

Report of the Peer Team of
Institutional Accreditation of
Dempo Charities Trust's
S.S Dempo College of Commerce & Economics,
Panaji , Goa

SECTION I : PREAMBLE

S S Dempo College of Commerce & Economics, Panaji , Goa was established in June 1966 by Goa Education Society and got recognition from the UGC in 1966 itself . It was taken over by the Dempo Charities Trust in 1987. The college was affiliated to Bombay University upto 1985 and thereafter to Goa University, Panaji, Goa. The institution was started with the objective of providing commerce education to the people of Goa and it happened to be the first commerce college in Goa. The mission of the college is " *to nurture healthy , reliable and creative citizens whose social awareness will vitalize the community, both locally and globally*". It is an urban institution situated in a small campus of 1.50 acres and is housed in a rented building, owned by Govt. of Goa made available to the college on lease agreement basis. The College has one department with Faculty of Commerce. The college offers one programme viz. B.Com. The college at present has 19 staff members of which one is having Ph.D. degree. A part from the above permanent teachers there are 5 temporary teachers.

The students are enrolled at one level i.e., in the under graduate programme with around 863 (both men and women). It has a Central Library, Computer Centre, sports facilities, and canteen . It is an aided college and it follows both semester system and annual system . The college volunteered to be assessed by the National Assessment and Accreditation Council by submitting their self-study report in 2002. The National Assessment and Accreditation Council constituted a Peer Team to visit the College and



validate its self-study report. The Peer Team comprises Shri K.P. Sonawane, Vice-Chancellor, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, Maharashtra as Chairperson, Dr. K. P. Kandasami, Principal, Gobi Arts & Science College (Autonomous), Gobichettipalayam, Tamil Nadu and Dr. (Mrs). Chandrakantha Jeyabalan, Principal, Arulmigu Palaiandavar Arts for Women, Paiani, Tamil Nadu as Members. Dr. G. Srinivas, Deputy Adviser, National Assessment and Accreditation Council co-ordinated the Peer Team visit. The Peer Team carefully perused and analyzed the self-study report submitted by the institution. During the visit on February 18 – 19, 2003, the Peer Team went through the relevant documents, visited the departments, faculties and interacted with the various constituents of the institution. The team also visited support services such as sports facilities, NCC, NSS and other facilities. The Peer Team also interacted at length with the Principal, faculties, students, non-teaching staff, parents and alumni of the institution. Based on the above exercise and keeping in mind the criteria identified by the National Assessment and Accreditation Council, the Peer Team has made an objective assessment of the institution and reports as under.

SECTION 2 : CRITERION-WISE ANALYSIS

Criterion 1 : Curricular Aspects

The goals and objectives, for which the institution was established, are being pursued and the college has been successful in implementing the programmes for which it has been created. The institution has Commerce as the main programme with many streams. The college follows the curriculum directed by the Goa University. The college offers a good number of programme options, which are quite useful to the students as these offer a wider range of choices. The College is yet to establish contacts with industries and other organisations.

There is mechanism to obtain feed back from academic peers and employers on the teaching programmes. The third year students have to undertake projects related to their subjects either individually or in group. Many staff members have also become members of the Board of studies of Goa University. Chartered Accountants have been

employed as part-time faculty to provide support to the full-time faculty. The drop out rate is found to be very less and the college has been producing good results.

Criterion II : Teaching-Learning and Evaluation

Admissions are made on the basis of academic record and interviews. The college conducts short term Remedial / Bridge Courses to the educationally disadvantaged students. The institution encourages the teachers to make a teaching plan and the teaching plan is being followed according to the schedules already fixed. The students are given opportunities to exhibit their talents.

The college works for 220 days of which 180 days are teaching days. Part-time teachers have been employed wherever necessary and the ratio of full-time teachers to part-time teachers is 5:1 and the ratio of teaching staff to non-teaching staff is 2:1. The College encourages the faculty to attend Seminars, Conferences and Workshops of National and International standards.

Teachers felt that revision of syllabus, better teaching aids and linkages with local industries will further strengthen the teaching-learning programmes.

Criterion III : Research, Consultancy and Extension

The College encourages its faculty to pursue research and about 10% of the teachers are engaged in research. The students are doing project work as part of the requirement to qualify for the degree. The staff in the Department of Economics have published many books and they have been regularly writing articles in Newspapers.

The institution has designated a faculty for Extension Activities and various extension activities, viz., Community Development, Health and Hygiene Awareness, AIDS Awareness, Social Work, Environmental Awareness and Blood Donation Camps have been organized. The college has compiled a Directory of the Blood donors. However the college is lacking in research and consultancy services.

Criterion IV : Infrastructure and Learning Resources

The College extends its infrastructural facilities for conduct of National and State level competitive exams and also to Govt. of India and Non-governmental organizations for social and educational activities. Space seems to be a big constraint for the college and the college does not have a good play ground and other activities. The college also lacks proper recreation room, a ladies room and a reading room.

The College library has 21,816 books and also there is a book bank facility in the central library. The library subscribes to 33 journals and 13 news papers. It has a separate Text book section, Reference section, Stack rooms, etc. There is an advisory committee for the library. The Library works between 10-00 a.m. to 2-00 p.m. and 2.00 p.m. to 5.30 p.m. on all working days and it works for six days a week. The library is not yet computerized and the college does not have gadgets like LCDs, Language laboratories etc.

There is a central computer facility available in the college with 14 computers. It also provides E-mail and Internet facilities. The Employees of the Banks and public sector undertakings are given training in Office Management and E-Governance in the college Computer Centre. The Gymkhana provides facilities for indoor games like Table Tennis, Chess, etc. The college does not have hostel facility. It has a canteen which is being looked after by a canteen committee consisting of two faculty members.

Criterion V : Student Support and Progression

The college has 863 students on its rolls in the UG Programme. The College publishes updated prospectus annually which is an exhaustive information brochure as well. 83 % of the students studying in the college appear for the final examination after the minimum period of study. The College has employment cell which motivates the students to seek self employment. Recreation / leisure time facilities are available to students through outdoor games, student magazines, audio video facilities, Debate club, Nature club, and Photography club and through cultural programmes. Needy students are given students aid fund and scholarships. The college organizes cultural get-together every year on 26th January.

The students have been consistently getting merit positions in the University examinations. Many former students are occupying very prominent positions in the Goa Society. There are career guidance cell and students counseling center. Students have won prizes in University level competitions of Basket-ball, volley-ball and cricket.

During interaction with Peer Team, the students desired a Ladies room, better library and book bank facilities, better toilets and sports infrastructure. Students also wanted that the Goa University take initiatives to update the syllabus matching to current job requirements and more practice based learning methods.

A good number of past students are now reputed Chartered Accountants. Alumni have informed that they are soon launching students scholarships. Students wanted that action be taken on "Students feed back".

A number of social activities are undertaken by the college NSS and NCC units of the college. Periodic meetings are being held by the Alumni association and efforts are being made to prepare the Alumni Directory.

Criterion VI : Organization and Management

The College has an efficient internal co-ordinating and monitoring mechanism. The college has an inbuilt mechanism to check the work efficiency of the non-teaching staff. There is a special committee for preparing the academic calendar. There is an internal audit mechanism of the accounts. A post of Administrator has been created and he is liasoning with the Management and the Principal of the college. There is a staff co-operative credit society. The library and office Management activities are partially computerized. The educational Management of the college viz., The Dempo Charities Trust has assured the Peer Team of sufficient corpus to meet the financial contingencies. The Principal of the college is assisted by a team of teachers and non-teaching staff of the college.

Criterion VII : Healthy Practices

- ❑ Students assessment of teachers is carried annually and the teachers are expected to fill up the self appraisal forms every year.
- ❑ There is an intercom facility which helps in effective communication among the departments.
- ❑ Seminars and Workshops are being held periodically to keep abreast of the latest knowledge in the subjects.
- ❑ B.Com. students have compulsory project paper for which they need to carry out field work.
- ❑ The Placement Cell of the college regularly arranges for interaction and recruitment of students in industries.
- ❑ The "Students Counseling cell" provides opportunities to give vent to their personnel problems which they can't discuss elsewhere.
- ❑ C.A. and CS coaching classes are being conducted and every year the number of students benefited is increasing.
- ❑ "KOSS" is an inter-collegiate event organized annually for three days by the Students' Council wherein a Singing and Dancing competition, Extempore Speech, Personality Show and other competitions like Rangoli, Vegetable carving etc. are being conducted.
- ❑ The college has a vision document and wishes to achieve it.
- ❑ The college has a good number of clubs, viz. Theatre club, Photographic club, I.T club, Students council, Nature club etc. to encourage students to participate in co-curricular and extra-curricular activities.

Section III : Overall Analysis

S.S Dempo College of Commerce and Economics, Panaji, Goa is a 37 year old institution serving the people of the state of Goa. It is an undergraduate college with around 863 students. The college is affiliated to Goa University and it receives aid from the Govt. of Goa and UGC apart from the support of the Management.

The Peer Team after its visit to various academic programmes and the infrastructure facilities available in the college suggests the following measures.

Suggestions for follow-up action


- 1 The college should have independent building of its own with a campus of about 2 to 3 acres of land, having sufficient space for playground, reading room, recreation room, ladies room etc. Management could consider of such plan for such premier institution of 37 years standing. ✓
- 2 There is a need for starting more career-oriented courses including UGC's of vocational courses.
- 3 Coaching for competitive examinations can be taken up.
- 4 The library needs to be upgraded. The college should subscribe research journal and periodicals it can take assistance of upgradation and development of library through INFLIBNET, Ahmedabad to standard journals and periodicals for its library. ✓
- 5 Diploma and certificate courses can be started.
- 6 Linkages with institutions of higher learning are to be established.
- 7 More play ground and sports facilities are to be provided. ✓
- 8 Multi-media projection facilities could be used by the teachers to improve upon their teaching. Innovative evaluation techniques like continuous assessment home assignments, quiz etc. could be adopted for students evaluation.
- 9 Amenities like health center and Non-Resident student center may be created. ✓
- 10 Value Based Education may be given attention. Introduction of Yoga and Meditation classes may be planned for.
- 11 The institution may organize more number of Seminars/Conferences/Symposiums etc., for the benefit of staff and students.
- 12 More funds may be allocated by the Management for improving the facilities available in the college.
- 13 The college library needs to be computerized. ✓

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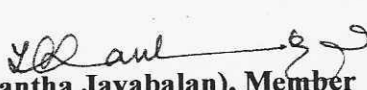
- 14 Efforts may be taken to improve the areas of research, consultancy and extension.
- 15 The college is suggested to create Research Promotion Cell.
- 16 Efforts may be made to establish linkages with industries and companies for employment of the students by strengthening the placement cell.
- 17 The institution may consider to approach the University and the government to go in for autonomy in order to have flexibility and freedom in academics and in its functioning.
- 18 Multi-media facilities and Information Technology could be used by teachers in their curriculum transaction and teaching-learning process to make it interactive.
- 19 Semester system could be extended to T.Y.Bcom classes. Continuous internal evaluation should be encouraged.
- 20 Extension and community services need to be expanded so as to involve maximum number of students in this activity.
- 21 The college may create a quality assurance "Internal Cell" to monitor the progress of the college, continuous evaluation through Peer Teams and students teacher appraisal for ensuring commitment and accountability.
- 22 Efforts may be taken to create gardens and land scapping of the college.

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The members of the Peer Team place on record their sincere thanks to the Management, Principal, faculty, non-teaching staff, students, parents of the students and members of the Alumni for their cooperation and support during the visit of the Peer Team.

1.  (Shri. K.P. Sonawane), Chairman 19/2/2003.

2.  (Dr. K.P. Kandasami), Member 19/2/2003

3.  (Dr. (Mrs.) Chandrakantha Jayabalan), Member 19/2/2003

I accept the report -

 19/2/03
(Shri. Shashikant L. Sardesai), Principal

Date: 19th Feb,03, Altinho Panaji Goa.