

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)

FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA

As part of the implementation of National Education Policy-2020

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CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN			
Head of the Institution	DR. SR. MARIA LIZANNE A.C.			
Contact Details	Email maria.lizanne@gmail.com	Cell No. 9881369867		Office: 08322790714
College Website	www.carmelcollegegoa.org			AISHE Code: C33103
Name of the IQAC Coordinator	Ms. Sajani D'Costa	Email: sajanidcosta@carmelcollegegoa.org		Cell No.: 9823723060
Name of the NEP Coordinator	Ms. Roxana Singh	Email: roxanasingh@carmelcollegegoa.org		Cell No.: 9823031720
Name of the RDI Coordinator	Dr. Madhavi Naik	Email: madhavinaik@carmelcollegegoa.org		Cell No. : 9011724537
Name of the TLET Coordinator	Ms. Roxana Singh	Email: roxanasingh@carmelcollegegoa.org		Cell No. 9823031720
NAAC Accreditation Status	1 st Cycle:09.10.1999	Grade: 3 stars	2 nd Cycle: 21.05.2006	Grade: B++
	3 rd Cycle: 29.03.2016	Grade: A CGPA 3.02	4 th Cycle: 29.03.2022	Grade: A CGPA 3.25
NIRF Ranking	NIL			
UCG Recognition	2(f) Yes		12 B Yes	
NBA accreditation	NO			
Financial Status	Government /Aided: Aided (UG programmes)		Self-Finance: PG programmes	

CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN

Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Part of Higher-educational institution (HEIs) cluster.

1.2. Institutional SWOC Analysis

STRENGTHS:

- Only women’s college of Higher Education in the state, especially for first generation learners
- Managed by dedicated and altruist women leaders from its inception belonging to a Roman Catholic Religious Congregation
- Made a mark in the state with full-fledged multidisciplinary institution with UG and PG programs
- Faculty with national and international reputation
- NAAC accredited - 4th Cycle with CGPA score 3.25
- Availability of hostel facility
- Verdant, spacious and unpolluted campus
- Easily accessible and centrally located – NH 66
- The College has a campus area of 35 acres that could be utilized to build and extend the facilities

WEAKNESSES:

- Limited funds for up-gradation
- Institute managed by Roman Catholic Religious women who have limited access for finance being a charitable institution
- Funding from other sources is limited
- Cater students from SC/ST/OBC classes and financially poor.

CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN

OPPORTUNITIES:

- Encourage young women to study further (Higher Education)
- Through mentoring, help young women to tap their talents, abilities to be independent specially financially
- To help women of lower economic strata to come up in life by helping them in job placement
- To conduct and encourage world class research and development to create strides in the overall development of the nation
- To encourage campus diversity
- To retain young women within the state by empowering them through higher education.
- Giving world class amenities to students to motivate them in doing their best and hence changing the overall profile of the young women student of this state

CHALLENGES:

- Lack of funds for infrastructure extension and overall development
- Gender equity opportunities limited being only women's college at UG level
- Low placement

SUMMARY OF SWOC ANALYSIS.

The student-centric education, with assured engagement, with civic society, that seeks to offer real life experiential learning and ensures holistic development of the graduates replete with competency to face the contemporary challenges in personal and professional spheres. .

An In-house Internal Quality Assurance Cell (IQAC) that measures the progression of competencies and seeks to innovate pedagogy, increase competency of human resources, upgrades academic infrastructure, and monitors relevance of teaching learning programs of the institution within

CARMEL COLLEGE OF ARTS, SCIENCE AND COMMERCE FOR WOMEN

the limitations of an affiliated system. The institute through its various good practices like value education, mentoring system and eco-sensitization programs strives to cultivate the requisite mindset in student and staff stakeholders to enable transformation of self and others commensurate with dynamic regional, national and global prospects.

The institutional ethos is that of inclusive education with equal opportunities, academic excellence with social responsibility, domain expertise with trans-disciplinary approach in solving problems. As a women's centre of higher learning, we seek to groom our young undergraduates for leadership role with sensitive and respectful demeanor. We seek to attract the best faculty to raise the bar of our intellectual capital and augment in house technology and infrastructure to lend strength to our academic programs, research, and consultancy. Within the curricular prescriptions of the affiliating university, the teaching faculty enjoys academic freedom along with accountability.

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

2.1. Vision
Holistic Development of Youth through Education amidst a Changing, Challenging and Developing Society
2.2. Mission
To Educate Youth for Altruistic Leadership by Integrating Academic Excellence and Human Ethics
<p>Core Values</p> <ul style="list-style-type: none"> • Faith, hope and trust in God • Love of fellow beings and concern for other living creatures • Moral and ethical uprightness and social consciousness • Conservation of environment and natural resources • Pursuit of knowledge and excellence
2.3. Goals and Objectives
<p>Objectives</p> <p>Carmel college for women, Goa seeks to be recognized by peers and society as one among the top institute of higher education in the state in areas of Teaching, Learning and Research by 2027, and strives to :</p> <ul style="list-style-type: none"> • To provide value-based and quality oriented education with a secular, democratic and syncretic spirit • To inculcate in students the value of generous service and pursuit of integrity • To provide a Higher Education platform for first generation learners • To prepare youth for a dynamic role in a multicultural society and global community through the use of modern technology and effective learning • To impart knowledge and skills in order to make students gainfully employable and face bravely the challenges of the present and the future
2.4. Executive Summary
Over the years the college has carved a niche for itself in the arena of higher education in the state of Goa for its academic output and the overall reputation of its alumni. The system shall sustain and enhance excellence in scholarship, research, and social Impact of its outreach programs.

The IDP of Carmel College for Women, Goa is a road map to embark on path of academic excellence, achieve and fulfill benchmarking of high competence and caliber as an institute of higher learning for women. This Apostolic Carmel institute has always offered student-centric education infused with values to prepare our alumni to face challenges of future with a view to groom feminist leadership. The IDP integrates our value based attributes with our mandate for academic excellence by widening the knowledge of our students in their subjects, through curricular, extra-curricular and co-curricular activities and through quality oriented education.

The institute strives to impart right values through classroom teaching especially the values of honesty and integrity and supplement these efforts through value education classes.

By giving the students an awareness of the needs of the poor and love for the underprivileged, through social development schemes, we create socially conscious citizenry of tomorrow.

The institute also upholds the Indian pride by developing in our students a greater national and global consciousness which will bring in its wake, a love for the country and of service to the people. Our stress is on values that endure through religious and moral formation that will help the students in employment. We believe in diversity of learners and teachers and admission to students and recruitment of faculty is open, transparent and without any bias or discrimination of gender, caste and creed. The IDP outlines short term and long term investments and interventions to make this institution an important stakeholder of Higher Education in the state of Goa.

2.5. Developing Motivated and Energized Faculty

The institution aims to embark on a path towards excellence by garnering more than 3.5/4 score in the NAAC accreditation framework by the year 2025, while also improving its in NIRF ranking.

2 years Action Plan

1. Encourage and enable faculty to design curriculum and develop new approach in keeping with the aims and objectives of NEP 2020.
2. Impartial system of evaluation through feedback on a regular basis.
3. Encourage and incentivize faculty who undertakes projects and socially relevant activities.

5 years Action Plan

1. Provide support and encouragement to faculty to adopt, create and innovate teaching and

use of research in their academic exercise.

2. Up-gradation of infrastructure and facilities to meet the challenges of advancement in pedagogy and knowledge delivery.

10 years Action Plan

1. Class rooms to be techno savvy with uninterrupted web connectivity and availability of Technologically advanced equipment.
2. Implementation of awards and acknowledgement of excellence through a system of incentives for both faculty as well as administrative staff. **10 years**

2.6. Teaching, Learning and Education Technology

The stakeholders of this women's college shall strive for strong academic culture with optimal student-teacher ratio, modern learning resources skill and complement the curriculum with attribute-based add on and invest in high-quality faculty resources with more members acquiring tertiary qualifications.

- **Implementation of Outcome Based Education(OBE)**

2 Years Action Plan

1. To transform its curriculum towards Outcome-based Education (OBE) Carmel College of Arts, Science and Commerce for Women has clearly defined POs, PSOs and COs.
2. One good practice of the institution pertaining to the Outcome based education (OBE) in view of NEP 2020 is the setting of semester end question papers according to the features delineated through Bloom's Taxonomy. Faculty try to ensure that a judicious mixture of basic, intermediate, advanced as well as higher order thinking skills are tested.
3. College faculty has developed applications for use in the library and for statistical analyses. Software applications for maintaining the library footfalls, collating and delivery of all notices, activity proposals by faculty and departments and e-certificates for students have all been developed in-house.

- **Enhancement of Students progress**

2 Years Action Plan

1. As a good practice Carmel College has tried to implement 2 initiatives. A compulsory sports lecture and a mandatory 15-day period of work experience to be completed by students at least once during their 3 years of study.
2. Every classroom is equipped with an LCD screen and power point presentations are screened for students. A few departments have a sound system to be able to show movies and Youtube

videos. Digital notice boards have been installed at 3 different places and important notices, announcements and information is delivered through them. One smart board has been in use for the last 4 years. Order has been placed for at least 3 more. Annually infrastructure upgrades are undertaken to keep the campus technologically updated and relevant. The college maintains an Instagram account and a YouTube channel called Carmel Live.

3. As an affiliated college, we have limited freedom to have interdisciplinary courses as part of the regular credits that contribute to the CGPA. However, knowing the importance of an interdisciplinary approach to widen the horizon of students and provide a holistic approach to knowledge, faculty members as members of Boards of Studies have prepared Generic Elective and Skill-based courses to be offered in common to students of Arts and Science at the first year degree programme. Add-on courses are also available to faculty and students across the streams

4. All credit-based courses that contribute to students' CGPA and the final bachelor's degree are as per the syllabus defined by the Boards of Study under Goa University.

Students from all streams have always been participating in seminars, workshops and co and extra-curricular activities. Departments collaborate in organising National and International conferences and panel discussions.

- ***Multidisciplinary Teaching***

1. TY projects topics are often interdisciplinary. Departments of English, Economics, Political Science and Psychology support student projects on cross-cutting initiatives – i.e. Gender, political, social and environmental issues.

- ***MOOCs and ODL***

5 years Action Plan

1. Skilling courses are planned to be offered to students through online and/or distance mode. College faculty is available to deliver lectures via MOOC, Swayam etc. A few organizations have conducted skilling course as per their CSR initiatives. The Commerce department has virtual stock market exercises for students, an entrepreneurship fair etc.

2. Opportunities for experiential learning. At the end of their graduation year or during the summer vacation there have been occasions students of Botany/Zoology are taken on by private medical testing laboratories for on-the-job clinical training to be able to pursue careers as medical technicians and lab assistants.

10 years Action Plan

- Establishing Centers of Excellence for trans-disciplinary teaching and research

2.7. Research Development and Innovation

The institution is keen to evolve into a center of excellence in research, knowledge creation and dissemination. This objective will be achieved by setting a target to have at least 3 doctoral candidates in each department. Faculty from each department shall be encouraged for high quality publications. The goal is to achieve a minimum 3 publications per department in an academic year. The college also aims to attract more research funding in the science, Humanities and computer sciences departments. Interdepartmental synergy shall be tapped for joint research projects. Students shall be encouraged to publish their project work and best work will be recognized through an award. Faculty will have an annual event to showcase their research domain expertise by presenting their work.

Provide an action plan for:

1. Attracting research funds (State, National, International, Industry etc.)

- a) Training and motivating faculties to write a convincing research Proposals for state agencies such as DST-Goa, National: SERB, UGC, CSIR and Industries.
- b) Collaborations /MOU with research institutes and Industries.

2. Improving quantity and quality of research publications

Organising workshops or faculty enrichment programmes on

- a) Ethics in Publication (identification of UGC CARE, SCOPUS Indexed, Plagiarism , Predatory, Clone Journals)
- b) Research Writing (Research proposals and articles, Book Chapters, How to identify a suitable Journal for Publications)
- c) Improving the quality of students research projects
- d) Encouraging collaborations
- e) Promoting the In-house Journal Kruti for Recognition in UGC CARE/SCOPUS lists

3. Training faculty/ students for research

- a) Training students and Faculties through Workshops and Certificate Courses on Research methodology
- b) Hands on Training Sessions
- c) Intra or Interdepartmental collaborations
- d) Providing platform to students to showcase their research in the form of poster/oral Presentations

e) Designing students projects towards achieving publications

f) Encouraging Faculties to enroll for PhD

4. Preparing faculties for 4th year research programme

a) Encouraging Faculty to apply for PhD Guide-ship

b) Generating Seed funding

c) Enrolling research Students

5. Developing environment conducive for research.

a) Infrastructure development with respect to research requirements

b) Research based activities (Workshops/seminars/conferences/Symposiums)

c) Collaborative Research

d) Hands on Training sessions

Provide a Timeline for each of the above via Short term (2 years), Mid Term (5 years) and Long term (10 years) goals.

	Short Term(2 Years)	Mid Term(5 Years)	Long Term (10 Years)
Attracting Research Funds (State, National, International, Industry etc.)			
Improving no. of publications & Funded projects and quality of research publications			
Training Faculty/ students for research			
Preparing faculties for 4th year Research programme			
Developing Research & Consultancy Ecosystem .			

2.8. Industry-Academic Partnership

5 Years Action Plan

1. Students are taken for Field trips to various industries and institutions of their relevance.
2. Announcement of job vacancies, campus interviews
3. Training of students and teachers in collaboration with Goa Chamber of Commerce and Industry, NIO, CEE, GSBB, GFDC and other important institutions.
4. UG / PG students necessarily have 15 to 20 days internship / hands on training in industries, medical stores etc.

10 years Action Plan

1. Currently a few faculty members of the institution have been invited by the industry to synergize their expertise with environmental challenges of industry towards mitigating pollution. In years to come more such partnerships shall be affected.
2. Research can be attuned towards finding solutions to real life problems faced by industry.
3. Institution shall foster a good relationship with industry to benefit from their CSR initiatives, while also willing to offer requisite expertise available within the system.
4. MoU with industrial establishments in Verna Industrial estate will strengthen the Industry-Academia interface as also offer internship opportunities for students.

2.9. Institution's Placement Plan for Students

The institution has a dedicated **Placement Cell** that oversees employment opportunities and campus recruitment for eligible candidates. However, efforts need to be stepped up for graduates of Humanities and Science.

2 Years Action Plan

1. Once a week during the zero hour experts from different industries are invited to give talks on the opportunities and prospects in their respective fields.
2. Professional PG students are invited to speak on career in Science, Commerce and Arts.
3. Participation of students in Seminars and Workshops within and outside the State is encouraged so that they get an exposure of the changing trends taking place in their field of education.
4. College organizes Certificate course on life skills, personality development and information technology.
5. Department wise inventory of prospective employers shall be prepared and industry houses contacted.

6. The departments conduct field trips where the students visit different industries and institutions relevant to their subject

5 Years Action Plan

1. Various department of the College conduct courses which encourage self-employment. Assignments and projects are field based.
2. Students can be given short term Industry Exposure in vacations
3. Placement fair to be conducted twice a year at the end of semester exams.
4. Training modules on soft skills to prepare for industry shall be arranged

2.10. Achieving the Target for Accreditation

2 years Action Plan

1. Introduce more skill-based courses.
2. Placement 25% of students from all streams to be placed every year.

5 years Action Plan

1. Incubation centre for research for students.
2. Funds – self-reliant in generating funds, establishing avenues to generate funds.

10 years Action Plan

1. Make the college institute with potential for excellence.
2. Encourage all faculty to complete their PhD.

2.11. Incubation and Start-up

2 Year Action Plan

Strategic tie-ups, student motivation, training and entrepreneurial skill development

1. MOUs with
 - CIBA (Centre for Incubation and Business Acceleration)
 - Goa Chamber of Commerce and Industry (Revive)
 - MSME (Micro, Small, Medium Enterprises)
 - Botanical Society of Goa
2. Entrepreneurship Fair/Business idea competition on campus showcasing novel ideas/products/innovation/models by students
3. Mentoring/Training sessions on entrepreneurial development; Lecture Series by successful entrepreneurs and start-up founders; Workshops on entrepreneurial skills in different fields (Department-Wise); Field based entrepreneurial projects; Short-term training courses on start-

ups and entrepreneurship.

4. Field visits to incubation centers for exposure and report writing on learning experiences.

5- Year Action Plan

Entrepreneurial skill development, Creation of start-up infrastructure

1. New course structure on entrepreneurial training/start-ups
2. Setting up of incubation center/start-up center for nurturing and developing innovative ideas with the support of collaborators
3. Community entrepreneurship outreach programs

10 - Year Action Plan

Entrepreneurial hub with resource support

1. Scientific Research Laboratory
2. Vocational Skills Resource Centre

2.12. Alumni Engagement/ Activities plan

The Alumni aims to foster association between current learners and the alumni to encourage mentorship, soft skill development, develop entrepreneurship qualities and lifelong learning of the undergraduate students by adopting the following strategies:

2 years Action Plan

1. Reach out to ex-students through networking sites like LinkedIn.
2. Celebrate Carmel- Ex Day on 15th of October – organise a get together/ reunion of the past batches to acquaint and establish relationship the between the present and ex-students.

5 years Action Plan

1. To organize Fundraisers to facilitate Financial contribution to the Institute.
2. To organize the Annual Voice of Carmel singing competition to provide a platform for the young promising singers of the institute.
3. To organize Department wise activities for the students in the form of Guest lectures/ Workshops and Skill Imparting Activities.

10 Years Action Plan

1. To establish a Corpus Fund for Carmel Alumni Association

2.13. Basic Infrastructure Development plan

Despite limitations of capital investment, the system seeks to create a sustainable, world-class, infrastructure that creates an effective learning environment and shall prepare our learners to face challenges of future.

2 years Action Plan

1. Repairs and Maintenance of the existing infrastructure Provision of surveillance monitoring with the security at the entrance gate
2. Separate structure as common room for students, addition of washroom for male faculty
3. Monitoring of the footfalls of the facilities available (Sports, auditorium)
4. Automation of administration process
5. Increase in Bandwidth and installation of LED screen in the library and PG block (Upgrading the network backbone – infrastructure)

5 Years Action Plan

1. Modernization and strengthening of laboratories, library and information technology
2. Building of more ramps wherever possible to make the campus disabled friendly

10 Years Action Plan

1. Addition of a “Green Room” to the auditorium
2. Installation of more Interactive and Intelligent panels

2.14. Skill Development of Non-teaching Staff

3 years Action Plan

Training and job rotation for technical work is provided to improve efficiency and ensure uninterrupted functioning of service operations –

5 years Action Plan

1. Training for technical, administrative and other staff –
2. Relevant training to administrative and other staff in areas of office management may be made available. As administrative staff is front office personnel, training in soft skills may also be provided to improve customer relations
3. Training in soft skills and on the importance of CRM and its functions may also be provided.

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

2 years Action Plan

Training to be provided to students to answer competitive exams and special classes are held to train students to answer entrance exams.

5Years Action Plan

Workshops to be conducted for students to develop valuable entrepreneurial, soft and life skills

10 Years Action Plan

Academic Exchange program for students and faculty with sister Institutes, national Institutes and international Institutes of repute.

