Panvelkar	<i>Raashi Panvelkar</i>
40	Ms. Saylee Kuncolienkar	<i>Saylee Kuncolienkar</i>
41	Ms. Vandana M. Sardesai	—
	M.Com Staff	
42	Ms. Namarata Wagle	—
43	Ms. Thereza Coutinho	—
44	Ms. Valencia Fernandes	—
45	Ms. Urvashi Naik	—
	I.M. Com Staff	
46	Mr. Rohit Prabhudesai	—
47	Ms. Ashfa Shaikh	—
	B.B.A. Staff	
48	Ms. Sonya Angle	—
49	Ms. Sharmila Swami	<i>Sharmila Swami</i>
50	Ms. Mamta Kane	—
51	Ms. Krupa Kudalkar	<i>Krupa Kudalkar</i>
52	Ms. Tania Shirodkar	—
53	Ms. Renita Samantha Ferreira Almeida	—



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	M.T.T.M	
55	Ms. Cheryl Dias	
56	Ms. Benzia D'Souza	




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08/11/2018 FACULTY DEVELOPMENT WORKSHOP ON
 'STATISTICAL TECHNIQUES FOR RESEARCH IN SOCIAL
 SCIENCE' -III ON CHI-SQUARE & REGRESSION.
 RESOURCE PERSON - DR. HARIP KHANAPURI

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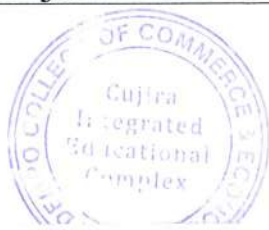
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1	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	<i>Gauri Tamba</i>
3	Dr. Pravin P. Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	<i>Dourado</i>
5	Ms. Sangeeta Chakrabarty	<i>Sangeeta</i>
6	Shri. Augusto Pinto	—
7	Dr. (Ms). Prisca I. Braganza	<i>Prisca</i>
8	Dr. Aruna Mesquita e. Noronha	<i>Aruna</i>
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Vareerkar	—
11	Shri. Anand Naik Panvelkar	<i>Anand</i>
12*	Dr. Harip Khanapuri	<i>Harip Khanapuri</i>
13	Dr. (Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	<i>Trupti</i>
16	Ms. Nutan G. Nayak	—



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19	Dr. Vinod Joshua	<i>VJ</i>
20	Ms. Felcy Coelho	<i>Felcy</i>
21	Ms. Sameera Khan	
22	Ms. Valerie Fernandes	—
23	Michael victor Dias (College Director Phy. Education)	—
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28	Ms. Pradnya Pai. Dukle	<i>Pradnya</i>
29	Mr. Shashikant Morajkar	<i>Shashikant</i>
30	Mr. Amit Naik	<i>Amit Naik</i>
31	Ms. Odilia Lopes	<i>Odilia</i>
32	Ms. Poonam Navelkar	—
33	Ms. Manalee Sinari	—
	Lecture Basis Staff	
34	Ms. Trupti Pandit	—
35	Ms. Tejaswi Naik	—



36	Ms. Kavya Sudarsan	—
37	Ms. Nita Nacholkar	NO
38	Ms. Roohi Khan	—
39	Ms. Raashi Panvelkar	pm
40	Ms. Saylee Kuncolienkar	—
41	Ms. Vandana M. Sardesai	—
	M.Com Staff	
42	Ms. Namarata Wagle	—
43	Ms. Thereza Coutinho	—
44	Ms. Valencia Fernandes	
45	Ms. Urvashi Naik	—
	I.M. Com Staff	
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47	Ms. Ashfa Shaikh	—
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48	Ms. Sonya Angle	—
49	Ms. Sharmila Swami	—
50	Ms. Mamta Kane	—
51	Ms. Krupa Kudalkar	—
52	Ms. Tania Shirodkar	—
53	Ms. Renita Samantha Ferreira Almeida	—



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56	Ms. Benzia D’Souza	<u> </u>



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5th July 2017

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RESOURCE PERSON : MR. ANAND NAIK PANVELKAR

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ADVANCEMENT
SCHEME

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2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
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5	Ms. Sangeeta Chakrabarty	
6	Shri Augusto Pinto	
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8	Ms. Gauri Tamba	
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10	Dr. Smitha B. Kamat	
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12	Shri Anand Naik Panvelkar	
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15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
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18	Dr. Neeta Mazumdar	
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24	Ms. Valerie Fernandes	<i>[Signature]</i>
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	<i>[Signature]</i>
27	Mr. Krishnakumar Bandolkar	<i>[Signature]</i>
28	Ms. Amitha Shanbhogue	<i>[Signature]</i>
29	Ms. Amit Naik	<i>[Signature]</i>
30	Ms. Odilia Lopes	
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	<i>[Signature]</i>
39	Ms. Shashikant Morajkar	
	<i>Ms. Anisha Aranje</i>	<i>[Signature]</i>
	<u>M.Com. Staff</u>	
40	Ms. Namrata Wagle	
41	Thereza Coutinho	
42	Urwashi Naik	<i>[Signature]</i>
43	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
44	Ms. Soniya Angle	
45	Ms. Teja Dicholkar	
46	Ms. Mamta Kane	



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	PGDM - EM staff	
48	Shri. Vishal Rane	
	M.A.- T.H.M.	
51	Ms. Cheryl Dias	
52	Ms. Benzia D'souza	<i>Amma</i>



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S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

12th July 2017

<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	—
2	Dr. Harip Khanapuri	—
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	<i>Derina</i>
5	Ms. Sangeeta Chakrabarty	—
6	Shri Augusto Pinto	<i>Aug</i>
7	Ms. Prisca I Braganza	—
8	Ms. Gauri Tamba	<i>Gauri</i>
9	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
10	Dr. Smitha B. Kamat	—
11	Shri. Nikhil Varekar	—
12	Shri Anand Naik Panvelkar	<i>Anand</i>
13	Dr(Ms) Deepali Churi	<i>Churi</i>
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	—
16	Ms. Nutan G. Nayak	—
17	Ms. Aditi Barve	—
18	Dr. Neeta Mazumdar	<i>Neeta</i>
19	Shri. Vinod Joshua	—
20	Ms. Felcy Coelho	—
21	Micheal Victor Dias (College Director Phy. Education)	—
22	Ms. Anjali Bhide - Librarian	—
23	Ms. Sameera Khan	—



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24	Ms. Valerie Fernandes	—
25	Ms. Reshma Pai Angle	—
26	Ms. Sylvia Britto	—
27	Mr. Krishnakumar Bandolkar	—
28	Ms. Amitha Shanbhogue	—
29	Ms. Amit Naik	<u>Amit</u>
30	Ms. Odilia Lopes	—
31	Ms. Trupti Pandit	—
32	Ms. Shilpa Tripathi	<u>St</u>
33	Dr. Nitin Sawant	—
34	Ms. Amal Kazi	—
35	Ms. Kamaxi Sambari	—
36	Ms. Shruti Lolyekar	—
37	Ms. Esha Nadkarni	—
38	Ms. Pradnya Pai Dukle	<u>Pradnya</u>
39	Ms. Shashikant Morajkar	—
	<u>M.Com. Staff</u>	
40	Ms. Namrata Wagle	<u>Namrata</u>
41	Thereza Coutinho	—
42	Urwashi Naik	—
43	Valencia Fernandes	—
	<u>B.B.A. Staff</u>	
44	Ms. Sonya Angle	<u>Sonya</u>
45	Ms. Teja Dicholkar	<u>Teja</u>
46	Ms. Mamta Kane	<u>Mamta</u>

47 Kṛupa Kudalkar

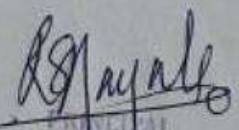
Kṛupa



Rajwade
PRINCIPAL
S. D. J. S. COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

47	Ms. Sharmila Swami	
	<u>PGDM – EM staff</u>	
48	Shri. Vishal Rane	
	<u>M.A - T.H.M.</u>	
51	Ms. Cheryl Dias	
52	Ms. Benzia D'souza	




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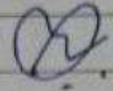

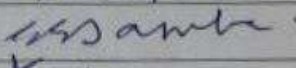
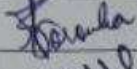



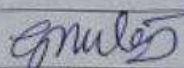

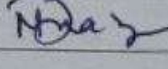
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18TH AUGUST 2017

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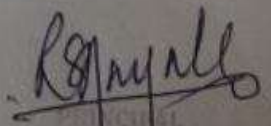
S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

- AUGUSTO PINTO
& VALERIE FERNANDES

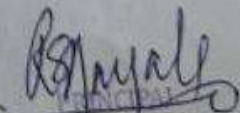
Sr.No.	Name of the Staff (2017-18)	Signature
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	
5	Ms. Sangeeta Chakrabarty	
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7	Ms. Prisca I Braganza	
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14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar	
19	Shri. Vinod Joshua	
20	Ms. Felcy Coelho	
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	




VALERIE FERNANDES
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

	Mr. Shankar S. Nadkarni	
24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	
27	Mr. Krishnakumar Bandolkar	
28	Ms. Amitha Shanbhogue	
29	Ms. Amit Naik	
30	Ms. Odilia Lopes	
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	
39	Ms. Shashikant Morajkar	
40	Ms. Alisha Araujo	
41	Ms. Padma Shanbag Ms. Sanjana S. Hakarnkar M.Com. Staff	
42	Ms. Namrata Wagle	
43	Thereza Coutinho	
44	Urwashi Naik	
45	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	
47	Ms. Teja Dicholkar	




 S.S. DEMJO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cufra Integrated Educational Com

48	Ms. Mamta Kane	
49	Ms. Sharmila Swami	<i>Swami</i>
50	Ms. Krupa Kudalkar	
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	<i>Vishal Rane</i>
	<u>M.A. - T.H.M.</u>	
52	Ms. Cheryl Dias	
53	Ms. Benzia D'souza	



Asayale
PRINCIPAL
S.S. DEMP O COLLEGE OF
COMMERCE & ECONOMICS,
Cuzira Integrated Educational Complex

12.45 (noon)

06.09.2017

PRESENTATION

IQAC SESSION: ON CRITERION III & IV


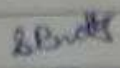
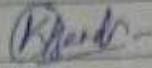

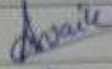




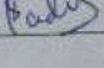

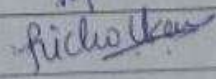
Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim - Goa

<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	<i>Derina</i>
5	Ms. Sangeeta Chakrabarty	<i>(S)</i>
6	Shri Augusto Pinto	
7	Ms. Prisca I Braganza	<i>Prisca</i>
8	Ms. Gauri Tamba	<i>SS Tamba</i>
9	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
10	Dr. Smitha B. Kamat	
11	Shri. Nikhil Varerker	<i>Nikhil</i>
12	Shri Anand Naik Panvelkar	<i>Anand</i>
13	Dr(Ms) Deepali Churi	<i>Deepali</i>
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	<i>Nutan</i>
17	Ms. Aditi Barve	<i>Aditi</i>
18	Dr. Neeta Mazumdar	<i>Neeta</i>
19	Shri. Vinod Joshua	<i>Vinod</i>
20	Ms. Felcy Coelho / Sanjana S. Helambar	<i>Felcy</i>
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	<i>Anjali</i>
23	Ms. Sameera Khan	

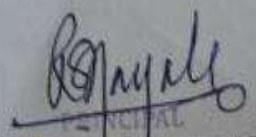


Sanjana S. Helambar

S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	
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28	Ms. Amitha Shanbhogue	
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35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	
39	Ms. Shashikant Morajkar	
40	Ms. Alisha Araujo	
41	Ms. Padma Shanbag	
	<u>M.Com. Staff</u>	
42	Ms. Namrata Wagle	
43	Thereza Coutinho	
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	<u>B.B.A. Staff</u>	
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 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

48	Ms. Mamta Kane	<i>M. Kane</i>
49	Ms. Sharmila Swami	<i>Sharmila Swami</i>
50	Ms. Krupa Kudalkar	<i>(*)</i>
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	<i>Vishal Rane</i>
	<u>M.A.- T.H.M.</u>	
52	Ms. Cheryl Dias	
53	Ms. Benzia D'souza	



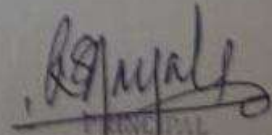
Rajayale
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cajira Integrated Educational Complex

PRESENTATION ON
ISAC SESSION ~~NAME~~ (CRITERION V)
12/9/17

Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cuffra, Bambolim - Goa

Sl. No.	Name of the Staff (2017-18)	Signature
1.	Dr. (Ms) Radhika S. Nayak	A
2.	Dr. Harip Khunpur	A
3.	Dr. Pravin P Naik Gaonkar	A on leave
4.	Ms. Derina Dourado Rodrigues	Dourado
5.	Ms. Sangeeta Chakrabarty	A
6.	Shri Augusto Pinto	A
7.	Ms. Prisca I Braganza	pinto
8.	Ms. Gauri Tamba	Gauri Tamba
9.	Dr. Aruna Mesquita Noronha	A
10.	Dr. Smitha B. Kamat	Smitha
11.	Shri. Nikhil Varkerkar	A
12.	Shri Anand Naik Panvelkar	A
13.	Dr(Ms) Deepali Churi	A
14.	Ms. Vibha Pai Angle	A
15.	Ms. Trupti Chodankar	A
16.	Ms. Nutan G. Nayak	Nutan
17.	Ms. Aditi Barve	A
18.	Dr. Necta Mazumdar	A
19.	Shri. Vinod Joshua	A
20.	Ms. Feley Coelho	A
21.	Micheal Victor Dias (College Director Phy. Education)	A
22.	Ms. Anjali Bhide - Librarian	Anjali
23.	Ms. Sameera Khan	A




 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS
 Cuffra Integrated Educational Campus

24	Ms. Vitoria Fernandes	
25	Ms. Rashmi Pui Angle	
26	Ms. Sylvia Britto	
27	Mr. Krishnakumar Dandekar	
28	Ms. Anitha Shambhugot	
29	Ms. Anil Naik	A
30	Ms. Odilia Lopes	A
31	Ms. Tripti Pandit	A
32	Ms. Shilpa Tripathi	A
33	Dr. Nitin Sawant	A
34	Ms. Amul Kazi	A
35	Ms. Kamaxi Sambari	A
36	Ms. Shruti Lolyekar	A
37	Ms. Esha Nadkarni	A
38	Ms. Pradnya Pai Dukle	A
39	Ms. Shashikant Morajkar	A
40	Ms. Alisha Araujo	
41	Ms. Padma Shanbag Ms. Sanjana Halkankar M.Com. Staff	
42	Ms. Namrata Wagle	A
43	Thereza Coutinho	
44	Urwashi Naik	A
45	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	A
47	Ms. Teja Dicholkar	A



48	Ms. Mamta Kane	
49	Ms. Sharmila Swami	
50	Ms. Krupa Kudalkar	
	<u>PGDM - EM staff</u>	
51	Shri. Vishal Rane	
	<u>M.A. - T.H.M.</u>	
52	Ms. Cheryl Dias	
53	Ms. Benzia D'souza	

17



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 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

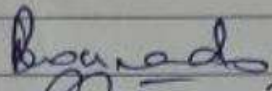
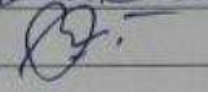

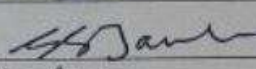
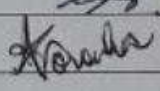

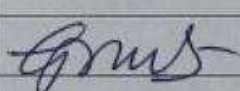

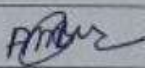
IOAC SESSION
Presentation on "Criterion VII")

20/11/17

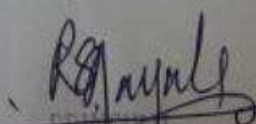
Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

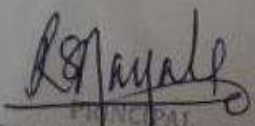
<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	
5	Ms. Sangeeta Chakrabarty	
6	Shri Augusto Pinto	
7	Ms. Prisca I Braganza	
8	Ms. Gauri Tamba	
9	Dr. Aruna Mesquita Noronha	
10	Dr. Smitha B. Kamat	
11	Shri. Nikhil Varekar	
12	Shri Anand Naik Panvelkar	
13	Dr(Ms) Deepali Churi	
14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar	
19	Shri. Vinod Joshua	
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22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	




S.S. DEMPO COLLEGE OF
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24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	S. Britto
27	Mr. Krishnakumar Bandolkar	K. Bandolkar
28	Ms. Amitha Shanbhogue	Amitha
29	MA. Amit Naik	Amit Naik
30	Ms. Odilia Lopes	
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	
39	Ms. Shashikant Morajkar	S. Morajkar
40	Ms. Alisha Araujo	A. Araujo
41	Ms. Padma Shanbag Ms. Sanjana S. Haldankar M.Com. Staff	Padma Shanbag
42	Ms. Namrata Wagle	
43	Thereza Coutinho	
44	Urwashi Naik	
45	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	
47	Ms. Teja Dicholkar	Teja Dicholkar




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48	Ms. Mamta Kane	<i>M Kane</i>
49	Ms. Sharmila Swami	
50	Ms. Krupa Kudalkar	<i>K</i>
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	
	<u>MA - T.H.M.</u>	
52	Ms. Cheryl Dias	
53	Ms. Benzia D'souza	



Rajiv Nair
 PRINCIPAL
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FDP SESSION 22ND SEPTEMBER 2017

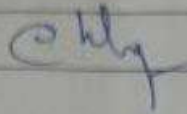
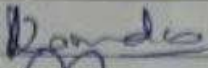


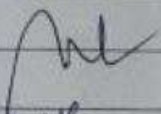

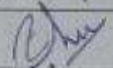

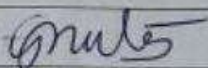

FINANCIAL LITERACY & AWARENESS WORKSHOP

FACULTY: RAJENDRA DALVI

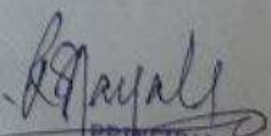
Dempo Charities Trust's


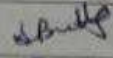

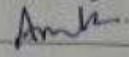

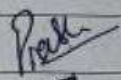



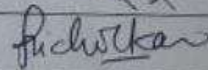
S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

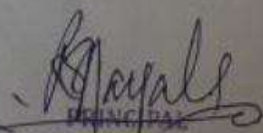
<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	
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22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	




PRINCIPAL
S.S. DEMPO COLLEGE OF
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Cujira Integrated Educational Complex 146

24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	
27	Mr. Krishnakumar Bandolkar	
28	Ms. Amitha Shanbhogue	
29	Ms. Amit Naik	
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47	Ms. Teja Dicholkar	




 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

48	Ms. Mamta Kane	<i>M Kane</i>
49	Ms. Sharmila Swami	<i>Shwami</i>
50	Ms. Krupa Kudalkar	
	PGDM - EM staff	
51	Shri. Vishal Rane	
	M.A. - T.H.M.	
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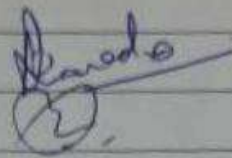
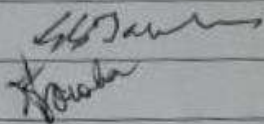
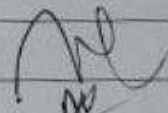
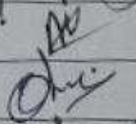
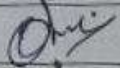


R. Jayalekshmi
 S. D. D. P. COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

PRESENTATION ON CRITERION-V

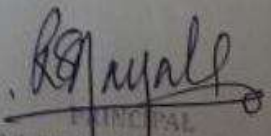
Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
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18	Dr. Neeta Mazumdar	
19	Shri. Vinod Joshua	
20	Ms. Felcy Coelho	
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	




 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS
 Cujira Integrated Educational Com

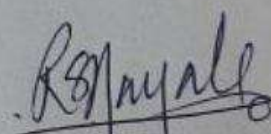
24	Ms. Valerie Fernandes	[Signature]
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	
27	Mr. Krishnakumar Bandolkar	
28	Ms. Amitha Shanbhogue	Amitha Shanbhogue
29	Ms. Amit Naik	
30	Ms. Odilia Lopes	
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	
39	Ms. Shashikant Morajkar	
40	Ms. Alisha Araujo	
41	Ms. Padma Shanbag	
	<u>M.Com. Staff</u>	
42	Ms. Namrata Wagle	
43	Thereza Coutinho	
44	Urwashi Naik	
45	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	
47	Ms. Teja Dicholkar	



[Signature]
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cufra Integrated Educational Complex

48	Ms. Mamta Kane	
49	Ms. Sharmila Swami	
50	Ms. Krupa Kudalkar	
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	
	<u>M.A.- T.H.M.</u>	
52	Ms. Cheryl Dias	
53	Ms. Benzia D'souza	




 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

19-1-18

Presentation on criterion II & criterion III

Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim - Goa

<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Signature</u>
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	
5	Ms. Sangeeta Chakrabarty	
6	Shri Augusto Pinto	
7	Ms. Prisca I Braganza	
8	Ms. Gauri Tamba	
9	Dr. Aruna Mesquita Noronha	
10	Dr. Smitha B. Kamat	
11	Diksha Shirodkar Shri. Nikhil Varerkar	
12	Shri Anand Naik Panvelkar	
13	Dr(Ms) Deepali Churi	
14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar	
19	Shri. Vinod Joshua	
20	Ms. Feley Coelho / Ms. Sarjana S. Holambkar	
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	

MR. RAJESH BHATIKAR
ADMINISTRATOR, DCT.



PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	<i>S. Britto</i>
27	Mr. Krishnakumar Bandolkar	<i>K. Bandolkar</i>
28	Ms. Amitha Shanbhogue	<i>Amitha</i>
29	Ms. Amit Naik	<i>Amita</i>
30	Ms. Odilia Lopes	<i>O. Lopes</i>
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	<i>P. Dukle</i>
39	Ms. Shashikant Morajkar	
40	Ms. Alisha Araujo	<i>A. Araujo</i>
41	Ms. Padma Shanbag	<i>P. Shanbag</i>
	<u>M.Com. Staff</u>	
42	Ms. Namrata Wagle	
43	Thereza Coutinho	<i>T. Coutinho</i>
44	Urwashi Naik	<i>U. Naik</i>
45	Valencia Fernandes	
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	
47	Ms. Teja Dicholkar	



R. Nayale
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

48	Ms. Mamta Kane	
49	Ms. Sharmila Swami	<i>Sharmila</i>
50	Ms. Krupa Kudalkar	<i>Krupa</i>
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	
	<u>MA - THM</u>	
52	Ms. Cheryl Dias	<i>Cheryl</i>
53	Ms. Benzia D'souza	<i>Benzia</i>



Benzia
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cupra Integrated Educational Complex

NAAC Cr. 2 Presentation.

31/1/18

Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2017-18)	Signature
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	
5	Ms. Sangeeta Chakrabarty	
6	Shri Augusto Pinto	
7	Ms. Prisca I Braganza	
8	Ms. Gauri Tamba	
9	Dr. Aruna Mesquita Noronha / Aruna Iebo	
10	Dr. Smitha B. Kamat / Diksha Shivodkar	
11	Shri. Nikhil Varerkar	
12	Shri Anand Naik Panvelkar	
13	Dr(Ms) Deepali Churi	
14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar / Rainsha Karande	
19	Shri. Vinod Joshua	
20	Ms. Felcy Coelho / Ms. Sanjana S. Halankar	
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	



R. S. Dempo
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

24	Ms. Valerie Fernandes	<i>[Signature]</i>
25	Ms. Reshma Pai Angle	—
26	Ms. Sylvia Britto	—
27	Mr. Krishnakumar Bandolkar	<i>[Signature]</i>
28	Ms. Amitha Shanbhogue	<i>[Signature]</i>
29	Mr. Amit Naik	<i>[Signature]</i>
30	Ms. Odilia Lopes	—
31	Ms. Trupti Pandit	—
32	Ms. Shilpa Tripathi	<i>[Signature]</i>
33	Dr. Nitin Sawant	—
34	Ms. Amal Kazi	—
35	Ms. Kamaxi Sambari	—
36	Ms. Shruti Lolyekar	—
37	Ms. Esha Nadkarni	—
38	Ms. Pradnya Pai Dukle	<i>[Signature]</i>
39	Mr. Shashikant Morajkar	<i>[Signature]</i>
40	Ms. Alisha Araujo	—
41	Ms. Padma Shanbhog shanbhag	<i>[Signature]</i>
	<u>M.Com. Staff</u>	—
42	Ms. Namrata Wagle	—
43	Thereza Coutinho	<i>[Signature]</i>
44	Urwashi Naik	<i>[Signature]</i>
45	Valencia Fernandes	<i>[Signature]</i>
	<u>B.B.A. Staff</u>	
46	Ms. Sonya Angle	—
47	Ms. Teja Dicholkar	<i>[Signature]</i>



[Signature]
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

48	Ms. Mamta Kane	<i>Mamta Kane</i>
49	Ms. Sharmila Swami	<i>Sharmila Swami</i>
50	Ms. Krupa Kudalkar	<i>Krupa</i>
	PGDM – EM staff	
51	Shri. Vishal Rane	—
	M.A - T.H.M.	
52	Ms. Cheryl Dias	<i>Cheryl Dias</i>
53	Ms. Benzia D'souza	<i>Benzia D'souza</i>



R. S. Mayale
 ST. DENNIS COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex



गोवा GOA

Sr. No. 22955 Place of vend MAPUSA. Date. 04/1/2022
Value of stamp paper 100
Name of Purchaser GOA MANAGEMENT ASSOCIATION
Residing at Porvorim son / wife of
Signature of vendor
L No. 22 (R.R.P. Dessai) Signature of Purchaser

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING IS MADE AT PANAJI, GOA ON THIS 06 DAY OF JANUARY OF THE YEAR TWO THOUSAND AND TWENTY TWO (06/01/2022)

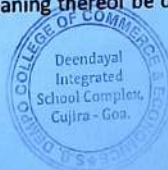
BETWEEN

GOA MANAGEMENT ASSOCIATION, a charitable trust registered under the Societies Registration Act 1860 having its registered office/office at OS 10, Facility Block, Sapana Gardens, CHOGM Road, Porvorim, Goa, represented in this Memorandum of Understanding by its Chairman, Mr. Amin Ladak, major in age, Indian National, hereinafter referred to as "First Party" (which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successor and assigns) of the ONE PART

AND

S S DEMPO COLLEGE OF COMMERCE AND ECONOMICS registered under the Dempo Charities Trust registered on 31 August 1965, having its registered office/office at Dempo House, Campal, represented in this Memorandum of Understanding by its Principal, Dr. Radhika Nayak, major in age, Indian National, hereinafter referred to as "Second Party" (which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successor and assigns) of the OTHER PART

1



WHEREAS:

1. the First Party conducting various management development programmes, workshops, seminars, lectures on various topics related to development of professional management and provides guidance to students of management institutions & also organize programmes for the benefit of the industries from time to time.
2. the First Party proposes to conduct Certified Manager Program.

GMA Certified Manager Programme (CMP) is designed to enhance the managerial and leadership skills, designed to meet the needs of organizations, wanting to develop managers & encourage talent, and of individuals, seeking to push their potential and take up higher roles.

3. the First Party will conduct Classes on Saturday and Sunday every week and requires premises to conduct the same;
4. the Second Party is into education field and is the owner in title and possession of the premises namely S S Dempo College of Commerce and Economics at Cujlra, Bambolim, Goa.
5. the First Party has approached the Second Party to permit them to conduct their Classes on Saturday and Sunday every week in the class rooms;
6. the Second Party has consented to the First Party conducting their classes on Saturday and Sunday every week in the class rooms for such period, subject to and based on such understandings between the Parties herein as more particularly appearing herein after.

NOW THEREFORE THIS MEMORANDUM OF UNDERSTANDING WITNESSETH AND THE PARTIES HERETO UNDERSTAND AS FOLLOWS

1. The Second Party shall allow the First Party to conduct their classes on Saturday and Sunday every week in the class rooms namely bearing, situated on the Ground Floor / First Floor for a period of one year starting from January 2022 and ending on 31st/December 2022 (herein after referred to as the "Term").
2. The First Party shall take all requisite statutory permissions or permissions as may be required from the concerned authority/government authority/entities/bodies to conduct their Courses on the aforementioned days in the class rooms during the Term
3. The First Party shall depute their own teachers at their own expense to conduct the classes in the class rooms and shall be solely responsible for their conduct during their deputation. Payment of salaries/remunerations of such teachers shall be the sole responsibility of the First Party. The First Party shall be responsible to comply with all statutory requirements as regards the appointment, deputation, employment, etc. of the teachers. The teachers shall carry identity documents issued by the First Party during their deputation.
4. The First Party shall solely responsible to ensure that only the students admitted for the program attend the classes in the class rooms. The First Party shall be responsible

2



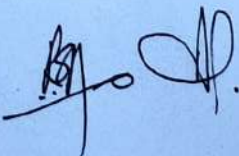
to comply with all statutory requirements for conducting the classes for the students including taking requisite consents of the parents or legal guardians if any as may be required under applicable laws. The First Party shall be solely responsible for the conduct of the students attending the classes. The admitted students shall carry their identity documents issued by the First Party during their attendance at the class rooms.

5. The First Party shall be solely responsible to provide to the teachers and the students the requisite study and related materials required for conducting the classes at the classrooms.
6. The deputed teachers and admitted students of the First Party attending the class rooms shall be required to follow the rules and regulations as prescribed by the Second Party from time to time and the First Party shall be solely responsible to ensure compliance of the same.
7. The Second Party confirms that the said class rooms are constructed have the requisite provisions for access generally suitable for the purpose of conducting the classes as envisaged by the First Party;
8. The First Party shall adequately represent Second Party as the venue partner in this initiative and print the Logo of the Second Party on important correspondence material and certificates.
9. Parties shall appoint supervisors to handle the day to day conduct of the classes at the class rooms and to co-ordinate with each other for the smooth functioning of the same. Any issues, concerns or modalities of the working as envisaged in this Memorandum shall be discussed, evolved and resolved by the Parties through such supervisors at the first instance. Parties shall share the contact details of such appointed supervisors
10. All other aspects not covered in the above shall be resolved through discussion and as per mutual understanding and put in writing as an Amendment to this Memorandum of Understanding, which shall be signed and sealed by the Authorised Representatives of this Parties herein
11. Either Party may terminate this Memorandum of Understanding by giving a notice of 3 months in writing and without assigning any reasons.
12. Upon termination, the obligations of each Party to the other Party under this Memorandum shall cease to exists and the Parties.
13. The Parties hereby indemnify each other and its officers, employees, agents and agree to keep each other indemnified: a) against each and all loss or damages, actions, proceedings etc. as either of the Parties may face or incur directly or indirectly due to any act or omission of the other Party regarding compliance of any law, rules, regulations of the concerned government authority, body or department for the time being in force and applicable to the concerned Parties; b) against all losses or damages, which either of the Parties may face or incur directly or indirectly due to any violation of any provision of this Memorandum of Understanding by the other Party; c) against any loss or damage suffered by either Party on account of any misrepresentation as regards its activities as envisaged in this Memorandum of Understanding and d) against all actions, claims, losses and damages that may be



incurred or suffered by either Party on account of any claim lodged by the other Party or its assignee or its successors or its agent/representative or any other person/organization/entity claiming under the other Party including all costs, charges and expenses that may be incurred or suffered by either Party due to any dispute, claim or action regarding or originating out of the other Party's activities as envisaged in this Memorandum of Understanding, initiated by any individual(including employees) or organization or other statutory body or competent authority.

14. If the performance of duties and obligations by the Parties under this Memorandum of Understanding is prevented, delayed, restricted or interfered with by or due to any act of God including but not limited to fire, flood, war, Pandemic, Epidemic, governmental directions or orders by civil or military authority, terrorism, enactment or amendment of any law or rules and regulations made effective whether by State or Central Government or by any regulatory authority, which are beyond the reasonable control of such Party and not of its own making and amounting to force majeure, such Party, upon promptly giving written notice of such force majeure event to the other Party, by any mode of recorded delivery, shall be excused from such performance to the extent of such prevention, delay, restriction or interference, provided that the non performing Party shall use all reasonable effort to prevent, avoid, remedy, and or remove the cause for such non-performance and shall continue performance hereunder once force majeure ceases. Promptly after receipt of the above referred notice, the Parties shall consult and decide how to respond to such force majeure event, based on the degree to which the force majeure event shall influence the performance of this Memorandum of Understanding. If the force majeure event continues beyond a period of 30 days so as to fail the very purpose of this Memorandum, then upon mutual discussion and agreement in writing between the Parties hereto, this Memorandum shall be terminated.
15. All notices required to be served by either Party upon each other, under this Memorandum of Understanding, shall be in writing, and shall be deemed to be properly, sufficiently and effectually served if dispatched by hand delivery, pre-paid registered post acknowledgement due or by any other recognised means of recorded delivery, to the addresses of the Parties hereto first herein before mentioned or to such other addresses of the Parties as informed by the Parties in writing from time to time.
16. In the event of any controversy, dispute or difference arising out of or in connection with or in relation to any term of this Memorandum of Understanding, both Parties shall endeavor to settle such dispute or difference by negotiation inter se within 15(fifteen) days, or such extended time as may be mutually agreed, failing which, such dispute or difference shall be referred to a sole arbitrator appointed jointly by the Parties herein. The place of arbitration shall be at Panaji, Goa and the language of arbitration shall be English. The arbitration shall be in accordance with the Arbitration and Conciliation Act, 1996 or any statutory modification or re-enactment thereof. The award of the Arbitrator shall be final and binding on the Parties
17. It is agreed by the Parties herein that this Memorandum of Understanding shall be governed by the laws of India and the courts of competent jurisdiction at Panaji, Goa shall have exclusive jurisdiction regarding any issue arising out of the arbitration process above and with respect to enforcement of awards, all in accordance with the Arbitration and Conciliation Act, 1996.



18. Recitals shall form part of this Memorandum of Understanding.
19. In this Memorandum of Understanding, unless the context otherwise requires, any references to words importing singular shall include the plural and vice versa, words importing a gender include every gender and references to persons include bodies corporate and unincorporated.
20. This Memorandum of Understanding and the contents hereof supersede each and all agreements, arrangements, understandings, letters, correspondences, representations etc. between the Parties hereto with respect to the subject matter herein.
21. Failure to enforce compliance with any term or condition of this Memorandum of Understanding shall not constitute a waiver of such term or condition of this Memorandum of Understanding or the right to subsequently enforce such term or condition in the future. No waiver, by either Party, of any provision of this Memorandum of Understanding shall, in any event, become effective unless the same shall be in writing and such waiver shall be effective only in the specific instance described and for the purpose that the waiver is given.
22. If any part or any provision of this Memorandum of Understanding is or becomes illegal, invalid or unenforceable, that part or provision shall be ineffective to the extent of such invalidity or unenforceability only, without in any way affecting the validity or enforceability of the remaining parts of said provision or the remaining provisions of this Memorandum of Understanding. The Parties hereby agree to attempt to substitute for any invalid or unenforceable provision with a valid or enforceable provision, which achieves to the greatest extent possible the economic, legal and commercial objectives of the invalid or unenforceable provision.
23. The cost towards the stamp duty and registration fees/charges (if applicable)/notarial fees/charges in respect of execution and registration/notary of this Memorandum of Understanding and the legal costs for all documents and writings related/incidental to the same including Advocate fees, shall be borne by the Parties hereto in equal shares.
24. This Memorandum of Understanding shall be executed in two counterparts, one for each of the Parties, each of which shall be deemed to be an original, but all such counterparts shall together constitute one and the same Memorandum of Understanding

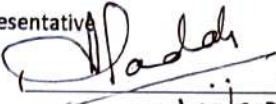


IN WITNESS WHEREOF THE PARTIES HAVE HEREUNTO SET AND SUBSCRIBED THEIR RESPECTIVE HANDS THE DAY, MONTH AND YEAR FIRST HEREINABOVE WRITTEN.

SIGNED AND DELIVERED

by the within named First Party through its authorised representative

Mr. Amin Ladak, Chairman, Executive Committee
Goa Management Association


06/01/2022



SIGNED AND DELIVERED

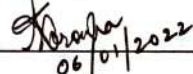
by the within named Second Party through its authorised representative

Dr. Radhika Nayak, Principal
S. S. Dempo College of Commerce & Economics


06/01/2022



In the presence of:

1. 
06/01/2022
DR ARUNA MESQUITA EMBORNA

2. Dr. Sardas R. Khoyjuvelkar





गोवा GOA

A 777494

15/6/11
Sr No 110 Value Rs. 100/-
Name of Purchaser S.S. Dempo College Commerce & Economics
Place of Vendor Cujira
License No. AC/STH/VEN/102/1003
Sign of Vendor *[Signature]* Sign of Purchaser *[Signature]*

MEMORANDUM OF UNDERSTANDING

BETWEEN

Goa Management Association
OS-10, 2nd Floor, Facility Block, Sapana Gardens
CHOGM Road, Alto Porvorim, Goa - 403 521

AND

D.C.T.'s S. S. Dempo College of Commerce & Economics, (BBA Department)
Deendayal Integrated School Complex, Cujira, Goa - 403202

[Signature]

[Signature]

A. The Parties

Goa Management Association, formed in 1975, affiliated to the All-India Management Association (AIMA), New Delhi and having its address at OS-10, 2nd Floor, Facility Block, Sapana Gardens, CHOGM Road, Alto Porvorim, Goa – 403521 (Hereinafter referred to as 'GMA')

S.S. Dempo College of Commerce & Economics, a College established in 1966, affiliated to Goa University, accredited by NAAC at A grade, and recognized under Section 2(f) and 12(B) of the UGC Act, 1956 and having its address at Deendayal Integrated School Complex, Cujira, Goa – 403202 (Hereinafter referred to as 'Dempo College')

'GMA' and 'Dempo College' shall collectively be referred to as 'Parties' and individually as 'First Party' and 'Second Party' respectively.

WHEREAS:

1. GMA is an active and vibrant Local Management Association of AIMA, set up to represent the interests of Management practitioners, professionals and students in Goa and to promote and develop education and research in the discipline of Management
2. Dempo College is a premier Higher Education Institution in the State of Goa, imparting education and carrying out research in the disciplines of Commerce, Economics and Management.

GMA and Dempo College agree to establish a programme for cooperation in areas of mutual interest and in accordance with the terms and conditions set out in this MoU.

B. Objectives

1. To foster collaboration between the Parties on areas of common interest and concern
2. To bridge the Industry-Academia divide
3. To provide the First Party with avenues to share the expertise of its members or invited resource persons with faculty and student members of the Second Party
4. To provide opportunities to the faculty and students of the Second Party to gain practical exposure, so as to strengthen the knowledge and skill base of faculty members and enhance the learning experience of students
5. To facilitate the advancement of knowledge through academic and research collaborations.

C. Terms of Reference:

1. The First Party, as part of its efforts to promote education and research in the Management discipline, will explore ways and means of involving students of the Second Party in its activities.

F. Terms and Termination

1. This MoU will take effect from the date it is signed by representatives of the two Parties. It will remain valid for a period of five years, and may be continued thereafter after suitable review and agreement.
2. This MoU may, at any time during its period of validity, be terminated by one of the Parties upon prior notice to the other in writing not later than six months before the termination date. Once terminated, neither Party will be responsible for any losses, financial or otherwise, which the other Party may suffer. However, both Parties will ensure that all activities in progress are allowed to complete successfully.
3. Any cooperation under this MoU is subject to the availability of funding sources.
4. In the event that either Party wishes to disclose any data and/or information supplied in or resulting from the implementation of this MoU, the disclosing Party shall have prior written consent from the other Party.
5. Any dispute concerning the interpretation and/or application of this MoU shall be settled amicably through consultation between the Parties.
6. This MoU may be amended or revised at any time by mutual written consent of the Parties, and such amendment shall form an integral part of this MoU.

G. General

1. This MoU may only be amended or modified by a written agreement signed by the representatives of each party.
2. The Parties may disclose certain confidential information to the other in relation to any future proposal made under this MoU. Non-disclosure agreements will be made for each such event between the individuals involved from both institutions.
3. This MoU is signed subject to approval by respective academic / administrative bodies.

Signed for and on behalf of
Goa Management Association
Porvorim, Goa




Name: Mr. Amin Ladak

Position: Chairman

Date: 29/6/2022



Signed for and on behalf of
**S.S. Dempo College of commerce &
Economics (B.B.A. Department)**
Cujira, Goa



Name: Dr. Radhika S. Nayak

Position: Principal

Date: 29/6/2022





गोवा GOA

Serial No. 67 Value Rs. 100/-
Name of Purchaser S. S. Dempo College
Resident of Panaji
Place of Vendor Panaji
Licence No.: AC/SI/P/EN/102/2003
Sign. of Vendor Sign. of Purchaser

A 276711

AGREEMENT OF COLLABORATION BETWEEN

**DCT'S S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, GOA AND
ITAPPZGLOBAL TECHNOLOGIES LLP, GOA**


The following scheme of collaboration has been agreed upon between the above referred parties for the purpose of providing services by, DCT's S S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, GOA, hereafter referred to as the PARTNER 1; and ITAPPZGLOBAL TECHNOLOGIES LLP, GOA hereafter referred to as the PARTNER 2.

1

1. Services for which collaboration has been agreed upon:
To conduct Digital Marketing Certificate Course Classes in college campus
2. Event Frequency:
One year from the date of signing this agreement
3. Nature of Collaboration:
Partnership
4. Obligations of the PARTNER 1 – DCT's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, GOA
 - a. Deliverables
 - i. To provide computer lab to conduct the Digital Marketing Course Classes (Lab timings 02:30 p.m. to 04:30 p.m. on college working days)
 - ii. To promote the Digital Marketing Course in college campus.
 - iii. To provide housekeeping and sanitization in used computer lab.
 - iv. To provide college auditorium for distribution of certificates.
5. Obligations of PARTNER 2 – ITAPPZGLOBAL TECHNOLOGIES LLP, GOA
 - a. Deliverables
 - i. To conduct regular classes for the enrolled students of Digital Marketing Course.
 - ii. To maintain regular attendance of all students enrolled for Digital Marketing Course conducted in college campus.
 - v. To conduct classes for Digital Marketing Courses in computer lab (Lab timings 02:30 p.m. to 04:30 p.m. on college working days)
 - iii. All Promotional, Marketing and Certificates materials conducted in college campus will carry the Dempo College Logo along with the Dempo College Skill Centre Logo.
 - iv. ITAPPZGLOBAL TECHNOLOGIES LLP, GOA will be solely responsible to maintain the computer lab and all the equipment's during the usage.
6. A payment of Rs. 12, 000.- per month will be paid to the PARTNER 1 – DCT's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, GOA by PARTNER 2 – ITAPPZGLOBAL TECHNOLOGIES LLP, GOA for utility services provided by the college such as Housekeeping, Use of furniture's, Water, Electricity etc.



7. No other monetary or non-monetary obligations are involved between either of the parties to the arrangement of this scheme of collaboration.


Dr. Radhika S. Nayak
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.



DCT's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, CUJIRA,
GOA.


Ms. Sneha Desai

Director,
ITAPPZGLOBAL TECHNOLOGIES LLP, GOA



Date: 11/12/2021

Place: Cujira, Bambolim - Goa



गोवा GOA

Date 20/04/22 Serial No. 6560

A 477626

Discrp. of stamps..NSS Value..100/-

Name of Purchaser..S.S. DEMPO COLLEGE

Residence.....RAMBOLIM

Sign. of Purchaser.....

Vendor : Casa Naik Panaji Goa

LIC No 1/88 dtd : 26/2/1988

INDUSTRY – INSTITUTE COLLABORATION INITIATIVE

MEMORANDUM OF UNDERSTANDING

BETWEEN

Make it Happen Thematic Trails Pvt Ltd

AND

DCT'S S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS

The Memorandum of Understanding is entered into between

Make it Happen Thematic Trails Pvt Ltd

and

**DCT's S.S Dempo College of Commerce and Economics, P.G. Department of Tourism
Studies**

Make it Happen Thematic Trails Pvt Ltd a Company registered under the Indian Companies Act 1956, having its registered address at Solar Costa Campos, H.No C-1/143, Dr Cunha Gonsalves Road, Panjim – Goa – 403001, bearing CIN U74999GA2017PTC013294 Permanent Account No AALCM2197E, operating under the brand name Make It Happen, is based in Panjim and is an Experiential travel company that specializes in designing community led local experiences such as Heritage Walks, Village Saunters, Art Experiences, Culinary experiences, Virtual Experiences, and Interactive film. Apart from their operations in Goa, they have partnered with Diu Smart City Limited to offer Heritage Walks in Diu. They see tourism as a platform to nurture and showcase local talent and would like to contribute in capacity building and skill development of students.

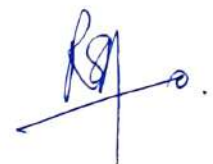
S.S. Dempo College of Commerce and Economics, a Premiere Commerce and Management Institution, Reaccredited by NAAC at 'A' grade with a CGPA of 3.30 is the only college in Goa to offer the Master's of Tourism and Travel Management Programme with CBCS optional subjects in Aviation Management, General Tourism Management, Hospitality and Heritage Management. The Department also mentors the DEM-IATA Authorised Training Center which is the only Licensed IATA Authorized Training Center in Goa to conduct classroom courses from



the year 2014: 1) Foundation in Travel and Tourism 2) Travel and Tourism Consultant. It is a pioneer in the education system and has a potential towards academic excellence.

Make It Happen and **S.S. Dempo College of Commerce and Economics**, agree to:

1. Collaborate to develop MTTM Syllabus to keep it current with the **Make It Happen** requirement of skilled professionals.
2. Provide Internship for MTTM/IATA Students for six weeks as per the subject specification.
3. Collaborate on placement week, provide venue to conduct recruitment drive as per the graduation dates of the MTTM/IATA students and registered students and alumni of the institution from other departments in partnership with **SSDC Placement Cell**.
4. Invite **Make It Happen** operations/HR office bearers to adjudicate the internship presentations of MTTM Students at S.S. Dempo College of Commerce and Economics.
5. Invite **Make It Happen** operations/HR office bearers to deliver industry specific workshops on Start-ups, Innovation and entrepreneurship.
6. Conduct industry visit and familiarization with **Make It Happen** operations in select **Make It Happen** locations in Goa in collaboration with Institution Innovation Council (IIC).
7. Jointly organize operational talks on online/offline mode for MTTM/IATA students.
8. S.S. Dempo College Management will invite **Make It Happen** staff for the MTTM/IATA graduation ceremonies, industry related dialogues and seminars conducted at the college premises or in other venues. Intimation about the same will be provided one month in advance.



9. S.S. Dempo College will also provide space to **Make It Happen** to display their brochures and standees at MTTM/IATA DEM ATC related events.
10. S.S. Dempo College will display the company logo of **Make It Happen** on the official MTTM department website, brochures, poster, prospectus, flyers and leaflets as an industry partner.
11. S.S. Dempo College to conduct case studies, operations research and provide suggestions for improvement of processes, industry implications in **Make It Happen** and publish significant findings in Operations Journals with consent of **Make It Happen** management

Make It Happen and S.S. Dempo College of Commerce and Economics further agree that:

They will work towards the details agreed upon, but this MOU does not impose any binding legal obligations on either organization, but for the overall development of academics and capacity building of the tourism industry.

Validity:

The term of the agreement is for one year (2022-23) and shall renew automatically for successive years based on mutual agreement.

Point of Contact for the execution of MoU:

The officially authorized point of contact from S.S. Dempo College of Commerce and Economics, will be Dr. Cheryl Venan Dias, Programme Coordinator MTTM/IATA, email ID: Cheryl.venandias@dempocollege.edu.in, Mobile: 7757002102 and 7738287005



The officially authorized point of contact from **Make It Happen** for all correspondence will be Maria Victor, Founder & CEO, email: maria@makeithappen.co.in, mobile no: +91 9741911408

Make It Happen

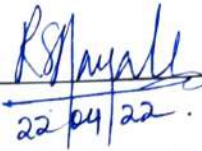
DCT's S.S. Dempo College of

Commerce and Economics

Panaji, Goa

Cujira, Goa

For MIH THEMATIC SKILLS PVT. LTD.
By: 
Director

By: 
22/04/22

Name: Mrs. Maria Victor

Name: Dr. Radhika S. Nayak

Founder, CEO



Principal

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

Make It Happen

DCT's S.S. Dempo College of

Panjim

Commerce and Economics

Goa

Cujira, Goa


Phone:00-91- 9741 911408

Phone:00-91-9422439876

Dated: 22.04.2022

Witness:

1 Dr Aruna Mesquita e Noronha



2 Vishal Rane





गोवा GOA

Date 20/04/22. Serial No. 6554
Discrp. of stamps... NJS... Value... 100/-
Name of Purchaser... S.S. DEMPO... COLLEGE
Residence... BAMBOLIM
Sign. of Purchaser.....
Vendor : Casa Naik Panaji Goa
LIC No 1/88 dtd : 26/2/1988

A 477625

INDUSTRY – INSTITUTE COLLABORATION INITIATIVE

MEMORANDUM OF UNDERSTANDING

BETWEEN

B:live

AND

DCT'S S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS

The Memorandum of Understanding is entered into between

B:live

and

**DCT's S.S Dempo College of Commerce and Economics, P.G. Department of Tourism
Studies**

B:Live is India's first Electric Vehicle Experience Platform started in 2018 with a vision to 'Accelerate Adoption of EVs for a Sustainable Future'.

B:Live has 2 business verticals – B:Live EBike Tours (www.blive.co.in), which has grown its presence to 15 cities across 9 states with over 15000 engaged customers and B:Live EV Store (www.store.blive.co.in), which offers a seamless platform for EV buyers to experience and own an electric vehicle.

Since its inception, B:Live has received multiple recognitions from across the EV ecosystem and is set to be a significant player in the fast growing EV industry. B:Live EV store is India's first Multi Brand Electric Vehicle Retail Platform offering EV solutions to individual buyers and businesses. Launched in 2020 as an online marketplace for Electric Vehicles, B:Live is rapidly expanding its presence in the offline virtual B2B market.

S.S. Dempo College of Commerce and Economics, a Premiere Commerce and Management Institution, Reaccredited by NAAC at 'A' grade with a CGPA of 3.30 is the only college in Goa to offer the Master's of Tourism and Travel Management Programme with CBCS optional subjects in Aviation Management, General Tourism Management, Hospitality and Heritage Management. The Department also mentors the DEM-IATA Authorised Training Center which is



the only Licensed IATA Authorized Training Center in Goa to conduct classroom courses from the year 2014: 1) Foundation in Travel and Tourism 2) Travel and Tourism Consultant. It is a pioneer in the education system and has a potential towards academic excellence.

B:Live and S.S. Dempo College of Commerce and Economics, agree to:

1. Collaborate to develop MTTM Syllabus to keep it current with the B:Live requirement of skilled professionals.
2. Provide Internship for MTTM/IATA Students for six weeks as per the subject specification.
3. Collaborate on placement week, provide venue to conduct recruitment drive as per the graduation dates of the MTTM/IATA students and registered students and alumni of the institution from other departments in partnership with SSDC Placement Cell.
4. Invite B:Live operations/HR office bearers to adjudicate the internship presentations of MTTM Students at S.S. Dempo College of Commerce and Economics.
5. Invite B:Live operations/HR office bearers to deliver industry specific workshops on Start-ups, Innovation and entrepreneurship.
6. Conduct industry visit and familiarization with B:Live operations in select b:live locations in Goa in collaboration with Institution Innovation Council (IIC).
7. Jointly organize operational talks on online/offline mode for MTTM/IATA students.
8. S.S. Dempo College Management will invite B:Live staff for the MTTM/IATA graduation ceremonies, industry related dialogues and seminars conducted at the college premises or in other venues. Intimation about the same will be provided one month in advance.



9. S.S. Dempo College will also provide space to B:Live to display their brochures and standees at MTTM/IATA DEM ATC related events.
10. S.S. Dempo College will display the company logo of B:Live on the official MTTM department website, brochures, poster, prospectus, flyers and leaflets as an industry partner.
11. S.S. Dempo College to conduct case studies, operations research and provide suggestions for improvement of processes, industry implications in B:Live and publish significant findings in Operations Journals with consent of b:live management

B:Live and S.S. Dempo College of Commerce and Economics further agree that:

They will work towards the details agreed upon, but this MOU does not impose any binding legal obligations on either organization, but for the overall development of academics and capacity building of the tourism industry.

Validity:

The term of the agreement is for one year (2022-23) and shall renew automatically for successive years based on mutual agreement.

Point of Contact for the execution of MoU:

The officially authorized point of contact from **S.S. Dempo College of Commerce and Economics**, will be Dr. Cheryl Venan Dias, Programme Coordinator MTTM/IATA, email ID: Cheryl.venandias@dempocollege.edu.in, Mobile: 7757002102 and 7738287005.



The officially authorized point of contact from **B:live** for all correspondence will be Mr. Darren Stuart, HR Head from B:Live, email ID: hr@blive.co.in , contact no: 9623702250.

B:Live

DCT's S.S. Dempo College of

Commerce and Economics

Panaji, Goa

Cujira, Goa

By: 

By: 

Name: Mr. Sandeep Mukerjee

Name: Dr. Radhika S. Nayak

Chief Operating Officer



Principal

PROFESSOR & PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

B:live

DCT's S.S. Dempo College of

Panjim

Commerce and Economics

Goa, India

Cujira, Goa

Phone:00-91-9148446264

Phone:00-91-9422439876

Dated: 29.04.2022

Witness:

1 Yash B. Prabhygaonkar

2 Saylee Kumbhar









गोवा GOA

Serial No 3378 Place of Vendor, Panaji Date 30/11/22
Value of Stamp Paper 10000
Name of Purchaser S.S. Dempto College
Residence _____ Name of Father _____
Purpose _____ Transacting Parties : _____

A 540605

✓
Sign of Stamp Vendor _____ Sign of Purchaser _____
Mangala M. Karapurkar
License No AD/STP/VEN/1747/E9

INDUSTRY – INSTITUTE COLLABORATION INITIATIVE

MEMORANDUM OF UNDERSTANDING

BETWEEN

OPEN DESTINATION INFOTECH PVT LTD

AND

DCT'S S.S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS

Raj

A

The Memorandum of Understanding is entered into between

OPEN DESTINATION INFOTECH PVT LTD

**and DCT's S.S Dempo College of Commerce and Economics, P.G. Department of Tourism
Studies (MTTM)**

Open Destination Infotech Pvt Ltd is located in Panjim: Open Destinations is an established travel technology player and one of the world's leading providers of Travel Technology with more than 20 years' real-world experience and 400+ travel tech experts, solving the biggest technological issues that tour and rail operators face. Over 10,000 travel professionals log in to use our technology every single day. They choose us because our technology is richer, more complete and more customer centric than any other in the marketplace. Our large and dedicated team of travel industry professionals provide a Business Support Service solution that truly enables travel sellers to free up resources to focus on creating great new travel products, selling to their customers and generating revenues.

S.S. Dempo College of Commerce and Economics, is the only college in Goa to offer the Master's of Tourism and Travel Management (MTTM) Programme and along with this the Department also mentors the DEM-ATC which is the only IATA Authorized Training Center in Goa to conduct classroom courses: 1) Foundation in Travel and Tourism 2) Travel and Tourism Consultant. It is a pioneer in the education system and has a potential towards academic excellence.



Open Destination Infotech Pvt Ltd and S.S. Dempo College of Commerce and Economics.

agree to:

1. Collaborate to develop MTTM Syllabus to keep it current with the Open Destination Infotech Pvt Ltd requirement of skilled professionals.
2. Provide Internship for MTTM/IATA Students for six weeks as per the subject specification.
3. Collaborate on placement week, provide venue to conduct recruitment drive as per the graduation dates of the MTTM/IATA students and registered students and alumni of the institution from other departments in partnership with SSDC Placement Cell.
4. Invite Open Destination Infotech Pvt Ltd operations/HR office bearers to adjudicate the internship presentations of MTTM Students at S.S. Dempo College of Commerce and Economics.
5. Invite Open Destination Infotech Pvt Ltd operations/HR office bearers to deliver industry specific workshops on Start-ups, Innovation and entrepreneurship.
6. Conduct industry visit and familiarization with Open Destination Infotech Pvt Ltd operations in select Open Destinations Infotech Pvt Ltd locations in Goa in collaboration with Institution Innovation Council (IIC).
7. Jointly organize operational talks on online/offline mode for MTTM/IATA students.
8. S.S. Dempo College Management will invite Open Destination Infotech Pvt Ltd staff for the MTTM/IATA graduation ceremonies, industry related dialogues and seminars conducted at the college premises or in other venues. Intimation about the same will be provided one month in advance.



3



9. S.S. Dempo College will also provide space to Open Destination Infotech Pvt Ltd to display their brochures and standees at MTTM/IATA DEM ATC related events.
10. S.S. Dempo College will display the company logo of Open Destination Infotech Pvt Ltd on the official MTTM department website, brochures, poster, prospectus, flyers and leaflets as an industry partner.
11. S.S. Dempo College to conduct case studies, operations research and provide suggestions for improvement of processes, industry implications in Open Destination Infotech Pvt Ltd and publish significant findings in Operations Journals with consent of Open Destination Infotech Pvt Ltd management

Open Destination Infotech Pvt Ltd and S.S. Dempo College of Commerce and Economics further agree that:

They will work towards the details agreed upon, but this MOU does not impose any binding legal obligations on either organization, but for the overall development of academics and capacity building of the tourism industry.

Validity:

The term of the agreement is for one year (2022-23) and shall renew automatically for successive years based on mutual agreement.

Point of Contact for the execution of MoU:



The officially authorized point of contact from S.S. Dempo College of Commerce and Economics, will be Dr. Cheryl Venan Dias, Programme Coordinator MTTM/IATA, email ID: Cheryl.venandias@dempocollege.edu.in, Mobile: 7757002102 and 7738287005

The officially authorized point of contact from Open Destination Infotech Pvt Ltd for all correspondence will be Kirk Duarte, Sr. HR / Admin Executive, email ID: kduarte@opendestinations.com , hr@opendestinations.com , Mobile: 7507391337.

Open Destination Infotech Pvt Ltd

Panaji, Goa

By:  _____

Name: Mr. Isle Fernandes

Human Resources

Open Destination Infotech Pvt Ltd


Casa Del Sol,
Building No III, 3rd Floor
Miramar Panjim, Goa

Phone:00-91-9607910285

DCT's S.S. Dempo College of

Commerce and Economics

Cujira, Goa

By:  _____
29/06/22

Name: Dr. Radhika S. Nayak

Principal

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa

DCT's S.S. Dempo College of

Commerce and Economics

Bambolim (Opp) GMC



Cujira, Goa



Phone:00-91-9422439876

Dated:

Witness:

1. Yash B. Prabhyakar 
2. DR ARUNA MESQUITA e NORONHA 





Letter of Understanding (LOU)

Between

CSRBOX

And

**Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics**

This Letter of Understanding (LOU) is effective from 20th February 2021 ("Effective Date"), is entered into by and between

CSRBOX (Renalysis Consultants Pvt. Ltd.) having its corporate office at 806-808, Shivalik Satyamev, Bopal, Near Vakil Saheb Bridge, Ahmedabad, Gujarat, India 380051.

(Hereinafter referred to as "IBM SkillsBuild Country Partner-CSRBOX")

And

Dempo Charities Trust's S. S. Dempo College of Commerce & Economics having its address as office at Cujira Integrated Education Complex, Cujira, Bambolim, Goa, India 403202.

(Hereinafter referred to as "DCT's S. S. Dempo College of Commerce & Economics").

Recitals

- I. Whereas, IBM SkillsBuild represented by its country partner for India-CSRBOX, is skill building & learning digital platform where users can achieve industry relevant skills, get IBM certified badges & seek employment opportunities for Free.
- II. Whereas, **DCT's S. S. Dempo College of Commerce & Economics** was established in 1966 by the Goa Education Society under the Chairmanship of Late Shri. Vasant Rao S. Dempo, a leading industrialist of Goa. It is the oldest and the most highly reputed institution for undergraduate commerce education in Goa. In keeping with the demands of the stakeholders, the college has diversified the programs offered by it to include the Post Graduate programs of M.Com, MTTM, PGDM-Event Management, the undergraduate BBA program and the 4 year Integrated M.Com program for advance learners, Presently, the college is managed by the Dempo Charities Trust, Panaji, led by the dynamic scion of the Dempo family, Mr. Shrinivas Dempo and trustees, Ms. Pallavi Dempo and Mr. Yatish Dempo. The college is Reaccredited by the NAAC at 'A' Grade (CGPA OF 3.30/4)

Objectives

The objective of this LOU is to mutually complement both of the above parties' energies, outreach and efforts to curate opportunities of collaborations, sharing of knowledge resources and jointly work on building capacities of the users through the IBM SkillsBuild Platform.

Duration

This LOU is initially for one-year duration w.e.f. 20th February 2021.

Operational Aspects

Where IBM SkillsBuild will on-board 'DCT's S. S. Dempo College of Commerce & Economics' as the 'Partner' for IBM SkillsBuild platform, and work closely with DCT's S. S. Dempo College of Commerce & Economics Team to leverage their student/learner base and other important stakeholders to build industry relevant skillset & enhance employability prospect of students/learners by providing market-linked skills. IBM SkillsBuild Country Partner-CSRBOX will facilitate the on-boarding of learners (students) on the platform while DCT's S. S. Dempo College of Commerce & Economics will help in encouraging students to leverage the platform for better learning opportunities.

In order to maintain the desired level of social media outreach, each party promises to follow the branding guidelines for social media amplification sent as a part of the communication package. With respect to the social media outreach, each party will also appoint an appropriate person(s) to represent the its organization.

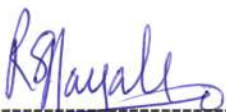
Termination and Extension of LOU

The partnership covered by this LOU shall terminate upon completion of the agreed upon period. In the event of non-compliance or breach by one of the parties of the obligations binding upon it, the other party may terminate the agreement with immediate effect, if there is no resolution available for the breach. This LOU can be extended further as per the mutual agreement between the parties.

Financial Aspects

This LOU is of non-financial in nature where there is no financial transaction or provisioning involved.

The terms and provisions in this LOU also apply to any subsequent Addendum to this agreement. IN WITNESS WHEREOF, the parties here to have executed this LOU on the day 20th of February 2021.



Dr. Radhika S. Nayak
Professor and Principal
For DCT's S. S. Dempo College of Commerce & Economics,
Cujira Integrated Educational Complex,
Cujira, Bambolim,
Goa, India 403202.



Manoviraj Singh
Project Manager
For IBM SkillsBuild (CSRBOX)
806-808 Shivalik Satyamev,
Bopal, Near Vakil Saheb Bridge,
Gujarat, India 380051.

**MEMORANDUM OF UNDERSTANDING
(MoU)**

BETWEEN

**DEMPO CHARITIES TRUST'S
S.S. DEMPO COLLEGE OF COMMERCE
AND ECONOMICS, CUJIRA-GOA**

AND

UNTRACED PATHS TRAVELLERS LLP

FOR

**SKILL DEVELOPMENT, OUTCOME BASED
TRAININGS, PLACEMENTS, R&D SERVICES AND
RELATED SERVICES**



गोवा GOA

Sr No. 1913 Place of Vendor Margao, Goa Dt. 07/07/2021 A 214492

Value of Stamp Paper: 100/-

Name of Purchaser: Nash B. Prabhusankar

Residing at: Margao Father's Name: Phushan

As there is no one single stamp paper for the value of Rs., additional stamp papers for the completion of the value are attached alongwith

Sign of stamp Vendor
Lic. No. JUBVEN-LIC/2/2006/AC-I
Arwin S. Goes, Margao-Goa

Sign of Purchaser

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MoU") is executed at Panaji, Goa on the 7 July 2021.

BY & BETWEEN

Demipo Charities Trust's, S.S. Demipo College of Commerce and Economics, Integrated Education Complex, Opp. GMC (Bambolim), Cujira, St. Cruz, Ilhas, Bambolim, Goa, 403005, the **First Party** represented here in by its **Principal, Dr. Radhika S. Nayak**, (here in after referred as '**First Party**', the institution which expression, unless excluded by or repugnant to the subject or context shall include its successors-in-office, administrators, and assigns).

RSN *7*

teaching / training systems, keeping in mind the needs of the industry, the Second Party.

- c. The general terms of co-operation shall be governed by this MoU. The Parties shall cooperate with each other and shall, as promptly as is reasonably practical, enter into all relevant agreements, deeds, and documents (the 'Definitive Documents') as may be required to give effect to the actions contemplated in terms of this MoU. The term of Definitive Documents, this MoU shall represent the

RSN *7*

entire understanding as to the subject matter hereof and shall supersede any prior understanding between the Parties on the subject matter hereof.

3. Scope

- a. The budding graduates from the institutions could play a key role in technological up-gradation, innovation, and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
- b. **Curriculum Design:** Second Party will give valuable inputs to the First Party in teaching / training methodology and suitably customize the curriculum so that the students fit into the industrial scenario meaningfully.
- c. **Industrial Training & Visits:** Industry and Institution interaction will give an insight in to the latest developments / requirements of the industries; the Second Party to permit the Faculty and Students of the First Party to visit its group companies and also involve in Industrial Training Programs for the First Party. The industrial training and exposure provided to students and faculty through this association will build confidence and prepare the students to have a smooth transition from academic to working career. The Second Party will provide its Labs / Workshops / Industrial Sites for the hands-on training of the learners enrolled with the First Party.
- d. **Research and Development:** Both Parties have agreed to carry out the joint research activities in the fields of tourism, management, travel and living.
- e. **Skill Development Programs:** Second Party to train the students and faculties of First Party on the emerging technologies to bridge the skill gap and make them industry ready.
- f. **Guest Lectures:** Second Party to extend the necessary support to deliver guest lectures to the students of the First Party on the technology trends and in house requirements.
- g. **Faculty Development Programs:** Second Party to train the Faculties of First Party for imparting training as per the industrial requirement considering the National Occupational Standards in concerned sector, if available.
- h. **Placement of Trained Students:** Placement of Trained Students: Second Party will actively engage to help the delivery of the training and try to its best for placement of students of the First Party into internships/jobs.
- i. Both parties to obtain all internal approvals, consents, permissions, and licenses of whatsoever nature required for offering the Programmes on the terms specified herein.
- j. There is no financial commitment on the part of Dempo Charities Trust's, S.S. Dempo College of Commerce and Economics, Cujira-Goa, and the First Party to take up any program mentioned in the MoU. If there is any financial consideration, it will be dealt separately.

4. Confidentiality

- a. Both the Parties recognize, accepts, and agrees that all information obtained or disclosed, including but not limited to all data, documents, application, paper, statements, slips, programs, plans and /or any business/ customer information, marketing strategies/plans and any and all other trade secrets, confidential knowledge, or information of either Party relating to its activities, practice and procedures (hereinafter collectively referred to as "information") which may be provided or communicated by such Party to the other Party in connection with this MoU and/or in the course of performance of this MoU, shall remain the sole property of the Party providing such information and shall be of strictly private and confidential nature and shall be treated as confidential by the other Party.
- b. During the term of this MoU and thereafter, neither Party shall make use of any information for any purpose whatsoever which is not necessary for the discharge of its obligation under this MoU or to the disadvantage of the Party providing such information, nor shall the Party receiving such information divulge it to anyone other than the Party providing the information or persons designated by such Party.
- c. All information shall be returned forthwith by the Party receiving such information to the Party providing the information on the expiry or termination of this MoU; Provided that the Party



receiving such information shall, upon demand by the Party providing it at any time during the term of this MoU, return to the Party providing it, any and all information.

5. Commencement, Duration and Termination

- a. The effective commencement date of this working relationship will be the date of the signing of this MoU and the working relationship shall remain in force for a period of 3 years from the commencement date.
- b. The working relationship defined in this MOU can be terminated at any time by any Party by giving 30 (thirty) calendar days written notice of termination to the other Party.
- c. The working relationship will not be automatically renewed and will be reviewed before the end date with a view to assessing delivery against the objectives set out in this MoU and whether a renewed working relationship aligns with the strategies and objectives of the Parties.

6. Intellectual Property Rights

- a. Nothing contained in this MoU shall, by express grant, implication, estoppel or otherwise create in either Party any right, title, interest, or licence in or to the intellectual property (including but not
- b. limited to know-how, inventions, patents, copy rights and designs) of the other Party.

7. Governing Law and Dispute Resolution

- a. This MoU shall be fully enforceable in India and shall be governed by and construed in accordance with the laws of India.
- b. Either party shall take all steps to settle any disputes amicably. In case the Parties are unable to reach an amicable and mutual settlement of the dispute within a period of 30 days from the date of dispute through mutual discussions, then the matter will be referred to and settled by binding arbitration.
- c. The arbitration proceedings shall be conducted, including all documents presented in such proceedings in English language. The seat of arbitration shall be in Goa and shall be conducted and administered by the Arbitrator under the provisions of the Indian Arbitration & Conciliation Act, 1996. The award of the arbitrator shall be binding on the Parties and may be submitted in a court of competent jurisdiction for its execution thereof. Each party shall bear its own costs and fees in connection with the arbitration.
- d. Parties agree to submit all their disputes arising out of or in connection with this MoU to the exclusive jurisdiction of courts of the State of Goa.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding to become effective as on the date first written above.

Signed by:



Dr. Radhika S. Nayak
Principal S.S Dempo College of Commerce
and Economics, Cujira- Goa

Date: 08/07/2021

Official Stamp



Mr. Varun Hegde
Founder, Untraced Paths Travellers LLP


Date: 08/07/2021


Official Stamp





Witness 1: Ms. Anushka laad
Abad

Witness 3:  Ms. Raashi Kamat

Witness 2:  Ms. Saylee Kumbhakar

Witness 4:  Mr. Yash B Prabhyaonkar



Confederation of Indian Industry



Confederation of Indian Industry

Goa State Office (Western Region)
1st Floor, Salgaocar Centre,
Rua de Ourem, Panaji, Goa – 403 001, India
T : +91-0832-242 2790, 223 2255
F : +91-0832-242 2796
E : yi.goa@cii.in
W : www.youngindians.net

MEMORANDUM OF UNDERSTANDING (“MOU”)

BETWEEN

CONFEDERATION OF INDIAN INDUSTRY

AND

S. S. DEMPO COLLEGE OF COMMERCE & ECONOMICS

Agreed and executed on this 02nd day of March, 2021,

Confederation Of Indian Industry (“CII”), a society registered under the Societies Registration Act, 1860, a not for profit and industry managed organisation and having its Central Office at The Mantosh Sondhi Centre 23, Institutional Area, Lodi Road, New Delhi -110 003, India (hereinafter referred to as “CII”), represented by its authorised signatory **Ms. Pratiksha Khalap, Chair YUVA, Yi Goa Chapter** which expression shall unless repugnant to the context and meaning thereof include its successors, administrators and permitted assignees).

And

S. S. Dempo College of Commerce & Economics, Cujira, Bambolim, Goa having its Head Office at Panaji-Goa (hereinafter referred to as “S. S. Dempo College, Bambolim Goa” represented by its authorised signatory **Dr. Radhika Nayak, Principal**, which expression shall unless repugnant to the context and meaning thereof include its successors, administrators and permitted assignees).

Hereinafter individually referred to as CII or S. S. Dempo College, Bambolim, Goa as it may be, and collectively referred to as the Parties.

WHEREAS:

CII is a non-government, non-profit, industry led and industry managed organization, which works to create and an environment conducive to the growth of industries in India through advisory and consultative process CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness and business opportunities through a range of specialized services and strategic global linkages. Young Indians (Yi) is an initiative and integral part of the CII formed with an objective of creating a platform for Young Indian's to realize the dream of a developed nation. It has over 3200 direct members in 54 city chapters, and indirect membership of 29500 through its Yuva. “To become the Voice of Young Indian's Globally” being the vision of Yi, it reaches out to the global Indians wherever they are to make them an integral part of the Indian Growth Story. The Yi Yuva platform is one of the most active focus areas within Young Indians by which Yi members engage students from across the country in various initiatives that the students conceptualize, plan and execute. The objective is to create a bridge, a platform for the students to work

in cross functional teams with a broad objective of enhancing their leadership skills and giving back to the nation. In the process, the students work in leadership roles while operationalizing projects that are based on self-development, skill building, community service and nation building.

WHEREAS:

S. S. Dempo College of Commerce & Economics, Cujira, Bambolim, Goa, established in 1966 by the Goa Education Society under the Chairmanship of Shri. Vasantao S. Dempo, a leading industrialist of Goa, is the oldest and the most highly reputed institution for undergraduate commerce education (B. Com). Presently managed by the Dempo Charities Trust, Panaji, led by the dynamic scion of the Dempo family, Mr. Shrinivas V Dempo and trustees, Ms. Pallavi Dempo and Mr. Yatish Dempo. The college blazing new frontiers with exciting career oriented educational programs, under the guidance of Mr. Rajesh Bhatikar, the Administrator of the Trust, the proven leadership of Principal, Dr. Radhika Nayak and the dedicated services of the Vice-Principal, CA Gauri Tamba, members of the teaching, administrative and support staff.

NOW THEREFORE, BOTH THE PARTIES HEREBY AGREE AS UNDER

ARTICLE I: Purpose and Objectives

Both the Parties, by way of this MOU express their commitment to collaborate with each other to:

- i) The role of the institution would be to enroll All students or minimum of 50 students at the beginning of the year and increase the same substantially through the years.
- ii) Yi and Education Partner shall motivate and provide opportunities to the students to engage in activities and initiatives that they conceptualize, create reports regularly on their activities to the Yi Executive Member and participate in the Yi National & Chapter events in other cities like the summit (finer details to be worked in coherence with the institution's policies)
- iii) Both the Parties are desirous of promoting mutual cooperation and wish to expand the basis for friendly and cooperative educational and academic collaborations by way of this MOU.
- iv) Both the Parties understand and acknowledge that this MOU is a pre-requisite for further collaboration and cooperation activities, academic partnerships etc.
- v) Any other activities considered by both Parties to be potentially beneficial.

ARTICLE II: Financials

- i) Both the Parties shall, depending on availability of funds and resources and after mutual consensus, dedicate funds for specific arrangements, academic projects and all endeavours envisioned under this MOU. Unless otherwise specifically agreed to in writing by the Parties, each Party will bear on their own the respective costs of carrying out the obligations under this MOU. Each party is responsible for its own taxes and compliances in respect to the deliverables envisaged herein and shall not hold the other party responsible for such taxes and compliances. This is merely a broad understanding between the parties in furtherance to the common intention for accomplishing the objectives mentioned herein above. In future, if the parties intend to enter into any financial arrangement, the legal rights and commercial obligations of the parties as applicable shall be delineated through separate documents on case-to-case basis. Taxes if any will be charged extra and withholding tax if any will be deducted by respective party on any financial transaction as per applicable laws.

- ii) Both the Parties shall be free to collaborate with and seek financial support, donations from national and international organizations, partners for cooperative activities to be undertaken under this MOU.

ARTICLE III: Coordination Between Facilitators

Both the Parties shall nominate one or more senior representative/officer, who shall be the point of contact/facilitator for the purposes of this MOU. The facilitators of both the Parties shall maintain regular contact with the other Party as well as propose and review different academic projects, programs and other activities in furtherance of objectives of the purpose and objectives envisioned under this MOU. The Facilitators may also be required to report to and coordinate with different committees or boards for the purposes of this MOU, as may be necessary.

ARTICLE IV: Intellectual Property Rights

Both the Parties shall:

- i) Share with each other all data, research and findings relating to activities, projects undertaken under this MOU.
- ii) Enjoy joint ownership of all intellectual property rights in terms of copyrights, patents, trademarks for any discoveries, inventions researches and any outcomes resulting from joint activities undertaken under this MOU.

ARTICLE V: Confidentiality

For the purposes of this MOU:

- i) either of the Parties who provides any sensitive or commercial information shall be referred to as '**Disclosing Party**' and
- ii) either of the Parties, receiving such information shall be referred to as '**Recipient Party**'.

The Recipient Party shall use the confidential information of the provided by the Disclosing Party solely in accordance with the provisions of this MOU and will not disclose or permit to be disclosed, the same, directly or indirectly, to any third party without the Disclosing Party's prior written consent.

The Recipient Party shall exercise all care and caution in protecting the confidential information provided by the Disclosing Party, from any unauthorized use and disclosure. However, neither party bears any responsibility for safeguarding information which:

- i) is publicly available,
- ii) obtained by the other party from third parties without restrictions on disclosure,
- iii) independently developed by the other party without reference to confidential information, or
- iv) required to be disclosed by order of a court or other law enforcement entity, provided written notice of such compelled disclosure before court or law enforcement entity is intimated to the Disclosing Party.


ARTICLE VI: Governing Law, Jurisdiction & Arbitration

- i) This MOU shall be construed, interpreted and enforced in accordance with Laws of India.
- ii) In case of any differences, both the parties, shall make all efforts to settle the disputes amicably through mutual discussion and negotiation, failing which, dispute(s) shall be referred to a sole Arbitrator appointed by both the Parties, as per provisions of Arbitration and Conciliation Act, 1996 including. Language of Arbitration shall be English and place of Arbitration shall be New Delhi, India.
- iii) Subject to the Arbitration Clause, the Courts competent jurisdiction at Delhi shall have exclusive jurisdiction in respect of any and all matters pertaining to this MOU.

ARTICLE VII: Miscellaneous

- i) This MOU can only be amended in writing by mutual consent of both the Parties.
- ii) This MOU shall come in effect from the date of affixing signature by both the Parties and shall remain valid for a period of **Three (03) years** from that date, subject to any written notice by one party to the other party, expressing its intent to terminate this MOU.
- iii) Either of the Parties, may terminate this MOU by way of 2 (two) months advance notice. In such an event, both the Parties, shall make all endeavours to fulfil their obligations and responsibilities for any ongoing program(s), project(s) or any endeavour(s) which has been initiated under this MOU.
- iv) This MOU may be executed in counterparts including but not limited to MOUs, communications exchanged defining responsibilities, obligations of both the Parties for different programmes, initiatives etc. under this MOU, each of which shall be deemed to be an original, and all of which, taken together, shall constitute an integral part of this MOU.
- v) If any provision of this MOU shall be invalid, illegal or otherwise unenforceable, the validity, legality and enforceability of the remaining provisions shall in no way be affected or impaired thereby.
- vi) The captions of the clauses of this MOU are for convenience of reference only and in no way define, limit or affect the scope or substance of any clause of this MOU.

IN WITNESS WHEREOF the parties hereto have executed this MOU, in duplicate, by their duly authorized representatives on the date, month and year first written above.


02.03.2021

Dr Pratiksha Khalap
Yi Yuva Chair


02.03.2021
Dr. Radhika Nayak
Principal


Mr Cecil F Pinto
Yi (Executive Member)

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MoU) records the understanding arrived on this 28th day of April, 2021,

BETWEEN

DCT's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, a college established in 1966 by the Goa Education Society, presently managed by Dempo Charities Trust established under the Indian Trust Act, 1882 and bearing registration no. 2 dated 23.09.1965, having its main campus at Integrated Education Complex, Opp. GMC (Bambolim), Cujira, St. Cruz, Ilhas, Bambolim, Goa 403005, India, through its Principal, **Dr. Radhika Nayak** (hereinafter called as "**DEMPO**"), which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns of the One Part;

AND

PINKISHE FOUNDATION a Public Charitable Trust registered under established under the Indian Trust Act, 1982, having its registered office at H. No. 51, G.F., Block -AM, Shalimar Bagh, New Delhi - 110088, Represented by **Mr. Arun Gupta** (President), (hereinafter called as "**PINKISHE**"), which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns of the Other Part;


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Deendayal Integrated School Complex,
Cujira - Goa.

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The Parties to this MOU hereinafter shall be jointly referred to as 'the Parties' and individually as 'the Party'.

WHEREAS DEMPO is entering into this MOU with PINKISHE on non-exclusive basis.

1. Objective of MOU:

To provide Interning opportunities to students of DEMPO as a part of their School for Life program which ensures to bring social awareness to the students. PINKISHE is collaborating with DEMPO as an NGO in the School for Life, where students are recruited as interns to support the projects of PINKISHE.

2. Obligations:

Both the organizations acknowledge the fact that no contractual relationship has been created out of this MOU and they agree to work in unison towards their respective goals and targets to make this collaboration a success and thereby exemplify the spirit of transparency and responsibility.

3. Cooperation in view of this Collaboration:

The MOU shall oversee the functioning of PINKISHE as an NGO in the DEMPO.

The roles for both the parties would be:

A. Role of PINKISHE:


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1. Representatives of PINKISHE will join a webinar to represent the work being done to encourage students to join as an intern.
2. The identified students will be trained by PINKISHE based on the role as Interns that they are short listed for. Training will be common for all Interns joining the organization.
3. Interns will be assigned tasks based on the role they are short listed for.
4. Interns will be reporting to their Supervisor/ Manager/ PINKISHE officials. The officials of PINKISHE will ensure the safety and well-being of students when they're on field.
5. PINKISHE will ensure all the policies related with prevention of Sexual Harassment or Discrimination which is applicable to their employees or is applicable as per Law of the Land will be applicable to the DEMPO students.
6. PINKISHE will encourage Interns to submit a report based on their role, for which support will be provided.
7. Intern participation shall be shared in the form of credits (A tracking mechanism used to see how the Intern has performed their role through the year) to DEMPO to help grade the students as a part of their course.
8. Confidential Personal Information: "Confidential Personal Information" means all information about the intern students, including Transaction Information and their names, addresses, all contact information and demographic or financial information. Confidential Personal Information may be used only for the limited purpose for mere operation of this MOU. PINKISHE shall be liable for all unauthorized disclosures and use of Confidential Personal Information by its Affiliates and personnel. Notwithstanding the obligation for maintaining confidentiality, PINKISHE will notify the DEMPO promptly upon the discovery of the loss, unauthorized disclosure, or unauthorized use of the Confidential Personal Information, if any.

B. Role of DEMPO:


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1. Ensuring to provide a platform for students to be addressed about the Interning roles in the organization.
2. Encourage students to join PINKISHE and give them permission to attend events and classes during the weekends.

4. Financials:

PINKISHE & DEMPO will be responsible for their own costs and expenses involved in its efforts to negotiate, conclude and fulfil its obligations under this MOU. Notwithstanding anything to the contrary contained herein, PINKISHE shall not charge any payment, fee, charges whatsoever from the Interns.

However, as a part of the internship program, students/interns may however be given assignments to raise funds from friends, family and general public for various activities to be organized and conducted solely by PINKISHE or jointly by PINKISHE & DEMPO.

PINKISHE or DEMPO cannot claim reimbursement of any expenses from other party unless exclusively agreed and approved in written in advance by the other party.

5. Use of Logo/Name

“Permission is given to both the parties to use the official marks of the other party specifically the institutional name and/or institutional logo solely for the purposes of promoting and administering the collaborative activities between the institutions; Provided, that the party using the official marks of the other party shall take all such reasonable degree of care as an institution of good ethical and normal prudence would expect in its own case.”


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6. Arbitration and Jurisdiction:


In case of any dispute arising between the parties in respect to any of the terms in this MOU, the parties undertake to settle the same by issuing a notice within 15 days from the date of the issue becoming known to either party. In case no such settlement is arrived at after mutual negotiations, the matter may be resolved by arbitration and shall be governed by the provisions of the Arbitration and Conciliation Act 1996 subject to any statutory modification, amendment or re-enactment, from time to time.

7. MOU Effective Date:

This Memorandum of Understanding shall be effective from the date of signing by both parties.

8. Term of MOU:

This MoU, unless extended by mutual written agreement of the parties, shall expire 5 years after the effective date specified hereinabove. This MoU may be amended or terminated earlier by mutual written understanding of the parties at any time. However, no such early termination of this MoU, whether mutual or unilateral, shall affect the current obligations of the parties under the MOU. Notwithstanding, either party may terminate this MOU after giving a 90 days written notice to the other party. However, DEMPO shall be at liberty to terminate the MOU forthwith in the event of any breach of confidentiality, as contained under clause 3 (A).8.



PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
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IN WITNESS WHEREOF BOTH THE PARTIES HAVE SIGNED THIS
MEMORANDUM OF UNDERSTANDING ON THE DAY AND DATE FIRST
ABOVE WRITTEN:

**FOR DCT's S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS:**

Signature: 

Name: **Dr. Radhika Nayak**

Designation: **Principal**

PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

FOR PINKISHE FOUNDATION:

For PINKISHE FOUNDATION

Signature:  President

Name: **Arun Gupta**

Designation: **President**

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as the "MOU") is made and executed on this 12th day of January 2021 at Pune.

BETWEEN

S.S. Dempo College of Commerce and Economics, a college/Institute recognized under Section 2(f) and 12 (B) of the UGC Act 1956 and having address at: Integrated Education Complex, Opp. GMC, Cujira, Bambolim, Goa, 403202, Goa, India

Through its Principal

(hereinafter referred to as "PARTNER INSTITUTE")



AND

BAJAJ FINSERV LIMITED, a company registered under the provisions of the Companies Act, 1956, having its registered office at: Bajaj Auto Ltd Complex, Mumbai-Pune Road, Pune 411 035

AND

BAJAJ FINANCE LIMITED, a company registered under the provisions of the Companies Act, 1956, having its registered office at: Akurdi, Pune 411 035

Through President (Legal and Taxation) – Bajaj Finserv Limited

(Bajaj Finserv Limited and Bajaj Finance Limited hereinafter referred to as "FINSERV")

The expressions "PARTNER INSTITUTE" and "FINSERV" shall, collectively be referred to as "Parties" and individually as "Party".

WHEREAS:

- A. PARTNER INSTITUTE established in 1966 by Dempo Charities Trust is affiliated to Goa University.
- B. Bajaj Finserv Limited is the holding company for financial services businesses of the Bajaj Group;
- C. Bajaj Finance Limited is a Non-Banking Finance Company registered with Reserve Bank of India.
- D. FINSERV, as part of its Corporate Social Responsibility (CSR) activities, desires to create employment opportunities for educated youth in the Banking, Finance and Insurance Sector through a customized training programme encompassing product knowledge, communication and other soft skills, which is expected to benefit fresh graduates, especially those belonging to economically weaker sections of the society;
- E. FINSERV, in partnership with some of the leading educational institutes, has designed and developed a customized programme viz. Certificate Programme in Banking, Finance and Insurance (hereinafter referred to as CPBFI).
- F. FINSERV and PARTNER INSTITUTE had signed a Memorandum of Understanding on July 12, 2019 for conducting CPBFI for the students and alumni of PARTNER INSTITUTE;
- G. The Parties have agreed to terminate the aforementioned MoU and shall henceforth conduct CPBFI, on terms and conditions set out below.

NOW THIS AGREEMENT WITNESSETH AND IT IS AGREED BY AND BETWEEN THE PARTIES AS UNDER:

1. Purpose/Objective of CPBFI:

The objective of CPBFI is to impart practical knowledge and essential skills to final year graduation students and fresh graduates, especially those belonging to economically weaker sections of the society, with a view to create employment opportunities for them in the Banking, Finance and Insurance Companies.



2. Scope of CPBFI:

- i. FINSERV has appointed different training institutes as Official Training Partners for conducting CPBFI (hereinafter referred to as CPBFI Official Training Partners).
- ii. FINSERV and the PARTNER INSTITUTE, through one of the CPBFI Official Training Partners, shall conduct, for the eligible students and alumni of the PARTNER INSTITUTE, a Certificate Programme in Banking, Finance and Insurance viz. CPBFI, covering industry overview and product knowledge relevant for roles in banks, NBFCs, life insurance and general insurance companies, communication and other workplace skills. CPBFI shall be conducted through classroom training (hereinafter referred to as CPBFI-CLASSROOM), online training (hereinafter referred to as CPBFI-ONLINE) or a combination of classroom and online training (hereinafter referred to as CPBFI-BLENDED).

3. Responsibilities of the Parties:

- i. The PARTNER INSTITUTE shall be responsible for mobilizing students for the CPBFI Programme by spreading awareness about CPBFI and its potential benefits for the prospective students. FINSERV shall, if requested by PARTNER INSTITUTE, at its discretion, support the awareness campaigns by participating in the student meetings, parent meetings and design of publicity material such as posters, leaflets etc.
- ii. The PARTNER INSTITUTE shall be responsible for providing necessary infrastructure facilities for conducting classroom sessions of CPBFI-CLASSROOM and CPBFI-BLENDED, specifically (a) one class room, equipped with a projector, a sound system and a white-board with a seating capacity of at least 45 students, (b) one computer room, equipped with computers having MS Office software and high-speed internet connection, with a seating capacity of at least 25 students, for conducting the online assessment tests (c) one assembly hall with a capacity of around 60 persons and 3 interview rooms, for one day per batch, for conducting CPBFI HR Workshop. PARTNER INSTITUTE shall also provide basic stationery required for training purposes such as marker pens, chart sheets, chalks etc.
- iii. The PARTNER INSTITUTE shall appoint a Coordinator for every CPBFI batch, with following responsibilities:
 - a. To motivate and encourage students to extract maximum benefit from CPBFI.
 - b. To provide necessary support to the CPBFI Official Training Partner for planning and conducting the program.
 - c. To conduct online pre-assessment and post-assessment tests for every batch.
 - d. To ensure that the classes are conducted as per pre-defined schedule.
 - e. To ensure that all students are regularly attending the classes.
 - f. To maintain daily attendance of students.
 - g. To attend few classes as an observer and provide feedback to FINSERV about the training quality.
 - h. To ensure discipline and good conduct from the students.
 - i. To support FINSERV team to conduct CPBFI HR Workshop for every batch.
 - j. To submit required college information as per Annexure 3 to FINSERV coordinator.
- iv. The PARTNER INSTITUTE shall issue an appointment letter to the Coordinator as per format prescribed in Annexure 4 of this MOU. The PARTNER INSTITUTE shall submit the appointment letter, duly authorized by the Principal of the PARTNER INSTITUTE and accepted by the Coordinator, to FINSERV before commencement of every CPBFI Batch.
- v. FINSERV shall be responsible to design and continuously improve the CPBFI programme structure, including adding or deleting courses, changing pedagogy or modifications to the programme duration.



- vi. FINSERV shall be responsible to arrange faculty, with requisite expertise and experience, through any of its CPBFI Official Training Partners. FINSERV shall provide necessary details of the concerned CPBFI Official Training Partner to the PARTNER INSTITUTE at least 2 weeks before start of every batch. FINSERV shall be responsible to arrange the online training platform for conducting CPBFI-ONLINE and CPBFI-BLENDED.
- vii. FINSERV and the PARTNER INSTITUTE, shall be responsible for award of "Certificate of Completion" at the completion of CPBFI to all successful candidates who meet eligibility criteria viz. requisite attendance and credits in the examinations conducted during CPBFI.
- viii. FINSERV, as part of its CSR, shall bear the full cost of faculty deployed by its CPBFI Official Training Partner, to ensure that CPBFI is affordable to students belonging to economically weaker sections of the society.
- ix. FINSERV along with its chosen academic partner/s, shall conduct an online examination at the end of CPBFI. Only students who pass this examination and have requisite attendance shall be eligible to receive the "Certificate of Completion". This examination shall be in addition to all other examinations conducted by the CPBFI Official Training Partner during CPBFI.
- x. The PARTNER INSTITUTE shall display the FINSERV name and logo prominently in all marketing and publicity material, notices for students and all other internal and external communications, in paper form or otherwise, relating to CPBFI.
- xi. Any other use of FINSERV brand names by the PARTNER INSTITUTE shall require prior written consent from FINSERV.
- xii. The PARTNER INSTITUTE shall provide to FINSERV, necessary information about all the students of CPBFI, in the format specified by FINSERV in Annexure 1. FINSERV shall be free to contact the students directly for the purpose of monitoring the impact of CPBFI and the career progression of students.
- xiii. The PARTNER INSTITUTE shall not conduct CPBFI or a programme with identical course structure except in partnership with FINSERV.
- xiv. The PARTNER INSTITUTE shall be solely responsible to comply with regulations of University Grants Commission or any other authority regulating educational activities in India. The PARTNER INSTITUTE agrees that FINSERV shall not have any liability including monetary or otherwise, in the event of any regulatory action taken against the PARTNER INSTITUTE in respect of conducting this programme. The PARTNER INSTITUTE agrees to fully compensate FINSERV in case an action is taken against FINSERV by any such regulatory authority in respect of conduct of CPBFI by the PARTNER INSTITUTE under this MOU.
- xv. The PARTNER INSTITUTE shall be solely responsible for payment of GST or any other taxes that may be applicable, in respect of fees collected by the PARTNER INSTITUTE for CPBFI and FINSERV shall not have any liability towards the same. The PARTNER INSTITUTE agrees that FINSERV shall not have any liability, monetary or otherwise, in the event of any action is taken against the PARTNER INSTITUTE by any tax authorities. The PARTNER INSTITUTE agrees to fully compensate FINSERV in case any action is taken against FINSERV by any such tax authority in respect of conduct of CPBFI by the PARTNER INSTITUTE under this MOU.
- xvi. The PARTNER INSTITUTE shall submit the information specified in Annexure 3 before commencement of every batch to FINSERV.



4. Batch Strength:

The parties agree that, each batch shall consist of minimum 45 and maximum 60 students. FINSERV and the PARTNER INSTITUTE may mutually decide to start a batch with less than 45 students.

5. Term of the MOU:

The term of this MOU is for a period commencing from signing of this MoU till end of March 31, 2024, except Clause 3(xiii) and Clause 14, which shall continue to be in force for a further period of 3 years from the date of termination of this MOU. The parties may decide to further extend the term of this MOU by mutual consent on such terms and conditions as may be agreed between them.

6. Course fees:

- i. PARTNER INSTITUTE shall charge a non-refundable fee of Rs. 1,000 (Rupees One Thousand only) plus applicable GST and other taxes, to each of the students of CPBFI towards the course fees. The fee payable by each student shall not be less than Rs. 1,000 (Rupees one thousand only) plus applicable taxes and shall not exceed Rs. 3,000 (Rupees three thousand) plus applicable taxes. The fees specified here shall be valid for two years from signing of this MOU. The fees shall be reviewed on completion of this period and parties may mutually agree to revise the same from time to time.
- ii. On successful completion of every batch (i.e. If the overall attendance of the students is in excess of 75%) of CPBFI-CLASSROOM and CPBFI-BLENDED, FINSERV shall pay an amount of Rs. 500 (Rupees Five Hundred only) per student to the PARTNER INSTITUTE as a fee subsidy. The fee subsidy shall be paid by FINSERV within 2 weeks from completion of every batch and submission of bank account information as per Annexure 3. The method for calculating the overall attendance in respect of CPBFI batches, is included in Annexure 2.
- iii. The PARTNER INSTITUTE has agreed to suitably remunerate the coordinator and other staff members for their effort towards successful conduct of CPBFI Batch.
- iv. The PARTNER INSTITUTE, may at its own discretion, waive the fees of students from economically weaker sections, provided the number of such students does not exceed 15% of total enrolment in the respective batch.
- v. The PARTNER INSTITUTE shall ensure that no student shall be allowed to attend CPBFI without paying the full fees except those permitted under sub-clause iv above.
- vi. The PARTNER INSTITUTE shall submit to FINSERV, before commencement of any batch, extracts of bank statement or copies of cash receipts or a letter from the Principal or Vice-Principal confirming collection of fees from every participant.

7. Duration and contents of CPBFI:

- i. CPBFI will involve training of about 100 hours.
- ii. The PARTNER INSTITUTE has agreed to mobilize, on best effort basis, at least 40 students in first academic year and at least 80 students from second academic year onwards. The PARTNER INSTITUTE shall decide the batch schedule and timings and inform the schedule to FINSERV at least 45 days before commencement of the batch.
- iii. FINSERV shall arrange to make the faculty available as per the schedule informed by the PARTNER INSTITUTE.



- iv. Detailed schedule of the lectures and practical shall be given in advance to students before commencement of CPBFI.

8. Place of teaching:

- i. The CPBFI class room teaching and practical shall be conducted at S.S. Dempo College of Commerce and Economics, Goa by the CPBFI Official Training Partner, for up to four hours a day on such days, dates and at such timings as may be mutually decided between the parties.

9. Eligibility for CPBFI:

- i. Any student who is studying in the final year of Graduation Programme or pursuing any post graduation programme shall be eligible to apply for admission to CPBFI.
- ii. Additionally, any fresh graduate i.e. a graduate with less than 2 years of work experience or no work experience, shall also be eligible to apply for admission to CPBFI.
- iii. Only candidates who are less than 27 years old, on the date of application, are eligible to apply for admission to CPBFI.
- iv. The PARTNER INSTITUTE shall select the final list of candidates for admission based on the criteria mutually agreed upon by the PARTNER INSTITUTE and FINSERV from time to time.

10. Discipline and right to expel:

- i. The students of CPBFI-CLASSROOM and CPBFI-BLENDED shall be subject to rules of discipline/code of conduct of the PARTNER INSTITUTE during course period. In case of CPBFI – ONLINE, the students shall be subject to rules of discipline/code of conduct of the CPBFI Official Training Partner.
- ii. If the concerned CPBFI Official Training Partner observes a breach of code of conduct by any student, it shall immediately report the same to the CPBFI Coordinator for necessary action.
- iii. If any participant commits breach of code of conduct of the PARTNER INSTITUTE, the faculty shall have full authority to expel such student for the remaining duration of CPBFI.

11. Faculty:

- i. FINSERV shall be solely responsible for arranging, through a CPBFI Official Training Partner, faculty, with requisite industry and teaching experience, and conducting CPBFI efficiently and effectively. The PARTNER INSTITUTE shall not be responsible for making any payments to the faculty of the CPBFI Official Training Partner.
- ii. Some of the lectures of CPBFI may be conducted by the experts from FINSERV as per the understanding between the parties. However, the PARTNER INSTITUTE shall not be liable to pay any amounts to FINSERV towards the said lectures and no amounts shall be deducted from the amounts payable to the PARTNER INSTITUTE.



12. Certification:

FINSERV and the PARTNER INSTITUTE shall issue a "Certificate of Completion" in "Certificate Programme in Banking, Finance and Insurance" to the eligible students of CPBFI-CLASSROOM and CPBFI-BLENDED. The certificates shall be printed by FINSERV and shall carry the logos of FINSERV, the PARTNER INSTITUTE and the concerned CPBFI Official Training Partner.

FINSERV shall issue a "Certificate of Completion" in "Certificate Programme in Banking, Finance and Insurance" to the eligible students of CPBFI-ONLINE. The certificates shall be in digital format and shall carry the logos of FINSERV, the PARTNER INSTITUTE and the concerned CPBFI Training Partner.

13. Further Agreements:

The parties agree that, they may mutually discuss and enter into further agreements, if needed.

14. Confidentiality:

- i. The Parties agree to maintain strict secrecy and confidentiality regarding any and all Confidential Information exchanged or to be exchanged between them in relation to this MOU.
- ii. The PARTNER INSTITUTE agrees that all the course material provided by FINSERV or the CPBFI Official Training Partner, including but not limited to CPBFI structure, curriculum, lesson plans and evaluation methods, shall be deemed to be Confidential Information.
- iii. The PARTNER INSTITUTE agrees that any of FINSERV's technical or business or other information including information given for development of any case studies / development of any program modules / contents, made available by FINSERV or its personnel to the PARTNER INSTITUTE shall be deemed to be Confidential Information.
- iv. The PARTNER INSTITUTE agrees to restrict access and disclosure of Confidential Information to such of their employees, agents, vendors, and contractors strictly on a "need to know" basis, to maintain confidentiality of the Information disclosed to it in accordance with this clause.
- v. Information and material disclosed and provided by each party to the other party in pursuance of or in connection with performance of its obligation under this MOU shall, at all times, remain the sole and exclusive property of the disclosing Party.

15. Intimation about cancellation/postponement of CPBFI:

- i. If due to any cogent reasons, it appears to the PARTNER INSTITUTE that it is unable to arrange any batch as per schedule, the PARTNER INSTITUTE shall intimate about its inability to FINSERV at least 30 days in advance and the parties shall decide further schedule of CPBFI by mutual consent. FINSERV may decide to complete such batches through online classes.
- ii. However, if such postponement or cancellation is necessitated due to any last minute, unforeseen and unavoidable circumstances like Act of God, civil commotion, strike, bandh, disruption of traffic, epidemic, war, aggression, change in Government Policy or any other similar circumstances, the PARTNER INSTITUTE shall intimate the change in schedule as early as possible after such circumstances as stated above have arisen. In such circumstances, the PARTNER INSTITUTE shall not be held liable for payment towards any loss or damages caused to FINSERV due to delay in its schedule.



iii. If for any reason, FINSERV, decides to discontinue support for CPBFI, it shall give a written notice to the PARTNER INSTITUTE, 30 days in advance. Such notice shall not impact any batch which is already in progress on the date of notice and the terms of this MOU shall continue to apply to the running batches

16. Amendment/Termination:

- i. Any amendment to the terms of this MOU can only be made by mutual consent of the parties.
- ii. This MOU may be terminated by either party, for breach of terms and conditions of the present MOU or otherwise, by a written notice of at least one (1) month in advance. Such notice of termination shall not interfere with the batches underway at the relevant time. Such batches shall be allowed to continue until their conclusion.
- iii. Both the parties agree that Finserv shall have the right of terminating this MOU without any notice to the PARTNER INSTITUTE, if the PARTNER INSTITUTE charges a fee exceeding the amount prescribed under Clause 6(i) of this MOU. In such event, the batches underway at the relevant time, may also be terminated by FINSERV, unless the PARTNER INSTITUTE refunds the excess fee charged to every student of the batch.

17. Applicable Law and Dispute Settlement:

- i. This MOU shall be governed by the Laws of India.
- ii. Any dispute arising between the parties in connection with or arising out of the performance of mutual obligations under this MOU shall be resolved by mutual discussion and consultation. If the dispute remained unresolved even after 30 days, then the dispute shall be referred to the Principal of S.S. Dempo College of Commerce and Economics and Mr. V. Rajagopalan, President (Legal and Taxation), Bajaj Finserv Limited. The decision of the Principal of S.S. Dempo College of Commerce and Economics and Mr. Rajagopalan shall be final and binding on both parties.

18. Originals:

This MOU is executed in counterparts, each of which shall be deemed to be original and retained by each of the Parties but together they shall constitute one and the same MOU.

IN WITNESS WHEREOF, the Parties hereto have put their hands the day, month and the year first hereinabove mentioned


For S.S. Dempo College of
Commerce and Economics


Name: Dr. Padhika S. Nayak
Designation: Principal

Witness
Full Name:




For Bajaj Finance Limited


Name: V. Rajagopalan
Designation: President (Legal and
Taxation)

Witness
Full Name: Ajay Sathe



For Bajaj Finserv Limited


Name: V. Rajagopalan
Designation: President (Legal and
Taxation)

Witness
Full Name: Ajay Sathe



Designation:

Designation: Group Head –
Customer Experience and CSR

Designation: Group Head –
Customer Experience and CSR

Annexure 1: Format for submission of student information

The PARTNER INSTITUTE shall provide the following information in respect of every student of CPBFI

1. **Full Name:**
2. **Gender:**
3. **Academic qualification:** If already graduate mention the degree. If pursuing graduation, mention the degree for which studying.
4. **Status:** Mention "Complete" if the candidate is already a graduate. Mention "Pursuing" in case of final year students.
5. **Date of Birth:** in DD/MM/YYYY format
6. **Mobile Number:**
7. **Email Address:**

Annexure 2: Methodology for Calculating Overall Attendance of the Batch

The steps and formula for calculating overall attendance are as under.

1. **Enrollment:** Number of students who have registered and paid fees for CPBFI
2. **Drop outs:** Number of students who stopped attending CPBFI during the batch
3. **Regular students:** Enrollment minus Drop Out
4. **Total available student days:** Number of regular students multiplied by total duration of CPBFI (number of days. E.g. 40 days)
5. **Actual student days:** Sum of days attended by each regular student.
6. **Overall attendance (%) = Actual Student Days / Available Student Days X 100**

Example: In a CPBFI batch 43 students registered and paid fees. By end of first week 3 students stopped attending the batch. The batch was conducted for 40 days. Out of the 40 regular students – 10 attended every class, 15 attended for 35 days, 10 attended for 33 days and 5 attended by 30 days. Overall attendance will be calculated as under.

Enrollment: 43

Drop-out: 3

Regular students: 40

Available days: 40 X 40 i.e. 1600

Actual days: (10 X 40) + (15 X 35) + (10 X 33) + (5 X 30) = 400 + 525 + 330 + 150 = 1405

Overall attendance: (1405 / 1600) X 100 = 87.81%



Annexure 3: Information required by FINSERV before commencement of every batch

Sr.	Information Required
1	<p>Basic information about the PARTNER INSTITUTE viz.</p> <p>Name Year of establishment Name of the educational society Contact details Website URL NAAC rating Total number of students (by stream) Total final year students (by stream)</p>
2	<p>Coordinator Details viz.</p> <p>Name Designation Department (Commerce/Science etc.) Contact details: Mobile and Email Address</p>
3	<p>Bank Details for payment of subsidy viz.</p> <p>Beneficiary Name: Bank Account number: Bank Account Type: (Saving/current) Bank Name: Branch: IFSC Code:</p> <p>Permanent Account Number of the college (PAN):</p> <p>Please provide scanned copy of a cancelled cheque and PAN Card along with the above information</p>
4	<p>High resolution logo of the college for printing on the Certificate/CPBFI brochures etc.</p> <p>Ai, JPEG, PNG, PDF Format. The image should be high resolution.</p>
5	<p>Brief write up about the institute – for inclusion on CPBFI website, CV book etc.</p>



Annexure 4: Appointment Letter for appointing Coordinator for CPBFI

(to be printed on PARTNER INSTITUTE letterhead)

Date: _____

To _____

(Name of the coordinator)

(Designation of the coordinator)

Subject: Your appointment as the official coordinator for the Bajaj Finserv CPBFI Programme

Dear _____

I am pleased to inform you that you have been appointed as the official coordinator for conducting Bajaj Finserv's CPBFI Programme in our college. Congratulations!

As official coordinator of the CPBFI programme, you will be responsible for ensuring that the programme is successfully conducted in our college, in accordance with the terms and conditions prescribed in the MOU signed between our institute and Bajaj Finserv Limited and Bajaj Finance Limited. Your specific responsibilities are mentioned in Clause 3(iii) of the said MOU. You will also abide by the other terms of the MOU, specifically those relating to confidentiality of information.

The college will be pay you a consolidated amount of Rs. _____ (Rupees _____) for every successful batch of CPBFI, coordinated by you. This amount shall be subject to applicable taxes.

This appointment is valid for the academic year _____, subject to satisfactory performance.

Kindly confirm your acceptance to this appointment by signing this letter.

For: (College name)

Authorized signatory
(Name and designation)

I agree to the terms of this appointment letter.

Coordinator
(name and signature)



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as the "MOU") is made and executed on this 12th day of July 2019 at Pune.

BETWEEN

S.S. Dempo College of Commerce and Economics, a college/Institute recognized under Section 2(f) and 12 (B) of the UGC Act 1956 and having address at: Integrated Education Complex, Opp. GMC, Cujira, Bambolim, Goa, 403202, India

Through its Principal

(hereinafter referred to as "PARTNER INSTITUTE")

AND

BAJAJ FINSERV LIMITED, a company registered under the provisions of the Companies Act, 1956, having its registered office at: Bajaj Auto Ltd Complex, Mumbai-Pune Road, Pune 411 035

AND

BAJAJ FINANCE LIMITED, a company registered under the provisions of the Companies Act, 1956, having its registered office at: Akurdi, Pune 411 035

Through President (Legal and Taxation) – Bajaj Finserv Limited

(hereinafter referred to as "FINSERV")

The expressions "PARTNER INSTITUTE" and "FINSERV" shall, collectively be referred to as "Parties" and individually as "Party".



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WHEREAS:

- A. PARTNER INSTITUTE established in 1966 by Dempo Charities Trust is affiliated to Goa University
- B. Bajaj Finserv Limited is the holding company for financial services businesses of the Bajaj Group;
- C. Bajaj Finance Limited is a Non-Banking Finance Company registered with Reserve Bank of India
- D. FINSERV, as part of its Corporate Social Responsibility (CSR) activities, desires to create employment opportunities for educated youth in the Banking, Finance and Insurance Sector through a customized training programme encompassing product knowledge, communication and other soft skills & computer proficiency, which is expected to benefit fresh graduates, especially those belonging to economically weaker sections of the society;
- E. FINSERV, in partnership with a leading management school in India, has designed and developed a customized programme viz. Certificate Programme in Banking, Finance and Insurance (hereinafter referred to as CPBFI).
- E. The PARTNER INSTITUTE has expressed its willingness to partner with FINSERV to conduct CPBFI for its students and alumni, on terms and conditions set out herein below;
- F. FINSERV has accepted the offer of the PARTNER INSTITUTE and agreed to partner with the PARTNER INSTITUTE for conducting CPBFI, on terms and conditions set out below.

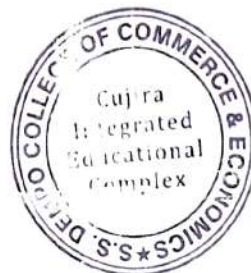
NOW THIS AGREEMENT WITNESSETH AND IT IS AGREED BY AND BETWEEN THE PARTIES AS UNDER:

1. Purpose/Objective of CPBFI:

The objective of CPBFI is to impart practical knowledge and essential skills to final year graduation students and fresh graduates, especially those belonging to economically weaker sections of the society, with a view to create employment opportunities for them in the Banking, Finance and Insurance Companies.

2. Scope of CPBFI:

- i. FINSERV has appointed different training institutes as Official Training Partners for conducting CPBFI (hereinafter referred to as CPBFI Official Training Partners).
- ii. FINSERV and the PARTNER INSTITUTE, through one of the CPBFI Official Training Partners, shall conduct, for the eligible students and alumni of the PARTNER INSTITUTE, a Certificate Programme in Banking, Finance and Insurance viz. CPBFI, covering industry overview and product knowledge about Banking, Financial Services and Insurance (BFSI) industry, communication skills and computer proficiency.



3. Responsibilities of the Parties:

- i. The PARTNER INSTITUTE shall be responsible for mobilizing students for the CPBFI Programme by spreading awareness about CPBFI and its potential benefits for the prospective students. FINSERV shall support the awareness campaigns by participating in the student meetings, parent meetings and design of publicity material such as posters, leaflets etc.
- ii. The PARTNER INSTITUTE shall be responsible for providing necessary infrastructure facilities for conducting CPBFI, specifically (a) one class room, equipped with a projector, a sound system and a white-board and (b) one computer room, equipped with computers having MS Office software and high-speed internet connection, both with a seating capacity of minimum 40 students. PARTNER INSTITUTE shall also provide basic stationery required for training purposes such as marker pens, chart sheets, chalks etc.
- iii. The PARTNER INSTITUTE shall appoint a Coordinator for every CPBFI batch, with following responsibilities;
 - a. To motivate and encourage students to extract maximum benefit from CPBFI
 - b. To ensure that the classes are conducted as per pre-defined schedule
 - c. To ensure that all students are regularly attending the classes
 - d. To provide necessary support to the CPBFI Official Training Partner for planning and conducting the program
 - e. To attend few classes as an observer and provide feedback to FINSERV about the training quality
 - f. To ensure discipline and good conduct from the students
- iv. FINSERV shall be responsible to arrange faculty, with requisite expertise and experience, through any of its CPBFI Official Training Partners. FINSERV shall provide necessary details of the concerned CPBFI Official Training Partner to the PARTNER INSTITUTE at least 2 weeks before start of every batch.
- v. FINSERV and the PARTNER INSTITUTE, shall be responsible for award of "Certificate of Completion" at the completion of CPBFI to all successful candidates who meet eligibility criteria viz. requisite attendance and credits in the examinations conducted during the course of CPBFI.
- vi. FINSERV, as part of its CSR, shall bear the full cost of faculty deployed by its CPBFI Official Training Partner, to ensure that CPBFI is affordable to students belonging to economically weaker sections of the society.
- vii. FINSERV along with its chosen academic partner/s, shall conduct an online examination at the end of CPBFI. Only students who pass this examination shall be eligible to receive the "Certificate of Completion". This examination shall be in addition to all other examinations conducted by the CPBFI Official Training Partner during CPBFI.
- viii. The PARTNER INSTITUTE shall display the FINSERV name and logo prominently in all marketing and publicity material, notices for students and all other internal and external communications, in paper form or otherwise, relating to CPBFI.
- ix. Any other use of FINSERV brand names by the PARTNER INSTITUTE shall require prior written consent from FINSERV.
- x. The PARTNER INSTITUTE shall provide to FINSERV, necessary information about all the students of CPBFI, in the format specified by FINSERV in Annexure 1. FINSERV shall be free to contact the students directly for the purpose of monitoring the impact of CPBFI and the career progression of students.
- xi. The PARTNER INSTITUTE shall not conduct CPBFI or a programme with identical course structure except in partnership with FINSERV.



- xii. The PARTNER INSTITUTE shall be solely responsible to comply with regulations of University Grants Commission or any other authority regulating educational activities in India. The PARTNER INSTITUTE agrees that FINSERV shall not have any liability including monetary or otherwise, in the event of any regulatory action taken against the PARTNER INSTITUTE in respect of conducting this programme. The PARTNER INSTITUTE agrees to fully compensate FINSERV in case an action is taken against FINSERV by any such regulatory authority in respect of conduct of CPBFI by the PARTNER INSTITUTE under this MoU.
- xiii. The PARTNER INSTITUTE shall be solely responsible for payment of GST or any other taxes that may be applicable, in respect of fees collected by the PARTNER INSTITUTE for CPBFI and FINSERV shall not have any liability towards the same. The PARTNER INSTITUTE agrees that FINSERV shall not have any liability, monetary or otherwise, in the event of any action is taken against the PARTNER INSTITUTE by any tax authorities. The PARTNER INSTITUTE agrees to fully compensate FINSERV in case any action is taken against FINSERV by any such tax authority in respect of conduct of CPBFI by the PARTNER INSTITUTE under this MoU.
- xiv. The PARTNER INSTITUTE shall submit the information specified in Annexure 3 before commencement of every batch to FINSERV.

4. Batch Strength:

The parties agree that, each batch shall consist of minimum 30 and maximum 45 students. FINSERV and the PARTNER INSTITUTE may mutually decide to start a batch with less than 30 students.

5. Term of the Agreement:

The term of this MOU is for 3 years commencing from July 1, 2019, except Clause 3(xi) and Clause 14, which shall continue to be in force for a further period of 3 years from the date of termination of this MoU. The parties may decide to further extend the term of this MOU by mutual consent on such terms and conditions as may be agreed between them.

6. Course fees:

- i. PARTNER INSTITUTE shall charge a non-refundable fee of Rs. 2,000 (Rupees two thousand only) to each of the students of CPBFI towards the course fees inclusive of GST and other taxes. The fee payable by each student shall not exceed Rs. 3,000 (Rupees three thousand) plus applicable taxes. The fees specified here shall be valid for two years from signing of this MoU. The fees shall be reviewed on completion of this period and parties may mutually agree to revise the same from time to time.
- ii. On successful completion of every batch i.e. If the overall attendance of the students is in excess of 75%, FINSERV shall pay an amount of Rs. 500 (Rupees Five Hundred only) per student to the PARTNER INSTITUTE as a fee subsidy. This subsidy shall be used by the PARTNER INSTITUTE to remunerate the coordinator for his/her effort. The fee subsidy shall be paid by FINSERV within 2 weeks from completion of every batch. The method for calculating the overall attendance is included in Annexure 2.
- iii. The PARTNER INSTITUTE shall ensure that no student shall be allowed to attend CPBFI without paying the full fees.
- iv. The PARTNER INSTITUTE shall submit to FINSERV, before commencement of any batch, extracts of bank statement or copies of cash receipts or a letter from the Principal or Vice-Principal confirming collection of fee from every participant.



7. Duration and contents of CPBFI:

- i. CPBFI shall commence from July 2019. The said Programme will be of about 8-week duration and will involve class room teaching of about 120 hours.
- ii. The PARTNER INSTITUTE has agreed to mobilize at least 40 students in first academic year and at least 80 students from second academic year onwards. The PARTNER INSTITUTE shall decide the batch schedule and timings and inform the schedule to FINSERV at least 45 days before commencement of the batch.
- iii. FINSERV shall arrange to make the faculty available as per the schedule informed by the PARTNER INSTITUTE.
- iv. Detailed schedule of the lectures and practical shall be given in advance to students before commencement of CPBFI.

8. Place of teaching:

- i. The class room teaching and practical shall be conducted at S.S. Dempo College of Commerce and Economics, Bambolim, Goa by the CPBFI Official Training Partner, for up to four hours a day on such days, dates and at such timings as may be mutually decided between the parties.

9. Eligibility for CPBFI:

- i. Any student who is studying in the final year of Graduation Programme or pursuing any post-graduation programme shall be eligible to apply for admission to CPBFI.
- ii. Additionally, any fresh graduate i.e. a graduate with less than 2 years of work experience or no work experience, shall also be eligible to apply for admission to CPBFI.
- iii. Only candidates who have scored 50% or more marks in their final year graduation examination shall be eligible. In case of final year students, the marks scored by them in the second-year examination shall be considered to decide their eligibility.
- iv. Only candidates who are less than 27 years old, on the date of application, are eligible to apply for admission to CPBFI.
- v. The PARTNER INSTITUTE shall select the final list of candidates for admission based on the criteria mutually agreed upon by the PARTNER INSTITUTE and FINSERV from time to time.

10. Discipline and right to expel:

- i. The students of CPBFI shall be subject to rules of discipline/code of conduct of the PARTNER INSTITUTE during course period.
- ii. If the concerned CPBFI Official Training Partner observes a breach of code of conduct by any student, it shall immediately report the same to the CPBFI Coordinator for necessary action.
- iii. If any participant commits breach of code of conduct of the PARTNER INSTITUTE, the faculty shall have full authority to expel such student for the remaining duration of CPBFI.



11. Faculty:

- i. FINSERV shall be solely responsible for arranging, through a CPBFI Official Training Partner, faculty, with requisite industry and teaching experience, and conducting CPBFI efficiently and effectively. The PARTNER INSTITUTE shall not be responsible for making any payments to the faculty of the CPBFI Official Training Partner.
- ii. Some of the lectures of CPBFI may be conducted by the experts from FINSERV as per the understanding between the parties. However, the PARTNER INSTITUTE shall not be liable to pay any amounts to FINSERV towards the said lectures and no amounts shall be deducted from the amounts payable to the PARTNER INSTITUTE.

12. Certification:

FINSERV and the PARTNER INSTITUTE shall issue a "Certificate of Completion" in "Certificate Programme in Banking, Finance and Insurance" to the eligible students. The certificates shall be printed by FINSERV and shall carry the logos of FINSERV, the PARTNER INSTITUTE and the concerned CPBFI Training Partner.

13. Further Agreements:

The parties agree that, they may mutually discuss and enter into further agreements, if needed.

14. Confidentiality:

- i. The Parties agree to maintain strict secrecy and confidentiality regarding any and all Confidential Information exchanged or to be exchanged between them in relation to this Agreement.
- ii. The PARTNER INSTITUTE agrees that all the course material provided by FINSERV or the CPBFI Official Training Partner, including but not limited to CPBFI structure, curriculum, lesson plans and evaluation methods, shall be deemed to be Confidential Information.
- iii. The PARTNER INSTITUTE agrees that any of FINSERV's technical or business or other information including information given for development of any case studies / development of any program modules / contents, made available by FINSERV or its personnel to the PARTNER INSTITUTE shall be deemed to be Confidential Information.
- iv. The PARTNER INSTITUTE agrees to restrict access and disclosure of Confidential Information to such of their employees, agents, vendors, and contractors strictly on a "need to know" basis, to maintain confidentiality of the Information disclosed to it in accordance with this clause.
- v. Information and material disclosed and provided by each party to the other party in pursuance of or in connection with performance of its obligation under this agreement shall at all times remain the sole and exclusive property of the disclosing Party.

15. Intimation about cancellation/postponement of CPBFI:

- i. If due to any cogent reasons, it appears to the PARTNER INSTITUTE that it is unable to arrange any batch as per schedule, the PARTNER INSTITUTE shall intimate about its inability to FINSERV at least 30 days in advance and the parties shall decide further schedule of CPBFI by mutual consent.
- ii. However, if such postponement or cancellation is necessitated due to any last minute, unforeseen and unavoidable circumstances like Act of God, civil commotion, strike, bandh, disruption of traffic, epidemic, war, aggression, change in Government Policy or any other similar circumstances, the PARTNER INSTITUTE shall intimate the change in schedule as early as possible after such circumstances as stated above have arisen. In



such circumstances, the PARTNER INSTITUTE shall not be held liable for payment towards any loss or damages caused to FINSERV due to delay in its schedule.

- iii. If for any reason, FINSERV, decides to discontinue support for CPBFI, It shall give a written notice to the PARTNER INSTITUTE, 30 days in advance. Such notice shall not impact any batch which is already in progress on the date of notice and the terms of this agreement shall continue to apply to the running batches.

16. Amendment/Termination:

- i. Any amendment to the terms of this agreement can only be made by mutual consent of the parties.
- ii. This agreement may be terminated by either party, for breach of terms and conditions of the present agreement or otherwise, by a written notice of at least one (1) month in advance. Such notice of termination shall not interfere with the batches underway at the relevant time. Such batches shall be allowed to continue until their conclusion.

17. Applicable Law and Dispute Settlement:

- i. This agreement shall be governed by the Laws of India.
- ii. Any dispute arising between the parties in connection with or arising out of the performance of mutual obligations under this MOU shall be resolved by mutual discussion and consultation. If the dispute remained unresolved even after 30 days, then the dispute shall be referred to Dr. Radhika Shrikant Nayak, Principal, S.S. Dempo College of Commerce and Economics and Mr. V. Rajagopalan, President (Legal and Taxation), Bajaj Finserv Limited. The decision of Dr. Radhika Nayak and Mr. Rajagopalan shall be final and binding on both parties.

RSJ



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18. Originals:

This Agreement is executed in counterparts, each of which shall be deemed to be original and retained by each of the Parties but together they shall constitute one and the same agreement.

IN WITNESS WHEREOF, the Parties hereto have put their hands the day, month and the year first hereinabove mentioned.


For S.S. Dempo College of
Commerce and Economics


Name: Dr. Radhika S. Nayak
Designation: Principal
12/7/2019

For Bajaj Finance Limited



12/7/2019
Name: V. Rajagopalan
Designation: President (Legal and
Taxation)

For Bajaj Finserv Limited


12/7/2019
Name: V. Rajagopalan
Designation: President (Legal and
Taxation)

Witness
Full Name:
Designation:


12/7/2019
Witness
Full Name: Ajay Sathe
Designation: Group Head –
Customer Experience and CSR


12/7/2019
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Annexure 1: Format for submission of student information

The PARTNER INSTITUTE shall provide the following information in respect of every student of CPBFI

1. **Full Name:**
2. **Gender:**
3. **Academic qualification:** If already graduate mention the degree. If pursuing graduation, mention the degree for which studying.
4. **Status:** Mention "Complete" if the candidate is already a graduate. Mention "Pursuing" in case of final year students.
5. **Date of Birth:** in DD/MM/YYYY format
6. **Mobile Number:**
7. **Email Address:**

Annexure 2: Methodology for Calculating Overall Attendance of the Batch

The steps and formula for calculating overall attendance are as under.

1. **Enrollment:** Number of students who have registered and paid fees for CPBFI
2. **Drop outs:** Number of students who stopped attending CPBFI during the batch
3. **Regular students:** Enrollment minus Drop Out (Maximum 10% of enrolment will be allowed as Drop outs to calculate number of regular students)
4. **Total available student days:** Number of regular students multiplied by total duration of CPBFI (number of days. E.g. 40 days)
5. **Actual student days:** Sum of days attended by each regular student.
6. **Overall attendance (%) = Actual Student Days / Available Student Days X 100**

Example: In a CPBFI batch 43 students registered and paid fees. By end of first week 3 students stopped attending the batch. The batch was conducted for 40 days. Out of the 40 regular students – 10 attended every class, 15 attended for 35 days, 10 attended for 33 days and 5 attended by 30 days. Overall attendance will be calculated as under.

Enrollment: 43

Drop-out (Max allowed 4.3 i.e. 4): 3

Regular students: 40

Available days: 40 X 40 i.e. 1600

Actual days: (10 X 40) + (15 X 35) + (10 X 33) + (5 X 30) = 400 + 525 + 330 + 150 = 1405

Overall attendance: (1405 / 1600) X 100 = 87.81%



Annexure 3: Information required by FINSERV before commencement of every batch

Information Required	
Sr. 1	<p>Basic information about the PARTNER INSTITUTE viz.</p> <p>Name Year of establishment Name of the educational society Contact details Website URL NAAC rating Total number of students (by stream) Total final year students (by stream)</p>
2	<p>Coordinator Details viz.</p> <p>Name Designation Department (Commerce/Science etc.) Contact details: Mobile and Email Address</p>
3	<p>Bank Details for payment of subsidy viz.</p> <p>Beneficiary Name: Bank Account number: Bank Account Type: (Saving/current) Bank Name: Branch: IFSC Code:</p> <p>Please provide scanned copy of a cancelled cheque along with the above information</p>
4	<p>High resolution logo of the college for printing on the Certificate/CPBFI brochures etc.</p> <p>Ai, JPEG, PNG, PDF Format. The image should be high resolution.</p>
5	<p>Brief write up about the institute – for inclusion on CPBFI website, CV book etc.</p>

Rajeev



Memorandum of Understanding

This memorandum of understanding is made and entered into on the (date) 13/08/2019 between Confederation of Indian Industry, Young Indians (hereinafter referred as CII-Yi) and S. S. Dempo College of Commerce & Economics (S. S. Dempo College of Commerce & Economics).

Whereas

S. S. Dempo College of Commerce & Economics is an educational institution founded by the Goa Education Society focuses primarily on educating men and women, possessing domain knowledge, professional competence and above all, moral character, to work in the spheres of trade, commerce, finance and industry affiliated to Goa University

And Whereas

Confederation of Indian Industry (CII) is a Society registered under Society Registration Act having its office at Mantosh Sondhi Centre, 23 Institutional Area, Lodi Road, New Delhi 110003. Young Indians (Yi) is an initiative and integral part of the CII formed with an objective of creating a platform for Young Indian's to realize the dream of a developed nation. It has over 2500 direct members in 42 city chapters, and indirect membership of 15000 through its Yuva. "To become the Voice of Young Indian's Globally" being the vision of Yi, it reaches out to the global Indians wherever they are to make them an integral part of the Indian Growth Story.

And Whereas

The CII-Yi Yuva platform is one of the most active focus areas within Young Indians by which Yi members engage students from across the country in various initiatives that the students conceptualize, plan and execute. The objective is to create a bridge, a platform for the students to work in cross functional teams with a broad objective of enhancing their leadership skills and giving back to the nation. In the process, the students work in leadership roles while operationalizing projects that are based on self-development, skill building, community service and nation building.

It is hereby mutually agreed to by both parties as follows

In tune with the Yuva vision to influence inspire and motivate millions of students across the country, Yi will work with S. S. Dempo College of Commerce & Economics by forming a Yi Yuva.

Through the CII Yi Yuva, Yi intends to provide an opportunity to start thinking and work for India, Sowing the seeds of thinking about India and its growth at schools and colleges, an invaluable motivation for young minds to see how other young achievers are making a difference, bridging potential with achievement, a unique networking opportunity with peers across the country, developing leaders for tomorrow, an experience on leadership and team building and an opportunity to volunteer / participate in Yi events at the chapter and national level.

The role of the institution would be to enroll a minimum of 50 students at the beginning of the year and increase the same substantially through the years that follow; that their contact details will be given on the day of their sign-up ; that it undertakes to follow the charter (attached), that it will depute a faculty/ teacher coordinator for the Yi Yuva whose role has been defined in the charter, that the students will be given the motivation and opportunities to engage in activities and initiatives that they conceptualize, that these students are to make reports regularly on their activities to the Yi Executive Member (also mentioned in the



Young Indians
WE CAN WE WILL



Confederation of Indian Industry

annexure) and that the students will be allowed to participate in the Yi National & Chapter events in other cities like the summit (finer details to be worked in coherence with the institution's policies)

The role of Yi will be to nominate a member from within its membership (called as Yuva Chair) who will be a mentor to the Yuva.

Funding

Unless otherwise specifically agreed to in writing by the Parties, each Party will bear on their own the respective costs of carrying out the obligations under this MOU. In the event of any consequential financial obligations arising out of any initiative of the parties under this MoU, the parties would take appropriate decision by mutual consultation and consent through the separate documents(s) on a case to case basis. Taxes if any will be charged extra and withholding tax if any will be deducted by respective party on any financial transaction as per applicable laws

Termination:

Yi may terminate this MoU forthwith in the event of any breach of the terms mentioned in this MoU or in the attachments. This termination will be on mutual basis by either party giving the other a prior written notice of one month in writing.

Each party will be entitled to receive / obligated to pay prorata funds to the other party for the activities mentioned under the MOU upto the date of termination if any agreed upon

Miscellaneous:

The partners or their representatives or the volunteers will not project or represent in any manner CII because this is a voluntary organisation and has nothing to do with the other activities of the CII and its associates. The Memorandum either directly or indirectly will not confer any right on any partner or volunteer to claim any amount from CII either suffered on account of any accident or loss caused because of any activity or on any account."

Both parties hereby agree that the terms and conditions for the above individual activities shall be mutually agreed and reviewed and updated from time to time.

This Agreement will be in force for an initial period of one year and may be extended for further periods before the expiry of this Agreement.

This agreement shall become effective from today, the 18th Aug 2019 upon signing of this agreement.

Yi Yuva Chair

(Institute)

Yi (Executive Member)

MUNICIPAL

COLLEGE OF
& ECONOMICS,

yi.goa@cii.in

www.youngindians.net

0832 242 2790

1st Floor Salgaocar Centre,
Next to Mary Immaculate High School,
Rua de Ourem, Panaji 403001 Goa.

/YoungIndians.Yi

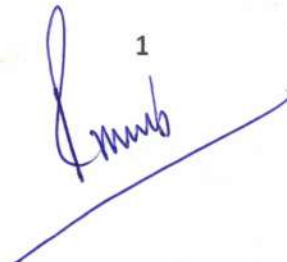
/YiTweets




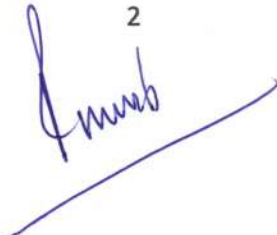
**AGREEMENT OF EVENT PARTNERSHIP BETWEEN
DEPARTMENT OF EVENT MANAGEMENT OF S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS, CUJIRA AND THE NAVHIND TIMES, PANAJI.**

The following scheme of collaboration has been agreed upon between the above referred parties for the purpose of providing event management services by DEPARTMENT OF EVENT MANAGEMENT, S S DEMPO COLLEGE OF COMMERCE AND ECONOMICS, PANAJI, hereafter referred to as the ORGANIZING PARTNER 1; and THE NAVHIND TIMES, PANAJI, hereafter referred to as the ORGANIZING PARTNER 2.


1. Event for which collaboration has been agreed upon:
EDUNEXT, Education-cum-career fair
2. Event Frequency:
Annual
3. Event venue:
Kala Academy, Panaji, Goa.
4. Nature of Collaboration:
Event Partnership
5. Obligations of the ORGANIZING PARTNER 1 - DEPARTMENT OF EVENT MANAGEMENT, S S DEMPO COLLEGE OF COMMERCE AND ECONOMICS, CUJIRA:
 - a. Event Promotion
 - i. Publicity of the event in college and other institutions as well as through agreed media.
 - ii. Designing of the event panel and publicity materials
 - b. Event Production
 - i. Stall set-up
 - ii. Stage set-up and decor
 - iii. Sound and light arrangement
 - iv. Audio-video set-up



- v. Arranging for event setup material
 - c. Participant Registrations for the Event
 - i. Designing registration documentations
 - ii. Completing registration formalities on the event day
 - d. Vendor selection
 - i. All the vendors required for the purpose of above obligations will be identified and engaged by the ORGANIZING PARTNER 1.
 - e. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - f. Conduct and coordination of other event elements
 - i. Career session by experts from industry and academics.
 - ii. Career counseling by HR/Talent search experts.
6. Obligations of ORGANIZING PARTNER 2 – THE NAVHIND TIMES, PANAJI:
- a. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - b. Event Promotion
 - i. Publicity of the event through agreed media and The Navhind Times daily.
 - ii. Editorial write-ups on The Navhind Times on the event.
 - iii. Special supplement on the event consisting of advertisements by exhibitors and their publicity material.
7. Consideration for ORGANIZING PARTNERS
- a. The ORGANIZING PARTNERS shall divide the event profits as per the terms agreed upon from time to time by both the parties.

8. No other monetary or non-monetary obligations are involved between either of the parties to the arrangement of this scheme of collaboration.
9. ORGANIZING PARTNERS are jointly responsible for claims arising out of any accident or any other eventuality during the arrangement or conduct of the said event.


PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex
Principal,

DEPARTMENT OF EVENT MANAGEMENT OF S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS, CUJIRA, GOA.



General Manager,
THE NAVHIND TIMES, PANAJI, GOA.

Date: 24/04/2014

Place: Cujira - Goa

**AGREEMENT
BETWEEN
ASEZ
AND
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS**

August, 20th, 2018

ASEZ PROPOSAL

FOR IMPLEMENTATION OF THE UN SUSTAINABLE DEVELOPMENT GOALS

We, the members of ASEZ, the Church of God University Student Volunteers, hereby propose the implementation of the UN Sustainable Development Goals to join the effort of international society for fulfilling SDGs, and to enhance the sustainability of each country.

1. Establishing global governance for achieving SDGs by developing and expanding volunteer programs for university students for each of the 17 SDGs, considering regional characteristics.
2. Building up a real-time monitoring system through which volunteers can check and share the information of the places that are in urgent need of help.
3. Forging partnerships among ASEZ, the UN, governments, universities, and communities to establish Mother's Zone.
4. Including university students' volunteering to Voluntary National Reviews as an integrated means of SDGs implementation, and providing students with an opportunity to participate in High-Level Political Forum on Sustainable Development to report how they are contributing to the SDGs through their activities.
5. Designating the "Global University Student Day for SDGs Implementation" for promoting the SDGs and encouraging university students around the world to participate in volunteer services.

I agree to the proposal above and support the global activities of ASEZ.

20

Signature:

Name:

Nationality:

Name of Organization:

Title:

ASEZ

CHURCH OF GOD UNIVERSITY STUDENT VOLUNTEERS

AGREEMENT BETWEEN

ASEZ AND S.S. DEMPO COLLEGE OF COMMERCE & ECONOMICS

ASEZ and SS DEMPO COLLEGE OF COMMERCE & ECONOMICS (hereinafter referred to as "the Parties") recognize that UN-Sustainable Development Goals [SDGs] are for the rights and happiness of all people, not just certain people in a particular region, and that they share responsibility to achieve SDGs for future generations.

The Parties understand the importance of the role of young adults who live both in the present and the future and connect the present generation and the future generation, especially university students who have knowledge and acting power.

The Parties agree about the need for partnership and international support for university students who will carry out volunteer services around the world as the future leaders with altruism, love for humanity, and the mind of a mother, to achieve the goal for everyone.

The Parties will make collaborative efforts for sustainable development of cities, which are the center of politics, economy, society, and culture.

Thus, the Parties agree as follows.

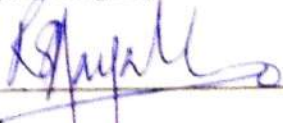
1. The Parties will endeavor to develop and implement various types of volunteer programs and collaborative initiatives based on regional characteristics and sustainable development indicators that cover economy, society, and environments.
2. The Parties will frequently share data and information about the places in need of urgent and practical help, so that university students and residents can take immediate actions and the government can support them more efficiently.
3. The Parties will promote continuous solidarity with government bodies, universities, and communities to spread *Mother's Street Project* for sustainable city development, and will encourage residents to participate in the project of cleaning 40,000 km, the circumference of the earth, with love of a mother who takes care of her family.
4. The Parties will make efforts to encourage university students, the main agents of volunteer services with the love of a mother, to take the lead in enlightening communities.
5. The Parties will continue discussion and mutual cooperation for the above.

Signed in duplicate, on August 20th, 2018, in the English language:



Paul Choi
President
ASEZ PANAJI/INDIA





Dr. Radhika Shrikant Nayak
President
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS


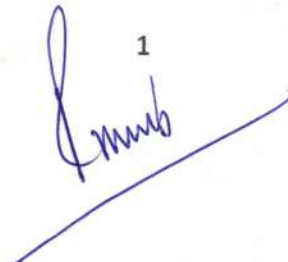
PRINCIPAL

S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS
Cuffra Integrated Educational


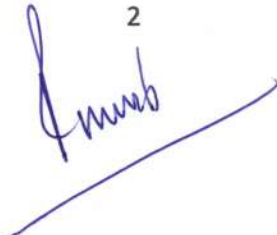
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 - a. Event Promotion
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 - i. Stall set-up
 - ii. Stage set-up and decor
 - iii. Sound and light arrangement
 - iv. Audio-video set-up

- v. Arranging for event setup material
 - c. Participant Registrations for the Event
 - i. Designing registration documentations
 - ii. Completing registration formalities on the event day
 - d. Vendor selection
 - i. All the vendors required for the purpose of above obligations will be identified and engaged by the ORGANIZING PARTNER 1.
 - e. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - f. Conduct and coordination of other event elements
 - i. Career session by experts from industry and academics.
 - ii. Career counseling by HR/Talent search experts.
6. Obligations of ORGANIZING PARTNER 2 – THE NAVHIND TIMES, PANAJI:
- a. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - b. Event Promotion
 - i. Publicity of the event through agreed media and The Navhind Times daily.
 - ii. Editorial write-ups on The Navhind Times on the event.
 - iii. Special supplement on the event consisting of advertisements by exhibitors and their publicity material.
7. Consideration for ORGANIZING PARTNERS
- a. The ORGANIZING PARTNERS shall divide the event profits as per the terms agreed upon from time to time by both the parties.

8. No other monetary or non-monetary obligations are involved between either of the parties to the arrangement of this scheme of collaboration.
9. ORGANIZING PARTNERS are jointly responsible for claims arising out of any accident or any other eventuality during the arrangement or conduct of the said event.


PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex
Principal,

DEPARTMENT OF EVENT MANAGEMENT OF S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS, CUJIRA, GOA.



General Manager,
THE NAVHIND TIMES, PANAJI, GOA.

Date: 24/04/2014

Place: Cujira - Goa

Date: 1 November 2018

The Principal,
S.S. Dempo College Of Commerce And Economics
Integrated Education Complex, Cujira, Opp. Gmc, Bambolim, Goa. 403202. Subject:

SUBJECT: Management of Volunteer Program

Dear Ma'am,

Further to our conversation, we are pleased to confirm your institute as a facilitator and 'Consultant' w.e.f. 1st November, 2018 for rendering the following services with the attendant conditions:

1. Scope of Services

- a. Selection and management of volunteers for the Serendipity Arts Festival.
- b. Conducting orientation programs for the volunteers prior to the festival and ensuring that all information is communicated to the volunteers prior to the orientation – code of conduct to be integrated into the orientation program.
- c. Ensuring venue managers have duties listed out for the volunteers prior to their arrival in Goa.
- d. Two co-ordinators will be duly appointed by S.S. Dempo college to work Full time with SAF, 2018 and will be the primary points of contact.
- e. The two full time co-ordinators will draw a remuneration of Rs 500 per day (@Pro rata from date of joining till the end of the festival). SAF will make separate payment to these coordinators.
- f. Mr.Vishal Rane, HoD Events management, S.S Dempo college, will supervise the two co-ordinators and the overall volunteer program to ensure smooth operations.

2. Period of engagement

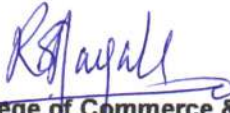
- a. This arrangement will last for a limited period starting from 1st November 2018 and ending on 31st December. 2018 Thereafter, this is renewable on mutually agreed terms & conditions subject to viable business plan and on the success of pilot project.

3. Terms & Conditions

- a. For the above-mentioned scope of services & period of engagement, Serendipity Arts Foundation will pay a facilitation fees of INR 50000/- for the services of the Staff and students of S.S. Dempo college towards the Volunteer Program of Serendipity Arts Festival, 2018.
- b. Serendipity Arts Foundation is permitted to use the campus and premises to conduct the interviews for the volunteer selection.
- c. Serendipity Arts Foundation is permitted to use the campus and premises to conduct the volunteer orientation on 10th and 12th December
- d. You will work with us on a time commitment mutually agreed upon as required by the project.
- a. You will also sign confidential and non-disclosure agreement with the organization.
- b. Nothing contained in this contract shall create or be deemed to create any relationship of employment between Dempo College and the organization.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.
For Serendipity Arts Foundation **Accepted**


Authorized Signatory


(S.S. Dempo College of Commerce & Economics)
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

Date: 10 November, 2018

OFFICE ADDRESS
C 340 Defence Colony,
New Delhi 110024

Mr Mukesh Pandey
**Springwood Building, Flat No- UG1, Opp Sparkle Car Wash, Amruthnagar,
Gogal, Margao, Goa. Pincode:403601**

REGISTERED ADDRESS
264, Okhla Industrial Estate,
Phase-III, New Delhi-110 020

SUBJECT: PROFESSIONAL SERVICES

EMAIL
info@serendipityartsfestival.com

Dear Mukesh Pandey,
We are pleased to appoint you as '**Consultant**' w.e.f. **14th October, 2018** for rendering the following services with the attendant conditions:

Your external facing designation will be '**Volunteer Program Coordinator**'.

1. Scope of Services

- a. Gaining a strong understanding of the festival
- b. Venue Recce, Targeting Students to volunteer, Meeting existing local support team, Getting in touch with the online applications received, Selections
- c. Creation of a system for easy identification of each volunteer – getting their banking details for payments and allotting a volunteer code to each.
- d. Creation of a Facebook group/ community for the current edition volunteers to interact with each other.
- e. October/November - Orientation on phone, Emailing written content, Deputation as per their area of expertise, Touch base & Follow- ups.
- f. December - Everyday timely Reporting, Maintaining Attendance, On-sight Management, Helping accounts with individual account information and attendance of the volunteers, Ensuing that there are no grievances and that everyone has received their dues and certificates.
- g. Conducting orientation programs for the volunteers prior to the festival and ensuring that all information is communicated to the volunteers prior to the orientation – code of conduct to be integrated into the orientation program.
- h. Ensuring venue managers have duties listed out for the volunteers prior to their arrival in Goa
- i. A report on the volunteer program at the end of the festival
- j. Any other assignment as decided by the management from time to time.

2. Period of engagement : This arrangement will last for a limited period starting from **14 November 2018** and ending on **23rd December 2018** Thereafter, this is renewable on mutually agreed terms & conditions subject to viable business plan and on the success of pilot project.

3. Terms & Conditions

- a. For the above-mentioned scope of services & period of engagement, you will be paid professional charges of **Rs. 20000/- for the entire duration**. TDS will be calculated as per the applicable IT rules.
- a. You will work with us on a time commitment mutually agreed upon as required by the project.
- a. You will be required to render the services from Goa or any other place assigned by the management.
- b. Out of pocket expenses like TA/DA for tours in India would be admissible as per the rules.
- c. You will also sign confidential and non-disclosure agreement with the organization.
- d. This arrangement can be terminated with Fifteen days' notice from either side.
- e. Nothing contained in this contract shall create or be deemed to create any relationship of employment between you and the organization.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.

For Serendipity Arts Foundation

Authorized Signatory

Accepted

(Mukesh Pandey)



Date: 10 November, 2018

OFFICE ADDRESS
C 340 Defence Colony,
New Delhi 110024

Mr Nehal Patil
Omkar Niwas house no 1112 behind highland villas porvorim bardez Goa

REGISTERED ADDRESS
264, Okhla Industrial Estate,
Phase-III, New Delhi-110 020

SUBJECT: PROFESSIONAL SERVICES

EMAIL
info@serendipityartsfestival.com

Dear Nehal Patil

We are pleased to appoint you as '**Consultant**' w.e.f. **14th November, 2018** for rendering the following services with the attendant conditions:

Your external facing designation will be '**Volunteer Program Coordinator**'.

1. Scope of Services

- a. Gaining a strong understanding of the festival
- b. Venue Recce, Targeting Students to volunteer, Meeting existing local support team, Getting in touch with the online applications received, Selections
- c. Creation of a system for easy identification of each volunteer – getting their banking details for payments and allotting a volunteer code to each.
- d. Creation of a Facebook group/ community for the current edition volunteers to interact with each other.
- e. October/November - Orientation on phone, Emailing written content, Deputation as per their area of expertise, Touch base & Follow- ups.
- f. December - Everyday timely Reporting, Maintaining Attendance, On-sight Management, Helping accounts with individual account information and attendance of the volunteers, Ensuing that there are no grievances and that everyone has received their dues and certificates.
- g. Conducting orientation programs for the volunteers prior to the festival and ensuring that all information is communicated to the volunteers prior to the orientation – code of conduct to be integrated into the orientation program.
- h. Ensuring venue managers have duties listed out for the volunteers prior to their arrival in Goa
- i. A report on the volunteer program at the end of the festival
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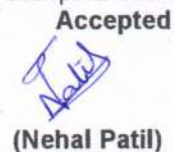
2. Period of engagement : This arrangement will last for a limited period starting from **14 November 2018** and ending on **23rd December 2018** Thereafter, this is renewable on mutually agreed terms & conditions subject to viable business plan and on the success of pilot project.

3. Terms & Conditions

- a. For the above-mentioned scope of services & period of engagement, you will be paid professional charges of **Rs. 20000/- for the entire duration**. TDS will be calculated as per the applicable IT rules.
- b. You will work with us on a time commitment mutually agreed upon as required by the project.
- a. You will be required to render the services from Goa or any other place assigned by the management.
- b. Out of pocket expenses like TA/DA for tours in India would be admissible as per the rules.
- c. You will also sign confidential and non-disclosure agreement with the organization.
- d. This arrangement can be terminated with Fifteen days' notice from either side.
- e. Nothing contained in this contract shall create or be deemed to create any relationship of employment between you and the organization.

Kindly sign the duplicate copy of this letter as a token of your having accepted this offer.
For Serendipity Arts Foundation


Authorized Signatory

Accepted

(Nehal Patil)



MEMORANDUM OF UNDERSTANDING

BETWEEN

1. SANT SOHIROBANATH AMBIYE GOVERNMENT COLLEGE OF ARTS AND COMMERCE, PERNEM- GOA,
2. GOVERNMENT COLLEGE OF ARTS, SCIENCE AND COMMERCE, QUEPEM- GOA,
3. GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS, BORDA, MARGAO – GOA,
4. GOVERNMENT COLLEGE OF ARTS, SCIENCE AND COMMERCE, KHANDOLA- GOA,
5. VVM's SHREE DAMODAR COLLEGE OF COMMERCE AND ECONOMICS, MARGAO- GOA,
6. CUNCOLIM EDUCATIONAL SOCIETY'S COLLEGE OF ARTS AND COMMERCE, CUNCOLIM- GOA,
7. FR. AGNEL COLLEGE OF ARTS AND COMMERCE, PILAR- GOA,
8. SHREE MALLIKARJUN COLLEGE OF ARTS AND COMMERCE, DELEM, CANACONA- GOA,
9. S.V's SRIDORA CACULO COLLEGE OF COMMERCE AND MANAGEMENT STUDIES, KHORLIM, MAPUSA- GOA
10. D C T's S. S. DEMPO COLLEGE OF COM AND ECONOMICS, CUJIRA, BAMBOLIM-GOA
11. ROSARY COLLEGE OF ARTS AND COMMERCE, NAVELIM-GOA

AND

12. DNYANPRASSARAK MANDAL'S COLLEGE & RESEARCH CENTRE ASSAGAO, MAPUSA- GOA

FOR

CLUSTER RESEARCH CENTRE IN COMMERCE

Whereas the aforesaid parties, hereinafter referred to collectively as *institutions*, recognize that academic collaboration will provide mutual benefit of promoting and facilitating research, have reached the following understanding:

1. Objectives of the MoU

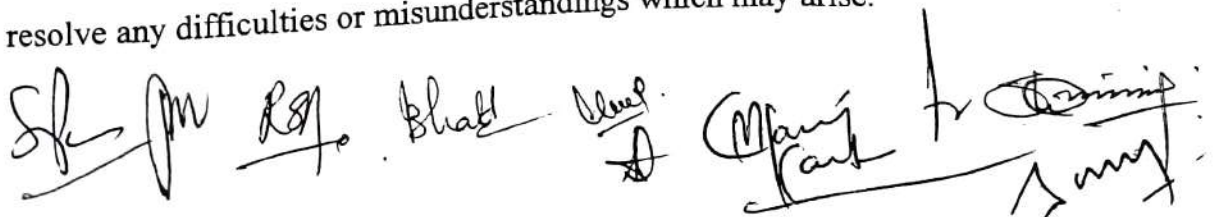
- i. To establish a formal joint platform for promoting and facilitating research, namely, Cluster Research Centre in Commerce under the relevant provisions of Goa University ordinance.
- ii. To facilitate registration of Goa University recognized Ph.D. guides from the participating institutions with the Cluster Research Centre in Commerce.

[Handwritten signatures and initials]

- iii. To enroll candidates for Ph.D. degree in the Cluster Research Centre under the relevant provisions of Goa University ordinance.
- iv. To undertake academic activities in the nature of workshops, seminars, talks, symposia, and similar under the banner of Cluster Research Centre in Commerce for the benefit of researchers and teachers.

2. Terms and Conditions of Collaboration and sharing of resources

- i. This collaboration is only for the purpose of establishment of Cluster Research Centre in Commerce under the relevant provisions of Goa University ordinance and would entail exchange of communication between the participating institutions only so far as required for effective functioning of the Cluster Research Centre in Commerce.
- ii. The Cluster Research Centre in Commerce shall be affiliated to Goa University only.
- iii. Only Goa University recognized research guides from both the institutions shall be allowed to guide through Cluster Research Centre in Commerce.
- iv. The responsibility of acquiring approval of Goa University for research guideship shall be that of individual teachers from the institutions.
- v. The recognized Ph.D. guides from the participating institutions shall first register themselves with Cluster Research Centre in Commerce if they intend to use the platform to enroll candidates for research programmes.
- vi. Research guides from the participating institutions shall not canvass for the candidates and shall not resort to activities of competition and malpractice of any nature.
- vii. The Cluster Research Centre in Commerce shall be effective in agreement and necessary physical and soft infrastructure required for its operation including but not limited to workspace for research scholars, research library, computers, internet infrastructure, databases, software applications, shall be the responsibility of individual institution. Such respective resources shall be made available by each institution to candidates registered for Ph.D. under the guides from respective institutions.
- viii. All the member college of the Cluster shall share all the common resources.
- ix. The Cluster Research Centre in Commerce shall organize common activities only after mutual agreement between the two institutions.
- x. The participating institutions shall consult together upon request by any of the institutions regarding any matter relating to the Cluster Research Centre in Commerce or this MoU and will endeavor jointly in a spirit of cooperation and mutual trust to resolve any difficulties or misunderstandings which may arise.



7. Framing of guideline

The Directorate of Higher Education may frame the guidelines and when required for the effective implementation of this MoU.

8. Relaxation

The Government shall be empowered to relax any or all clauses or conditions of the MoU in genuine cases.

9. Interpretation

If any question arises regarding the interpretation of any clause, word, expression of the scheme, the decision about the interpretation shall be with the Government, which shall be final and binding on all concerned.

10. Redressal of Grievances and Dispute

Grievances if any arising out of the implementation of this scheme, The Director of Higher Education shall hear and decide such matters and the decision of the Government in this regard shall be final and binding on all concerned.

11. Signature

[Handwritten Signature]

Principal
Sant Sohirobanath Ambiyé
Govt. College of Arts & Commerce
Virnoda, Pernem-Goa

On behalf of
Sant Sohirobanath Ambiyé,
Government College of Arts and Commerce,
Pernem- Goa

Date; 17/12/2018
Place: Pernem - Goa



[Handwritten signatures and initials at the bottom of the page]

Bhattachary
PRINCIPAL
Govt. College of Arts, Science & Commerce
QUEPEM-GOA

On behalf of
Government College of Arts,
Science and Commerce, Quepem- Goa



Date: 17th December 2018
Place: Porvorim.

Waleis
PRINCIPAL
Govt. College of Commerce & Economics
Borda, Margao- Goa



Date: 17th December 2018
Place: Porvorim.

Sunil
PRINCIPAL
Govt. College of Arts, Science & Commerce
Khandola-Margao-Goa

On behalf of
Government College of Arts,
Science and Commerce, Khandola, Goa

Date: 17/12/2018
Place: PORVORIM-GOA



Pamy
PRINCIPAL
VVM's Shree Damodar College
of Commerce and Economics, Margao- Goa



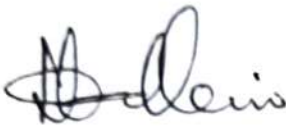
Date: 17/12/2018
Place: Porvorim-Goa

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A R/o
Mary
Shad
Prinipal
Govt

On behalf of
Cuncolim Education Society's College
of Arts and Commerce, Cuncolim- Goa
Principal
The C.E.S. College of Arts & Com.
Cuncolim, Salcete-Goa 403703




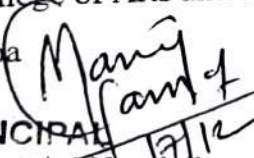
Date: 17/12/18
Place: Porvorim Goa

On behalf of 
Fr. Agnel College of Arts and Commerce,
Pilar- Goa
Principal
Fr. Agnel College of Arts & Commerce
Pilar, Goa - 403 203



Date: 17/12/2018
Place: Porvorim, Goa


On behalf of 
Shree Mallikarjun College of Arts and Commerce,
Delem, Canacona-Goa


PRINCIPAL
Dnyan Prabodhini Mandals
SHREE MALLIKARJUN
COLLEGE OF ARTS & COMMERCE
CANACONA - GOA



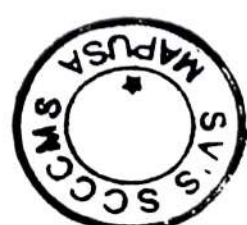
Date: 17/12/2018
Place: Porvorim

On behalf of
S. V's Sridora Caculo College of
Commerce and Management Studies,
Khorlim, Mapusa- Goa



PRINCIPAL
S.V's Sridora Caculo College of
Commerce And Management Studi-
Khorlim, Mapusa - Goa

Date: 17/12/2018
Place: Porvorim




Surya 243

R. S. Dempo

PRINCIPAL

S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex



On behalf of
DCTs S. S. Dempo College of Commerce & Economics,
Cujira, Bambolim – Goa.

Date: 14.12.2018

Place: PORVORIM
GOA

On behalf of
Rosary College of Arts and Commerce,
Navelim – Goa.

Date: 17th Dec. 2018

Place: PORVORIM
GOA.

Dr. Simão R. Dintz

Rev. Dr. Simão R. Dintz
Principal

Rosary College of Commerce & Arts
Navelim, Salcete, Goa 403 707



On behalf of
Dnyanprassarak Mandal's College & Research
Centre Assagao, Mapusa- Goa

Date : 17th December, 2018

Place: Porvorim, Goa.



Shant

R. S. Dempo

Mani

Dr. Simão R. Dintz

Shant

MEMORANDUM OF UNDERSTANDING

BETWEEN

1. GOVERNMENT COLLEGE OF ARTS, SCIENCE AND COMMERCE, SANQUELIM - GOA,
2. GOVERNMENT COLLEGE OF ARTS, SCIENCE AND COMMERCE, QUEPEM- GOA,
3. GOVERNMENT COLLEGE OF ARTS, SCIENCE AND COMMERCE, KHANDOLA- GOA,
4. GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS, BORDA, MARGAO- GOA,
5. FR. AGNEL COLLEGE OF ARTS AND COMMERCE, PILAR- GOA,
6. VVM'S SHREE DAMODAR COLLEGE OF COMMERCE AND ECONOMICS, MARGAO- GOA,
7. PONDA EDUCATION SOCIETY'S SHRI RAVI S. NAIK COLLEGE OF ARTS AND SCIENCE, FARMAGUDI- GOA,
8. MURGAO EDUCATION SOCIETY'S COLLEGE OF ARTS AND COMMERCE, ZUARINAGAR- GOA,
9. DEMPO CHARITIES TRUST'S DHEMPE COLLEGE OF ARTS AND SCIENCE, MIRAMAR-GOA,
10. CUNCOLIM EDUCATIONAL SOCIETY'S COLLEGE OF ARTS AND COMMERCE, CUNCOLIM- GOA,

AND

11. D C T's S. S. DEMPO COLLEGE OF COMMERCE AND ECONOMICS, CUJIRA, BAMBOLIM- GOA,

FOR

CLUSTER RESEARCH CENTRE IN ECONOMICS

Whereas the aforesaid parties, hereinafter referred to collectively as *institutions*, recognize that academic collaboration will provide mutual benefit of promoting and facilitating research, have reached the following understanding:

1. Objectives of the MoU

- i. To establish a formal joint platform for promoting and facilitating research, namely, Cluster Research Centre in Economics under the relevant provisions of Goa University ordinance.

[Handwritten signatures and initials]

- ii. To facilitate registration of Goa University recognized Ph.D. guides from the participating institutions with the Cluster Research Centre in Economics.
- iii. To enroll candidates for Ph.D. degree in the Cluster Research Centre under the relevant provisions of Goa University ordinance.
- iv. To undertake academic activities in the nature of workshops, seminars, talks, symposia, and similar under the banner of Cluster Research Centre in Economics for the benefit of researchers and teachers.

2. Terms and Conditions of Collaboration and sharing of resources

- i. This collaboration is only for the purpose of establishment of Cluster Research Centre in Economics under the relevant provisions of Goa University ordinance and would entail exchange of communication between the participating institutions only so far as required for effective functioning of the Cluster Research Centre in Economics.
- ii. The Cluster Research Centre in Economics shall be affiliated to Goa University only.
- iii. Only Goa University recognized research guides from both the institutions shall be allowed to guide through Cluster Research Centre in Economics.
- iv. The responsibility of acquiring approval of Goa University for research guideship shall be that of individual teachers from the institutions.
- v. The recognized Ph.D. guides from the participating institutions shall first register themselves with Cluster Research Centre in Economics if they intend to use the platform to enroll candidates for research programmes.
- vi. Research guides from the participating institutions shall not canvass for the candidates and shall not resort to activities of competition and malpractice of any nature.
- vii. The Cluster Research Centre in Economics shall be effective in agreement and necessary physical and soft infrastructure required for its operation including but not limited to workspace for research scholars, research library, computers, internet infrastructure, databases, software applications, shall be the responsibility of individual institution. Such respective resources shall be made available by each institution to candidates registered for Ph.D. under the guides from respective institutions.
- viii. All the member college of the Cluster shall share all the common resources.
- ix. The Cluster Research Centre in Economics shall organize common activities only after mutual agreement between the two institutions.
- x. The participating institutions shall consult together upon request by any of the institutions regarding any matter relating to the Cluster Research Centre in Economics

or this MoU and will endeavor jointly in a spirit of cooperation and mutual trust to resolve any difficulties or misunderstandings which may arise.

- xi. The ownership of any intellectual property arising out of research undertaken through Cluster Research Centre in Economics shall be decided by the concerned individual researcher and his/her research guide. The Cluster Research Centre in Economics itself shall not have any ownership rights on such intellectual property.
- xii. The participating institutions shall extend help in conducting activities of Cluster Research Centre in Economics.

3. Confidentiality

- i. The participating institutions shall maintain strict confidentiality of any information, data or communications of any nature between them with regard to this MoU or operation of Cluster Research Centre in Economics and shall not disclose the same to any third party without written consent of the other institution.

4. Amendment

- i. This MoU may be amended by mutual written consent of all the participating institutions and the Directorate of Higher Education.

5. Co-ordination Mechanism

In order to ensure smooth functioning of the Cluster Research Centre, the Directorate of Higher Education will constitute a co-ordination committee consisting of

- 1) Principal of all Research Centres
- 2) Supervising guides
- 3) Any other academicians or subject experts nominated by the Government.

6. Entry into Effect and Termination

- i. This MoU will come into effect on the date of Signature.
- ii. This MoU will remain in effect so long as the Cluster Research Centre in Economics setup under the MoU retains the 'recognized' status by Goa University and unless any of the institutions notifies in writing with the approval of this Directorate, of its intention to terminate this MoU by an advance notice of at least three months before the beginning of next earliest period of enrollment of research candidates as may be notified by Goa University.

Signature 1 *Signature 2* *Signature 3* *Signature 4* *Signature 5*
Signature 6 *Signature 7* *Signature 8* *Signature 9* *Signature 10*

7. Framing of guidelines

The Directorate of Higher Education may frame the guidelines and when required for the guideline and when required for the effective implementation of this MoU .

8. Relaxation

The Government shall be empowered to relax any or all claims or conditions of the Mou in genuine cases.

9. Interpretation

If any question arises regarding the interpretation of any clause, word, expression of the scheme, the decision about the interpretation shall be with the Government, which shall be final and finding on all concerned.

10. Redressal of Grievances and Dispute

Grievances if any arising out of the implementation of this scheme, The Director of Higher Education shall hear and decide such matters and the decision of the Government in this regard shall be final and finding on all concerned.

11. Signature


Principal
Govt. College of Arts,
Science & Commerce
Sanquelim-Goa



On behalf of
Government College of Arts,
Science and Commerce, Sanquelim- Goa

Date: 17th December 2018
Place: Porvorim- Goa



Bhattacharya
PRINCIPAL
Govt. College of Arts, Science & Commerce
QUEPEM-GOA

On behalf of
Government College of Arts,
Science and Commerce, Quepem- Goa

Date: 17/12/18

Place: Porvorim, Goa



[Signature]
PRINCIPAL

Govt. College of Arts, Science & Commerce
Khandola-Marcela-Goa

On behalf of
Government College of Arts,
Science and Commerce, Khandola- Goa

Date: 17/12/2018

Place: PORVORIM-GOA



[Signature]
On behalf of
Government College of Commerce & Economics,
Borda, Margao- Goa

Date: 17/12/2018

Place: Porvorim, Goa



[Handwritten signatures and initials]

[Signature]

Dr. Savio P. Falleiro
Principal

Fr. Agnel College of Arts & Commerce
Pilar, Goa - 403 203
On behalf of

Fr. Agnel College of Arts and Commerce,
Pilar- Goa



Date: 17/12/2018

Place: Porvorim, Goa

[Signature]

Principal

VVM's Shree Damodar College of
Commerce & Economics
On behalf of Goa

VVM's Shree Damodar College
of Commerce and Economics, Margao- Goa



Date: 17/12/2018

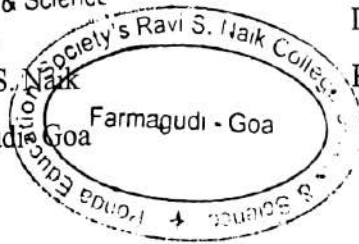
Place: Porvorim, Goa

[Signature]
PRINCIPAL

Ponda Education Society's

On behalf of Ravi S. Naik College of Arts & Science
Farmagudi - Goa

Ponda Education Society's Shri Ravi S. Naik
College of Arts and Science, Farmagudi - Goa



Date: 17/12/2018

Place: Porvorim Goa

[Handwritten signatures]

R.B. Patil

**Dr. R. B. Patil
PRINCIPAL**

M. E. S. College of Arts & Commerce
Zuarinagar - Goa 403 726.

On behalf of

Murgaoon Education Society's College
of Arts and Commerce, Zuarinagar- Goa



Date: 17.12.2018
Place: Porvorim-Goa

Bookey

Principal

Dempo Charities Trust's Dhempe College
of Arts & Science, Miramar - Goa.

On behalf of

Dempo Charities Trust's Dhempe College
of Arts & Science, Miramar, Panaji- Goa



Date: 17/12/2018
Place: Porvorim-Goa

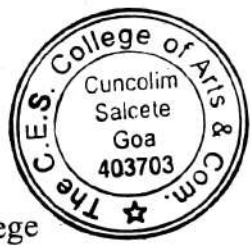
Sany

Principal

The C.E.S. College of Arts & Com.
Cuncolim, Salcete-Goa 403703

On behalf of

Cuncolim Education Society's College
of Arts and Commerce, Cuncolim- Goa



Date: 17/12/2018
Place: Porvorim-Goa

Rajayale

PRINCIPAL

S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

On behalf of

DCTs S. S. Dempo College of Commerce & Economics,
Cujira, Bambolim - Goa.



Date: 17.12.2018
Place: PORVORIM
GOA.

Handwritten signatures and initials at the bottom of the page.



Vibrant Skill Sets Solutions

Registered Office: House No.830/1, Malwara, Agassaim – Goa. 403204.

Branch: CIBA, Agnel Technical Educational Complex, Verna, Goa. 403722.

9923795140/ 9545518140 /abhay_bhamaikar@redifmail.com

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is made as on 01/01/ 2017, by and between DCTs S. S. Dempo College of Commerce and Economics ('College') and Vibrant Skill Sets Solutions as of the date hereof and parties hereto in accordance with the terms of this Memorandum of Understanding.

WHEREAS, the College and Vibrant Skill Sets Solutions have come together to collaborate in the area of nurturing start-ups and WHEREAS, the undersigned parties have agreed to enter into a collaborative relationship whereby Vibrant Skill Sets Solutions will provide necessary mentoring services to the new business venture through the Entrepreneurship Cell (E-Cell) of the college and WHEREAS, the undersigned parties desire to enter into a Memorandum of Understanding (this "M.O.U.") setting forth the services to be provided by each of the undersigned parties.

NOW, THEREFORE, it is hereby agreed by and between the undersigned parties as follows:

ARTICLE I – PURPOSE

The purpose of the collaborative relationship contemplated by this M.O.U. is for nurturing and mentoring the campus start-ups with the assistance of the resources located within the college, while simultaneously enabling the start-up enterprises to network with off campus support system. The undersigned parties will put forth a good faith effort in providing resources, both tangible and intangible, in assisting the other parties in this collaborative relationship to achieve their respective goals.

ARTICLE II – ROLES AND RESPONSIBILITIES

With regard to the association between the College and Vibrant Skill Sets Solutions, both the parties are agreeing to encourage the following activities:

1. Create an ecosystem that encourages independent thinking and innovation.
2. Help college students in their entrepreneurial journey, particularly at the stages of grooming and ideation, screening of business proposals and ideas, and selection of business projects that can be adopted for incubation.
3. Jointly organize workshops/ training and capacity building programmes/ seminars/ networking events, discussions and other such activities of similar nature with financing by the college for the same.
4. The College will provide access to its resources such as library, computer labs and other infrastructure facility to conduct above activities.
5. Vibrant Skill Sets Solutions will take a lead role in mentoring the College students desirous of establishing their own venture by mentoring and coaching in business plan development and to further develop concepts and ideas for creating a business.



6. Vibrant Skill Sets Solutions will facilitate networking of such start-ups with other relevant agencies such as incubation centers, government agencies, experts, professionals, industry bodies within its network.
7. Vibrant Skill Sets Solutions will also assist start-ups in providing referrals to potential investors and other sources of capital when possible.
8. Neither the College, nor Vibrant Skill Sets Solution, shall be responsible for or assist in operating the business venture, unless there is an agreement between the undersigned parties to that effect.
9. Both the parties agree for not disclosing any type of confidential material, knowledge, or information related to each other and the mentee start-up. The parties may share this information with one another but shall decide not to disclose it to any third party.
10. Both the parties agree to share all rights, title and interest in any intellectual property created under the activities planned under this MoU according to mutual agreement.

ARTICLE III – TERMINATION OF RELATIONSHIP

The collaborative relationship under this M.O.U. is at-will. Upon the unilateral discretion of the College or Vibrant Skill Sets Solutions or any combination of them, the collaborative relationship under this M.O.U. may be terminated at will without an advance notice.

ARTICLE IV – AMENDMENTS TO M.O.U.

Any and all of the terms contained in this M.O.U. may not be amended, unless each and every one of the undersigned parties has consented to the amendment(s), and the parties' consent is memorialized in a written modification to this M.O.U. and it is duly executed by each and every one of the undersigned parties.


ARTICLE V – NO FUNDING COMMITMENT

This M.O.U. is not a commitment by the College nor Vibrant Skill Sets Solutions, to fund any aspect of start-up being mentored. This M.O.U. should not be construed as a commitment for funding.

ARTICLE VI – MERGER CLAUSE

This M.O.U. is the final and complete understanding and agreement of the undersigned parties. No other promises, agreements, nor warranties have been provided. This M.O.U. may only be amended by a written agreement as provided for in ARTICLE IV of this M.O.U.


This understanding is hereby accepted and agreed to by each party's authorized representative as indicated below:


PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
 Cujira, Integrated Educational Complex

Dr. Radhika S. Nayak

Principal

DCTs S. S. Dempo College of Commerce and Economics
 Cujira, St. Cruz - Goa.



Mr. Abhay Bhamaiakar

CEO & Founder

Vibrant Skill Sets Solutions
 Bambolim - Goa


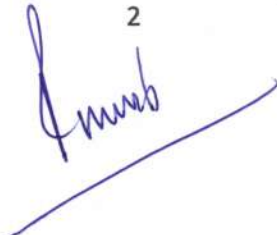


**AGREEMENT OF EVENT PARTNERSHIP BETWEEN
DEPARTMENT OF EVENT MANAGEMENT OF S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS, CUJIRA AND THE NAVHIND TIMES, PANAJI.**


The following scheme of collaboration has been agreed upon between the above referred parties for the purpose of providing event management services by DEPARTMENT OF EVENT MANAGEMENT, S S DEMPO COLLEGE OF COMMERCE AND ECONOMICS, PANAJI, hereafter referred to as the ORGANIZING PARTNER 1; and THE NAVHIND TIMES, PANAJI, hereafter referred to as the ORGANIZING PARTNER 2.

1. Event for which collaboration has been agreed upon:
EDUNEXT, Education-cum-career fair
2. Event Frequency:
Annual
3. Event venue:
Kala Academy, Panaji, Goa.
4. Nature of Collaboration:
Event Partnership
5. Obligations of the ORGANIZING PARTNER 1 - DEPARTMENT OF EVENT MANAGEMENT, S S DEMPO COLLEGE OF COMMERCE AND ECONOMICS, CUJIRA:
 - a. Event Promotion
 - i. Publicity of the event in college and other institutions as well as through agreed media.
 - ii. Designing of the event panel and publicity materials
 - b. Event Production
 - i. Stall set-up
 - ii. Stage set-up and decor
 - iii. Sound and light arrangement
 - iv. Audio-video set-up

- v. Arranging for event setup material
 - c. Participant Registrations for the Event
 - i. Designing registration documentations
 - ii. Completing registration formalities on the event day
 - d. Vendor selection
 - i. All the vendors required for the purpose of above obligations will be identified and engaged by the ORGANIZING PARTNER 1.
 - e. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - f. Conduct and coordination of other event elements
 - i. Career session by experts from industry and academics.
 - ii. Career counseling by HR/Talent search experts.
6. Obligations of ORGANIZING PARTNER 2 – THE NAVHIND TIMES, PANAJI:
- a. Event Marketing
 - i. Marketing of exhibition stalls to institutions and other participants in the exhibition.
 - b. Event Promotion
 - i. Publicity of the event through agreed media and The Navhind Times daily.
 - ii. Editorial write-ups on The Navhind Times on the event.
 - iii. Special supplement on the event consisting of advertisements by exhibitors and their publicity material.
7. Consideration for ORGANIZING PARTNERS
- a. The ORGANIZING PARTNERS shall divide the event profits as per the terms agreed upon from time to time by both the parties.

8. No other monetary or non-monetary obligations are involved between either of the parties to the arrangement of this scheme of collaboration.
9. ORGANIZING PARTNERS are jointly responsible for claims arising out of any accident or any other eventuality during the arrangement or conduct of the said event.


PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex
Principal,

DEPARTMENT OF EVENT MANAGEMENT OF S. S. DEMPO COLLEGE OF
COMMERCE AND ECONOMICS, CUJIRA, GOA.



General Manager,
THE NAVHIND TIMES, PANAJI, GOA.

Date: 24/04/2014

Place: Cujira - Goa

National Institutional Ranking Framework

Ministry of Education

Government of India

Welcome to Data Capturing System: COLLEGE

Submitted Institute Data for NIRF'2023'

Institute Name: Dempo Charities Trust's S.S. Dempo College of Commerce and Economics [IR-C-C-30828]

Sanctioned (Approved) Intake

Academic Year	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
UG [3 Years Program(s)]	1425	510	460	-	-	-
PG [1 Year Program(s)]	30	-	-	-	-	-
PG [2 Year Program(s)]	93	90	-	-	-	-

Total Actual Student Strength (Program(s) Offered by Your Institution)

(All programs of all years)	No. of Male Students	No. of Female Students	Total Students	Within State (Including male & female)	Outside State (Including male & female)	Outside Country (Including male & female)	Economically Backward (Including male & female)	Socially Challenged (SC+ST+OBC Including male & female)	No. of students receiving full tuition fee reimbursement from the State and Central Government	No. of students receiving full tuition fee reimbursement from Institution Funds	No. of students receiving full tuition fee reimbursement from the Private Bodies	No. of students who are not receiving full tuition fee reimbursement
UG [3 Years Program(s)]	696	729	1425	1377	47	1	0	283	1	0	0	282
PG [1 Year Program(s)]	6	4	10	10	0	0	0	0	0	0	0	0
PG [2 Year Program(s)]	45	85	130	121	8	1	0	19	0	0	0	19

Placement & Higher Studies

UG [3 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2017-18	460	451	2019-20	294	2	120000(One Lakh Twenty Thousand)	41
2018-19	467	475	2020-21	420	6	185400(One Lakh Eighty Five Thousand Four Hundred)	24
2019-20	460	463	2021-22	98	31	180000(One Lakh Eighty Thousand)	12

PG [1 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2019-20	30	7	2019-20	7	0	0(Zero)	0

257

2020-21	30	9	2020-21	9	5	144000(One Lakh Forty Four Thousand)	0
2021-22	30	0	2021-22	0	0	0(Zero)	0

PG [2 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2018-19	80	51	2019-20	45	0	0(Zero)	0
2019-20	80	72	2020-21	72	12	180000(One Lakh Eighty Thousand)	0
2020-21	90	64	2021-22	59	11	268250(Two Lakhs Sixty Eight Thousand Two Hundred Fifty)	1

Financial Resources: Utilised Amount for the Capital expenditure for previous 3 years

Academic Year	2021-22	2020-21	2019-20
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Capital Expenditure on Academic Activities and Resources (excluding expenditure on buildings)			
Library	843807 (Eight Lakhs Forty Three Thousand Eight Hundred Seven)	925085 (Nine Lakhs Twenty Five thousand Eighty Five)	1145743 (Eleven Lakhs Forty Five Thousand Seven Hundred Forty Three)
New Equipment for Laboratories	3786727 (Thirty Seven Lakhs Eighty Six Thousand Seven Hundred Seven)	5472699 (Fifty Four Lakhs Seventy Two Thousand Six Hundred Ninety Nine)	1673366 (Sixteen Lakhs Seven Three Thousand Three Hundred Sixty Six)
Other expenditure on creation of Capital Assets (excluding expenditure on Land and Building)	67536 (Sixty Seven Thousand Five Hundred Thirty Six)	727830 (Seven Lakhs Twenty Seven Eight Hundred Thirty)	748404 (Seven Lakhs Forty Eight Thousand Four Hundred Four)

Financial Resources: Utilised Amount for the Operational expenditure for previous 3 years

Academic Year	2021-22	2020-21	2019-20
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Operational Expenditure			
Salaries (Teaching and Non Teaching staff)	95284917 (Nine Crores Fifty Two Lakhs Eighty Four Thousand Nine Hundred Seventeen)	86207906 (Eight Crores Sixty Two Lakhs Seven Hundred Nine Hundred Six)	80325587 (Eight Crores Three Lakhs Twenty Five Thousand Five Hundred Eighty Seven)
Maintenance of Academic Infrastructure or consumables and other running expenditures(excluding maintenance of hostels and allied services,rent of the building, depreciation cost, etc)	3419546 (Thirty Four Lakhs Nineteen Thousand Five Hundred Forty Six)	3227202 (Thirty Two Lakhs Twenty Seven Thousand Two Hundred Two)	2829691 (Twenty Eight Lakhs Twenty Nine Thousand Six Hundred Ninety One)
Seminars/Conferences/Workshops	190937 (One Lakhs Ninety Thousand Nine Hundred Thirty Seven)	47420 (Forty Seven Thousand Four Hundred Twenty)	224383 (Two Lakhs Twenty Four Thousand Three Hundred Eighty Three)

PCS Facilities: Facilities of physically challenged students

1. Do your institution buildings have Lifts/Ramps?	Yes, more than 80% of the buildings
2. Do your institution have provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students?	Yes
3. Do your institution buildings have specially designed toilets for handicapped students?	Not available

Faculty Details

Srno	Name	Age	Designation	Gender	Qualification	Experience (In Months)	Currently working with institution?	Joining Date	Leaving Date	Association type
1	Yash B Prabhugaonkar	30	Assistant Professor	Male	MBA	36	Yes	01-09-2020	--	Adhoc / Contractual
2	Ashfa Shaikh	34	Assistant Professor	Female	NET	52	Yes	28-06-2019	--	Adhoc / Contractual
3	Aparna Rege	48	Assistant Professor	Female	M.COM	160	Yes	08-08-2019	--	Adhoc / Contractual
4	Siddesh Morajkar	26	Assistant Professor	Male	NET	21	Yes	01-03-2021	--	Adhoc / Contractual
5	Sharmila Swami	47	Assistant Professor	Female	MBA	150	Yes	01-06-2010	--	Adhoc / Contractual
6	Vishal Rane	42	Assistant Professor	Male	MBA	144	Yes	15-03-2010	--	Adhoc / Contractual
7	Dr Mamata S Kane	37	Assistant Professor	Female	Ph.D	126	Yes	01-06-2012	--	Adhoc / Contractual
8	Tania Shirodkar	32	Assistant Professor	Female	MBA	54	Yes	01-06-2018	--	Adhoc / Contractual
9	Dr Sonya Angle	42	Assistant Professor	Female	Ph.D	150	Yes	01-07-2010	--	Adhoc / Contractual
10	Cheryl Venan Dias	45	Assistant Professor	Female	Ph.D	108	Yes	15-07-2013	--	Adhoc / Contractual
11	Hemant Kumar	31	Assistant Professor	Male	M.A	52	Yes	01-09-2020	--	Visiting
12	S Sneha	23	Assistant Professor	Female	M.COM	7	Yes	01-12-2021	--	Adhoc / Contractual
13	Krupa Pednekar	32	Assistant Professor	Female	MBA	90	Yes	01-07-2017	--	Adhoc / Contractual
14	Judith Marques	43	Assistant Professor	Female	MBA	16	Yes	01-09-2021	--	Adhoc / Contractual
15	Vishwa Naik Raik	29	Assistant Professor	Female	MBA	11	Yes	01-09-2021	--	Adhoc / Contractual
16	Omkar Pawaskar	29	Assistant Professor	Male	MBA	11	No	01-09-2021	01-07-2022	Adhoc / Contractual
17	Omkar Suhas Tilve	40	Assistant Professor	Male	M.A	143	Yes	03-09-2021	--	Adhoc / Contractual
18	Dr Radhika S Nayak	63	Dean / Principal / Director / Vice Chancellor	Female	Ph.D	409	No	20-06-1988	30-06-2022	Regular
19	Gauri Tamba	57	Associate Professor	Female	CA	293	Yes	11-07-1997	--	Regular
20	Derina Rodrigues	55	Associate Professor	Female	SET	341	Yes	26-07-1994	--	Regular
21	Dr Sangeeta Chakrabarty	52	Associate Professor	Female	Ph.D	329	Yes	24-07-1995	--	Regular
22	Dr Prisca Braganza	53	Associate Professor	Female	Ph.D	317	Yes	16-07-1996	--	Regular
23	Dr Aruna Mesquita	47	Associate Professor	Female	Ph.D	294	Yes	01-07-1998	--	Regular
24	Dr Smitha Bhandare Kamat	54	Associate Professor	Female	Ph.D	280	Yes	02-08-1999	--	Regular
25	Nikhil Varerkar	45	Associate Professor	Male	M.S	258	Yes	16-07-2001	--	Regular
26	Anand Naik Panvelkar	45	Associate Professor	Male	SET	210	Yes	18-06-2005	--	Regular
27	Dr Deepali Churi	43	Associate Professor	Female	Ph.D	210	Yes	20-06-2005	--	Regular
28	Vibha Pai Angle	44	Assistant Professor	Female	SET	160	Yes	01-09-2009	--	Regular

29	Trupti Chodankar	38	Assistant Professor	Female	SET	160	Yes	01-09-2009	--	Regular
30	Nutan Nayak	54	Associate Professor	Female	M. Phil	159	Yes	23-09-2009	--	Regular
31	Aditi Barve	43	Assistant Professor	Female	SET	186	Yes	21-06-2007	--	Regular
32	Dr Felcy Coelho	35	Assistant Professor	Female	Ph.D	150	Yes	01-07-2010	--	Regular
33	Valerie Fernandes	35	Assistant Professor	Female	NET	114	Yes	24-06-2013	--	Regular
34	Reshma Pai Angle	49	Assistant Professor	Female	NET	101	Yes	11-07-2014	--	Regular
35	Michael Victor Dias	40	Other	Male	NET	114	Yes	01-07-2013	--	Regular
36	Dr Vinod Joshua	48	Assistant Professor	Male	Ph.D	150	Yes	01-07-2010	--	Regular
37	Sameera Khan	41	Assistant Professor	Female	NET	114	Yes	24-06-2013	--	Regular
38	Sylvia Britto	35	Assistant Professor	Female	SET	66	Yes	15-06-2017	--	Regular
39	Amit Naik	30	Assistant Professor	Male	SET	41	Yes	13-07-2019	--	Regular
40	Siddhesh S Narvekar	42	Assistant Professor	Male	SET	12	Yes	08-08-2020	--	Adhoc / Contractual
41	Sonal Undakoti	32	Assistant Professor	Female	M.COM	24	Yes	03-08-2020	--	Adhoc / Contractual
42	Vitiksha Venji	27	Assistant Professor	Female	SET	11	Yes	14-09-2020	--	Adhoc / Contractual
43	Marlow Lawrence	37	Assistant Professor	Male	SET	10	Yes	01-10-2020	--	Adhoc / Contractual
44	Shruti Ekawade	24	Assistant Professor	Female	M.A	9	Yes	18-11-2020	--	Adhoc / Contractual
45	Manalee Sinari	37	Assistant Professor	Female	M.A.(Economics)	45	Yes	14-08-2018	--	Adhoc / Contractual
46	Alisha Lobo	29	Assistant Professor	Female	M.COM	34	Yes	03-08-2020	--	Adhoc / Contractual
47	Sarita Parkar	37	Assistant Professor	Female	LLM	12	Yes	02-09-2020	--	Visiting
48	Ram Gaonkar	29	Assistant Professor	Male	M.A	41	Yes	13-07-2019	--	Regular
49	Kushal Kerkar	25	Assistant Professor	Male	M.COM	14	Yes	05-10-2021	--	Regular
50	Odilia Lopes	30	Assistant Professor	Female	M.COM	86	Yes	03-08-2020	--	Adhoc / Contractual
51	Soniya Chodankar	36	Assistant Professor	Female	M.A	12	Yes	07-09-2021	--	Adhoc / Contractual
52	Veerani Naik	25	Assistant Professor	Female	M.A	12	Yes	07-09-2021	--	Adhoc / Contractual
53	Shrikant Madar	27	Assistant Professor	Male	M.A	12	Yes	07-09-2021	--	Adhoc / Contractual

National Institutional Ranking Framework

Ministry of Education

Government of India

Welcome to Data Capturing System: COLLEGE

Submitted Institute Data for NIRF'2022'

Institute Name: Dempo Charities Trust's S.S. Dempo College of Commerce and Economics [IR-C-C-30828]

Sanctioned (Approved) Intake

Academic Year	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
UG [3 Years Program(s)]	510	460	467	-	-	-
UG [4 Years Program(s)]	40	40	40	0	-	-
PG [1 Year Program(s)]	30	-	-	-	-	-
PG [2 Year Program(s)]	90	80	-	-	-	-

Total Actual Student Strength (Program(s) Offered by Your Institution)

(All programs of all years)	No. of Male Students	No. of Female Students	Total Students	Within State (Including male & female)	Outside State (Including male & female)	Outside Country (Including male & female)	Economically Backward (Including male & female)	Socially Challenged (SC+ST+OBC Including male & female)	No. of students receiving full tuition fee reimbursement from the State and Central Government	No. of students receiving full tuition fee reimbursement from Institution Funds	No. of students receiving full tuition fee reimbursement from the Private Bodies	No. of students who are not receiving full tuition fee reimbursement
UG [3 Years Program(s)]	706	713	1419	1403	15	1	0	284	37	0	0	247
UG [4 Years Program(s)]	25	52	77	76	1	0	0	7	0	0	0	7
PG [1 Year Program(s)]	4	5	9	8	1	0	0	5	0	0	0	5
PG [2 Year Program(s)]	25	61	86	79	7	0	0	3	0	0	0	3

Placement & Higher Studies

UG [3 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2016-17	345	345	2018-19	257	25	150000(One Lakh Fifty Thousand)	59
2017-18	460	451	2019-20	294	2	120000(One Lakh Twenty Thousand)	41
2018-19	467	475	2020-21	420	6	185400(One Lakh Twenty Thousand)	24

UG [4 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students admitted through Lateral entry	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2015-16	0	0	2016-17	0	2018-19	0	0	0(Zero)	0
2016-17	0	0	2017-18	0	2019-20	0	0	0(Zero)	0
2017-18	0	0	2018-19	0	2020-21	0	0	0(Zero)	0

PG [1 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2018-19	30	12	2018-19	11	5	144000(One Lakh Forty Four Thousand)	0
2019-20	30	7	2019-20	7	0	0(Zero)	0
2020-21	30	9	2020-21	9	5	144000(One Lakh Forty Four Thousand)	0

PG [2 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2017-18	85	29	2018-19	25	7	180000(One Lakh Eighty Thousand)	5
2018-19	80	51	2019-20	45	0	0(Zero)	0
2019-20	80	72	2020-21	72	12	180000(One Lakh Eighty Thousand)	0

Financial Resources: Utilised Amount for the Capital expenditure for previous 3 years

Academic Year	2020-21	2019-20	2018-19
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Capital Expenditure on Academic Activities and Resources (excluding expenditure on buildings)			
Library	925085 (Nine Lakhs Twenty Five Thousand Eighty Five)	1145743 (Eleven Lakhs Forty Five Thousand Seven Hundred Forty Three)	1019733 (Ten Lakhs Nineteen Thousand Seven Hundred Thirty Three)
New Equipment for Laboratories	5472699 (Fifty Four Lakhs Seventy Two Thousand Six Hundred Ninety Nine)	1673366 (Sixteen Lakhs Seventy Three Thousand Three Hundred Sixty Six)	1014853 (Ten Lakhs Fourteen Thousand Eight Hundred Fifty Three)
Other expenditure on creation of Capital Assets (excluding expenditure on Land and Building)	727830 (Seven Lakhs Twenty Seven Thousand Eight Hundred Thirty)	748404 (Seven Lakh Forty Eight Thousand Four Hundred Four)	767000 (Seven Lakhs Sixty Seven Thousand)

Financial Resources: Utilised Amount for the Operational expenditure for previous 3 years

Academic Year	2020-21	2019-20	2018-19
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Operational Expenditure			

Salaries (Teaching and Non Teaching staff)	86207906 (Eight Crores Sixty Two Lakh Seven Thousand Nine Hundred Six)	80325587 (Eight Crores Three Lakh Twenty Five Thousand Five Hundred Eighty Seven)	75965232 (Seven Crores Fifty Nine Lakhs Sixty Five Thousand Two Hundred Thirty Two)
Maintenance of Academic Infrastructure or consumables and other running expenditures(excluding maintenance of hostels and allied services,rent of the building, depreciation cost, etc)	3227202 (Thirty Two Lakh Twenty Seven Thousand Two Hundred Two)	2829691 (Twenty Eight Lakhs Twenty Nine Thousand Six Hundred Ninety one)	1677065 (Sixteen Lakhs Seventy Seven Thousand Sixty Five)
Seminars/Conferences/Workshops	47420 (Forty Seven Thousand Four Hundred Twenty)	224383 (Two Lakh Twenty Four Thousand Three Hundred Eighty Three)	299347 (Two Lakhs Ninety Nine Thousand Three Hundred Forty Seven)

PCS Facilities: Facilities of physically challenged students

1. Do your institution buildings have Lifts/Ramps?	Yes, more than 80% of the buildings
2. Do your institution have provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students?	Yes
3. Do your institution buildings have specially designed toilets for handicapped students?	Not available

Faculty Details

Srno	Name	Age	Designation	Gender	Qualification	Experience (In Months)	Currently working with institution?	Joining Date	Leaving Date	Association type
1	Gauri Tamba	56	Associate Professor	Female	CA	288	Yes	11-07-1997	--	Regular
2	Derina Rodrigues	54	Associate Professor	Female	SET	324	Yes	26-07-1994	--	Regular
3	Dr Sangeeta Chakrabarty	51	Associate Professor	Female	Ph.D	312	Yes	24-07-1995	--	Regular
4	Augusto Pinto	60	Associate Professor	Male	M. Phil	384	No	01-08-1989	20-09-2020	Regular
5	Dr Prisca Braganza	52	Associate Professor	Female	Ph.D	349	Yes	20-06-1992	--	Regular
6	Dr Aruna Mesquita	46	Associate Professor	Female	Ph.D	277	Yes	01-07-1998	--	Regular
7	Dr Smitha Bhandare Kamat	53	Associate Professor	Female	Ph.D	264	Yes	02-08-1999	--	Regular
8	Nikhil Varerkar	44	Associate Professor	Male	M.S	240	Yes	16-07-2001	--	Regular
9	Anand Naik Panvelkar	44	Associate Professor	Male	SET	193	Yes	18-06-2005	--	Regular
10	Dr Deepali Churi	42	Associate Professor	Female	Ph.D	192	Yes	20-06-2005	--	Regular
11	Vibha Pai Angle	43	Assistant Professor	Female	SET	143	Yes	01-09-2009	--	Regular
12	Trupti Chodankar	37	Assistant Professor	Female	SET	143	Yes	01-09-2009	--	Regular
13	Nutan Nayak	53	Associate Professor	Female	M. Phil	307	Yes	02-01-1996	--	Regular
14	Aditi Barve	42	Assistant Professor	Female	SET	181	Yes	28-06-2006	--	Regular
15	Dr Felcy Coelho	34	Assistant Professor	Female	Ph.D	133	Yes	01-07-2010	--	Regular
16	Valerie Fernandes	34	Assistant Professor	Female	NET	97	Yes	24-06-2013	--	Regular
17	Reshma Pai Angle	48	Assistant Professor	Female	NET	84	Yes	11-07-2014	--	Regular
18	Michael Victor Dias	39	Other	Male	NET	97	Yes	01-07-2013	--	Regular
19	Sylvia Britto	34	Assistant Professor	Female	SET	49	Yes	15-06-2017	--	Regular
20	Dr Vinod Joshua	47	Assistant Professor	Male	Ph.D	133	Yes	01-07-2010	--	Regular

21	Amit Naik	29	Assistant Professor	Male	SET	29	Yes	13-07-2019	--	Regular
22	Dr Amitha Shanbhogue	46	Assistant Professor	Female	Ph.D	71	Yes	19-06-2018	--	Adhoc / Contractual
23	Odilia Lopes	29	Assistant Professor	Female	M.COM	74	Yes	03-08-2020	--	Adhoc / Contractual
24	Dr Mamata S Kane	36	Assistant Professor	Female	Ph.D	108	Yes	18-06-2018	--	Adhoc / Contractual
25	Namrata Wagle	39	Assistant Professor	Female	M.COM	144	Yes	06-06-2009	--	Adhoc / Contractual
26	Manalee Sinari	36	Assistant Professor	Female	M.A.(Economics)	45	Yes	14-08-2018	--	Adhoc / Contractual
27	Pradnya Pai Dukle	34	Assistant Professor	Female	M.A.(Economics)	119	Yes	19-06-2018	--	Adhoc / Contractual
28	Dr Sonya Angle	41	Assistant Professor	Female	Ph.D	147	Yes	18-06-2018	--	Adhoc / Contractual
29	Vishal Rane	41	Assistant Professor	Male	MBA	115	Yes	12-06-2018	--	Adhoc / Contractual
30	Sharmila Swami	46	Assistant Professor	Female	MBA	132	Yes	18-06-2018	--	Adhoc / Contractual
31	Cheryl Venan Dias	44	Assistant Professor	Female	Ph.D	96	Yes	02-07-2018	--	Adhoc / Contractual
32	Aakruti Alarnkar	27	Assistant Professor	Female	M.COM	36	No	26-11-2018	31-12-2021	Adhoc / Contractual
33	Tania Shirodkar	31	Assistant Professor	Female	MBA	84	Yes	02-07-2018	--	Adhoc / Contractual
34	Sameera Khan	40	Assistant Professor	Female	NET	109	Yes	24-06-2013	--	Regular
35	Saylee Kuncolienkar	25	Assistant Professor	Female	M.COM	27	Yes	03-08-2020	--	Other
36	Raashi Panvelkar	25	Assistant Professor	Female	M.COM	27	Yes	03-08-2020	--	Other
37	Alisha Lobo	28	Assistant Professor	Female	M.COM	34	Yes	03-08-2020	--	Adhoc / Contractual
38	Abhisha Naique	27	Assistant Professor	Female	M.COM	29	Yes	01-07-2019	--	Adhoc / Contractual
39	Akshay Naik	28	Assistant Professor	Male	M.COM	39	Yes	01-07-2019	--	Adhoc / Contractual
40	Jesly Araujo	36	Assistant Professor	Female	M.Sc.	26	Yes	08-09-2020	--	Other
41	Sonal Undakoti	31	Assistant Professor	Female	M.COM	24	Yes	03-08-2020	--	Adhoc / Contractual
42	Sushila Telgiri	26	Assistant Professor	Female	M.COM	22	Yes	03-08-2020	--	Adhoc / Contractual
43	Ashfa Shaikh	33	Assistant Professor	Female	NET	40	Yes	01-07-2019	--	Adhoc / Contractual
44	Aparna Rege	47	Assistant Professor	Female	M.COM	148	Yes	08-08-2019	--	Adhoc / Contractual
45	Krupa Kudalkar	31	Assistant Professor	Female	MBA	84	Yes	02-07-2017	--	Adhoc / Contractual
46	Yash B Prabhugaonkar	29	Assistant Professor	Male	MBA	24	Yes	01-09-2020	--	Adhoc / Contractual
47	Hemant Kumar	30	Assistant Professor	Male	M.A	40	Yes	01-09-2020	--	Visiting
48	Stally Perreira	29	Assistant Professor	Female	NET	12	No	01-09-2020	02-06-2021	Adhoc / Contractual
49	Siddesh Morajkar	25	Assistant Professor	Male	NET	9	Yes	01-03-2021	--	Adhoc / Contractual
50	Augustine DSouza	41	Assistant Professor	Male	NET	7	No	08-02-2021	15-08-2021	Adhoc / Contractual
51	Vitiksha Venji	26	Assistant Professor	Female	SET	11	Yes	14-09-2020	--	Adhoc / Contractual
52	Nikhil GD Lotlikar	25	Assistant Professor	Male	NET	11	No	14-09-2020	31-07-2021	Adhoc / Contractual

53	A Anto Shaju Sathish	26	Assistant Professor	Male	NET	11	No	14-09-2020	31-07-2021	Adhoc / Contractual
54	Siddhesh S Narvekar	41	Assistant Professor	Male	SET	12	Yes	08-08-2020	--	Adhoc / Contractual
55	Marlow Lawrence	36	Assistant Professor	Male	SET	10	Yes	01-10-2020	--	Adhoc / Contractual
56	Soniya Nagueshkar	35	Assistant Professor	Female	M.A	10	Yes	01-10-2020	--	Adhoc / Contractual
57	Runa Menezes	44	Assistant Professor	Female	NET	10	Yes	01-10-2020	--	Adhoc / Contractual
58	Shruti Ekawade	23	Assistant Professor	Female	M.A	9	Yes	18-11-2020	--	Adhoc / Contractual
59	Bibi Asha Dastgir	26	Assistant Professor	Female	M.A	9	No	19-11-2020	31-07-2021	Adhoc / Contractual
60	Sarita Parkar	36	Assistant Professor	Female	LLM	12	Yes	02-09-2020	--	Visiting
61	Dr Radhika S Nayak	62	Dean / Principal / Director / Vice Chancellor	Female	Ph.D	397	Yes	20-06-1988	--	Regular

National Institutional Ranking Framework

Ministry of Education

Government of India

Welcome to Data Capturing System: COLLEGE

Submitted Institute Data for NIRF'2021'

Institute Name: Dempo Charities Trust's S.S. Dempo College of Commerce and Economics [IR-C-C-30828]

Sanctioned (Approved) Intake

Academic Year	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
UG [3 Years Program(s)]	460	467	460	-	-	-
UG [4 Years Program(s)]	40	40	0	0	-	-
PG [1 Year Program(s)]	30	-	-	-	-	-
PG [2 Year Program(s)]	80	80	-	-	-	-

Total Actual Student Strength (Program(s) Offered by Your Institution)

(All programs of all years)	No. of Male Students	No. of Female Students	Total Students	Within State (Including male & female)	Outside State (Including male & female)	Outside Country (Including male & female)	Economically Backward (Including male & female)	Socially Challenged (SC+ST+OBC Including male & female)	No. of students receiving full tuition fee reimbursement from the State and Central Government	No. of students receiving full tuition fee reimbursement from Institution Funds	No. of students receiving full tuition fee reimbursement from the Private Bodies	No. of students who are not receiving full tuition fee reimbursement
UG [3 Years Program(s)]	584	609	1193	1152	38	3	0	219	27	0	0	192
UG [4 Years Program(s)]	19	42	61	58	2	1	0	1	0	1	0	0
PG [1 Year Program(s)]	2	5	7	6	1	0	0	0	0	0	0	0
PG [2 Year Program(s)]	45	77	122	122	0	0	0	28	3	0	0	25

Placement & Higher Studies

UG [3 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2015-16	345	345	2017-18	219	25	120000(One Lakh Twenty Thousand)	20
2016-17	345	345	2018-19	257	25	150000(One Lakh Fifty Thousand)	59
2017-18	460	451	2019-20	294	2	120000(One Lakh Twenty Thousand)	41

UG [4 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students admitted through Lateral entry	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2014-15	0	0	2015-16	0	2017-18	0	0	0(Zero)	0
2015-16	0	0	2016-17	0	2018-19	0	0	0(Zero)	0
2016-17	0	0	2017-18	0	2019-20	0	0	0(Zero)	0

PG [1 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2017-18	30	13	2017-18	13	3	144000(One Lakh Forty Four Thousand)	0
2018-19	30	12	2018-19	11	5	144000(One Lakh Forty Four Thousand)	0
2019-20	30	7	2019-20	7	0	0(Zero)	0

PG [2 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2016-17	85	43	2017-18	41	2	180000(One Lakh Eighty Thousand)	0
2017-18	85	29	2018-19	25	7	180000(One Lakh Eighty Thousand)	5
2018-19	80	51	2019-20	45	0	0(Zero)	0

Financial Resources: Utilised Amount for the Capital expenditure for previous 3 years

Academic Year	2019-20	2018-19	2017-18
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Capital Expenditure on Academic Activities and Resources (excluding expenditure on buildings)			
Library	1145743 (Eleven Lakhs Forty Five Thousand Seven Hundred Forty Three)	1019733 (Ten Lakhs Nineteen Thousand Seven Hundred Thirty Three)	966982 (Nine Lakhs Sixty Six Thousand Nine Hundred Eighty Two)
New Equipment for Laboratories	1673366 (Sixteen Lakhs Seventy Three Thousand Three Hundred Sixty Six)	1014853 (Ten Lakhs Fourteen Thousand Eight Hundred Fifty Three)	1964872 (Nineteen Lakhs Sixty Four Thousand Eight Hundred Seventy Two)
Other expenditure on creation of Capital Assets (excluding expenditure on Land and Building)	748404 (Seven Lakh Forty Eight Thousand Four Hundred Four)	767000 (Seven Lakhs Sixty Seven Thousand)	140344 (One Lakh Forty Thousand Three Hundred Forty Four)

Financial Resources: Utilised Amount for the Operational expenditure for previous 3 years

Academic Year	2019-20	2018-19	2017-18
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Operational Expenditure			

Salaries (Teaching and Non Teaching staff)	80325587 (Eight Crores Three Lakh Twenty Five Thousand Five Hundred Eighty Seven)	75965232 (Seven Crores Fifty Nine Lakhs Sixty Five Thousand Two Hundred Thirty Two)	57246845 (Five Crores Seventy Two Lakhs Forty Six Thousand Eight Hundred Forty Five)
Maintenance of Academic Infrastructure or consumables and other running expenditures(excluding maintenance of hostels and allied services,rent of the building, depreciation cost, etc)	2829691 (Twenty Eight Lakhs Twenty Nine Thousand Six Hundred Ninety one)	1677065 (Sixteen Lakhs Seventy Seven Thousand Sixty Five)	6144519 (Sixty One Lakhs Forty Four Thousand Five Hundred Nineteen)
Seminars/Conferences/Workshops	224383 (Two Lakh Twenty Four Thousand Three Hundred Eighty Three)	299347 (Two Lakhs Ninety Nine Thousand Three Hundred Forty Seven)	424243 (Four Lakhs Twenty Four Thousand Two Hundred Forty Three)

PCS Facilities: Facilities of physically challenged students

1. Do your institution buildings have Lifts/Ramps?	Yes, more than 80% of the buildings
2. Do your institution have provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students?	Yes
3. Do your institution buildings have specially designed toilets for handicapped students?	Not available

Faculty Details

Srno	Name	Age	Designation	Gender	Qualification	Experience (In Months)	Is Associated Last Year	Currently working with institution?	Joining Date	Leaving Date	Association type
1	Dr Radhika S Nayak	61	Dean / Principal / Director / Vice Chancellor	Female	Ph.D	385	Yes	Yes	20-06-1988	--	Regular
2	Gauri Tamba	55	Associate Professor	Female	CA	276	Yes	Yes	11-07-1997	--	Regular
3	Derina Rodrigues	53	Associate Professor	Female	M.COM	312	Yes	Yes	26-07-1994	--	Regular
4	Dr Sangeeta Chakrabarty	50	Associate Professor	Female	Ph.D	300	Yes	Yes	24-07-1995	--	Regular
5	Augusto Pinto	59	Associate Professor	Male	M. Phil	372	Yes	Yes	01-08-1989	--	Regular
6	Dr Prisca Braganza	51	Associate Professor	Female	Ph.D	337	Yes	Yes	20-06-1992	--	Regular
7	Dr Aruna Mesquita	45	Associate Professor	Female	Ph.D	265	Yes	Yes	01-07-1998	--	Regular
8	Dr Smitha Bhandare Kamat	52	Associate Professor	Female	Ph.D	252	Yes	Yes	02-08-1999	--	Regular
9	Nikhil Varerkar	43	Associate Professor	Male	M.S	228	Yes	Yes	16-07-2001	--	Regular
10	Anand Naik Panvelkar	43	Assistant Professor	Male	M.COM	181	Yes	Yes	18-06-2005	--	Regular
11	Dr Harip Khanapuri	41	Assistant Professor	Male	Ph.D	180	Yes	No	18-06-2005	30-09-2020	Regular
12	Dr Deepali Churi	41	Associate Professor	Female	Ph.D	180	Yes	Yes	20-06-2005	--	Regular
13	Vibha Pai Angle	42	Assistant Professor	Female	M.COM	131	Yes	Yes	01-09-2009	--	Regular
14	Trupti Chodankar	36	Assistant Professor	Female	M.COM	131	Yes	Yes	01-09-2009	--	Regular

15	Nutan Nayak	52	Associate Professor	Female	M. Phil	295	Yes	Yes	02-01-1996	--	Regular
16	Aditi Barve	41	Assistant Professor	Female	M.A	169	Yes	Yes	28-06-2006	--	Regular
17	Dr Felcy Coelho	33	Assistant Professor	Female	Ph.D	121	Yes	Yes	01-07-2010	--	Regular
18	Valerie Fernandes	33	Assistant Professor	Female	M.COM	85	Yes	Yes	24-06-2013	--	Regular
19	Reshma Pai Angle	47	Assistant Professor	Female	LLM	72	Yes	Yes	11-07-2014	--	Regular
20	Michael Victor Dias	38	Other	Male	MP.Ed.	85	Yes	Yes	01-07-2013	--	Regular
21	Sylvia Britto	33	Assistant Professor	Female	M.A.(Economics)	37	Yes	Yes	15-06-2017	--	Regular
22	Dr Vinod Joshua	46	Assistant Professor	Male	Ph.D	121	Yes	Yes	01-07-2010	--	Regular
23	Amit Naik	28	Assistant Professor	Male	M.COM	72	Yes	Yes	19-06-2018	--	Adhoc / Contractual
24	Dr Amitha Shanbhogue	45	Assistant Professor	Female	Ph.D	59	Yes	Yes	19-06-2018	--	Adhoc / Contractual
25	Odilia Lopes	28	Assistant Professor	Female	M.COM	62	Yes	Yes	19-06-2018	--	Adhoc / Contractual
26	Benzia DSouza	31	Assistant Professor	Female	MBA	43	Yes	No	02-07-2018	09-08-2020	Adhoc / Contractual
27	Shashikant Morajkar	42	Assistant Professor	Male	M. Phil	119	Yes	Yes	19-06-2018	--	Adhoc / Contractual
28	Dr Mamata S Kane	35	Assistant Professor	Female	Ph.D	78	Yes	Yes	18-06-2018	--	Adhoc / Contractual
29	Namrata Wagle	38	Assistant Professor	Female	M.COM	113	Yes	Yes	01-06-2018	--	Adhoc / Contractual
30	Manalee Sinari	35	Assistant Professor	Female	M.A.(Economics)	33	Yes	Yes	14-08-2018	--	Adhoc / Contractual
31	Pradnya Pai Dukle	33	Assistant Professor	Female	M.A.(Economics)	107	Yes	Yes	19-06-2018	--	Adhoc / Contractual
32	Dr Sonya Angle	40	Assistant Professor	Female	Ph.D	110	Yes	Yes	18-06-2018	--	Adhoc / Contractual
33	Vishal Rane	40	Assistant Professor	Male	MBA	103	Yes	Yes	12-06-2018	--	Adhoc / Contractual
34	Sharmila Swami	45	Assistant Professor	Female	MBA	123	Yes	Yes	18-06-2018	--	Adhoc / Contractual
35	Cheryl Venan Dias	43	Assistant Professor	Female	MBA	78	Yes	Yes	02-07-2018	--	Adhoc / Contractual
36	Aakruti Alarnkar	26	Assistant Professor	Female	M.COM	19	Yes	Yes	26-11-2018	--	Adhoc / Contractual
37	Renita Almeida	32	Assistant Professor	Female	MBA	36	Yes	Yes	02-07-2018	--	Adhoc / Contractual

38	Tania Shirodkar	30	Assistant Professor	Female	MBA	60	Yes	Yes	02-07-2018	--	Adhoc / Contractual
39	Sameera Khan	39	Assistant Professor	Female	M.COM	97	Yes	Yes	24-06-2013	--	Regular
40	Saylee Kuncolienkar	24	Assistant Professor	Female	M.COM	15	Yes	Yes	17-07-2018	--	Other
41	Raashi Panvelkar	24	Assistant Professor	Female	M.COM	15	Yes	Yes	17-07-2018	--	Other
42	Alisha Lobo	27	Assistant Professor	Female	M.COM	22	Yes	Yes	22-06-2018	--	Adhoc / Contractual
43	Santosh Kumar Bhal	38	Assistant Professor	Male	Ph.D	72	Yes	No	04-12-2018	04-12-2020	Adhoc / Contractual
44	Abhisha Naique	26	Assistant Professor	Female	M.COM	36	Yes	Yes	01-07-2019	--	Adhoc / Contractual
45	Akshay Naik	27	Assistant Professor	Male	M.COM	30	Yes	Yes	01-07-2019	--	Adhoc / Contractual
46	Gulam Ansari	25	Assistant Professor	Male	M.A	11	Yes	No	15-07-2019	18-11-2020	Adhoc / Contractual
47	Jesly Araujo	35	Assistant Professor	Female	M.Sc.	15	Yes	Yes	03-07-2019	--	Other
48	Sonal Undakoti	30	Assistant Professor	Female	M.COM	12	Yes	Yes	10-08-2019	--	Adhoc / Contractual
49	Sushila Telgiri	25	Assistant Professor	Female	M.COM	10	Yes	Yes	10-08-2019	--	Adhoc / Contractual
50	Ashfa Shaikh	32	Assistant Professor	Female	M.COM	30	Yes	Yes	01-07-2019	--	Adhoc / Contractual
51	Aparna Rege	46	Assistant Professor	Female	M.COM	39	Yes	Yes	08-08-2019	--	Adhoc / Contractual
52	Krupa Kudalkar	30	Assistant Professor	Female	MBA	60	Yes	Yes	02-07-2018	--	Adhoc / Contractual

National Institutional Ranking Framework

Ministry of Human Resource Development

Government of India

Welcome to Data Capturing System: COLLEGE

Submitted Institute Data for NIRF'2020'

Institute Name: Dempo Charities Trusts S.S. Dempo College of Commerce & Economics Altinho [IR-C-C-30828]

Sanctioned (Approved) Intake

Academic Year	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
UG [3 Years Program(s)]	467	400	345	-	-	-
PG [1 Year Program(s)]	30	-	-	-	-	-
PG [2 Year Program(s)]	80	85	-	-	-	-

Total Actual Student Strength (Program(s) Offered by Your Institution)

(All programs of all years)	No. of Male Students	No. of Female Students	Total Students	Within State (Including male & female)	Outside State (Including male & female)	Outside Country (Including male & female)	Economically Backward (Including male & female)	Socially Challenged (SC+ST+OBC Including male & female)	No. of students receiving full tuition fee reimbursement from the State and Central Government	No. of students receiving full tuition fee reimbursement from Institution Funds	No. of students receiving full tuition fee reimbursement from the Private Bodies	No. of students who are not receiving full tuition fee reimbursement
UG [3 Years Program(s)]	635	618	1253	1179	71	3	0	224	20	0	1	203
PG [1 Year Program(s)]	7	5	12	11	1	0	0	4	2	0	0	2
PG [2 Year Program(s)]	31	49	80	79	1	0	0	23	0	0	0	23

Placement & Higher Studies

UG [3 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2014-15	345	345	2016-17	233	29	120000(One lakh twenty thousand)	25
2015-16	345	345	2017-18	219	25	120000(One lakh twenty thousand)	20
2016-17	345	345	2018-19	257	25	150000(One lakh fifty thousand)	59

PG [1 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2016-17	0	0	2016-17	0	0	0(Zero)	0

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2017-18	30	13	2017-18	13	3	144000(One lakh forty four thousand)	0
2018-19	30	12	2018-19	11	5	144000(One lakh Forty four thousand)	0

PG [2 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2015-16	85	79	2016-17	59	20	180000(One lakh eighty thousand)	0
2016-17	85	43	2017-18	41	2	180000(One lakh eighty thousand)	0
2017-18	85	29	2018-19	25	7	180000(One Lakh Eighty Thousand)	5

Financial Resources: Utilised Amount for the Capital expenditure for previous 3 years

Academic Year	2018-19	2017-18	2016-17
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Capital Expenditure on Academic Activities and Resources (excluding expenditure on buildings)			
Library	1019733 (Ten Lakhs Nineteen Thousand Seven Hundred Thirty Three)	966982 (Nine Lakhs Sixty Six thousand Nine Hundred Eighty Two)	536926 (Five Lakhs Thirty Six Thousand Nine hundred Twenty Six)
New Equipment for Laboratories	1014853 (Ten Lakhs Fourteen Thousand Eight Hundred Fifty Three)	1964872 (Nineteen Lakhs Sixty Four thousand Eight Hundred Seventy Two)	1510253 (Fifteen Lakhs Ten Thousand Two hundred Fifty Three)
Other expenditure on creation of Capital Assets (excluding expenditure on Land and Building)	767000 (Seven Lakhs Sixty Seven Thousand)	140344 (One Lakh Forty Thousand Three Hundred Forty Four)	2657064 (Twenty Six Lakhs Fifty Seven Thousand Sixty Four)

Financial Resources: Utilised Amount for the Operational expenditure for previous 3 years

Academic Year	2018-19	2017-18	2016-17
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Operational Expenditure			
Salaries (Teaching and Non Teaching staff)	75965232 (Seven Crores Fifty Nine Lakhs Sixty Five Thousand Two Hundred Thirty Two)	57246845 (Five Crores Sevety Two Lakhs Forty Six Thousand Eight Hundred Forty Five only)	45301113 (Four Crores Fifty Three Lakhs One Thousand One hundred Thirteen)
Maintenance of Academic Infrastructure or consumables and other running expenditures(excluding maintenance of hostels and allied services,rent of the building, depreciation cost, etc)	1677065 (Sixteen Lakhs Seventy Seven Thousand Sixty Five)	6144519 (Sixty One Lakhs Forty Four Thousand Five Hundred Nineteen)	5456705 (Fifty Four Lakhs Fifty Six Thousand Seven Hundred Five)
Seminars/Conferences/Workshops	299347 (Two Lakhs Ninety Nine Thousand Three Hundred Forty Seven)	424243 (Four Lakhs Twenty Four Thousand Two Hundred Forty Three)	216193 (Two Lakhs Sixteen Thousand One Hundred Ninety Three)

PCS Facilities: Facilities of physically challenged students

1. Do your institution buildings have Lifts/Ramps?	Yes, more than 80% of the buildings
2. Do your institution have provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students?	No
3. Do your institution buildings have specially designed toilets for handicapped students?	Not available

Awards Details

1.How many faculty member of your institution have received highly reputed national/international awards/recognition from central government agencies in the previous academic year 2018-19	0
2.How many students of your institution have won international awards in the previous academic year 2018-19	0

Faculty Details

Srno	Name	Age	Designation	Gender	Qualification	Experience (In Months)	Is Associated Last Year	Currently working with institution?	Joining Date	Leaving Date	Association type
1	Dr Radhika S Nayak	60	Dean / Principal / Director / Vice Chancellor	Female	Ph.D	373	Yes	Yes	20-06-1988	--	Regular
2	Gauri Tamba	54	Associate Professor	Female	CA	264	Yes	Yes	11-07-1997	--	Regular
3	Dr Pravin P Naik Gaonkar	51	Associate Professor	Male	Ph.D	313	Yes	Yes	01-07-1993	--	Regular
4	Derina Rodrigues	52	Associate Professor	Female	M.COM	300	Yes	Yes	26-07-1994	--	Regular
5	Dr Sangeeta Chakrabarty	49	Associate Professor	Female	Ph.D	288	Yes	Yes	24-07-1995	--	Regular
6	Augusto Pinto	58	Associate Professor	Male	M. Phil	360	Yes	Yes	01-08-1989	--	Regular
7	Dr Prisca Braganza	50	Associate Professor	Female	Ph.D	325	Yes	Yes	20-06-1992	--	Regular
8	Dr Aruna Mesquita	44	Associate Professor	Female	Ph.D	253	Yes	Yes	01-07-1998	--	Regular
9	Dr Smitha Bhandare Kamat	51	Associate Professor	Female	Ph.D	240	Yes	Yes	02-08-1999	--	Regular
10	Nikhil Varerkar	42	Associate Professor	Male	M.S	216	Yes	Yes	16-07-2001	--	Regular
11	Anand Naik Panvelkar	42	Assistant Professor	Male	M.COM	169	Yes	Yes	18-06-2005	--	Regular
12	Dr Harip Khanapuri	40	Assistant Professor	Male	Ph.D	168	Yes	Yes	18-06-2005	--	Regular
13	Dr Deepali Churi	40	Associate Professor	Female	Ph.D	168	Yes	Yes	20-06-2005	--	Regular
14	Vibha Pai Angle	41	Assistant Professor	Female	M.COM	119	Yes	Yes	01-09-2009	--	Regular
15	Trupti Chodankar	35	Assistant Professor	Female	M.COM	119	Yes	Yes	01-09-2009	--	Regular
16	Nutan Nayak	51	Associate Professor	Female	M. Phil	283	Yes	Yes	02-01-1996	--	Regular
17	Dr Neeta Mazumdar	51	Associate Professor	Female	Ph.D	336	Yes	Yes	01-08-1991	--	Regular
18	Aditi Barve	40	Assistant Professor	Female	M.A	157	Yes	Yes	28-06-2006	--	Regular

19	Dr Felcy Coelho	32	Assistant Professor	Female	Ph.D	109	Yes	Yes	01-07-2010	--	Regular
20	Valerie Fernandes	32	Assistant Professor	Female	M.COM	73	Yes	Yes	24-06-2013	--	Regular
21	Reshma Pai Angle	46	Assistant Professor	Female	LLM	60	Yes	Yes	11-07-2014	--	Regular
22	Michael Victor Dias	37	Other	Male	MP.Ed.	73	Yes	Yes	01-07-2013	--	Regular
23	Sylvia Britto	32	Assistant Professor	Female	M.A.(Economics)	25	Yes	Yes	15-06-2017	--	Regular
24	Dr Vinod Joshua	45	Assistant Professor	Male	Ph.D	109	Yes	Yes	01-07-2010	--	Regular
25	Amit Naik	27	Assistant Professor	Male	M.COM	60	Yes	Yes	19-06-2018	--	Adhoc / Contractual
26	Dr Amitha Shanbhogue	44	Assistant Professor	Female	Ph.D	47	Yes	Yes	19-06-2018	--	Adhoc / Contractual
27	Odilia Lopes	27	Assistant Professor	Female	M.COM	50	Yes	Yes	19-06-2018	--	Adhoc / Contractual
28	Krupa Kudalkar	29	Assistant Professor	Female	MBA	21	Yes	Yes	02-07-2018	--	Adhoc / Contractual
29	Benzia DSouza	30	Assistant Professor	Female	MBA	31	Yes	Yes	02-07-2018	--	Adhoc / Contractual
30	Shashikant Morajkar	41	Assistant Professor	Male	M. Phil	107	Yes	Yes	19-06-2018	--	Adhoc / Contractual
31	Mamata S Kane	34	Assistant Professor	Female	MBA	66	Yes	Yes	18-06-2018	--	Adhoc / Contractual
32	Namrata Wagle	37	Assistant Professor	Female	M.COM	101	Yes	Yes	01-06-2018	--	Adhoc / Contractual
33	Manalee Sinari	34	Assistant Professor	Female	M.A.(Economics)	21	Yes	Yes	14-08-2018	--	Adhoc / Contractual
34	Pradnya Pai Dukle	32	Assistant Professor	Female	M.A.(Economics)	95	Yes	Yes	19-06-2018	--	Adhoc / Contractual
35	Dr Sonya Angle	39	Assistant Professor	Female	Ph.D	98	Yes	Yes	18-06-2018	--	Adhoc / Contractual
36	Vishal Rane	39	Assistant Professor	Male	MBA	91	Yes	Yes	12-06-2018	--	Adhoc / Contractual
37	Thereza Coutinho	31	Assistant Professor	Female	M.COM	51	Yes	Yes	02-07-2018	--	Adhoc / Contractual
38	Alisha Araujo	27	Assistant Professor	Female	M.COM	40	Yes	No	02-01-2019	30-04-2019	Adhoc / Contractual
39	Sharmila Swami	44	Assistant Professor	Female	MBA	111	Yes	Yes	18-06-2018	--	Adhoc / Contractual
40	Cheryl Venan Dias	42	Assistant Professor	Female	MBA	66	Yes	Yes	02-07-2018	--	Adhoc / Contractual
41	Aakruti Alarnkar	25	Assistant Professor	Female	M.COM	7	Yes	Yes	26-11-2018	--	Adhoc / Contractual

42	Renita Almeida	31	Assistant Professor	Female	MBA	11	Yes	Yes	02-07-2018	--	Adhoc / Contractual
43	Tania Shirodkar	29	Assistant Professor	Female	MBA	11	Yes	Yes	02-07-2018	--	Adhoc / Contractual
44	Sameera Khan	38	Assistant Professor	Female	M.COM	85	Yes	Yes	24-06-2013	--	Regular
45	Urvashi Naik	31	Assistant Professor	Female	M.COM	61	Yes	No	01-06-2018	30-04-2019	Adhoc / Contractual
46	Padma Shanbag	25	Assistant Professor	Female	M.COM	12	Yes	No	02-01-2018	30-04-2019	Other
47	Tejaswi Naik	26	Assistant Professor	Female	M.Sc.	10	Yes	No	23-06-2018	30-04-2019	Other
48	Saylee Kuncolienkar	23	Assistant Professor	Female	M.COM	3	Yes	Yes	17-07-2018	--	Other
49	Nita Nachinolkar	42	Assistant Professor	Female	M.COM	156	Yes	No	27-06-2018	30-04-2019	Other
50	Raashi Panvelkar	23	Assistant Professor	Female	M.COM	3	Yes	Yes	17-07-2018	--	Other
51	Alisha Lobo	26	Assistant Professor	Female	M.COM	10	Yes	Yes	22-06-2018	--	Adhoc / Contractual
52	Giselle Ann Dias	23	Assistant Professor	Female	M.COM	3	Yes	No	04-02-2019	30-04-2019	Other
53	Santosh Kumar Bhal	37	Assistant Professor	Male	M. Phil	60	Yes	Yes	04-12-2018	--	Adhoc / Contractual

National Institutional Ranking Framework

Ministry of Human Resource Development

Government of India

Welcome to Data Capturing System: COLLEGE

Submitted Institute Data for NIRF'2019'

Institute Name: Dempo Charities Trusts S.S. Dempo College of Commerce & Economics Altinho [IR-C-C-30828]

Sanctioned (Approved) Intake

Academic Year	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
UG [3 Years Program(s)]	400	345	345	-	-	-
PG [1 Year Program(s)]	30	-	-	-	-	-
PG [2 Year Program(s)]	85	85	-	-	-	-

Total Actual Student Strength (Program(s) Offered by Your Institution)

(All programs of all years)	No. of Male Students	No. of Female Students	Total Students	Within State (Including male & female)	Outside State (Including male & female)	Outside Country (Including male & female)	Economically Backward (Including male & female)	Socially Challenged (SC+ST+OBC Including male & female)	No. of students receiving full tuition fee reimbursement from the State and Central Government	No. of students receiving full tuition fee reimbursement from Institution Funds	No. of students receiving full tuition fee reimbursement from the Private Bodies	No. of students who are not receiving full tuition fee reimbursement
UG [3 Years Program(s)]	513	584	1097	1077	10	10	0	169	43	0	0	126
PG [1 Year Program(s)]	13	9	22	22	0	0	0	2	1	0	0	1
PG [2 Year Program(s)]	15	49	64	62	2	0	0	9	0	0	0	9

Placement & Higher Studies

UG [3 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2013-14	345	345	2015-16	254	32	120000(One Lakh Twenty Thousand)	20
2014-15	345	345	2016-17	233	29	120000(One Lakh Twenty Thousand)	25
2015-16	345	345	2017-18	219	25	120000(One Lakh Twenty Thousand)	20

PG [1 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2015-16	0	0	2015-16	0	0	0(Zero)	0

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2016-17	0	0	2016-17	0	0	0(Zero)	0
2017-18	30	13	2017-18	13	3	144000(One Lakh Forty Four Thousand)	0

PG [2 Years Program(s)]: Placement & higher studies for previous 3 years

Academic Year	No. of first year students intake in the year	No. of first year students admitted in the year	Academic Year	No. of students graduating in minimum stipulated time	No. of students placed	Median salary of placed graduates(Amount in Rs.)	No. of students selected for Higher Studies
2014-15	85	75	2015-16	57	31	180000(One Lakh Eighty Thousand)	0
2015-16	85	79	2016-17	59	20	180000(One lakh Eighty Thousand)	0
2016-17	85	43	2017-18	41	2	180000(One Lakh Eighty Thousand)	0

Financial Resources: Utilised Amount for the Capital expenditure for previous 3 years

Academic Year	2017-18	2016-17	2015-16
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Capital Expenditure on Academic Activities and Resources (excluding expenditure on buildings)			
Library	966982 (Nine Lakhs Sixty Six Thousand Nine Hundred Eighty Two)	536926 (Five Lakhs Thirty Six Thousand Nine Hundred Twenty Six)	474324 (Four Lakhs Seventy Four Thousand Three Hundred Twenty Four)
New Equipment for Laboratories	1964872 (Nineteen Lakhs Sixty Four Thousand Eight Hundred Seventy Two)	1510253 (Fifteen Lakhs Ten Thousand Two Hundred Fifty Three)	34500 (Thirty Four Thousand Five Hundred)
Other expenditure on creation of Capital Assets (excluding expenditure on Land and Building)	140344 (One Lakh Forty Thousand Three Hundred Forty Four)	2657064 (Twenty Six Lakhs Fifty Seven Thousand Sixty Four)	413485 (Four Lakhs Thirteen Thousand Four Hundred Eighty Five)

Financial Resources: Utilised Amount for the Operational expenditure for previous 3 years

Academic Year	2017-18	2016-17	2015-16
	Utilised Amount	Utilised Amount	Utilised Amount
Annual Operational Expenditure			
Salaries (Teaching and Non Teaching staff)	57246845 (Five Crores Seventy Two Lakhs Forty Six Thousand Eight Hundred Forty Five)	45301113 (Four Crores Fifty Three Lakhs One Thousand One Hundred Thirteen)	41816403 (Four Crores Eighteen Lakhs Sixteen Thousand Four Hundred and Three)
Maintenance of Academic Infrastructure or consumables, other running expenditures etc.(excluding maintenance of hostels and allied services)	6144519 (Sixty One Lakhs Forty Four Thousand Five Hundred and Nineteen)	5456705 (Fifty Four Lakhs Fifty Six Thousand Seven Hundred and Five)	4979088 (Forty Nine Lakhs Seventy Nine Thousand Eighty Eight)
Seminars/Conferences/Workshops	424243 (Four Lakhs Twenty Four Thousand Two Hundred Forty Three)	216193 (Two Lakhs Sixteen Thousand One Hundred Ninety Three)	113138 (One Lakh Thirteen Thousand One Hundred Thirty Eight)

PCS Facilities: Facilities of physically challenged students

1. Do your institution buildings have Lifts/Ramps?	Yes, more than 80% of the buildings
2. Do your institution have provision for walking aids, including wheelchairs and transportation from one building to another for handicapped students?	No
3. Do your institution buildings have specially designed toilets for handicapped students?	Not available

Faculty Details

1. How many faculty members of your institution have received highly reputed national/international awards/recognition from Central government agencies in the previous year (2017-18)?	0
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Faculty Details

Srno	Name	Age	Designation	Gender	Qualification	Experience (In Months)	Is Associated Last Year	Currently working with institution?	Joining Date	Leaving Date	Association type
1	Dr Radhika S Nayak	59	Dean / Principal / Director / Vice Chancellor	Female	Ph.D	361	Yes	Yes	20-06-1988	--	Regular
2	Gauri Tamba	53	Associate Professor	Female	CA	252	Yes	Yes	11-07-1997	--	Regular
3	Dr Pravin P Naik Gaonkar	50	Associate Professor	Male	Ph.D	301	Yes	Yes	01-07-1993	--	Regular
4	Derina Rodrigues	51	Associate Professor	Female	M.COM	288	Yes	Yes	26-07-1994	--	Regular
5	Sangeeta Chakrabarty	48	Associate Professor	Female	M.C.M.	276	Yes	Yes	24-07-1995	--	Regular
6	Augusto Pinto	57	Associate Professor	Male	M. Phil	348	Yes	Yes	01-08-1989	--	Regular
7	Dr Prisca Braganza	49	Associate Professor	Female	Ph.D	313	Yes	Yes	20-06-1992	--	Regular
8	Dr Aruna Mesquita	43	Associate Professor	Female	Ph.D	241	Yes	Yes	01-07-1998	--	Regular
9	Dr Smitha Bhandare Kamat	50	Associate Professor	Female	Ph.D	228	Yes	Yes	02-08-1999	--	Regular
10	Nikhil Varerkar	41	Associate Professor	Male	M.S	204	Yes	Yes	16-07-2001	--	Regular
11	Anand Naik Panvelkar	41	Assistant Professor	Male	M.COM	157	Yes	Yes	18-06-2005	--	Regular
12	Dr Harip Khanapuri	39	Assistant Professor	Male	Ph.D	156	Yes	Yes	18-06-2005	--	Regular
13	Dr Deepali Churi	39	Associate Professor	Female	Ph.D	156	Yes	Yes	20-06-2005	--	Regular
14	Vibha Pai Angle	40	Assistant Professor	Female	M.COM	107	Yes	Yes	01-09-2009	--	Regular
15	Trupti Chodankar	34	Assistant Professor	Female	M.COM	107	Yes	Yes	01-09-2009	--	Regular
16	Nutan Nayak	50	Associate Professor	Female	M. Phil	271	Yes	Yes	02-01-1996	--	Regular
17	Dr Neeta Mazumdar	50	Associate Professor	Female	Ph.D	324	Yes	Yes	01-08-1991	--	Regular
18	Aditi Barve	39	Assistant Professor	Female	M.A	145	Yes	Yes	28-06-2006	--	Regular
19	Dr Vinod Joshua	44	Assistant Professor	Male	Ph.D	97	Yes	Yes	01-07-2010	--	Regular

20	Felcy Coelho	31	Assistant Professor	Female	M.COM	97	Yes	Yes	01-07-2010	--	Regular
21	Sameera Khan	37	Assistant Professor	Female	M.COM	61	Yes	Yes	24-06-2013	--	Regular
22	Valerie Fernandes	31	Assistant Professor	Female	M.COM	61	Yes	Yes	24-06-2013	--	Regular
23	Reshma Pai Angle	45	Assistant Professor	Female	LLM	48	Yes	Yes	11-07-2014	--	Regular
24	Michael Victor Dias	36	Other	Male	MP.Ed.	61	Yes	Yes	01-07-2013	--	Regular
25	Sylvia Britto	31	Assistant Professor	Female	M.A.(Economics)	13	Yes	Yes	15-06-2017	--	Regular
26	Krishnakumar Bandolkar	26	Assistant Professor	Male	M.A.(Economics)	11	Yes	No	15-06-2017	03-05-2018	Regular
27	Dr Amitha Shanbhogue	43	Assistant Professor	Female	Ph.D	36	Yes	Yes	15-06-2017	--	Adhoc / Contractual
28	Pradnya Pai Dukle	31	Assistant Professor	Female	M.A.(Economics)	84	Yes	Yes	16-06-2017	--	Adhoc / Contractual
29	Shashikant Morajkar	40	Assistant Professor	Male	M. Phil	96	Yes	Yes	16-06-2017	--	Adhoc / Contractual
30	Amit Naik	26	Assistant Professor	Male	M.COM	30	Yes	Yes	15-06-2017	--	Adhoc / Contractual
31	Shilpa Tripathi	43	Assistant Professor	Female	MCA	11	Yes	No	15-06-2017	30-04-2018	Adhoc / Contractual
32	Alisha Araujo	26	Assistant Professor	Female	M.COM	36	Yes	No	03-07-2017	30-04-2018	Adhoc / Contractual
33	Dr Nitin Sawant	40	Assistant Professor	Male	Ph.D	35	Yes	Yes	15-06-2017	--	Other
34	Trupti Pandit	26	Assistant Professor	Female	M.Sc.	10	Yes	No	17-06-2017	03-04-2018	Other
35	Odilia Lopes	26	Assistant Professor	Female	M.COM	39	Yes	No	15-06-2017	25-04-2018	Other
36	Esha Nadkarni	24	Assistant Professor	Female	M. Phil	10	Yes	No	15-06-2017	30-04-2018	Other
37	Amal Kazi	30	Assistant Professor	Female	LLM	9	Yes	No	07-07-2017	06-04-2018	Other
38	Kamaxi Sambari	36	Assistant Professor	Female	LLM	9	Yes	No	05-07-2017	21-04-2018	Other
39	Sonya Angle	38	Assistant Professor	Female	MBA	87	Yes	Yes	15-06-2018	--	Adhoc / Contractual
40	Mamata S Kane	33	Assistant Professor	Female	MBA	55	Yes	Yes	15-06-2017	--	Adhoc / Contractual
41	Sharmila Swami	43	Assistant Professor	Female	MBA	100	Yes	Yes	15-06-2017	--	Adhoc / Contractual
42	Teja Dicholkar	33	Assistant Professor	Female	MBA	80	Yes	No	15-06-2017	30-04-2018	Adhoc / Contractual

43	Krupa Kudalkar	28	Assistant Professor	Female	MBA	10	Yes	Yes	27-06-2017	--	Adhoc / Contractual
44	Vishal Rane	38	Assistant Professor	Male	MBA	80	Yes	Yes	12-06-2017	--	Adhoc / Contractual
45	Namrata Wagle	36	Assistant Professor	Female	M.COM	90	Yes	Yes	12-06-2017	--	Adhoc / Contractual
46	Cheryl Venan Dias	41	Assistant Professor	Female	MBA	50	Yes	Yes	01-06-2017	--	Adhoc / Contractual
47	Benzia DSouza	29	Assistant Professor	Female	MBA	20	Yes	Yes	01-08-2017	--	Adhoc / Contractual
48	Thereza Coutinho	30	Assistant Professor	Female	M.COM	40	Yes	Yes	12-06-2017	--	Adhoc / Contractual
49	Urvashi Naik	30	Assistant Professor	Female	M.COM	50	Yes	Yes	12-06-2017	--	Adhoc / Contractual
50	Krystle Mira nda	29	Assistant Professor	Female	LLM	3	Yes	No	12-12-2017	05-04-2018	Other
51	Diksha Shirodkar	23	Assistant Professor	Female	M.COM	3	Yes	No	03-01-2018	28-04-2018	Other
52	Ranisha Fernandes	26	Assistant Professor	Female	M.Sc.	3	Yes	No	02-01-2018	07-04-2018	Other
53	Sanjana Halarnkar	24	Assistant Professor	Female	M.COM	8	Yes	No	16-08-2017	24-04-2018	Other
54	Padma Shanbag	24	Assistant Professor	Female	M.COM	9	Yes	No	03-07-2017	21-04-2018	Other
55	Shankar Nadkarni	24	Assistant Professor	Male	M.COM	9	Yes	No	04-08-2017	30-04-2018	Other
56	Manalee Sinari	33	Assistant Professor	Female	M.A.(Economics)	12	Yes	Yes	01-12-2017	--	Other
57	Shruti Loleyekar	31	Assistant Professor	Female	LLM	3	Yes	No	22-06-2017	01-09-2017	Other

Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim – Goa

Date : 26/04/2022

Attendance Sheet

FDP on 'Outcome Based Education: Assignment and Attainment of Course & Programme Outcomes

Sr.No.	Name of Teaching Staff	Morning Session	Afternoon Session
BCom Staff			
1	Dr. (Ms) Radhika S. Nayak		
2	Dr. Aruna Mesquita Noronha		
3	Ms. Derina Dourado Rodrigues		
4	Dr. Sangeeta Chakrabarty		
5	Dr. Prisca I Braganza		
6	Ms. Gauri Tamba		
7	Dr. Smitha B. Kamat	ON LEAVE (COMMUTED LEAVE)	
8	Mr. Nikhil Varkerkar	—	—
9	Mr. Anand Naik Panvelkar		
10	Dr (Ms) Deepali Churi		
11	Ms. Vibha Pai Angle		
12	Ms. Trupti Chodankar	ON LEAVE	(CCL)
13	Ms. Nutan G. Nayak		
14	Dr. Neeta Mazumdar	ON DEPUTATION	
15	Ms. Aditi Barve		
16	Dr. Vinod Joshua		
17	Dr. Felcy Coelho		
18	Ms. Sameera Khan		
19	Ms. Valerie Fernandes		
20	Ms. Reshma Pai Angle		
21	Mr. Micheal Victor Dias (College Director Phy. Education)	—	—
22	Ms. Anjali Bhide (Librarian)	—	—
23	Ms. Sylvia Britto	ON LEAVE	(CCL)
24	Mr. Amit Naik		
25	Mr. Ram Gaonkar		
26	Mr. Kushal Premanand Kerkar		



1

<u>Sr.No.</u>	<u>Name of Teaching Staff</u>	<u>Morning Session</u>	<u>Afternoon Session</u>
	<u>Contract Basis Staff</u>		
27	Mr. Shashikant Morajkar	ON DEPUTATION	
28	Dr. Amitha Shanbhogue	Amitha	Amitha
29	Ms. Sonia Vinay Chodankar	Sonija	Sonija
30	Ms. Manalee Sinari	Manalee	Manalee
31	Ms. Shruti Ekawade	Shruti	Shruti
32	Ms. Shrikant Madar	Shrikant	Shrikant
33	Ms. Veerani V. Naik	Veerani	Veerani
34	Ms. Odilia Lopes	Odilia	Odilia
35	Ms. Runa Menezes	Runa	Runa
36	Ms. Suraj Parmekar	Suraj	Suraj
37	Ms. Saylee Kuncolienkar	Saylee	Saylee
38	Ms. Sonal Undakoti	Sonal	Sonal
39	Mr. Siddhesh Narvekar	Siddhesh	Siddhesh
40	Ms. Vitiksha Venji	Vitiksha	Vitiksha
41	Mr. Marlow Lawrence	Marlow	Marlow
	<u>Lecture Basis Staff</u>		
42	Ms. Jesly Araujo	—	—
43	Mr. Franklin Desa	—	—
44	Ms. Sarita Parkar	—	—
45	Ms. Anjita Gaonkar	Anjita	Anjita
46	Ms. Alisha Carvalho	Alisha	Alisha
47	Ms. Delisha Rebello	Delisha	Delisha
48	Ms. Lynessa Lynette Linson	Lynessa	Lynessa
49	Ms. Ashvini S. Naik	Ashvini	Ashvini
	<u>BBA Staff</u>		
1	Dr. Sonya Angle	Sonya	Sonya
2	Ms. Mamata Kane	Mamata	Mamata
3	Ms. Sharmila Swami	Sharmila	Sharmila
4	Ms. Krupa Pednekar	Krupa	Krupa
5	Ms. Tania Shirodkar	Tania	Tania
6	Ms. Vishwa Naik Raiker	Vishwa	Vishwa

7. Ms. Judith Margues

Amitha

Raj



Sr.No.	Name of Teaching Staff	Morning Session	Afternoon Session
7 8	Mr. Omkar Pawaskar		
8 9	Ms. Sangeeta Pednekar		
MCom Staff			
1	Ms. Namrata Wagle		
2	Ms. Aakruti Alarnkar		
3	Mr. Akshay Naik		
4	Ms. Abhisha Naique		
5	Ms. S. Sneha		
PGDM – EM staff			
1	Mr. Vishal Rane		
MTTM and MA (T&HM)			
1	Ms. Cheryl Dias		
2	Mr. Yash Prabhugaonkar		
IMCom -Staff			
1	Ms. Ashfa Shaikh		
2	Ms. Aparna Rege		
3	Ms. Siddhesh Morajkar		
4	Mr. Omkar Tilve		

Dr. Prisca Braganca
 Incharge, Teaching Learning
 and Education Technology cell.



PROFESSOR and PRINCIPAL
 S.S. DEMPDI COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.



DEPARTMENT OF COMMERCE

FACULTY DEVELOPMENT PROGRAMME ON 'USE OF OPEN BROADCAST SOFTWARE (OBS) FOR CREATION OF e-CONTENT

06/05/2020

Dempo Charities Trust's

RESOURCE PERSON

S. S. Dempo College of Commerce & Economics

- DR. VINOD JOSHUA

Cujira, Bambolim - Goa

Sl.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	<i>[Signature]</i>
3	Ms. Derina Dourado Rodrigues	<i>[Signature]</i>
4	Dr. Sangeeta Chakrabarty	<i>[Signature]</i>
5	Mr. Augusto Pinto	<i>[Signature]</i>
6	Dr. Prisca I Braganza	<i>[Signature]</i>
7	Dr. Aruna Mesquita Noronha	<i>[Signature]</i>
8	Dr. Smitha B. Kamat	<i>[Signature]</i>
9	Mr. Nikhil Varkerkar	<i>[Signature]</i>
10	Mr. Anand Naik Panvelkar	<i>[Signature]</i>
11	Dr. Harip Khanapuri	<i>[Signature]</i>
12	Dr(Ms) Deepali Churi	<i>[Signature]</i>
13	Ms. Vibha Pai Angle	<i>[Signature]</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	—
16	Ms. Aditi Barve	<i>[Signature]</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua - RESOURCE PERSON	<i>[Signature]</i>
19	Dr. Feley Coelho	—
20	Ms. Sameera Khan	—
21	Ms. Valerie Fernandes	On leave
22	Mr. Micheal Victor Dias (College Director Phy. Education)	—
23	Ms. Anjali Bhide - Librarian	—



[Signature]
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

24	Ms. Sylvia Britto	
25	Ms. Reshma Pai Angle	ra
26	Mr. Ram Gaonkar	ddy
27	Mr. Amit Naik	Amite
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	Amitha
2	Ms. Manalee Sinari	Manalee
3	Mr. Santosh Kumar Bhal	
4	Ms. Saylee D. Kuncolienkar	Saylee
5	Mr. Gulam Goush Ansari	Gulam
6	Ms. Raashi Jyothi Panvelkar	Raashi
7	Ms. Odilia Lopes	Odilia
8	Ms. Alisha Lobo	Alisha
9	Ms. Alisha Carvalho	<u>Term over</u>
10	Ms. Sonal Undakoti	Sonal
11	Ms. Sushila Telgiri	Sushila
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	
2	Mr. Shashikant Morajkar	
3	Ms. Sarita Parkar	
4	Ms. Jesly Araujo	
5	Ms. Winita Rawool	
6	Ms. Vishakha Bhonsale	




PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

	<u>M.Com. Staff</u>	—
1	Ms. Namrata Wagle	NP
2	Ms. Aakruti Alarnkar	Palankar
3	Mr. Akshay Naik	Agal
4	Ms. Abhisha Naique	AB
		—
	<u>I M.Com Staff</u>	—
1	Ms. Ashfa Shaikh	AS Shaikh
2	Ms. Aparna Rege	AR
		—
	<u>B.B.A. Staff</u>	—
1	Dr. Sonya Angle	SA
2	Ms. Mamata Kane	MK
3	Ms. Sharmila Swami	SS
4	Ms. Renita Samantha Ferreira Almeida	RS
5	Ms. Tania Shirodkar	TS
6	Ms. Krupa Pednekar	—
7	Ms. Preeti Arora	—
	<u>PGDM – EM staff</u>	—
1	Shri. Vishal Rane	VR
		—
	<u>M.T.T.M.</u>	—
1	Ms. Benzia D'souza	—
2	Ms. Cheryl Dias	—



R. S. Wagle
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

Workshop on use of STATCRAFT

Date: 9th Aug 2019

Time: 2pm - 4pm

Resource Person: DR HARIP

KHANAPURI

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	
2	Ms. Gauri Tamba	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	<u>Derina</u>
5	Ms. Sangeeta Chakrabarty	
6	Shri Augusto Pinto	
7	Dr. Prisca I Braganza	
8	Dr. Aruna Mesquita Noronha	
9	Dr. Smitha B. Kamat	
10	Shri. Nikhil Varerkar	
11	Shri Anand Naik Panvelkar	
12	Dr. Harip Khanapuri	<u>CH</u>
13	Dr(Ms) Deepali Churi	
14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	<u>ad</u>
18	Dr. Neeta Mazumdar	Trfd on Deputation
19	Shri. Vinod Joshua	
20	Ms. Felcy Coelho	
21	Ms. Sameera Khan	<u>Shan</u>
22	Ms. Valerie Fernandes	
23	Micheal Victor Dias (College Director Phy. Education)	



Harip
 PROFESSOR and PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.

24	Ms. Reshma Pai Angle	
25	Ms. Sylvia Britto	
26	Ms. Anjali Bhide - Librarian	
27	Mr. Ram Gaonkar	
28	Mr. Amit Naik	<i>Amit</i>
	<u>Contract Basis Staff</u>	
29	Dr. Amitha Shanbhogue	
30	Ms. Manalee Sinari	
31	Mr. Santosh Kumar Bhal	<i>SB</i>
32	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
33	Mr. Gulam Goush Ansari	
34	<i>Ms. Raashi Panwelkar</i>	<i>Raashi</i>
	<u>Lecture Basis Staff</u>	
	Ms. Pradnya Pai Dukle	
	Mr. Shashikant Morajkar	<i>Shashikant</i>
	Ms. Odilia Lopes	<i>Odilia</i>
	Ms. Alisha Lobo	<i>Alisha</i>
	Ms. Kavya Sudarshan	
	Ms. Roohi Khan	
	Ms. Amal Kazi	
	Ms. Sarita Parkar	
	M. Jesly Araujo	
	Ms. Alisha Carvalho	
	Ms. Winita Rawool	



R. Mayale
PROFESSOR and PRINCIPAL
S.S. DEMFO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

	<u>M.Com. Staff</u>	
	Ms. Namrata Wagle	<i>NW</i>
	Ms. Aakruti Alarnkar	<i>Aakruti</i>
	Mr. Akshay Naik	<i>AN</i>
	Ms. Abhisha Naique	<i>Abhisha</i>
	<u>I M.Com Staff</u>	
	Ms. Ashfa Shaikh	<i>AS</i>
	<i>Ms. Aparna Rege</i>	<i>AR</i>
	<u>B.B.A. Staff</u>	
	Dr. Sonya Angle	<i>SA</i>
	Ms. Mamata Kane	
	Ms. Sharmila Swami	
	Ms. Renita Samantha Ferreira Almeida	<i>RS</i>
	Ms. Tania Shirodkar	
	Ms. Krupa Pednekar	
	Dr. Yogita Wagh	
	<u>PGDM – EM staff</u>	
	Shri. Vishal Rane	<i>VR</i>
	<u>M.T T.M.</u>	
	Ms. Benzia D'souza	<i>BD</i>
	Ms. Cheryl Dias	



R. N. N. N.
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

FDP ON GOOGLE CALENDAR FOR REPORTING EVENTS & BOOKING FACILITIES.

20/08/2019

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

11:45 am

Cujira, Bambolim - Goa

Room: F06

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	-
2	Ms. Gauri Tamba	<i>Gauri</i>
3	Dr. Pravin P Naik Gaonkar	-
4	Ms. Derina Dourado Rodrigues	-
5	Dr. Sangeeta Chakrabarty	<i>Sangeeta</i>
6	Shri Augusto Pinto	-
7	Dr. Prisca I Braganza	<i>Prisca</i>
8	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
9	Dr. Smitha B. Kamat	<i>Smitha</i>
10	Shri. Nikhil Varerkar	<i>Nikhil</i>
11	Shri Anand Naik Panvelkar	-
12	Dr. Harip Khanapuri	<i>Harip</i>
13	Dr(Ms) Deepali Churi	<i>Deepali</i>
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	-
16	Ms. Nutan G. Nayak	<i>Nutan</i>
17	Ms. Aditi Barve	<i>Aditi</i>
18	Dr. Neeta Mazumdar	Trfd on Deputation
19	Dr. Vinod Joshua	<i>Vinod</i>
20	Dr. Felcy Coelho	-
21	Ms. Sameera Khan	<i>Sameera</i>
22	Ms. Valerie Fernandes	-
23	Micheal Victor Dias (College Director Phy. Education)	-



R. Nayak
 PROFESSOR and PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Deendayal Integrated School Complex,
 Cujira - Goa.

24	Ms. Anjali Bhide - Librarian	—
25	Ms. Sylvia Britto	—
26	Ms. Reshma Pai Angle	—
27	Mr. Ram Gaonkar	<i>Ram Gaonkar</i>
28	Mr. Amit Naik	<i>Amit Naik</i>
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	<i>Amitha</i>
2	Ms. Manalee Sinari	<i>Manalee Sinari</i>
3	Mr. Santosh Kumar Bhal	<i>Santosh</i>
4	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
5	Mr. Gulam Goush Ansari	—
6	Ms. Raashi Jyothi Panvelkar	<i>Raashi</i>
7	<i>Ms. Sushita Telgin</i> <i>Ms. Sonal M. Undakoti</i>	<i>Sushita Telgin</i> <i>Sonal M. Undakoti</i>
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle (LB)	<i>Pradnya</i>
2	Mr. Shashikant Morajkar (LB)	<i>Shashikant</i>
3	Ms. Odilia Lopes	<i>Odilia</i>
4	Ms. Alisha Lobo	<i>Alisha</i>
5	Ms. Amal Kazi	
6	Ms. Sarita Parkar	<i>Sarita</i>
7	M. Jesly Araujo (LB)	<i>Jesly</i>
8	Ms. Alisha Carvalho	<i>Alisha Carvalho</i>
9	Ms. Winita Rawool (LB)	—



Rajale
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

	<u>M.Com. Staff</u>	
	Ms. Namrata Wagle	<i>[Signature]</i>
	Ms. Aakruti Alarnkar	<i>[Signature]</i>
	Mr. Akshay Naik	<i>[Signature]</i>
	Ms. Abhisha Naique	
	<u>I M.Com Staff</u>	
	Ms. Ashfa Shaikh	<i>[Signature]</i>
	<i>Aparna Rege</i>	<i>[Signature]</i>
	<u>B.B.A. Staff</u>	
	Dr. Sonya Angle	<i>[Signature]</i>
	Ms. Mamata Kane	
	Ms. Sharmila Swami	
	Ms. Renita Samantha Ferreira Almeida	<i>[Signature]</i>
	Ms. Tania Shirodkar	
	Ms. Krupa Pednekar	
	Dr. Yogita Wagh	
	<u>PGDM – EM staff</u>	
	Shri. Vishal Rane	
	<u>M.T T.M.</u>	
	Ms. Benzia D'souza	
	Ms. Cheryl Dias	<i>[Signature]</i>

20/09/2019

FDP on 'Writing Research Papers' I - Dr. Harip Khanapuri
- 12:45 pm
- A.V. Room

Dempo Charities Trust's
S. S. Dempo College of Commerce & Economics
Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	—
3	Ms. Derina Dourado Rodrigues	—
4	Dr. Sangeeta Chakrabarty	—
5	Shri Augusto Pinto	On leave
6	Dr. Prisca I Braganza	—
7	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
8	Dr. Smitha B. Kamat	<i>Smitha</i>
9	Shri. Nikhil Varerkar	<i>Nikhil</i>
10	Shri Anand Naik Panvelkar	<i>Anand</i>
11 *	Dr. Harip Khanapuri	<i>Harip</i>
12	Dr(Ms) Deepali Churi	<i>Deepali</i>
13	Ms. Vibha Pai Angle	<i>Vibha</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>Nutan</i>
16	Ms. Aditi Barve	<i>Aditi</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	<i>Vinod</i>
19	Dr. Felcy Coelho	—
20	Ms. Sameera Khan	<i>Sameera</i>
21	Ms. Valerie Fernandes	On leave
22	Micheal Victor Dias (College Director Phy. Education)	<i>Micheal</i>
23	Ms. Anjali Bhide - Librarian	—



R. S. Nayak
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

24	Ms. Sylvia Britto	<i>S Britto</i>
25	Ms. Reshma Pai Angle	—
26	Mr. Ram Gaonkar	<i>RG</i>
27	Mr. Amit Naik	—
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	—
2	Ms. Manalee Sinari	—
3	Mr. Santosh Kumar Bhal	<i>SKB</i>
4	Ms. Saylee D. Kuncolienkar	<i>Saylee</i>
5	Mr. Gulam Goush Ansari	—
6	Ms. Raashi Jyothi Panvelkar	<i>RP</i>
7	Ms. Odilia Lopes	<i>OL</i>
8	Ms. Alisha Lobo	<i>AL</i>
9	Ms. Alisha Carvalho	<i>A Carvalho</i>
10	Ms. Sonal Undakoti	<i>Sonali</i>
11	Ms. Sushila Telgiri	<i>Sushila</i>
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	—
2	Mr. Shashikant Morajkar	—
3	Ms. Sarita Parkar	<i>SP</i>
4	M. Jesly Araujo	—
5	Ms. Winita Rawool	—
6	Ms. Vishakha Bhonsale	—



Manalee
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	<i>AA</i>
2	Ms. Aakruti Alarnkar	<i>Aakruti</i>
3	Mr. Akshay Naik	<i>AK</i>
4	Ms. Abhisha Naique	<i>AB</i>
	<u>I M.Com Staff</u>	
	Ms. Ashfa Shaikh	<i>Ashfa</i>
	Ms. Aparna Rege	<i>AA</i>
	<u>B.B.A. Staff</u>	
	Dr. Sonya Angle	—
	Ms. Mamata Kane	—
	Ms. Sharmila Swami	—
	Ms. Renita Samantha Ferreira Almeida	<i>RSF</i>
	Ms. Tania Shirodkar	—
	Ms. Krupa Pednekar	<i>KP</i>
	Dr. Yogita Wagh	—
	<u>PGDM – EM staff</u>	
	Shri. Vishal Rane	<i>Vishal</i>
	<u>M.T T.M.</u>	
	Ms. Benzia D'souza	<i>Benzia</i>
	Ms. Cheryl Dias	<i>Cheryl</i>



R. Nayale
PROFESSOR and PRINCIPAL
S.S. DEMPO COLLEGE OF
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Cujira - Goa.

27/09/2019

FDP SESSION ON BUSINESS CONSULTANCY
 - ASSOC. PROF NIKHIL VARERKAR
 12:45 pm - AV ROOM

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	<i>Gauri Tamba</i>
3	Ms. Derina Dourado Rodrigues	<i>Derina Dourado</i>
4	Dr. Sangeeta Chakrabarty	—
5	Shri Augusto Pinto	On leave
6	Dr. Prisca I Braganza	<i>Prisca I Braganza</i>
7	Dr. Aruna Mesquita Noronha	—
8	Dr. Smitha B. Kamat	—
9	Shri. Nikhil Varekar	<i>Nikhil Varekar</i>
10	Shri Anand Naik Panvelkar	—
11	Dr. Harip Khanapuri	—
12	Dr(Ms) Deepali Churi	<i>Deepali Churi</i>
13	Ms. Vibha Pai Angle	<i>Vibha Pai Angle</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>Nutan G. Nayak</i>
16	Ms. Aditi Barve	<i>Aditi Barve</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	<i>Vinod Joshua</i>
19	Dr. Felcy Coelho	<i>Felcy Coelho</i>
20	Ms. Sameera Khan	<i>Sameera Khan</i>
21	Ms. Valerie Fernandes	On leave
22	Micheal Victor Dias (College Director Phy. Education)	—
23	Ms. Anjali Bhide - Librarian	—





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24	Ms. Sylvia Britto	<i>S Britto</i>
25	Ms. Reshma Pai Angle	On leave
26	Mr. Ram Gaonkar	<i>Ram Gaonkar</i>
27	Mr. Amit Naik	<i>Amit Naik</i>
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	<i>Amitha Shanbhogue</i>
2	Ms. Manalee Sinari	<i>Manalee Sinari</i>
3	Mr. Santosh Kumar Bhal	—
4	Ms. Saylee D. Kuncolienkar	<i>Saylee D. Kuncolienkar</i>
5	Mr. Gulam Goush Ansari	—
6	Ms. Raashi Jyothi Panvelkar	<i>Raashi Jyothi Panvelkar</i>
7	Ms. Odilia Lopes	<i>Odilia Lopes</i>
8	Ms. Alisha Lobo	<i>Alisha Lobo</i>
9	Ms. Alisha Carvalho	<i>Alisha Carvalho</i>
10	Ms. Sonal Undakoti	<i>Sonal Undakoti</i>
11	Ms. Sushila Telgiri	<i>Sushila Telgiri</i>
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	—
2	Mr. Shashikant Morajkar	—
3	Ms. Sarita Parkar	—
4	M. Jesly Araujo	—
5	Ms. Winita Rawool	—
6	Ms. Vishakha Bhonsale	—



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	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	
2	Ms. Aakruti Alarnkar	—
3	Mr. Akshay Naik	—
4	Ms. Abhisha Naique	—
	<u>I M.Com Staff</u>	
1	Ms. Ashfa Shaikh	—
2	Ms. Aparna Rege	—
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	—
2	Ms Mamata Kane	—
3	Ms. Sharmila Swami	—
4	Ms. Renita Samantha Ferreira Almeida	—
5	Ms. Tania Shirodkar	—
6	Ms. Krupa Pednekar	—
7	Dr. Yogita Wagh	—
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	—
	<u>M.T T.M.</u>	
1	Ms. Benzia D'souza	
2	Ms. Cheryl Dias	—




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FDP ON 'WRITING RESEARCH PAPERS' - II

04/10/2019

RESOURCE PERSONS: DR HARIP KHANAPURI
ASST. PROF AAKRUTHI ALARNKAR
DR AMITHA SHANBHOQUE

- 12:45 pm
- AV Room

Dempo Charities Trust's

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Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	-
2	Ms. Gauri Tamba	<i>GT</i>
3	Ms. Derina Dourado Rodrigues	-
4	Dr. Sangeeta Chakrabarty	-
5	Shri Augusto Pinto	On leave
6	Dr. Prisca I Braganza	-
7	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
8	Dr. Smitha B. Kamat	-
9	Shri. Nikhil Varekar	-
10	Shri Anand Naik Panvelkar	<i>AN. AN.</i>
11	Dr. Harip Khanapuri	<i>Harip</i>
12	Dr(Ms) Deepali Churi	
13	Ms. Vibha Pai Angle	<i>Vibha</i>
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	<i>Nutan</i>
16	Ms. Aditi Barve	<i>Aditi</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	-
19	Dr. Felcy Coelho	-
20	Ms. Sameera Khan	-
21	Ms. Valerie Fernandes	On leave
22	Micheal Victor Dias (College Director Phy. Education)	-
23	Ms. Anjali Bhide - Librarian	-











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Cujira - Goa.

24	Ms. Sylvia Britto	—
25	Ms. Reshma Pai Angle	On leave
26	Mr. Ram Gaonkar	<i>Ram Gaonkar</i>
27	Mr. Amit Naik	<i>Amit Naik</i>
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	<i>Amitha Shanbhogue</i>
2	Ms. Manalee Sinari	<i>Manalee Sinari</i>
3	Mr. Santosh Kumar Bhal	<i>Santosh Kumar Bhal</i>
4	Ms. Saylee D. Kuncolienkar	<i>Saylee D. Kuncolienkar</i>
5	Mr. Gulam Goush Ansari	—
6	Ms. Raashi Jyothi Panvelkar	<i>Raashi Jyothi Panvelkar</i>
7	Ms. Odilia Lopes	—
8	Ms. Alisha Lobo	—
9	Ms. Alisha Carvalho	<i>Alisha Carvalho</i>
10	Ms. Sonal Undakoti	<i>Sonal Undakoti</i>
11	Ms. Sushila Telgiri	—
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	—
2	Mr. Shashikant Morajkar	—
3	Ms. Sarita Parkar	—
4	Ms. Jesly Araujo	—
5	Ms. Winita Rawool	—
6	Ms. Vishakha Bhonsale	—



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1	Ms. Namrata Wagle	—
2	Ms. Aakruti Alarnkar	
3	Mr. Akshay Naik	—
4	Ms. Abhisha Naique	
	<u>I M.Com Staff</u>	
1	Ms. Ashfa Shaikh	—
2	Ms. Aparna Rege	—
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	
2	Ms. Mamata Kane	—
3	Ms. Sharmila Swami	—
4	Ms. Renita Samantha Ferreira Almeida	
5	Ms. Tania Shirodkar	
6	Ms. Krupa Pednekar	—
7	Dr. Yogita Wagh MS. PREETI ARORA	
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	
	<u>M.T T.M.</u>	
1	Ms. Benzia D'souza	
2	Ms. Cheryl Dias	—




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Cujira - Goa.

11/10/19
12:45pm
AV ROOM

FDP SESSION ON ANAPAN: ONE STEP TOWARDS AN
EQUANIMOUS MIND.

RESOURCE PERSON: ADITI BARVE

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

<u>Sr.No.</u>	Name of the Staff (2019-20)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	—
3	Ms. Derina Dourado Rodrigues	—
4	Dr. Sangeeta Chakrabarty	—
5	Mr. Augusto Pinto	On leave
6	Dr. Prisca I Braganza	—
7	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
8	Dr. Smitha B. Kamat	—
9	Mr. Nikhil Vareerker	—
10	Mr. Anand Naik Panvelkar	<i>AN</i>
11	Dr. Harip Khanapuri	—
12	Dr(Ms) Deepali Churi	—
13	Ms. Vibha Pai Angle	—
14	Ms. Trupti Chodankar	On leave
15	Ms. Nutan G. Nayak	—
16	Ms. Aditi Barve	<i>AB</i>
17	Dr. Neeta Mazumdar	Trfd on Deputation
18	Dr. Vinod Joshua	—
19	Dr. Felcy Coelho	—
20	Ms. Sameera Khan	—
21	Ms. Valerie Fernandes	On leave
22	Mr. Micheal Victor Dias (College Director Phy. Education)	—
23	Ms. Anjali Bhide - Librarian	<i>AmBhide</i>



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24	Ms. Sylvia Britto	—
25	Ms. Reshma Pai Angle	On leave
26	Mr. Ram Gaonkar	—
27	Mr. Amit Naik	—
	<u>Contract Basis Staff</u>	
1	Dr. Amitha Shanbhogue	—
2	Ms. Manalee Sinari	—
3	Mr. Santosh Kumar Bhal	—
4	Ms. Saylee D. Kuncolienkar	<i>Angle</i>
5	Mr. Gulam Goush Ansari	—
6	Ms. Raashi Jyothi Panvelkar	<i>MP</i>
7	Ms. Odilia Lopes	—
8	Ms. Alisha Lobo	<i>Bob</i>
9	Ms. Alisha Carvalho	—
10	Ms. Sonal Undakoti	—
11	Ms. Sushila Telgiri	—
	<u>Lecture Basis Staff</u>	
1	Ms. Pradnya Pai Dukle	—
2	Mr. Shashikant Morajkar	—
3	Ms. Sarita Parkar	—
4	Ms. Jesly Araujo	—
5	Ms. Winita Rawool	—
6	Ms. Vishakha Bhonsale	—



K. Jayale
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S.S. DEMPO COLLEGE OF
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	<u>M.Com. Staff</u>	
1	Ms. Namrata Wagle	—
2	Ms. Aakruti Alarnkar	
3	Mr. Akshay Naik	<i>[Signature]</i>
4	Ms. Abhisha Naique	—
	<u>I M.Com Staff</u>	
1	Ms. Ashfa Shaikh	—
2	Ms. Aparna Rege	—
	<u>B.B.A. Staff</u>	
1	Dr. Sonya Angle	—
2	Ms. Mamata Kane	—
3	Ms. Sharmila Swami	—
4	Ms. Renita Samantha Ferreira Almeida	—
5	Ms. Tania Shirodkar	—
6	Ms. Krupa Pednekar	—
7	Ms. Preeti Arora	
	<u>PGDM – EM staff</u>	
1	Shri. Vishal Rane	—
	<u>M.T T.M.</u>	
1	Ms. Benzia D'souza	—
2	Ms. Cheryl Dias	—



[Signature]
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COMMERCE & ECONOMICS,
Deendayal Integrated School Complex,
Cujira - Goa.

Participation in 2 day Faculty Development Programme II
on "Outcome Based Higher Education" on 12th & 13th April
9.00 a.m to 5.00 p.m 2019

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

Sr. No.	Name of the Participants	Designation	12 th	12 th	13 th	13 th
			Morning	Evening	Morning	Evening
Department of Economics						
1	Dr. Radhika S. Nayak	Principal	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2	Shri. Nikhil Varkerkar	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3	Ms. Sylvia Britto	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
4	Ms. Amitha Shanbhogue	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
5	Ms. Pradnya Pai Dukle	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
6	Mr. Shashikant Morajkar	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	
7	Ms. Roohi Khan	Assistant Professor - L.B.				
8	Ms. Kavya Sudarshan	Assistant Professor - L.B.				
9.	<i>Manalee Sinari</i>	L.B. Asst. Prof.	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
Department of Commerce - Accountancy						
1	Ms. Gauri Tamba	Assoc. Professor Vice Principal	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2	Dr. Prisca I Braganza	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3	Shri. Anand Naik Panvelkar	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
4	Dr. Harip Khanapuri	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>		
5	Ms. Vibha Pai Angle	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
6	Ms. Trupti Chodankar	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	
7	Dr. Vinod Joshua	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>



[Signature]
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			12 th		13 th	
			Morning	Evening	Morning	Evening
8	Dr. Felcy Coelho	Assistant Professor	<i>[Signature]</i>			
9	Ms. Sameera Khan	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
10	Shri. Amit Naik	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	
Department of Commerce - Management						
1	Dr. Aruna Mesquita Noronha	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2	Dr. Smitha B. Kamat	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	
3	Ms. Valerie Fernandes	Assistant Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	
4	Ms. Nita Nachinolkar	Assistant Professor - L.B.	<i>[Signature]</i>			
5	Ms. Padma Shanbhag	Assistant Professor - L.B.				
6	Ms. Odilia Lopes	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
7	Ms. Alisha Lobo	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
8	Ms. Alisha Araujo	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
Department of IT						
1	Dr. Sangeeta Chakrabarty	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2	Ms. Poonam Navelkar	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
	<i>Department of Law</i>					
1	<i>Ms. Reshma N. Pai Anje</i>	<i>Assistant Professor</i>	<i>[Signature]</i>			
Department of Mathematics						
2	Ms. Nutan G. Nayak	Assoc. Professor	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3	Shri. Santosh Kumar Bhal	Assistant Professor - Contract	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>



[Signature]
 S.S. DEMPO COLLEGE OF
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12th Morning Evening 13th Morning Evening

Department of English						
1	Shri Augusto Pinto	Assoc. Professor				
2	Ms. Aditi Barve	Assistant Professor	AP	AP	AP	AP
3	Ms. Alisha Nicole Carvalho	Assistant Professor – L.B.				
Department of EVS						
1	Ms. Tejaswi Naik	Assistant Professor – L.B	AP	AP	AP	AP
1	Shri. Micheal Victor Dias <i>Michael</i>	College Director Phy. Education	Job	Election Duty	Job	Job
1	Ms. Anjali Bhide -	Librarian	AP	AP	AP	AP
M.Com. Staff						
1	Ms. Namrata Wagle	Assistant Professor-Contract	AP	AP		
2	Ms. Thereza Coutinho	Assistant Professor-Contract	AP	AP	AP	
3	Ms. Urvashi Naik	Assistant Professor-Contract	AP	AP	AP	AP
4	Ms. Akruti Alarnrkar	Assistant Professor-Contract	AP	AP	AP	AP
I M.Com. Staff						
1	Shri. Rohit Prabhudesai	Assistant Professor-Contract	P	P		
2	Ms. Ashfa Shaikh	Assistant Professor-Contract	AP	AP		
B.B.A. Staff						
1	Dr. Sonya Angle	Assistant Professor-Contract	AP	AP	AP	AP
2	Ms. Sharmila Swami	Assistant Professor-Contract	AP	AP	AP	AP
3	Ms. Mamata Kane	Assistant	AP	AP	AP	AP




 S.S. DEMPO COLLEGE OF
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			12 th Morning	Evening	13 th Morning	Evening
		Professor-Contract				
4	Ms. Tania Shirodkar	Assistant Professor-Contract	<i>Tshirodkar</i>	<i>Tshirodkar</i>	<i>Tshirodkar</i>	<i>Tshirodkar</i>
5	Ms. Renita Almeida	Assistant Professor-Contract	<i>RA</i>	<i>RA</i>	<i>RA</i>	<i>RA</i>
6	Ms. Krupa Kudalkar	Assistant Professor-Contract	<i>K</i>	<i>K</i>	<i>K</i>	<i>K</i>
	<u>PGDM – EM staff</u>					
1	Shri. Vishal Rane	Assistant Professor-Contract	<i>V Rane</i>	<i>V Rane</i>	<i>V Rane</i>	<i>V Rane</i>
	<u>M.A.- T.H.M.</u>					
1	Ms. Cheryl Dias	Assistant Professor-Contract	<i>C Dias</i>	<i>C Dias</i>	<i>C Dias</i>	<i>C Dias</i>
2	Ms. Benzia Desouza	Assistant Professor-Contract	<i>B Desouza</i>	<i>B Desouza</i>	<i>B Desouza</i>	<i>B Desouza</i>



Rajayal

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Cujira Integrated Educational Complex

FDP SESSION: 'DEVELOPING e-MODULES' 10/08/2018.

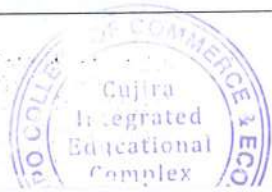
RESOURCE PERSON - AMIT NAIK

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

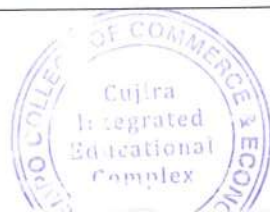
Cujira, Bambolim - Goa

<u>Sr.No.</u>	Name of the Staff (2018-19)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	<i>[Signature]</i>
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	<i>[Signature]</i>
6	Shri Augusto Pinto	—
7	Ms. Prisca I Braganza	<i>[Signature]</i>
8	Dr. Aruna Mesquita Noronha	<i>[Signature]</i>
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	<i>[Signature]</i>
11	Shri Anand Naik Panvelkar	<i>[Signature]</i>
12	Dr. Harip Khanapuri	<i>[Signature]</i>
13	Dr(Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	<i>[Signature]</i>
15	Ms. Trupti Chodankar	<i>[Signature]</i>
16	Ms. Nutan G. Nayak	<i>[Signature]</i>
17	Ms. Aditi Barve	<i>[Signature]</i>
18	Dr. Neeta Mazumdar	—
19	Shri. Vinod Joshua	<i>[Signature]</i>
20	Ms. Felcy Coelho	<i>[Signature]</i>
21	Ms. Sameera Khan	<i>[Signature]</i>
22	Ms. Valerie Fernandes	<i>[Signature]</i>
23	Micheal Victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	<i>[Signature]</i>
25	Ms. Sylvia Britto	<i>[Signature]</i>
26	Ms. Anjali Bhide - Librarian	—





[Signature]
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 COMMERCE & ECONOMICS
 Cujira Integrated Educational Complex


	<u>Contract Basis Staff</u>	
27	Ms. Amitha Shanbhogue	<i>Amitha</i>
28	Ms. Pradnya Pai Dukle	<i>Pradnya</i>
29	Mr. Shashikant Morajkar	<i>Shashikant</i>
30	Mr. Amit Naik	<i>Amit Naik</i>
31	Ms. Odilia Lopes	—
32	Ms. Poonam Navelkar	—
	<i>Atisha Lebo</i> <u>Lecture Basis Staff</u>	<i>Atisha</i>
33	Ms. Trupti Pandit	—
34	Ms. Tejaswi Naik	—
35	Ms. Kavya Sudarshan	—
36	<i>Ms. Saylee Kuncolienkar</i>	<i>Saylee</i>
37	<i>Ms. Nita Nachinolkar</i>	
	<u>M.Com. Staff</u>	
36	Ms. Namrata Wagle	—
37	Thereza Coutinho	<i>Thereza</i>
38	Valencia Fernandes	—
39	Urvashi Naik	<i>Urvashi</i>
	<u>I M.Com Staff</u>	
40	Mr. Rohit Prabhudesai	—
	<u>B.B.A. Staff</u>	
41	Ms. Sonya Angle	—
42	Ms. Sharmila Swami	<i>Sharmila</i>
43	Ms. Mamta Kane	—
44	Ms. Krupa Kudalkar	<i>Krupa</i>
45	Ms. Tania Shirodkar	<i>Tania</i>
46	Ms. R onita Samantha Ferreira Almeida	<i>Ronita</i>
	<u>PGDM – EM staff</u>	
47	Shri. Vishal Rane	—



R. R. Rane
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

	<u>M.A.- T.H.M.</u>	
48	Ms. Cheryl Dias	
49	Ms. Benzia D'souza	




 PRINCIPAL
 S.S. DEMIO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

13/03/2019

FDP

12:45 - 2:45 pm

- (1) Demonstration on Apple educational products (AV Room)
 (2) Session on use of 'e-gate' (B. Com Laboratory)

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics
 Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2018-19)	
1.	Dr. (Ms) Radhika S. Nayak	<i>Radhika S. Nayak</i>
2	Ms. Gauri Tamba	<i>Gauri Tamba</i>
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	—
6	Shri Augusto Pinto	—
7	Ms. Prisca I Braganza	<i>Prisca I Braganza</i>
8	Dr. Aruna Mesquita Noronha	<i>Aruna Mesquita Noronha</i>
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	—
11	Shri Anand Naik Panvelkar	<i>Anand Naik Panvelkar</i>
12	Dr. Harip Khanapuri	<i>Harip Khanapuri</i>
13	Dr(Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	<i>Vibha Pai Angle</i>
15	Ms. Trupti Chodankar	—
16	Ms. Nutan G. Nayak	<i>Nutan G. Nayak</i>
17	Ms. Aditi Barve	<i>Aditi Barve</i>
18	Dr. Neeta Mazumdar	Trfd on Deputation
19	Shri. Vinod Joshua	—
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	—
22	Ms. Valerie Fernandes	—
23	Micheal Victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	—
25	Ms. Sylvia Britto	<i>Sylvia Britto</i>
26	Ms. Anjali Bhide - Librarian	<i>Anjali Bhide</i>

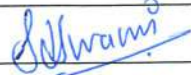






Radhika S. Nayak
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

	<u>Contract Basis Staff</u>	
27	Ms. Amitha Shanbhogue	Ank.
28	Ms. Pradnya Pai Dukle	Pai
29	Mr. Shashikant Morajkar	
30	Mr. Amit Naik	Amit
31	Ms. Odilia Lopes	OL
32	Ms. Poonam Navelkar	P.N.
33	Ms. Alisha Lobo	Alobo
34	Ms. Manalee Sinari	
35	Ms. Alisha Araujo	Araujo
36	Mr. Santosh Kumar Bhal	—
	<u>Lecture Basis Staff</u>	
37	Ms. Tejaswi Naik	—
38	Ms. Kavya Sudarshan	
39	Ms. Nita Nachinolkar	Nita
40	Ms. Roohi Khan	—
41	Ms. Padma Shabhag	—
42	Ms. Giselle Ann Dias	
43	Ms. Alisha Carvalho	
	<u>M.Com. Staff</u>	
44	Ms. Namrata Wagle	Namrata
45	Thereza Coutinho	Thereza
46	Urvashi Naik	Urvashi
47	Aakruti Alarnkar	Aakruti
	<u>I M.Com Staff</u>	
48	Mr. Rohit Prabhudesai	
49	Ms. Asifa Shaikh	
	<u>B.B.A. Staff</u>	
50	Ms. Sonya Angle	Sonya



R. S. Wagle
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
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 Cujira Integrated Educational Complex

51	Ms. Sharmila Swami	
52	Ms. Mamta Kane	
53	Ms. Krupa Kudalkar	
54	Ms. Tania Shirodkar	
55	Ms. Renita Samantha Ferreira Almeida	
	<u>PGDM – EM staff</u>	
56	Shri. Vishal Rane	
	<u>M.A. - T.H.M.</u>	
57	Ms. Cheryl Dias	
58	Ms. Benzia D ^e souza	




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S.S. DEMPO COLLEGE OF
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Cujira Integrated Educational Complex

FDP ON 'MENTORING STUDENTS' BY MS STEPHANIE
FERNANDES [STUDENT COUNSELLOR]

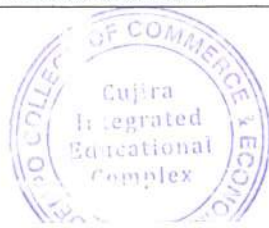
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ROOM F-06

21/09/2018


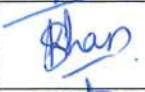










Dempo Charities Trust's

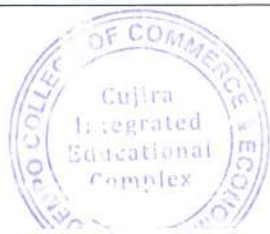
S. S.Dempo College of Commerce & Economics, Cujira, Bambolim - Goa

Sr.No	Name of the Staff (2018-19)	Signature
1	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	Gauri Tamba
3	Dr. Pravin P. Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	Sangeeta
6	Shri. Augusto Pinto	—
7	Dr. Prisca I. Braganza	Prisca
8	Dr. Aruna Mesquita e. Noronha	Aruna
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	Nikhil
11	Shri. Anand Naik Panvelkar	Anand
12	Dr. Harip Khanapuri	—
13	Dr. (Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	Vibha
15	Ms. Trupti Chodankar	Trupti
16	Ms. Nutan G. Nayak	Nutan
17	Ms. Aditi Barve	Aditi
18	Dr. Neeta Mazumdar	—
19	Dr. Vinod Joshua	Vinod



Principal
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

20	Ms. Felcy Coelho	
21	Ms. Sameera Khan	
22	Ms. Valerie Fernandes	
23	Michael victor Dias (College Director Phy. Education)	
24	Ms. Reshma Pai Angle	
25	Ms. Sylvia Britto	—
26	Ms. Anjali Bhide – Librarian	—
	Contract Basis Staff	
27	Ms. Amitha Shanbhogue	
28	Ms. Pradnya Pai. Dukle	
29	Mr. Shashikant Morajkar	—
30	Mr. Amit Naik	
31	Ms. Odilia Lopes	—
32	Ms. Poonam Navelkar	
33	Ms. Manalee Sinari	
	Lecture Basis Staff	
34	Ms. Trupti Pandit	—
35	Ms. Tejaswi Naik	—
36	Ms. Kavya Sudarsan	
37	Ms. Nita Nachnolkar	
38	Ms. Roohi Khan	



39	Ms. Raashi Panvelkar	—
40	Ms. Saylee Kuncolienkar	—
41	Ms. Vandana M. Sardesai	—
	M.Com Staff	
42	Ms. Namarata Wagle	—
43	Ms. Thereza Coutinho	—
44	Ms. Valencia Fernandes	—
45	Ms. Urvashi Naik	—
	I.M. Com Staff	
46	Mr. Rohit Prabhudesai	—
47	Ms. Ashfa Shaikh	—
	B.B.A. Staff	
48	Ms. Sonya Angle	—
49	Ms. Sharmila Swami	—
50	Ms. Mamta Kane	—
51	Ms. Krupa Kudalkar	—
52	Ms. Tania Shirodkar	—
53	Ms. Renita Samantha Ferreira Almeida	—
	PGDM – EM Staff	
54	Vishal Rane	—



Rajwade
 PRINCIPAL
 S.S. DEMIO COLLEGE OF
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 Cujira Integrated Educational Complex

28/09/2018 FDP ON 'STUDENT MENTORING' -II







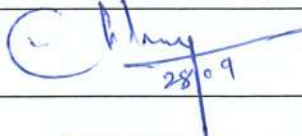

BY MS STEPHANIE FERNANDES (COUNSELLOR)

12:45 pm


ROOM: F-06








Dempo Charities Trust's

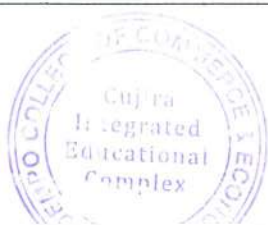
S. S. Dempo College of Commerce & Economics, Cujira, Bambolim - Goa

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5	Ms. Sangeeta Chakrabarty	
6	Shri. Augusto Pinto	—
7	Dr. (Ms). Prisca I. Braganza	
8	Dr. Aruna Mesquita e. Noronha	
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	
11	Shri. Anand Naik Panvelkar	
12	Dr. Harip Khanapuri	
13	Dr. (Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	
15	Ms. Trupti Chodankar	—
16	Ms. Nutan G. Nayak	—




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17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar	—
19	Dr. Vinod Joshua	—
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	
22	Ms. Valerie Fernandes	
23	Michael victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	
25	Ms. Sylvia Britto	—
26	Ms. Anjali Bhide – Librarian	—
	Contract Basis Staff	
27	Ms. Amitha Shanbhogue	
28	Ms. Pradnya Pai. Dukle	—
29	Mr. Shashikant Morajkar	—
30	Mr. Amit Naik	—
31	Ms. Odilia Lopes	—
32	Ms. Poonam Navelkar	
33	Ms. Manalee Sinari	—
	Lecture Basis Staff ^{Ms. Alisha Lobo}	
34	Ms. Trupti Pandit	—
35	Ms. Tejaswi Naik	—



36	Ms. Kavya Sudarsan	—
37	Ms. Nita Nachholkar	—
38	Ms. Roohi Khan	—
39	Ms. Raashi Panvelkar	—
40	Ms. Saylee Kuncolienkar	—
41	Ms. Vandana M. Sardesai	—
	M.Com Staff	
42	Ms. Namarata Wagle	—
43	Ms. Thereza Coutinho	—
44	Ms. Valencia Fernandes	—
45	Ms. Urvashi Naik	—
	I.M. Com Staff	
46	Mr. Rohit Prabhudesai	—
47	Ms. Ashfa Shaikh	—
	B.B.A. Staff	
48	Ms. Sonya Angle	—
49	Ms. Sharmila Swami	—
50	Ms. Mamta Kane	—
51	Ms. Krupa Kudalkar	—
52	Ms. Tania Shirodkar	—
53	Ms. Renita Samantha Ferreira Almeida	—



	PGDM – EM Staff	
54	Vishal Rane	—
	M.T.T.M	
55	Ms. Cheryl Dias	<i>CD</i>
56	Ms. Benzia D'Souza	—



R. S. Nayale
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
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 Cujira Integrated Educational Complex

24/08/2018

FDP ON KNOWLEDGE ASSESSMENT TOOLS

RESOURCE PERSON: AMIT NAIK

BCOM COMPUTER LAB

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

<u>Sr.No.</u>	Name of the Staff (2018-19)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	—
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	—
6	Shri Augusto Pinto	—
7	Ms. Prisca I Braganza	<i>Prisca</i>
8	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	<i>Nikhil</i>
11	Shri Anand Naik Panvelkar	<i>Anand</i>
12	Dr. Harip Khanapuri	<i>Harip</i>
13	Dr(Ms) Deepali Churi	<i>Deepali</i>
14	Ms. Vibha Pai Angle	<i>Vibha</i>
15	Ms. Trupti Chodankar	<i>Trupti</i>
16	Ms. Nutan G. Nayak	—
17	Ms. Aditi Barve	<i>Aditi</i>
18	Dr. Neeta Mazumdar	—
19	Shri. Vinod Joshua	<i>Vinod</i>
20	Ms. Felcy Coelho	<i>Felcy</i>
21	Ms. Sameera Khan	—
22	Ms. Valerie Fernandes	—
23	Micheal Victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	<i>Reshma</i>
25	Ms. Sylvia Britto	—
26	Ms. Anjali Bhide - Librarian	—




Rajayal
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex


	<u>Contract Basis Staff</u>	
27	Ms. Amitha Shanbhogue	<i>Amitha</i>
28	Ms. Pradnya Pai Dukle	<i>Pradnya</i>
29	Mr. Shashikant Morajkar	—
30	Mr. Amit Naik	<i>Amit</i>
31	Ms. Odilia Lopes	—
32	Ms. Poonam Navelkar	—
	<u>Lecture Basis Staff</u>	
33	Ms. Trupti Pandit	—
34	Ms. Tejaswi Naik	—
35	Ms. Kavya Sudarshan	—
36.	<i>Mrs. Nita R. Nachinolkar</i>	<i>Nita</i>
	<u>M.Com. Staff</u>	
36	Ms. Namrata Wagle	—
37	Thereza Coutinho	—
38	Valencia Fernandes	—
39	Urvashi Naik	<i>Urvashi</i>
	<u>I M.Com Staff</u>	
40	Mr. Rohit Prabhudesai	—
	<u>B.B.A. Staff</u>	
41	Ms. Sonya Angle	—
42	Ms. Sharmila Swami	<i>Sharmila</i>
43	Ms. Mamta Kane	—
44	Ms. Krupa Kudalkar	<i>Krupa</i>
45	Ms. Tania Shirodkar	—
46	Ms. Renita Samantha Ferreira Almeida	—
	<u>PGDM – EM staff</u>	
47	Shri. Vishal Rane	—



R. S. Dempo
 S.S. DEMPO COLLEGE OF
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 Cujira Integrated Educational Complex

	<u>M.A. - T.H.M.</u>	
48	Ms. Cheryl Dias	
49	Ms. Benzia D'souza	

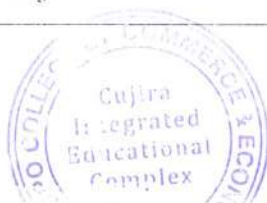



 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

FDP session on flipped learning. 03/08/2018
 Faculty: Mr. Amit Naik

Dempo Charities Trust's
 S. S. Dempo College of Commerce & Economics
 Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2018-19)	
1.	Dr. (Ms) Radhika S. Nayak	—
2	Ms. Gauri Tamba	—
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	—
6	Shri Augusto Pinto	—
7	Ms. Prisca I Braganza	—
8	Dr. Aruna Mesquita Noronha	—
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	—
11	Shri Anand Naik Panvelkar	—
12	Dr. Harip Khanapuri	—
13	Dr(Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	—
15	Ms. Trupti Chodankar	—
16	Ms. Nutan G. Nayak	—
17	Ms. Aditi Barve	—
18	Dr. Neeta Mazumdar	—
19	Shri. Vinod Joshua	—
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	—
22	Ms. Valerie Fernandes	—
23	Micheal Victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	—
25	Ms. Sylvia Britto	—
26	Ms. Anjali Bhide - Librarian	—



R. S. Nayak
 PRINCIPAL
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 Cujira Integrated Educational Com


	<u>Contract Basis Staff</u>	
27	Ms. Amitha Shanbhogue	<i>Amitha</i>
28	Ms. Pradnya Pai Dukle	—
29	Mr. Shashikant Morajkar	—
30	Mr. Amit Naik	<i>Amit Naik</i>
31	Ms. Odilia Lopes	<i>Odilia</i>
32	Ms. Poonam Navelkar	—
	<i>Ms. Alisha Lobo</i>	<i>Alisha</i>
	<u>Lecture Basis Staff</u>	
33	Ms. Trupti Pandit	—
34	Ms. Tejaswi Naik	—
35	Ms. Kavya Sudarshan	—
36.	<i>Ms. Saylee Kumbhar</i>	<i>Saylee</i>
	<u>M.Com. Staff</u>	
36	Ms. Namrata Wagle	—
37	Thereza Coutinho	—
38	Valencia Fernandes	—
39	Urvashi Naik	<i>Urvashi</i>
	<u>I M.Com Staff</u>	
40	Mr. Rohit Prabhudesai	—
	<u>B.B.A. Staff</u>	
41	Ms. Sonya Angle	—
42	Ms. Sharmila Swami	—
43	Ms. Mamta Kane	—
44	Ms. Krupa Kudalkar	—
45	Ms. Tania Shirodkar	—
46	Ms. R unita Samantha Ferreira Almeida	<i>Runita</i>
	<u>PGDM – EM staff</u>	
47	Shri. Vishal Rane	—



S.S. Dempo
 PRINCIPAL
 S.S. DEMPO COLLEGE OF
 COMMERCE & ECONOMICS,
 Cujira Integrated Educational Complex

	<u>M.A.- T.H.M.</u>	
48	Ms. Cheryl Dias	—
49	Ms. Benzia D'souza	—




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S.S. DEMFO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

Session on ERP

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

Sr.No.	Name of the Staff (2018-19)	Sign
1.	Dr. (Ms) Radhika S. Nayak	<i>R Nayak</i>
2	Ms. Gauri Tamba	<i>G Tamba</i>
3	Dr. Pravin P Naik Gaonkar	—
4	Ms. Derina Dourado Rodrigues	—
5	Ms. Sangeeta Chakrabarty	—
6	Shri Augusto Pinto	—
7	Ms. Prisca I Braganza	—
8	Dr. Aruna Mesquita Noronha	<i>Aruna</i>
9	Dr. Smitha B. Kamat	—
10	Shri. Nikhil Varerkar	—
11	Shri Anand Naik Panvelkar	—
12	Dr. Harip Khanapuri	<i>H Khanapuri</i>
13	Dr(Ms) Deepali Churi	—
14	Ms. Vibha Pai Angle	<i>V Pai</i>
15	Ms. Trupti Chodankar	<i>T Chodankar</i>
16	Ms. Nutan G. Nayak	—
17	Ms. Aditi Barve	—
18	Dr. Neeta Mazumdar	—
19	Shri. Vinod Joshua	—
20	Ms. Felcy Coelho	—
21	Ms. Sameera Khan	—
22	Ms. Valerie Fernandes	—
23	Micheal Victor Dias (College Director Phy. Education)	—
24	Ms. Reshma Pai Angle	—
25	Ms. Sylvia Britto	<i>S Britto</i>
26	Ms. Anjali Bhide - Librarian	—



R Nayak
PRINCIPAL
S.S. DEMPO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

	<u>Contract Basis Staff</u>	
27	Ms. Amitha Shanbhogue	Amitha
28	Ms. Pradnya Pai Dukle	—
29	Mr. Shashikant Morajkar	F.L.
30	Mr. Amit Naik	Amit Naik
31	Ms. Odilia Lopes	Od
32	Ms. Poonam Navelkar	—
	Ms. Alisha Lobo	Alisha
	<u>Lecture Basis Staff</u>	
33	Ms. Trupti Pandit	—
34	Ms. Tejaswi Naik	—
35	Ms. Kavya Sudarshan	Kavya
	Ms. Roohi Khan	Roohi
	Ms. Saylee Kuntoli Enkar	Saylee
	<u>M.Com. Staff</u>	
36	Ms. Namrata Wagle	—
37	Thereza Coutinho	Thereza Coutinho
38	Valencia Fernandes	Valencia Fernandes
39	Urvashi Naik	Urvashi
	<u>I M.Com Staff</u>	
40	Mr. Rohit Prabhudesai	—
	<u>B.B.A. Staff</u>	
41	Ms. Sonya Angle	—
42	Ms. Sharmila Swami	—
43	Ms. Mamta Kane	—
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45	Ms. Tania Shirodkar	—
46	Ms. Ranita Samantha Ferreira Almeida	—
	<u>PGDM – EM staff</u>	
47	Shri. Vishal Rane	—



Principal
S.S. DEMP DO COLLEGE OF
COMMERCE & ECONOMICS,
Cujra Integrated Educational Complex

	<u>M.A. - T.H.M.</u>	
48	Ms. Cheryl Dias	
49	Ms. Benzia D'souza	



[Handwritten Signature]
S.S. DEMLO COLLEGE OF
COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

FDP.

23rd June 2018

FDP titled [Theories in Learning and Curricula Design]
 "begin with the end in mind"
 A session on Outcome Based Education using Bloom's Taxonomy




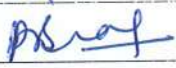
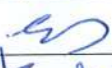







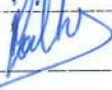

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa








Resource persons:

- Dr. Harip Khanapuri
 - Anand Naik Panvelkar
 - Aditi Barve


Sr.No.	Name of the Staff (2017-18) -	Signature
1.	Dr. (Ms) Radhika S. Nayak	
2	Dr. Harip Khanapuri	
3	Dr. Pravin P Naik Gaonkar	
4	Ms. Derina Dourado Rodrigues	
5	Ms. Sangeeta Chakrabarty	
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7	Ms. Prisca I Braganza	
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15	Ms. Trupti Chodankar	
16	Ms. Nutan G. Nayak	
17	Ms. Aditi Barve	
18	Dr. Neeta Mazumdar	
19	Shri. Vinod Joshua	
20	Ms. Felcy Coelho	
21	Micheal Victor Dias (College Director Phy. Education)	
22	Ms. Anjali Bhide - Librarian	
23	Ms. Sameera Khan	




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 Cujira Integrated Educational Complex

24	Ms. Valerie Fernandes	
25	Ms. Reshma Pai Angle	
26	Ms. Sylvia Britto	
27	Mr. Krishnakumar Bandolkar	
28	Ms. Amitha Shanbhogue	
29	Mr. Amit Naik	
30	Ms. Odilia Lopes	
31	Ms. Trupti Pandit	
32	Ms. Shilpa Tripathi	
33	Dr. Nitin Sawant	
34	Ms. Amal Kazi	
35	Ms. Kamaxi Sambari	
36	Ms. Shruti Lolyekar	
37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	
39	Mr. Shashikant Morajkar	
40	Ms. Alisha Araujo	
41	Ms. Padma Shanbag	
	<u>M.Com. Staff</u>	
42	Ms. Namrata Wagle	
43	Thereza Coutinho	
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46	Ms. Sonya Angle	
47	Ms. Teja Dicholkar	




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48	Ms. Mamta Kane	<i>Mamta Kane</i>
49	Ms. Sharmila Swami	<i>Sharmila Swami</i>
50	Ms. Krupa Kudalkar	
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	
	<u>M.A.- T.H.M.</u>	
52	Ms. Cheryl Dias	<i>Cheryl Dias</i>
53	Ms. Benzia D'souza	<i>Benzia D'souza</i>

54. Poonam Navelker

55. Tejaswi Naik

56. Alisha Lobo

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COMMERCE & ECONOMICS,
Cujira Integrated Educational Complex

This is to certify that

IGNACIO LUZARTE

of the Dempo Educational Institutions
has attended the one day workshop
JOSH
conducted at the International Centre, Goa
on January 23, 2019.



FOUNDATION

*Attitude
is Everything!*

Atul Shah

Atul/Shah
Director - GITS India



FDP Session on Health Benefits of Yoga

06/10/17

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

<u>Sr.No.</u>	<u>Name of the Staff (2017-18)</u>	<u>Remarks</u>
1.	Dr. (Ms) Radhika S. Nayak	<i>Radhika S. Nayak</i> Full Time Regular
2	Dr. Harip Khanapuri	" <i>Chy</i>
3	Dr. Pravin P Naik Gaonkar	"
4	Ms. Derina Dourado Rodrigues	"
5	Ms. Sangeeta Chakrabarty	" <i>SC</i>
6	Shri Augusto Pinto	"
7	Ms. Prisca I Braganza	"
8	Ms. Gauri Tamba	"
9	Dr. Aruna Mesquita Noronha	" <i>Aruna</i>
10	Dr. Smitha B. Kamat	"
11	Shri. Nikhil Varerkar	"
12	Shri Anand Naik Panvelkar	"
13	Dr(Ms) Deepali Churi	" <i>Churi</i>
14	Ms. Vibha Pai Angle	" <i>Vibha</i>
15	Ms. Trupti Chodankar	"
16	Ms. Nutan G. Nayak	"
17	Ms. Aditi Barve	"
18	Dr. Neeta Mazumdar	"
19	Shri. Vinod Joshua	"
20	Ms. Felcy Coelho	"
21	Ms. Sameera Khan	"
22	Ms. Valerie Fernandes	" <i>Valerie</i>
23	Ms. Reshma Pai Angle	"
24	Ms. Sylvia Britto	" <i>S. Britto</i>

25	Mr. Krishnakumar Bandolkar	<i>Bandolkar</i>	Full Time Regular
26	Ms. Anjali Bhide - Librarian		"
27	Shri. Michael Victor Dias (College Director Phy. Education)		"
28	Ms. Amitha Shanbhogue		Contract <i>Amitha</i>
29	Ms. Pradnya Pai Dukle		"
30	Ms. Trupti Pandit		Lecture Basis
31	Ms. Esha Nadkarni		"
32	Ms. Shilpa Tripathi		" <i>St</i>
33	Dr. Nitin Sawant		"
34	Ms. Amal Kazi		"
35	Ms. Kamaxi Sambari		"
36	Ms. Shruti Lolyekar		"
37	Ms. Shashikant Morajkar		" <i>A</i>
38	Ms. Padma Shabhag		" <i>Bah</i>
39	Ms. Amit Naik		Substitute for Leave Vacancy(L.B.) <i>Naik</i>
40	Ms. Odilia Lopes		"
41	Ms. Alisha Araujo		"
	<u>M.Com. Staff</u>		
42	Ms. Namrata Wagle		Contract <i>Wagle</i>
43	Thereza Coutinho		" <i>Coutinho</i>
44	Urwashi Naik		" <i>Naik</i>
45	Valencia Fernandes		"
	<u>B.B.A. Staff</u>		
46	Ms. Sonya Angle		"
47	Ms. Teja Dicholkar		"
48	Ms. Mamta Kane		"

49	Ms. Sharmila Swami	Contract
50	Ms. Krupa Kudalkar	“
	<u>PGDM – EM staff</u>	
51	Shri. Vishal Rane	“
	<u>M.A.- T.H.M.</u>	
52	Ms. Cheryl Dias	“
53	Ms. Benzia D'souza	“

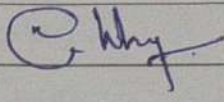
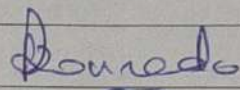
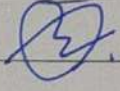
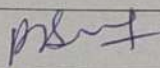
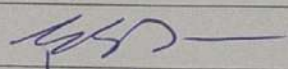
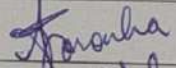
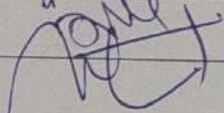
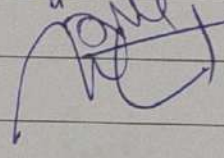

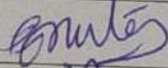

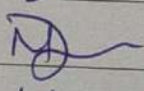
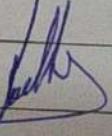
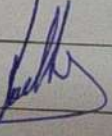
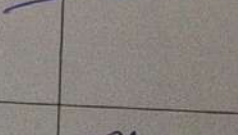
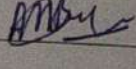
FDP Session 'E-content development' - July 21, 2017

Resource person: Dr. Gopakumar, Librarian, Goa University

Dempo Charities Trust's

S. S. Dempo College of Commerce & Economics

Cujira, Bambolim - Goa

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37	Ms. Esha Nadkarni	
38	Ms. Pradnya Pai Dukle	Pradnya
39	Ms. Shashikant Morajkar	Shashikant
40	Ms. Alisha Araujo	Alisha
	<u>M.Com. Staff</u>	
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45	Ms. Teja Dicholkar	Teja
46	Ms. Mamta Kane	Mamta

47	Ms. Sharmila Swami	<i>Sharmila</i>
	<i>Katuna Kudalkar</i>	<i>KS</i>
	<u>PGDM – EM staff</u>	
48	Shri. Vishal Rane	<i>Vishal</i>
	<u>M.A. - T.H.M.</u>	
51	Ms. Cheryl Dias	<i>Cheryl</i>
52	Ms. Benzia D'souza	<i>Benzia</i>

34



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद
विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission

Certificate of Accreditation

*The Executive Committee of the
National Assessment and Accreditation Council
on the recommendation of the duly appointed
Peer Team is pleased to declare the
S. S. Dempo College of Commerce and Economics
Cujira, St. Cruz, Ilhas, affiliated to Goa University, Goa as
Accredited
with CGPA of 3.30 on seven point scale
at A grade
valid up to May 01, 2022*

Date : May 02, 2017



D. D. Dempo
Director