



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution

Symbiosis College of Arts and Commerce

- Name of the Head of the institution **Dr. Hrishikesh Mukund Soman**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**
- Phone No. of the Principal **02025653903**
- Alternate phone No. **02025925127**
- Mobile No. (Principal) **9371019988**
- Registered e-mail ID (Principal) **principal@symbiosiscollege.edu.in**
- Address **Senapati Bapat Road, Pune - 411004**
- City/Town **Pune**
- State/UT **Maharashtra**
- Pin Code **411004**

2.Institutional status

- Autonomous Status (Provide the date of conferment of Autonomy) **03/11/2011**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status

Grants-in aid

- Name of the IQAC Co-ordinator/Director **Dr, Anil Suresh Adagale**
- Phone No. **020225653903**
- Mobile No: **9011927575**
- IQAC e-mail ID **iqac@symbiosiscollege.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year)
<https://symbiosiscollege.edu.in/assets/pdf/aqar/AQAR-2020-2021.pdf>
4.Was the Academic Calendar prepared for that year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

https://symbiosiscollege.edu.in/assets/pdf/Academic-Calendar-20-21_new.pdf
5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	85.60	2004	08/01/2004	07/01/2009
Cycle 2	A+	3.43	2011	27/03/2011	26/03/2016
Cycle 3	A+	3.51	2017	28/03/2017	27/03/2024

6.Date of Establishment of IQAC

01/07/2006

7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Symbiosis College of Arts and Commerce	CPE	UGC	09/12/2016	1300000
Symbiosis College of Arts and Commerce	Component 8	RUSA	Nil	Nil

8. Provide details regarding the composition of the IQAC:

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

9. No. of IQAC meetings held during the year 03

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

10. Did IQAC receive funding from any funding agency to support its activities during the year? No

- If yes, mention the amount

11. Significant contributions made by IQAC during the current year (maximum five bullets)

1. To conduct the statutory meeting of Governing Body, Academic Council, Board of Studies and Finance Committee 2. To revise and update the curriculum from time to time 3. To submit the mandatory reports like AISHE, RUSA to concerned authorities 4. To monitor and initiate quality initiatives 5. To monitor the purchase as per DPR and submit the reports to RUSA

12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality

enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
Recruitment of teaching and non teaching staff	Guest, Visiting and Ad-hoc faculty were appointed along with administrative staff as per the requirement
Revision of curriculum for Third Year of B.A./ B.Com	The curriculum for the Second Year of B.A./ B.Com was revised and implemented w.e.f. Academic Year -2021 - 22.
To obtain overall feedback from Student through student Satisfaction Survey (SSS) and on curriculum from students, Alumni, Employer and Faculty	The feedback is collected, analysed and the action taken report is submitted for future development
To approve the new programme B. Com/M.Com/BA with specialisation in Business Analytics and B.Com/BA with Honours in Business Analytics for First year B.Com	The curriculum for B.Com in Business Analytics as well as B.Com Honours was designed and approved by Board of studies in Accountancy and Costing and then approved by Academic Council
To implement various activities chalked out in Detailed Project Report (DPR) for RUSA 2.0 Component 8 `` Enhancing the quality and excellence in select Autonomous Colleges.'	The college was chosen for the Grant of Rs. 5 crores under RUSA 2.0 Component 8 `` Enhancing the quality and excellence in select Autonomous Colleges.' The college received the first installment of Rs. 2.5 Crore and the same is utilised to purchase various items as per DPR.
Preparation of Academic Calendar	Implementation of Academic calendar

13. Was the AQAR placed before the statutory body? Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
IQAC	21/02/2023

14. Was the institutional data submitted to AISHE ? **Yes**

- Year

Part A

Data of the Institution

1.Name of the Institution	Symbiosis College of Arts and Commerce
• Name of the Head of the institution	Dr. Hrishikesh Mukund Soman
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02025653903
• Alternate phone No.	02025925127
• Mobile No. (Principal)	9371019988
• Registered e-mail ID (Principal)	principal@symbiosiscollege.edu.in
• Address	Senapati Bapat Road, Pune - 411004
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411004
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	03/11/2011
• Type of Institution	Co-education
• Location	Urban
• Financial Status	Grants-in aid
• Name of the IQAC Co-	Dr, Anil Suresh Adagale

ordinator/Director									
• Phone No.	020225653903								
• Mobile No:	9011927575								
• IQAC e-mail ID	iqac@symbiosiscollege.edu.in								
3.Website address (Web link of the AQAR (Previous Academic Year)	https://symbiosiscollege.edu.in/assets/pdf/aqar/AQAR-2020-2021.pdf								
4.Was the Academic Calendar prepared for that year?	Yes								
• if yes, whether it is uploaded in the Institutional website Web link:	https://symbiosiscollege.edu.in/assets/pdf/Academic-Calendar-20-21_new.pdf								
5.Accreditation Details									
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to				
Cycle 1	A	85.60	2004	08/01/2004	07/01/2009				
Cycle 2	A+	3.43	2011	27/03/2011	26/03/2016				
Cycle 3	A+	3.51	2017	28/03/2017	27/03/2024				
6.Date of Establishment of IQAC		01/07/2006							
7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?									

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
Symbiosis College of Arts and Commerce	CPE	UGC	09/12/2016	1300000
Symbiosis College of Arts and Commerce	Component 8	RUSA	Nil	Nil

8. Provide details regarding the composition of the IQAC:

<ul style="list-style-type: none"> Upload the latest notification regarding the composition of the IQAC by the HEI 	View File	
---	---------------------------	--

9. No. of IQAC meetings held during the year 03

<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes
--	-----

<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
--	------------------	--

10. Did IQAC receive funding from any funding agency to support its activities during the year?

No

<ul style="list-style-type: none"> If yes, mention the amount 	
--	--

11. Significant contributions made by IQAC during the current year (maximum five bullets)

1. To conduct the statutory meeting of Governing Body, Academic Council, Board of Studies and Finance Committee 2. To revise and update the curriculum from time to time 3. To submit the mandatory reports like AISHE, RUSA to concerned authorities 4. To monitor and initiate quality initiatives 5. To monitor the purchase as per DPR and submit the reports to RUSA

12. Plan of action chalked out by IQAC at the beginning of the academic year towards

quality enhancement and the outcome achieved by the end of the academic year:

Plan of Action	Achievements/Outcomes
Recruitment of teaching and non teaching staff	Guest, Visiting and Ad-hoc faculty were appointed along with administrative staff as per the requirement
Revision of curriculum for Third Year of B.A./ B.Com	The curriculum for the Second Year of B.A./ B.Com was revised and implemented w.e.f. Academic Year -2021 - 22.
To obtain overall feedback from Student through student Satisfaction Survey (SSS) and on curriculum from students, Alumni, Employer and Faculty	The feedback is collected, analysed and the action taken report is submitted for future development
To approve the new programme B. Com/M.Com/BA with specialisation in Business Analytics and B.Com/BA with Honours in Business Analytics for First year B.Com	The curriculum for B.Com in Business Analytics as well as B.Com Honours was designed and approved by Board of studies in Accountancy and Costing and then approved by Academic Council
To implement various activities chalked out in Detailed Project Report (DPR) for RUSA 2.0 Component 8 '' Enhancing the quality and excellence in select Autonomous Colleges.'	The college was chosen for the Grant of Rs. 5 crores under RUSA 2.0 Component 8 '' Enhancing the quality and excellence in select Autonomous Colleges.' The college received the first installment of Rs. 2.5 Crore and the same is utilised to purchase various items as per DPR.
Preparation of Academic Calendar	Implementation of Academic calendar

13. Was the AQAR placed before the statutory body?

Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
IQAC	21/02/2023

14. Was the institutional data submitted to AISHE ?

Yes

- Year

Year	Date of Submission
2021-22	17/01/2023

15. Multidisciplinary / interdisciplinary

Our Institution envisions to be a Centre of excellence in developing global competencies through knowledge creation and dissemination, character building and social commitment. There are some of the distinct and broad ways in which our institution endeavors to transform itself into a holistic multidisciplinary institution. It intends to introduce more innovative academic programs along with an integrated interdisciplinary dimension.

Through the academic programs offered, it will bring in an interdisciplinary approach, and develop a holistic education philosophy that reflects the institution's commitment to provide well-rounded education. The Liberal Arts Center started in our institution was among the first of its kind in India emphasizing interdisciplinary approach. The institution is also working on developing an interdisciplinary curriculum.

The institution plans to encourage collaboration between different departments and faculties by creating interdisciplinary research centers and encourage interdisciplinary research. It emphasizes on providing experiential learning opportunities to students through on-field projects, internship opportunities and community based projects.

One of the best practices of the institution at present is International collaborations. The International Initiatives offer students the opportunity to avail semester abroad and be part of student exchange programs so that they may acquire new skills required in the globalized world.

16. Academic bank of credits (ABC):

The institution plans to reach out to students for opening the account for Academic Bank of Credit in the next academic year.

17.Skill development:
<p>The institution has a dedicated Centre for Skill Development which focuses on providing Skill based courses and interactive training sessions by Corporate experts to hone their professional and soft skills.. The Mentoring and industry readiness sessions conducted by the Centre enable students to get new insights into the sector specific skills and equip them with critical, analytical and industry specific skills. Certificate courses such as Campus to Corporate, Negotiation skills , Effective communication skills, Learning Communication, Universal Human Values, Leadership and Management skills taken by the Centre help in developing soft skills and professional approach</p>
18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)
<p>The institution would include Indian Culture and knowledge system as one significant specialization subject in the restructured Degree programs. At present a course in Sanskrit Language is offered to students of Interdisciplinary program and the college intends to offer more such courses in future. Besides this every specialization will have a few credits recognised as a major and tracing the Indian background in the light of that specialization. The Institution intends to focus on integration of the Indian Knowledge system from the academic year 2023-24 as the NEP 2020 is implemented .</p>
19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):
<p>UGC Quality Initiative - Learning Outcome Based Curriculum Framework (LOCF) is established. A six member team is constituted for laying the road map for planning and implementation of LOCF .The syllabus is framed keeping the learning outcomes in focus. Similar approach is adopted for designing assignments and framing question papers. A Faculty Development Programme (FDP) on Learning Outcome Based Curriculum and a full day workshop was organized to train the teachers in the formulation of Programme Outcomes(PO) , Programme Specific Outcome(PSO) Course Outcomes (CO). A team was constituted for the formulation of the same. Post its approval it has been displayed on the website. Faculties have formulated Course Outcomes (CO) for their respective courses. Mapping of CO and PO is also complete for all courses in all the Programmes.The institution ensures that the syllabus is framed keeping the learning outcomes in focus. Similar approach is adopted for designing assignments and framing question</p>

papers.

20.Distance education/online education:

nil

Extended Profile**1.Programme**

1.1

25

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1

2851

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2

1047

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3

2907

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1

344

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File
3.2	39
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	39
Number of sanctioned posts for the year:	
4.Institution	
4.1	519
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	36
Total number of Classrooms and Seminar halls	
4.3	234
Total number of computers on campus for academic purposes	
4.4	659.68
Total expenditure, excluding salary, during the year (INR in Lakhs):	
Part B	
CURRICULAR ASPECTS	
1.1 - Curriculum Design and Development	
1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.	
The endeavor of the college has always been to add value to the curriculum by planning, designing, and developing the course according to the changing trends of the ecosystem. The College	

strives to fulfill its vision by offering academic programs in both conventional and emerging fields incorporating technology, research, and an interdisciplinary approach. The following procedure is adopted by the college to fulfill its objectives. The course curriculum which is planned and designed by the respective faculty is presented in the departmental meetings. The department then conducts Board of Studies meetings where these courses are presented, and the members provide their valuable feedback which is accordingly incorporated. The course outline is then presented in the Academic Council and the Governing Body meetings. From the academic year 2021-22 we have incorporated Course Outcomes for all the 344 courses offered by us. Thus utmost thought and efforts are taken in the planning, designing, and framing of the courses. Furthermore, the college has been using feedback from students and teachers, to upgrade its curricula. The curriculum developed also strives to address the local, national, regional, and global developmental needs with well-defined and informed learning objectives at Program as well as at course levels.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://symbiosiscollege.edu.in/assets/pdf/Minutes_of_ACM_dtd_17_Dec_2021.pdf

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

14

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	View File

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

344

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	No File Uploaded
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

19

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

25

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	View File
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

The college has a Board of Studies which prepares and approves

curriculum. While making curriculum, special attention is given to Professional Ethics, Gender, Human values, Environment and Sustainability.

Professional Ethics - The courses facilitate ethical effective decision making in managerial, social and geographical arenas. The core knowledge of the subject helps students in developing how to behave or perform in varied scenarios.

Gender - The courses facilitate gender sensitization and creativity. They help in understanding how gender can affect various daily life situations, business situations etc.

Human Values - The courses inculcate human values and help understanding the laws and recent practices to conduct as a responsible citizen.

Environment and Sustainability - The courses help in building and understanding environment friendly and sustainable practices for the betterment of the society.

The percentage of courses which address these issues are -

Issues integrated in the curriculum

Number of courses in the curriculum of which these issues are integrated

Percentage of courses in the curriculum of which these issues are integrated

Professional Ethics

230

66.86

Gender

250

72.67

Human Values

260

75.58

Environment & Sustainability

167

48.55

Total courses - 344

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	View File

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

29

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

600

File Description	Documents
List of students enrolled	View File
Any additional information	View File

1.3.4 - Number of students undertaking field work/projects/ internships / student projects**761**

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://aqar22.symbiosiscollege.edu.in/c1/1.4/Feedback_System.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://aqar22.symbiosiscollege.edu.in/c1/1.4/Feedback_System.pdf
Any additional information	View File

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Enrolment of Students****2.1.1.1 - Number of students admitted (year-wise) during the year****2851**

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)**659**

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The college identifies the slow and the advanced learners on the basis of October examination results. The class average for every degree program is obtained from the October examination results. The failed students in the said examination are identified as slow learners. The subject teachers offer personal guidance and contact sessions as and when required to such students, to help them to keep a pace with the regular classroom teaching. The Centre for Skill Development (CSD) has offered courses like 'Effective Communication Skills' and 'Universal Human Values' especially for the slow learners. Such students can opt for the other courses as well offered by CSD and the Centre for Liberal Arts.

College offers a number of programs and courses, that cater to the different learning paces of the advance learners, such as -

- Honours Degree program,

- BCom with specialization in Management Accounting of the Chartered Institute of Management Accountants (CIMA, UK),
- Various Certificate courses and Diploma offered by Centre for Liberal Arts, aiming at a holistic approach of development of the students,
- Various Courses are offered by Center for Skill Development to develop and sharpen the skills of a high order.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar22.symbiosiscollege.edu.in/c2/2.2/2.2.1 Examination Class Average.pdf

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	2851	39

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

All our faculties are committed to a student-centered method of learning which reflects in class teaching and learning and beyond the classroom through innumerable activities conducted by various associations and departments.

Students centric methods like participative learning and problem solving are an integral part of teaching methodology. A few examples of experiential learning are as follows;

- Professional Communication- Learning through games.
- Political Science- Visit to the Ambedkar Museum

Case study solving and formulating case study form an important part of in class teaching for most subjects. All assignments are focused on enhancing research, presentation, communication and hard skills.

College has taken concrete efforts to enhance learning experiences by providing the students with co-curricular and extracurricular opportunities. Students were encouraged to actively participate, host and organize programs an array of events TEDxSCAC, National Skill Convention, Pre-Incubation Program, International and National webinars, student exchange program to Hildesheim University under Erasmus Plus, competitions such as Emerge-research paper competition, Waxing Eloquent-elocution and debate competition, Marathi play reading competition, guest sessions, alumni engagement sessions and workshops helps holistic learning and development.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://agar22.symbiosiscollege.edu.in/c2/2.3/2.3.1_Experiential_Learning.pdf

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

Effective teaching and learning were facilitated through the use of various ICT-enabled tools and online resources, including LMS platforms like MS Teams and Google Classroom. Study materials, e-content, and resources such as articles, book PDFs, and power-point presentations were shared through these platforms. Teachers also utilized language apps, e-pathshala, e-Gyankosh, Scribd teaching resources, and the Swayam platform for additional teaching aids. Experiential learning was achieved through the use of resources such as TED talks, Josh Talks, documentaries, short films, film clips, blogs, vlogs, and YouTube videos. Reference

materials were provided to students through e-resources from N-list, JSTOR, CMIE, Economic Outlook, RBI, and MOSPI. Team's features such as break-out rooms and polls were used for online activities. Additional resources were referred to through portals such as the MCA website, Big Blue Button, Phonetics, the University of Iowa, and the BBC. The subjects of Accounts and Costing were taught using software like Tally, ERP, and MS Excel. Some teachers even created their own learning material on YouTube and shared it with students.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://aqar22.symbiosiscollege.edu.in/c2/2.3/2.3.2_ICT_Links.pdf
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

38

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The annual Academic calendar is prepared in consultation with the Principal, Vice Principal, IQAC coordinator, Controller of Examination, Head of the departments, Centers, Association in charge and Teachers. Firstly, the semester start and end date are decided and uploaded on the website, accordingly, examination dates are finalised and communicated to the students.

Dates are fixed for statutory meetings of Governing Body, Academic Council, IQAC, Board of Studies and the remaining slots are earmarked by prioritizing mandatory programs. The calendar is uploaded on the college website for the reference of all stakeholders.

Adherence: At the end of the month, a follow-up is done on which programs have been completed, which need to be rescheduled or cancelled. Care is taken to ensure that the programs specified in the Academic calendar are conducted as per the schedule.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full-time teachers against sanctioned posts during the year

39

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	View File

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

22

File Description	Documents
List of number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

10

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

23

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	View File

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

5

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	View File

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

The Academic year of 2021-22 was started in the Second week of July 2021. The Regular and Backlog Examinations of Semester 1,3 and 5, and Backlog examinations of semester 2,4 and 6 of UG were held between 23rd November 2021 to 24th December 2021. Regular semester 3 and Backlog of semester 1,2,4 of PG were held between 13th January 2022 to 22nd January 2022 and regular examination of semester 1 PG were held between 22nd February 2022 to 4th March 2022. Open Book Examination pattern was used for these exams and

exams were conducted using Google classrooms. To explain all the details of the process, separate meetings/training sessions of UG & PG faculty, admin staff were conducted. Internal assessment 1 for both the semester was conducted using Microsoft Teams. Internal Assessment 2 was conducted using Microsoft Forms Quiz. The MS Teams Codes were shared with students on the college website. A separate training session was conducted on how to use MS teams for Assignments and conducting Quiz.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://symbiosiscollege.edu.in/assets/pdf/Examination cell report 2021-22.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

The teachers underwent an extensive workshop to understand the formulation and Mapping of COs, thereafter, the COs of all courses were formulated using the blooms taxonomy.

All the course outcomes were then approved in the respective Board of Studies Meetings.

Both, Minutes of the Meeting and COs of all courses have been uploaded on the website.

The Graduate Attributes(GA), Programme Specific Outcomes(PSO) and Programme Outcomes(PO) have been communicated to the teachers and uploaded on the college website; currently the process of formulating the Course Outcomes(CO) is under process. The GA and PO were drafted by a committee made specifically for the purpose and the GA and PO proposed by the committee were approved in the Academic council meeting held in June 2020, the minutes of which have been uploaded on the college website, the minutes contain the details of all GA and PO. In the same meeting it was informed that the PSO were presented in the respective Board of Studies of all departments by the faculties in-charge and PSO were approved in the respective Board of Studies.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://symbiosiscollege.edu.in/assets/pdf/2021-22-Course_Outcomes.pdf

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The course outcomes have been formulated along the lines of our Programme Outcomes and have been approved in the respective Board of Studies Meetings.

Each course outcome is mapped to one or multiple Programme Specific Outcomes. The Vision-Mission of the College, the Graduating Attributes (GA), Programme Outcomes (PO) and Programme Specific Outcomes (PSO) are taken as a base to frame the Course Outcomes (CO).

One of the ways to attain the PO and PSOs is to map with the evaluation system. To ensure the continuous assessment of the students, we have a framework of Internal and External assessment which is 70:30 respectively. The heterogeneous assessment formats provide an opportunity to attain the Program outcomes and Program Specific Outcomes.

A wide range of curricular, Co-curricular and extra-curricular activities are organized by Departments and Associations and Centers of our college which direct us towards the attainment of our Graduating Outcomes Program outcomes and course outcomes.

All the above help us in the attainment of Programme Outcomes and Course Outcomes.

From the next academic year, both Internal and External assessments will be mapped to each CO and PO to calculate the attainment. For this, Teachers have undergone intensive training on mapping of CO and PO.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://symbiosiscollege.edu.in/assets/pdf/2021-22-Course_Outcomes.pdf

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

736

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	View File
Paste link for the annual report	https://symbiosiscollege.edu.in/assets/pdf/Examination_cell_report_2021-22.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

<https://symbiosiscollege.edu.in/assets/pdf/aqar/2.7.1%20SSS.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The Symbiosis College of Arts and Commerce is committed to promoting research and creating a vibrant research culture amongst its faculty and students. The college has a well-defined research policy, which is ratified by the IQAC, approved by the Governing body and uploaded on the college website. The research policy aims to provide a definite framework for facilitating research initiatives by faculty and students in the area of humanities &

commerce. The college also has a Research Committee made up of senior faculty under the chairmanship of the Principal of the college, Dr. Hrishikesh Soman. The research policy along with the Research Committee not only helps in ensuring quality and ethics in research but also facilitates the identification of research areas and topics of academic and social relevance, ensures quality in research publications and conference presentations, enhances research competence through training in research methodology, quantitative and qualitative research methods, statistical methods, academic writing, intellectual property rights and journal publications, through suitable infrastructural facilities, seminars and conferences for faculty and students such as library and lab facilities, helps find funding internal and/or external from governmental or non-governmental agencies for travel, minor/major research based on the merit of the proposed research.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://symbiosiscollege.edu.in/assets/pdf/Research_Policy.pdf
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

Nil

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	No File Uploaded
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

11.65

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	View File
Any additional information	View File

3.2.2 - Number of teachers having research projects during the year

08

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar22.symbiosiscollege.edu.in/c3/3.2/3.2.1.pdf
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides**6**

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year**5**

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://aqar22.symbiosiscollege.edu.in/c3/3.2/3.2.1.pdf
Any additional information	View File

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

In order to promote research, the institution has set up a research committee to facilitate research projects. This includes the use of the RUSA Grant funding for carrying out Minor Research Projects and projects under the Centre for Study of Society (CSS).

The institution created the Centre for Study of Society with the view to promote multi-disciplinary research to be undertaken by faculty either individually or in collaboration. CSS mainly aims at undertaking short term and long term research projects relevant to the study of society.

The institution also has an active Center for Innovation and Entrepreneurship (CIE) which endeavours to encourage entrepreneurial ecosystem in the college and nurture entrepreneurial mindset amongst students.

Through innumerable initiatives, the center creates a vibrant platform for experiential learning. Its aim is to guide students to identify business opportunities and build their own start-ups. The center focuses on promoting business and entrepreneurship. The Centre has been the beneficiary of the RUSA grant received by the college for entrepreneurship development.

Further, the college is also very actively engaged in community engagement activities. For example, the college has started Project Veera, a Symbiosis Social Involvement Program (SSIP) initiative. Under this initiative various activities were carried out.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/Research

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

20

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	View File

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures

B. Any 3 of the above

implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	View File

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

8

File Description	Documents
URL to the research page on HEI website	https://symbiosiscollege.edu.in/Research
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

7

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during

the year

4

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/assets/pdf/Book%20chapters%20(1).pdf

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

1

File Description	Documents
Any additional information	View File
Bibliometrics of the publications during the year	View File

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

2

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	View File

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	No File Uploaded
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	No File Uploaded
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

Our NSS volunteers through regular activities visit rural areas, surrounding slums and voluntary agencies to understand social issues. These volunteers help the villages and underprivileged people by giving them new ideas for the development of the village and to improve the standard of living of the villagers.

NSS Volunteers participated in the Blood donation campaign, Garbage Collection Drive, Food packets distribution campaign, Vaccination centers, Mask and Sanitizer distribution campaign and many more social service campaigns organized by the college and various NGOs. NSS volunteers will utilize their knowledge in

finding practical solutions to community problems.

Our college has also started Symbiosis Social Involvement Program (SSIP) to provide a platform for students to work for the underprivileged and to promote sustainable life and living. A division of SSIP is SOUL conducted its first campaign creating awareness of the importance of wearing masks, donated masks to the underprivileged, created videos illustrations and slogans on the benefits of wearing masks and these were then posted on Instagram with a hashtag soul mask awareness

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar22.symbiosiscollege.edu.in/c3/3.6/3.6.3 Extension and outreach programs.pdf

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

0

File Description	Documents
Number of awards for extension activities in during the year	No File Uploaded
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

7

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

689

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

1

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

5

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The college has adequate facilities to cater to academic requirements. Each classroom is equipped with Interactive Smart Board, LCD projector, Head on mic, podiums, rostrums and benches. Wifi access in each class enables access to websites which helps

in showing updates in real time. The ICT enabled classrooms help in more interactive and creative teaching learning environment.

The college has A-V Hall, Auditorium, Conference Room (206) in main building and Vshwabhavan and Conference Room in campus which are used for conferences, seminars, workshops and various extracurricular activities.

The college has Media Center which is equipped with video conferencing facilities and lecture recording.

The college also has three computer labs which are useful for computer based learning and training. Computer based exams are also conducted in the labs. All computers in computer labs have various softwares installed such as SPSS, Tally, Anaconda, Navigator etc. The Psychology Lab is used by psychology students to conduct experiments and administer psychological tests on participants.

Library of the college contains numerous books and other e-resources. There are two separate reading halls for students and teachers. The E-library aids in accessing multiple databases and e-resources.

The photocopy and scanning facility is also available on campus.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/infrastructure

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

The college is a compact institute in the heart of the city. The college has Audio-Visual Hall , conference room (206), Auditorium which is available for cultural programmes, curricular and co-curricular activities. Vishwabhavan is a well equipped , air conditioned hall with a seating capacity of 600, which is available for national and international conferences, prize distribution ceremony (academic and sports) and various events. Vishwabhavan also has an attached Conference Room for multiple purposes.

The standard size Volleyball court in the campus is available to students. The college has tied up with sister institutes and other institutes for using their ground as well as sports facilities on rental basis. On the campus students can play indoor games like chess , table tennis etc.

The Symbiosis Centre for Health Care is an in house medical clinic catering to the medical requirements of students and staff.

The college has a well equipped gymnasium and Recreation and Wellness Center which is available to students and faculty . The college also has an open space dedicated for yoga and student activities.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/infrastructure

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

36

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

32.37

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The college library has a good infrastructure, pleasant ambience and good collection of books and electronic resources. In our stock we have books on diverse subjects. We have good collection of reference books covering the subjects of your curriculum. Besides that, library has many Novels, Self-help and personality development books, Competitive Exam Preparation books and encyclopedias on different subjects. Library has a book collection of 42259 along with journals, periodicals, e-books, e-journals, and CDs-DVDs. Library purchases new published books, subscribes to journals throughout the year. New arrivals are intimated to staff and students. Library orientation programmes are conducted for students and teachers.

SCAC Library initially went for automation in the year 1997 with a FoxPro based library software named 'VB-LIBR'. In 2007, the library migrated to another software having more features, named 'Libsuite'. In 2014, library migrated to KOHA open source library management system. It has various modules for various library operations along with WEBOPAC. The software is periodically updated and maintained through Annual Maintenance Contract.

Name of the ILMS software: KOHA

Nature of automation (fully or partially) : Fully

Version: 3.22.07.000

Year of automation: 2014

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sacc-koha.informindia.co.in/

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)

22.99

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

145

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The college has Interactive Smart Boards, LCD projectors, Head-on mic, and PA System in all classrooms along with the computers, printers and scanners. All these IT facilities are updated and maintained by the IT department of the college.

The College has its own website to provide up to date information. All computers are connected in LAN. The college campus is Wi-Fi enabled with a speed of 177 Mbps which is freely accessible to all.

The college has established the media center having Video Conferencing and Lecture Capturing facility.

The college also has a presence on various social media platforms (You-Tube, Linkedin, Facebook, Instagram, etc.) to reach out to various stakeholders. The institute has installed softwares like SPSS, Tally and in Computer Lab and Library (OPAC). College uses 'Manthan', the ERP software to meet the administrative requirements. Computer Lab 1 contains 74 computers, Computer Lab 2 has 19 and Lab 3 20 computers and Computer Lab 4 has 52 computers. The E-library is equipped with 13 computers. There are 10 servers catering to the requirements of the college.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar22.symbiosiscollege.edu.in/c4/4.3/ITPolicy.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2851	234

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. 750 Mbps								
<table border="1"> <thead> <tr> <th data-bbox="86 318 529 376">File Description</th><th data-bbox="544 318 1436 376">Documents</th></tr> </thead> <tbody> <tr> <td data-bbox="86 383 529 483">Details of bandwidth available in the Institution</td><td data-bbox="544 383 1436 483">View File</td></tr> <tr> <td data-bbox="86 490 529 580">Upload any additional information</td><td data-bbox="544 490 1436 580">View File</td></tr> </tbody> </table>	File Description	Documents	Details of bandwidth available in the Institution	View File	Upload any additional information	View File			
File Description	Documents								
Details of bandwidth available in the Institution	View File								
Upload any additional information	View File								
4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	A. All four of the above								
<table border="1"> <thead> <tr> <th data-bbox="86 900 529 958">File Description</th><th data-bbox="544 900 1436 958">Documents</th></tr> </thead> <tbody> <tr> <td data-bbox="86 965 529 1055">Upload any additional information</td><td data-bbox="544 965 1436 1055">View File</td></tr> <tr> <td data-bbox="86 1061 529 1207">Paste link for additional information</td><td data-bbox="544 1061 1436 1207">https://symbiosiscollege.edu.in/infrastructure</td></tr> <tr> <td data-bbox="86 1214 529 1303">List of facilities for e-content development (Data Template)</td><td data-bbox="544 1214 1436 1303">View File</td></tr> </tbody> </table>	File Description	Documents	Upload any additional information	View File	Paste link for additional information	https://symbiosiscollege.edu.in/infrastructure	List of facilities for e-content development (Data Template)	View File	
File Description	Documents								
Upload any additional information	View File								
Paste link for additional information	https://symbiosiscollege.edu.in/infrastructure								
List of facilities for e-content development (Data Template)	View File								
4.4 - Maintenance of Campus Infrastructure									
4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)									
621									
<table border="1"> <thead> <tr> <th data-bbox="86 1597 529 1655">File Description</th><th data-bbox="544 1597 1436 1655">Documents</th></tr> </thead> <tbody> <tr> <td data-bbox="86 1662 529 1718">Audited statements of accounts</td><td data-bbox="544 1662 1436 1718">View File</td></tr> <tr> <td data-bbox="86 1724 529 1803">Upload any additional information</td><td data-bbox="544 1724 1436 1803">View File</td></tr> </tbody> </table>	File Description	Documents	Audited statements of accounts	View File	Upload any additional information	View File			
File Description	Documents								
Audited statements of accounts	View File								
Upload any additional information	View File								
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.									
Symbiosis Society has an Estate Office and a designated Estate Officer for overseeing the maintenance. The buildings, classrooms, seminar halls and laboratories are maintained through Annual									

Maintenance Contracts (AMC). The college campus maintenance is monitored through regular inspection. The Symbiosis Society has appointed the maintenance staff on contractual basis.

Various Service Providers for maintenance of college campus are listed below:

Sr. No

Category

Service Provider

1

Housekeeping

Sai Allied Services

2

Security

BIS Security

3

Lift

Sai Shraddha

4

Solar water heaters

Aqua Therm

5

Biogas Plant

In- house

6

Water Purification Units

Aqua Enterprises

7

Generators

Omkar Agencies

8

Heat Pump Technology

Aqua Therm

9

Water Heaters

Aqua Therm

10.

Street Lights

In- House

11.

Fire Extinguishers

Ideal Fire Solutions

12.

Landscaping

In- House

13.

Electricity Supply

MSEDCL

14.

Pest Control**Sai Pest Control**

For the purpose of utilization of the halls, Classrooms, IT labs and other infrastructural facilities, processes are framed which are as per maintenance policy of the college.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://aqar22.symbiosiscollege.edu.in//c4/4.4/4.4.2 Maintenance Policy.pdf

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year****344**

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year**6**

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development**A. All of the above**

and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

File Description	Documents
Link to Institutional website	https://symbiosiscollege.edu.in/skill_development
Details of capability development and schemes	View File
Any additional information	View File

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

1115

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	View File
Details of student grievances including sexual harassment and ragging cases	View File
Upload any additional information	View File

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

160

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

325

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	View File

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

41

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

11

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

According to the Maharashtra University Act, 2016 and the rules established by the Department of Students' Welfare at the University of Pune, the Student Council is created.

The Student Council at Symbiosis College of Arts and Commerce comprises: The University Representative (UR), one representative from each of the following majors: BA, B. Com, MA English, Economics, and Psychology, M. Com part-1 and 2, Sports, SDB, NSS, NCC Cultural Representative, and female student as category representatives (nominated by the Principal).

The students can communicate with the college administration using it.

STUDENT COUNCIL ACTIVITIES INCLUDE:

The Student Council and student representation on various committees are vital in assisting the college administration in improving the facilities and academic environment for its users. It contributes to the following Committees:

English, Hindi and Marathi Drama Circle

NSS**Center for Liberal Arts****Elocution and Debating****Foreign Students Association and International Initiative****Environmental Awareness****Anti-Ragging cell****Sexual harassment prevention cell****IQAC****Centre for Innovation and Entrepreneurship****Center for Skill Development****Grievance Redressal Cell**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/assets/pdf/2021-22_Academic_Committees.pdf

5.3.3 - Number of sports and cultural events / competitions organised by the institution**12**

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	View File

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

Alumni can create remarkable value for the colleges and universities from which they graduate. Successful former students can provide a powerful form of testimonial on behalf of an institution's brand, social media presence, and the type of visibility that enables recruitment and application rates. These are just a few of the reasons why alumni are important to the success of higher education institutions, which are becoming more accountable for job placement rates. A strong alumni network can play a vital role in the student experience from recruitment to graduation and beyond, serving as a point of access to a diverse set of opportunities, including mentoring, consultancy, expertise, employment, and global Reach.

In Symbiosis Alumni are the brand-ambassadors and our institution has immensely benefited from them socially, academically and professionally. They have been invited for student induction programme, training and mentoring sessions, Industry readiness workshops ,Model United Nations Summit. Our alumni have been an integral part of our Board of Studies and IQAC meetings and their inputs /valuable suggestions have been incorporated in Syllabus Framing and strengthening our Academic endeavours. Alumni form an ever-growing delegation of ambassadors on behalf of their alma mater. Symbiosis Alumni Association is centralised and functional ,it has visibility across Social media platforms.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://symbiosiscollege.edu.in/alumni

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Vision

Symbiosis College of Arts and Commerce will be a Centre of Excellence in developing global competencies through knowledge creation and dissemination, character building and social commitment.

Mission

Symbiosis College of Arts and Commerce is committed to offer academic programmes in conventional and in emerging fields incorporating technology, research and an interdisciplinary approach. This academic endeavour will be supported by relevant co-curricular and extra-curricular activities inculcating life-skills, values and social accountability enabling learners to make meaningful contributions globally.

The institutional leadership provides opportunity for teachers to participate in the decision-making process through their representation on various academic bodies like Governing Body, Academic Council, Board of Studies and Internal Quality Assurance Cell. The Vision and Mission of the College is the driving force for conducting various activities and devising the strategic and perspective plan of the College. The strategic plan and perspective plan focuses on the following areas:

1. Optimum fund utilization under RUSA 2.0 component 8
2. Curriculum Design and Development
3. Implementation of UGC quality mandate
4. Teaching Learning
5. Examination and Evaluation
6. Administrative and Governance
7. Research
8. Student career development
9. Entrepreneurship and Incubation

10. International Collaboration

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar22.symbiosiscollege.edu.in/c6/6.2/6.1.2 Stretegic Plan and Perspective Plan.pdf

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

In order to practice and incorporate the spirit of decentralization and participative management, the college constitutes various committees and cells headed by the head of the institution, faculty members and students support team. At SCAC, we are committed to inculcating life-skills, values enabling the students to make meaningful contributions globally. In this spirit we intend to provide a democratic and participative environment to education, reflected in our various activities, such as. National Level Faculty Development Program (FDP) on "Developing Statistical Skills for Enhancing Research". The objective was to equip the researcher with statistical techniques for research and apply statistical tools and models to various research areas. To enable this objective a total of seven dignitaries were invited to speak at the program and students from different colleges also participated in the program. The broader areas covered ranged from identifying research problem to data analysis through SPSS. For successful implementation various committees such as core committee, technical committee, creative committee, registration, certificate and feedback committees formed inclusive of the teaching staff, administrative staff and students.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	https://aqar22.symbiosiscollege.edu.in/c6/6.2/6.1.2_Stretegic_Plan_and_Perspective_Plan.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

In the year 2021-22, the college has meticulously implemented the strategic plan. Under curriculum design and development, the college has successfully restructured the M.Com by introducing Business and Technology Management and Sustainable Development for Business as a specialization. The college implemented relevant value addition and skill development programmes through Liberal Arts and Skill Development Center. College has successfully implemented six Quality mandates as prescribed by UGC. The college has devised Course Outcomes for 344 courses in line with Program Outcomes and Program Specific Outcomes. College has optimally utilised funds received under RUSA 2.0 component 8 in the areas of renovation and upgradation, equipments , soft component. The teachers were encouraged to undertake research projects through the Center for Study of Society and funding was provided under the grants received from RUSA. To commemorate the birth centenary of Prof. V. M. Danedekar College published a book which is a compilation of research articles from distinguished academicians, industry experts and researchers. The students were also motivated to write research papers and quality papers will be published in the research book titled "Emerge". College also initiated a student research journal 'Abbhyas'. International initiatives were undertaken to foster Intercultural Learning.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The college follows UGC guidelines and rules prescribed by Government of Maharashtra for the appointments, service rules and procedures.

The college has well-defined organizational structure which ensures effective decision making and enables smooth functioning. The organizational structure of the college has been broadly classified into policy formation and execution.

Symbiosis Society, Governing Body, Academic Council, Board of Studies and the parallel supporting committees such as Finance Committee, Internal Quality Assurance Cell, and Board of Examination form part of policy decision-making bodies. The Organizational Structure for further execution and implementation includes the head of the institute Principal who is further assisted by the administrative wing and the academic wing. The various academic departmental heads and its members are part of Board of studies. The administrative wing looks after the execution and implementation of administrative responsibilities. Accounts & finance, general & student administration related to admission process are part of the administrative wing. For student help and facilitation the college has seven statutory committees as per the UGC guidelines. The Centre for skill development (CSD), Centre for Innovation and Entrepreneurship (CIE), Symbiosis Centre for Liberal Arts help in student facilitation along with Library, Gymkhana, NSS and other associations headed by teachers.

File Description	Documents
Paste link to Organogram on the institution webpage	https://aqar22.symbiosiscollege.edu.in/c6/6.2/organogram.pdf
Upload any additional information	View File
Paste link for additional Information	Nil

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

B. Any three of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

For teaching staff on grant-in-aid Career Advancement Scheme (CAS) is applicable and for non-teaching staff grant-in-aid Confidential Report (CR) system is applicable. For teaching and non-teaching staff on Symbiosis Society scale PAR system is applicable. PAR is an online method of Performance Appraisal Report conducted as per the guidelines received from Symbiosis Society.

This helps the employees in self-appraisal further followed by their career progress, recommendations for promotions, increments, etc. Mediclaim is provided to each staff member as a welfare measure, on their appointment, to avail the same in case of any medical emergency. Diwali advances as required and Gift vouchers are given to the staff member before Diwali every year.

Gifts/Mementos to the retired staff from staff welfare funds are also provided as an appreciation of their services rendered in the institute. The college conducts various training programs for all the staff members throughout the year which helps them to update their working methodology & knowledge on professional as well as personal front. Symbiosis Society has played a supportive role during the pandemic year 21-22 by being in constant touch with its employees through mails and different programs organized on health awareness.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://manthan.symbiosis.edu.in/

6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year

15

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

5

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

15

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization
6.4.1 - Institution conducts internal and external financial audits regularly

The college conducted statutory audit and Internal Audit for financial Year 2021-2022. The internal Audit was conducted by our Internal Auditor M/s Sharad Shah & Co. in the months of December 2021 and May 2022. Based on said checking the Statutory Financial Audit was completed on 29/08/2022 by our statutory Auditor M. P. Chitale & Co. Chartered Accountants for Symbiosis College of Arts and Commerce for the Financial Year 2021-2022. Government Audit: Every month data for Online and Offline Advance Salary Bills is provided by Accounts to Joint Director of Higher Education, Pune Region, Pune and then we receive Salary Grant in our designated Bank Account which we subsequently disburse to the bank account of concerned Grant in Aid staff. The government audit takes place as and when directed by the authorities. College maintains all required records as prescribed by the authorities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

26950

File Description	Documents
Annual statements of accounts	View File
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	View File

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The College applies for various schemes introduced by UGC for getting funds for research & infrastructure. The college continued to spend the amount sanctioned under RUSA Component-8, 'Enhancing Quality and Research in Select Autonomous College' for the grant of Rs. 5 Crores. The College submits the Statement of Accounts along with utilization certificate as and when demanded by RUSA. The items are purchased as per the guidelines provided by Government of Maharashtra and the procedure is followed for the procurement of various items. The College also submits the Accounts for the Utilization of Rs. 15,00,000/- towards the Autonomy Grant to be received from UGC for the Academic Year 2021-22.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://agar22.symbiosiscollege.edu.in/c6/6.4/6.4 RUSA Grant letter.pdf

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

The IQAC has devised the format for designing the curriculum as well as the format for Academic and Administrative Audit (AAA) based on the NAAC guidelines and the same are effectively utilised by the college. Academic and Administrative Audit for 2019-20 and

2020-21 was carried out on 27th and 28th October 2021. On the basis of recommendations given by the peer team members, the college has devised a Perspective Plan for the college, organised a 5 days Faculty Development Programme in June 2022, on "Research Methodology and Understanding Publishing", and collected feedback from all stakeholders. AAA for the academic year 2021-22 is planned in the month of March 2023. The API calculator for the faculty devised by IQAC is effectively utilised by the faculty.

IQAC conducted a FDP on "Learning Outcome Based Curriculum" and a workshop on "Mapping of Curricular, Co-Curricular and Extra Curricular Activities and Examination with Programme Outcome and Course Outcome". IQAC prepared a template of devising course outcomes and linking them with Bloom's Taxonomy. A syllabus template incorporating the course outcomes was prepared by IQAC, on the basis of which course outcomes for 344 courses were successfully devised.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

Teaching and Learning- In the year 2021-22 the Teaching Learning Resource Center (TLRC) along with Gurudakshata continued to provide a platform to develop resources and capabilities of both students and teachers. With an objective to facilitate the faculty in adopting pedagogy, learning and evaluation system, training sessions were organised on "Understanding Higher Education System", "Use of Technology in Teaching". Under the LOCF, an FDP on Curriculum Design and Workshop on CO & PO were organised.

The college formulated the Course Outcomes for 344 courses in line with Graduating Attributes, POs and PSOs for B. Com., B.A., M.Com. and M.A. Programmes.

The college also takes structured feedback from the faculty, analyses it and corrective actions are initiated.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://symbiosiscollege.edu.in/assets/pdf/2021-22-Course_Outcomes.pdf

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	https://aqar22.symbiosiscollege.edu.in/c6/6.5/6.5.3_Annual_Report_2021-22.pdf
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The College has introduced gender sensitization related courses such as Adjusting to Life challenges in Modern Era - I ,We and our world,Individual and society,Literary Criticism and Therapeutic Interventions - II in the subject Psychology .

Various activities are organized in the college to promote Gender equity.International Women's Day was celebrated on 8th March 2022 by inviting Ms. Geetanjali Thite, State President, WICCI and Mrs. Smita Patil, I.F.S Officer, Ministry of External Affairs to speak

on 'Women and Entrepreneurship' and 'Women in Civil Services'. An awareness programme on Prevention of Sexual Harassment of Women at Workplace was organised on 13th December, 2021.

Project Veera was initiated to create awareness regarding unheard sufferings of women and youth. Under the project a physical seminar on 11-04-2022 on the topic of 'How to Conduct Menstrual Health and Hygiene Awareness Sessions in the Community.'

The college also has a full time dedicated counselor to help students and faculty. The counselor approaches clients through tele counseling, video calls and in-person counseling. The campus has CCTV cameras assuring 24*7 vigilance and safety on campus. The safety and security of students has always been the institute's priority.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	https://aqar22.symbiosiscollege.edu.in/c7/7.1/7.1.1_Annual_Gender_Sensitization_Acti on_Plan.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Solid Waste The institute manages solid waste by segregating it into biodegradable and non-biodegradable. Throughout the campus in every classroom and inside washrooms dust bins are provided which are daily emptied and cleaned. Littering anywhere on campus is strictly prohibited.

Biodegradable waste is sent to the municipal plant for decomposition. Institute has a biogas plant to deal with biodegradable waste,

SCAC campus is a 'No Plastic Zone' Everywhere on the campus instruction boards are placed to demotivate the use of plastics.

The office administration tries to avoid plastic stationery by using cardboard files and folders instead of polythene.

Liquid Waste The institute through a well-constructed drainage system and closed collection tanks. SCAC ensures regular cleaning of a water storage facility. Rainwater is harvested (10,00,000 liters), recycled, and redirected to a deep pit through percolation, it restores the groundwater. The campus has bore wells to meet the general water needs of the institution.

E-Waste Management:

In SCAC campus E-waste is segregated and carefully disposed of with the help of Symbiosis society cooperation. E-waste bins have been set up to inculcate conscious behavior for segregation.

Institutions outsource waste management through our partner agencies; Sai Allied Services Limited and BVG India limited.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

A. Any 4 or All of the above

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	View File
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	View File

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

Symbiosis College of Arts and Commerce embodies the thought Vasudhaiva Kutumbakam the 'whole world being one family'. The College ensures that all students, regardless of their backgrounds have equal opportunities and promotes an enriching and inclusive learning environment for the students. Institution in the academic year 2021-2022 organized multiple programs and activities in order

to promote an inclusive environment.

The Symbiosis Social Involvement Program is an active platform that provides students the opportunity to work for the underprivileged and to promote sustainable life and living.

.Hindi Diwas was celebrated on 14th September 2021 and the department of Political Science commemorated International Democracy Day on 15th September and International Human Rights Day on 10th December 2021.

The college under the Centre for Innovation and Entrepreneurship organized Symfinity: The National Changemakers Conclave seminar on 16th & 17th February to showcase social Changemakers from all across India. Manthan 9.0 - National Level InterCollegiate Social Business Plan Competition was organized on 19th February 2022 and on 9th April 2022, an arts and crafts festival- INDRADHANU was organized to promote art entrepreneurship.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

The college takes the responsibility of inculcating and imbibing the spirit of the constitutional values that would enable our students to become good citizens. While arranging various activities such as guest lectures, workshops, competitions - the idea is to focus on rights and also remind our students of their fundamental duties and responsibilities. The college took an active role in organizing guest lectures and various activities throughout the year for making students aware and turning them into informed citizens. Guest lectures were organised on topics such as '7 decades of the Indian Constitution.', International democracy day and the lack of it in few polities like Afghanistan, on ' Understanding Human rights and Women in career fields such as entrepreneurship and Civil Services. To make the students aware of their voting duty and increase patriotism, an essay competition

was organized.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	View File

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

A. All of the above

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	No File Uploaded
Any other relevant information	View File

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The institution actively celebrated national and international commemorative days by organizing webinars and seminar on topics such as careers in sports, 'Hindi Bhasha, Sahitya aur Sanskriti', 'Socio-Political change under the current regime in Afghanistan', '7 decades of the Indian Constitution', 'Understanding Human Rights' among others. Cultural programmes on occasion of Marathi Bhasha Diwas, World Theatre day were also organized. An essay writing competition for the students was organized on the occasion of National Voters Day.

sr.no	
Date	
National / International	
Days Celebrated	
1.	
29th August 2021	
National	
National Sports Day	
2.	
14th September	
2021	
National	
Hindi Bhasha Diwas	
3.	
15th September 2021	
International	
International Democracy Day	
4.	
25th November	
2021	
National	
Indian Constitution Day (predated celebration)	
5.	

11th December 2021

International

International Human Rights Day (postdated celebration)

6.

25thJanuary

2022

National

National Voters Day

7.

26thJanuary 2022

National

Republic Day

8.

28thFebruary

2022

National/state

Marathi Bhasha Din (postdated celebration)

9.

8th March 2022

International

International Women's Day

10.

27thMarch2022

International

World Theatre Day

11.

16hApril 2022

National

Dr. Babasaheb Ambedkar Jayanti

12.

12thApril 2022

International

World earth day (predated celebration)

13.

1st May 2022

State

Maharashtra Day

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Best Practices I- Preparing students to be globally employable: 2021-2022

Symbiosis College of Arts and Commerce envisions developing among student's global competencies through innovative educational pedagogy. The autonomous status of college has led to the introduction of a pragmatic curriculum along with industry oriented education as an endeavour to make the students globally employable.

The Practice:

Innovative Evaluation Methodology

Interdisciplinary Approach

Expert Faculty ranging from established academicians to professionals and industry experts.

Best Practices II- Internationalization : International Initiatives

The Practice:

- The college welcomes international students from different countries.
- The college has created an International Initiative Cell which organises programmes that promote intercultural exchange programmes for students and faculty that helps in the exchange of ideas between scholars from various geo-cultural backgrounds.

File Description	Documents
Best practices in the Institutional website	https://aqar22.symbiosiscollege.edu.in/c7/7.2/7.2.1 Best Practices.pdf
Any other relevant information	https://aqar22.symbiosiscollege.edu.in/c7/7.2/7.2.1 proofs.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Quality Education and Operational excellence.

??Following are the pillars that support quality education:

- Access to quality teachers - Our teachers are highly qualified academicians; 39 teachers (22 PhD degree holders). At SCAC we offer 344 courses with emphasis on conventional and contemporary curriculum, innovative specializations, value added courses catering to industry-readiness and enhancing employability.
- Use of quality learning tools and professional development : There are 31 classrooms equipped with advanced technical devices enhancing the overall learning experience. We have 3 computer labs with access to research software such as SPSS. During the pandemic seamless transition to online teaching was facilitated through use of Microsoft Teams. The odd semester exams were conducted online through use of Google Classrooms.

Evidences of the operational excellence :

- Heavy demand for admission by students; we received nearly 6000 applications from across India. Our students' composition reflects multicultural ethos which helps broaden their perspectives and world view.
- The college follows participative management technique, democratic way of working which is reflected in the decision making procedure of the college.
- Alumni : The students upon completion of their education at Symbiosis experience an overall growth in personality and they become contributors to society in variety of ways.

File Description	Documents
Appropriate link in the institutional website	https://aqar22.symbiosiscollege.edu.in/c7/7.3/7.3_Institutional%20Distinctiveness.pdf
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. To conduct the statutory meetings of the respective committees
2. To implement the decisions taken by Academic Council and Governing Body
3. To implement the revised curriculum
4. To strengthen the student mentorship program
5. To encourage faculty to undertake research projects and publish research papers
6. To motivate student to participate in co-curricular, extra-curriculum and sports activities
7. To motivate students for research based publications
- 8 To integrate technology in teaching-learning process
- 9 To monitor the utilization of grants under RUSA 2,0 Component 8
10. To increase the participation of industry in curriculum and placement