



ST. XAVIER'S COLLEGE

Mapusa, Bardez - Goa. 403 507, India

Reaccredited by NAAC with Grade A (CGPA 3.12 on 4 Point Scale) 4th Cycle
College with Potential for Excellence by UGC

Tel.: (Off.) 0832 2262356/ 2250705
E-mail: xavierscollege1963@gmail.com

Fax: 0832 2262356
Website: www.xavierscollege-goa.com

MANAGED BY DIOCESAN SOCIETY OF EDUCATION (DSE)

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	St. Xavier's College, Mapusa, Goa				
Head of the Institution	Prof. Blanche Mascarenhas (Principal)				
Contact Details	Email: prin.xavier@unigoa.ac.in	Cell No.: 8888657331	Office: 08322262356		
College Website	www.xavierscollege-goa.com			AISHE Code: C-30875	
Name of the IQAC Coordinator	Dr. Marie Lou Ferrao	Email: marielou.ferrao@gmail.com	Cell No.: 9822484108		
Name of the NEP Coordinator	Ms. Difa Fernandes	Email: mdfdes@rediffmail.com	Cell No.: 9822103206		
Name of the RDI Coordinator	Prof. Janet Fernandes	Email: drjanet2307@gmail.com	Cell No.: 9823709003		
Name of the TLET Coordinator	Ms. Sandra Fernandes	Email: sanfdes@yahoo.com	Cell No.: 9822313843		
NAAC Accreditation Status	1 st Cycle: 09/10/1999	Grade: Four Star	2 nd Cycle: 31/03/2007	Grade: A	
	3 rd Cycle: 05/05/2014	Grade: A	4 th Cycle: 09/08/2019	Grade: A	
NIRF Ranking	2020-21: 151-200	2019-20: 101-150	2018-19:	2017-18:	
UGC Recognition	2(f)	Yes <input type="checkbox"/>	No	12B	Yes <input checked="" type="checkbox"/> No
NBA accreditation	Yes		No		
Financial Status	Government / Aided: Yes		Self-Finance: Yes		
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Constituent college of the State University ii. Autonomous degree granting College iii. Part of Higher-Educational Institution (HEIs) cluster <input type="checkbox"/>				

1.2. Institutional SWOC Analysis

Strengths:

- 1) St. Xavier's College, Mapusa, Goa is one of the oldest institution in Goa. It has a sprawling eco-friendly and strategically located campus, that houses stream specific academic blocks and research laboratories.
- 2) The college has a well-equipped library that includes a rare book collection.
- 3) The college has well-equipped state of the art laboratories in all disciplines of science as well as psychology and a language laboratory. The college has a TV and audio recording studio and a music room. The laboratories have the latest, sophisticated instruments (XRD, FTIR, UV Visible Spectrophotometer, GC, HPLC) and softwares.



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- 4) The college follows environmental consciousness. Rain water harvesting, solar paneling, vermin-composting, green house – herbarium – orchidarium, indoor plants for oxygen enhancement, tree plantation and awareness among students are a few eco-friendly initiatives.
- 5) St. Xavier's College takes pride in the formation for transformation through value education, mentor mentee system and morning prayers.
- 6) The college has Village Adoption Programme for community outreach; linkages and MoUs to facilitate Academic – Industry Interaction.
- 7) The college has wide alumni resource base and garners good will in society as an educational institution that imparts holistic development to students in areas of academics, sports, extra-curricular activities and ideals such as professionalism, ethical behavior and overall discipline.
- 8) Faculty who are trained Coaches in various disciplines of sports.

Weaknesses:

- 1) Number of seats available for different programmes in comparison to the demand from applicants.
- 2) Less number of faculty with doctorate and small number of publications in Scopus and UG Care List

Opportunities:

- 1) To meet demand for new programmes under NEP.
- 2) To set up Research Centres in Humanities, Commerce, Life Science and Physical Science.
- 3) To set up Xavier's Sports Academy.
- 4) To set up a full-fledged Music School
- 5) Training/Coaching centre for Civil Services UPSC, GPSC, Bank exams, etc.

Challenges:

- 1) Addressing needs of students with diverse background.
- 2) To raise the performance of Science students admitted with average grades to achieve excellence at graduation.
- 3) Recruitment of faculty with essential qualifications may not ensure dedication and efficacy in teaching.
- 4) Huge financial investments needed for infrastructural expansion and maintenance.



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

2.1. Vision

Formation for Transformation

2.2. Mission

To provide balanced all round education to young men and women to be disciplined citizens, who will display a high intellectual caliber together with emotional balance and social commitment and particularly, at helping Catholic youth to be committed followers of Christ.

2.3. Goals and Objectives

Goals:

1. To attain academic excellence in higher education
2. To equip students with employability and sustainability
3. To strengthen students with life coping skills.
4. Upholding human dignity.
5. To build a tolerant society.

Objectives:

1. To provide holistic education to students.
2. To liberate them from social conditioning such as ignorance, poverty, exploitation, caste, class and gender bias.
3. To sustain, promote and enhance the quality of higher education.
4. To inculcate in them social, moral and spiritual values.
5. To mentor them to develop competence, commitment and compassion.
6. To empower them to discern and make the right decision.
7. To uphold self esteem, gender equality, dignity of human labour, belief in social justice and the constitution of India.
8. To make them conscious of responsibilities and duties along with rights and inculcate a sense of discipline
9. To promote sanctity of the family – the basic unit of society.
10. To motivate them towards nation building, so as to evolve a new society – the India of their dreams.
11. To enable them to face the challenges of globalization.
12. To provide an education which nurtures an encounter with God, including an appreciation of, and respect for other faiths.
13. To promote a tolerant and an inclusive attitude among the student community.

2.4. Executive Summary

St. Xavier's College – the premier Higher Educational Institution of the State of Goa – was established in June 1963 by the Archdiocese of Goa and Daman as part of its Apostolate of Education. It is managed by the Diocesan Society of Education – an organization that owns and oversees over a hundred institutions on behalf of the Archdiocese. Originally affiliated to University of Bombay, the Institution is affiliated to Goa University since June 1986.

St. Xavier's College functions from its own well-planned verdant campus situated atop the hillock named 'Xaviernagar'. The campus, admeasuring 24 acres, is endowed with flora of various species and gardens spread over about 1500 square meters. The College functions in five blocks: Administrative Block 'A', Commerce Block 'B', Science Block 'C' and, the Library, Humanities, Management Block 'D' and Post-graduate Block 'E'. Besides, the College has a Seminar Hall (with



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seating for 300), a Committee Room, a Conference Hall, a Recreational Hall, a multi-purpose St. Xavier's Ark (accommodating 1500 persons) and an outdoor stage which overlooks a lawn that can hold an audience of 500 persons.

Although a recognized religion-based Minority Institution under Article 30(1) of the Constitution of India, St. Xavier's College does not discriminate on the basis of caste, creed, origin, or nationality. The Institution, which has the largest faculty and student strength in the State, attracts students from across Goa, India and abroad. Both, under-graduate and post-graduate courses are offered at the Institution. While other courses enjoy grant-in-aid support from the State Government, the M.A. (Psychology), M.Sc. (Physical Chemistry), M.Com., B.Sc. (Biotechnology), B.A. (Mass Communication), B.A. (Journalism), B.B.A. (General), B.B.A. (Travel and Tourism) and B.C.A. courses are run on self-financing basis. Besides academics, the Institution has an established reputation in sports and cultural activities.

St. Xavier's College was accredited by NAAC at Four Star level in the year 1999. It was re-accredited, in 2007 and 2014, with Grade A and Grade A (CGPA of 3.36) respectively and in 2019, with Grade A (CGPA of 3.12). The Institution enjoys the status of 'College with Potential for Excellence' from U.G.C. since the year 2004. St. Xavier's College, Goa was awarded the DBT Star College Scheme on 10th January, 2022.

2.5. Developing Motivated and Energized Faculty

1. Institution of Teacher Award
2. Workshop/Seminar related to research publications.
3. Child care center

2.6. Teaching, Learning and Education Technology

Action Plan for

1. Implementation of outcome based education (OBE)
 - 2 year plan: Developing the programme objectives followed by programme specific objectives and core objectives.
 - 5 year plan: Implementing the above and measuring achievement through the attainment matrix (AM)
 - 10 year plan: modifying (If required, depending on AM) and re-implementation
2. Enhancement of student progress
 - 2 year plan: Designing curriculum for job-oriented-skills, life skills, public speaking skills, soft skills, communication skills: with an objective of an all round development of student to make them better prepared for the future. Awareness and workshop of NDSL platform. Dedicated place for students to access the network.
 - 5 year plan: Implementation and feedback through well designed rubrics.
 - 10 year plan: improvisation (as and if required).
3. Multi-disciplinary teaching
 - Introduction of certificate courses for the 4th year students (during research period)
 - 2 year plan: Designing certificate courses with respect to audience and requirement.
 - 5 year plan: Implementation at college level; feedback from students
 - 10 year plan: Re-implementation with modification (if any)
4. MOOCS and ODL
 - 2 year plan: Develop a LMS portal and encourage or create awareness about SWAYAM and NPTEL courses. Design and develop MOOCS and ODL courses. Obtain ac.in domain. Strengthen Wi-Fi accessibility.
 - 5 year plan: Implement courses at college level and feedback
 - 10 year plan: Open the courses to outside Institute after modification



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2.7. Research Development and Innovation

Action Plan for:

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

Here we propose that faculty members should write research proposals to various funding agencies like DST, SERB, GIPARD, DHE, UGC, SERB – DST, GKA (Goa Konkani Academy), DKA (Dharward Konkani Academy), Thomas Stevens Konkani Kendr, Fundacao Oriente, Instituto Camoes etc. In addition to the above, the various departments of the college are required to identify in their subject more additional funding agencies to which they can approach to funding.

These are short term plans.

Improving quantity and quality of research publications

To accomplish this,

- (1) Workshops need to be conducted for competence – workshops on several topics like writing research proposals, academic writing, statistical analysis, exposure to UGC – Care list, developing interest for research, etc.
- (2) Institute has to allocate funds for research activities – organization of workshops, publication fees, registration fees, seed – money for small projects. Each department to prepare research proposal and paper for publication: identify research guides for each departments.
- (3) Identify potential resource persons who will share research-based knowledge for (1) Arts (2) Science and (3) Commerce streams separately.

This proposal is for long term – 10 years.

Training faculty/ students for research

Depute faculty with research potential to National/ International Research institutions within their subjects to research work. Having collaborative research, multidisciplinary and interdisciplinary research, teacher – student collaborative research. Additional activities also include training students to present papers for conferences, webinars, State, National & International level, and encouraging teachers to apply for recognition as PhD guides.

This has to be implemented for long term: 10 years.

Preparing faculties for 4th year research programme

Here teachers need to be encouraged to do PhD's and encouraged to complete their PhD's for those who have already registered.

Developing environment conducive for research

This is a long term plan where faculty members need to be encouraged to do research by granting them sabbatical leaves, providing recognition for their research publications and research awards; giving awards for best researcher in various streams of Arts, Commerce and Science separately; providing encouragement for potential faculty to develop research competence by allowing them to attend workshops, seminars etc. Institute also needs to have research rooms with various facilities like



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fast-speed internet, access to journals and softwares like Mandalay, Grammarly, and plagiarism softwares. This plan is for long term.

2.8. Industry-Academic Partnership

Action plan for:

- Including industry experts in the Board of Studies/ BoS/ academics
- Industry internship for Faculty / Students.

Provide a timeline for each of the above *via* short term (2 years), Mid Term (5 years) and Long Term (10 years).

Action Plan Discussed:

A. To identify the requirements for students/faculty to have an industry- Academic partnership by listing out the possible linkages (Multi disciplinary) (03 Months duration)

1. Hotel Industry
2. Pharmaceutical Companies
3. Banks /Cooperative Societies / CA /CS
4. Chemical and Pathological Labs
5. NGOs
6. Hospitals
7. Media Houses
8. Mining Industry
9. Incubation Centers

B. Signing MOUs with the above mentioned relevant industries/ sectors (06 Months Plan).

C. Setting up of a central point of contact between the Industries and College.

D. Requesting Industries to provide list of experts to conduct sessions / trainings based on the Course curriculum to bridge the gap between Industries and academics.

F. Evaluation of the entire process to streamline, grow in the process in terms of number of frequency (05 years Plan).

G. Vision / Mission is to bridge the gap between students and employees through institutional involvement with the Industries (10 years Plan).

2.9. Institution's Placement Plan for Students

Objectives:

- Provide an action plan for student placement
- Provide a time line in terms of short term(2years) Mid Term (5 years) and long term (10 years) goal.

2 YEAR PLANS

- Organize training and workshops on soft skill development of students/facing interviews, CV writing, GU-Art entrance exams, Aptitude test, IELTS,
- To coordinate with other cells, Alumni Association, POISE, and Career Guidance cell for smooth conduct of training program for students
- To invite companies for Campus Placement drive
- Commence charging nominal fee of Rs .5000/ (Suggested by members) to companies visiting for campus Placement and seeking data base of students.
- Create Professional Profile on Social media through a college LinkedIn Account. This will enhance college brand image and reputation.
- Tie up with different companies for internships for students.



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5 YEAR PLANS

- Conduct Coaching for CA/CS/MBA/CAT/XAT /Banking /GATE/NET/CSIR/NDA and other competitive exams/entrance exams/UPSC/GPSC on college Campus through tie up or MOUs with established coaching academies.
- Tie up with Alumni Association and invite successfully placed Alumni/Entrepreneur for Placement/Internships offer to our students
- Sign MOUs with Companies for regular campus placement of students
- Organise campus placement fair for students of all streams of our college
- Regular internships offers to students during vacation.
- Appointment full time Placement Coordinator and Office bearers to act as a central point of contact for all placement related correspondence, creating and maintaining database of past and present students.
- Offer our premises for coaching academy by charging rentals

10 YEAR PLANS

- Set up a St. Xavier's coaching academy for all type of coaching for our students and members of cluster colleges.
- Massive campus placement fair on the grounds for students of all streams for our college and cluster colleges.

2.10. Achieving the Target for Accreditation

Having granted CPE, aim for CE

2.11. Incubation and Start-up

5years: Incubation center

- Space with infrastructure
- Mentors for training
- Industry and government network

10 years: Review and improve this infrastructure

Action plan:

Short term – 2 years

- Change the mindset of students to be self-reliant
- 1. **Mentor Mentee Session:** To encourage students to start businesses. (get needs of students, strengths, areas which they can do something, creating entrepreneurial awareness)
- 2. **ISA Assignments / TY Projects:** Identify areas where students can apply theory knowledge in practical ways and seed ideas for start-ups.
- 3. **Internships:** Identify opportunities for internship in areas of interest where students can work on their start-up ideas.
- 4. **Travel & Field Trips:** Using this as opportunities of exposure to the areas of interest.
- 5. **Best Practices:** To follow best practices of other colleges / incubation centers / industry / festivals – industrial / art / literary trade shows
- 6. **Guest speakers:** Invite successful entrepreneurship to share experience via alumni
- 7. **Activities on campus:** Identify activities for example – Pop up bazaars, exhibitions. Canteen melas where students have displayed entrepreneurial potential.
- 8. **Review MoUs and Government schemes:** To tap potential for sending / training / seeding ideas.

2.12 Alumni Engagement/Activities plan

Short term - 2 year plan

1. To pursue the provision and financial assistance via scholarships to needy students.



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2. Up-gradation / provision of rest rooms for teachers and students.
3. Increase membership for the alumni association – every teacher, regular, lecture basis too if possible to get one lifetime for alumni association per year.
4. To create a list of all the retired faculty from college inception 1963 till date
5. To continue with the career guidance and alumni-student interaction once a year with renowned alumni interacting with final year students (Stream specific)
6. To revive my job, my hobby series via alumni for greater exposure in diverse non-traditional employment / earning opportunities.
7. Departmental day – Call or arrange department wise interaction of alumni with students of the respective department.

Medium Term – 5 years plan

1. Merchandising: from small items like key-chains, magnets, mugs to desk calendars, diaries, jackets etc..
2. To increase the social media presence of alumni on college page. Especially on linkedin.
3. To have sports and talent events for alumni.
4. To collaborate/ to conduct short term and certificate courses.

Long Term – 10 years plan

1. Career fairs.
2. Upgradation of infrastructure and equipments.
3. Creation of infrastructure for persons with disabilities.

2.13. Basic Infrastructure Development plan

1. Strengthening internet connectivity.
2. Specialized laboratory units.
3. Landscaping in campus.

2.14 Skill Development of Non-teaching Staff

1. Sessions on soft skills-one session minimum per semester
2. Computer Skills such as Tally, Excel, Microsoft Word and basics of Graphic Design
3. Orientation on admin work, work ethics seminar, accountability towards work
4. Training programs for lab staff through WRICS (Western Regional Instrumentation Centre)

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

(2 Year Plan)

1. Introduce courses on spoken and written English as compulsory for all streams.
2. Introduce advanced computer courses for all students
3. Upgradation of syllabus and equipments/technology for NEP
4. Procurement of Plagiarism software
5. Training Programs for competitive exams such as NET, SET, GPSC, IAS and IPS
6. Generic Electives in subjects such as Music, Yoga, Meditation, Photography, Physical Fitness.
7. Use of technical facilities as co working spaces.

(5 Year Plan)

- i. Membership programs for general public for sports and library facilities.
- ii. Futsal grounds and other indoor sports.
- iii. New programs to be launched in the college such as Honours in History, Economics.
- iv. Post Graduate programs in Physics, Maths, Microbiology and Mass Communication.
- v. Under Graduate programs in Physical Education, and Bachelors in Vocational Studies, Library Science.
- vi. Certificate courses in Financial Management, Tax Filing, Spoken and Written Konkani, Entrepreneurship, First Aid Training, Mental Health Awareness



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(10 Year Plan)

- i. Eco friendly measures for sustainable development, solar energy panels, tie-up with transport providers to reduce carbon emission and fossil fuel.
- ii. Auditorium
- iii. Sports Complex