



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

Best Practices I

Title of the Practice - Preparing students to be globally employable: 2020-2021

Symbiosis College of Arts and Commerce envisions developing among students 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. The college endeavours to make the students globally employable.

Objectives of the Practice:

- To equip students with multidisciplinary knowledge along with conventional curriculum providing broad learning
- To facilitate inter-domain subject knowledge and practical skills
- To make students industry and placement ready for the job market.
- Bridging the industry academia gap by training the students with help of trained professionals.

The Context:

One of the key challenges in this rapidly changing 21st century has been equipping students with relevant skills and knowledge for employability and preparing students. In the competitive job market, it has become necessary to equip students

with employability skills .Employability and creating future ready leaders has been one of the key focus areas where the college is concerned. The college has been proactive in generating employability by introducing liberal arts education, integrating globally recognized professional degree such as ACCA with B.Com (known as Specialization in Accounts and Finance), various courses run by Centre for Skill Development, and an active Placement Cell.

The hallmark of liberal arts education led by the SCLA is a favourable teacher – student ratio, interning opportunities, exposure to inter-disciplinary education, creative and critical thinking. It is a wholesome program which takes care of intellect, emotions and ethics. It imparts education through varied innovative methods

ACCA: Aims at making students ready for being globally employable. This professional degree is recognized in 176 countries that aims at imparting strategic thinking, technical skills and professional values. Upon completion of this degree the students get professional qualification.

Placement Cell: has an active placement cell which conducts regular placement drives with companies of global reputation. It guides , trains and supports students by ensuring a smooth flow by assisting group of recruiters and students.

Centre for Skill Development has focusses on creating domain specific, critical and soft skills which are oriented towards making students industry ready.

The Practice:

- **Innovative Evaluation Methodology:** Rote learning is not a criterion. Students are evaluated continuously on the basis of their class performance, assignments and research. Application of concepts through role playing, project reports, problem solving, analyzing data, forecasting, projecting and live case studies are the methods used in these centres. Evaluation methodology is such that it checks all dimensions of a students' personality. The centres promote interactive mode of teaching learning process through debates and discussions. Workshops, Field Visits and Guest Lectures are conducted along with Interactive seminars, outdoor sessions, group discussions, team learning through projects and assignments ,faculty and students exchange program, brainstorming, art and music,self-learning through library reference , Internships and audio-visual aids.
- **Interdisciplinary Approach:** Engaging students and helping them to develop knowledge, insights, problem solving skills, self-confidence, self-efficacy, and a passion for learning are common goals that educators bring to the classroom, and interdisciplinary instruction and exploration promotes realization of these objectives.
- **Faculty :** The faculty for the courses of various centres is a mix of in house faculty and visiting faculty who are known for their expertise ranging from established academicians to professionals and industry experts.
- **Types of Courses: SCLA :****The courses offered are from 4 main streams namely Humanities, Literature and Language , Sciences and Performing Arts.**
 - Student- Centric: Student-centred learning aims to develop learner autonomy and independence by putting responsibility for the learning path in the hands of students by imparting them with skills and basis on how to learn a specific subject. E.g.: Environmental Outdoor Studies, Sports Psychology,

Design Thinking for Innovation, Comparative Mythology : East and West, Learning to Unlearn, LGBTQ .

- To make interdisciplinary part of the regular curriculum, B.Com Interdisciplinary was initiated in 2020-21.

Centre for Skill Development : organises certificate courses for developing industry readiness skills such as Campus to Corporate, Digital Marketing, Microsoft Excel, Professional retail Banking and Soft skills.

Evidence of success

- The Degree with Honours programme commenced in the year 2014 with 219 students. In a span of a few years the strength has scaled up to a total of 535 students. Thus enrolment has almost increased by nearly 60%.
- The Symbiosis Centre for Liberal Arts which started with six courses in 2006 and has now increased to thirty six courses. The student enrolment has also increased to 610 students. Students not only from our college but also those from neighbouring college have been enthusiastically enrolling for the courses. It's success, inspired parent body to start a four-year degree programme in Liberal Arts by establishing a new Institute viz. 'Symbiosis School for Liberal Arts' under the aegis of Symbiosis International University (SIU).
- SCAC is the only college from the Western Zone which has been chosen as a partner of the Skill Academy of ACCA.
- The passing percentage of students opting for the ACCA integrated course in SCAC is higher than the average world passing percentage.
- The placement cell has been successful in attracting Globally known companies that have recruited our students . These include Deloitte USI, Ernst

and Young, GDS, Honeywell, Credit Suisse, Northern Trust, Deutsche Bank, ICICI Prudential, Federal Bank among others.

- **Problems encountered and Resources required:** Problems encountered In the age of specialization and a utilitarian attitude towards higher education it is a challenge to motivate students and parents to explore areas and fields of knowledge beyond their chosen fields.
- **Resources required** 1.Physical infrastructure 2.Qualified, versatile and dynamic faculty 3.Administrative and financial support

Extra Notes :

Position and Designation offered to students: positions such as audit assistant, financial associate. LPA – 6.9 lakhs.



Best Practices II

Title of the Practice

Internationalisation: International Initiatives

Objectives of the Practice :Our Institution believes that International Initiatives gives exposure to our faculty and students to look at education from a global perspective. The objectives of this practice are:

- To promote international education and to integrate internationalization into current, future strategic institutional objectives and initiatives.
- To expose students to multicultural diversity thereby enriching learning experience in the college.
- To help international students and faculty bring their own global experience to Symbiosis
- To help students develop a global perspective.
- To facilitate faculty exchange programme.
- To undertake joint research projects .

The Context :

International Initiatives has been encouraged at the Symbiosis College of Arts Commerce since its inception, as the dream of our founder director Dr. S.B. Mujumdar has been Vasudhaiva Kutumbakkam.

A globalised approach to education is the need of the hour with the advancement in the field of technology. The world has come much closer virtually creating a global village and Symbiosis, therefore, endeavours towards internationalisation of resources curriculum and collaborations. Since the college went in for autonomy from the academic year 2012 onwards. Autonomy gives us greater freedom in terms of designing curriculum from a global perspective, offering courses that appeal to foreign students, arrange for faculty and student exchange programs as also granting of credits.

The Practice:

- The college welcomes international students from different countries.

- The college has created an International Initiative Cell which organises programmes that promote inter-culturalism exchange programmes for students and faculty that helps in the exchange of ideas between scholars from various geo-cultural backgrounds.
- Under the scholars-in-residence programme, Professors from foreign universities visit the college and engage lectures and conduct seminars for the students and faculty.
 - Seamless admission to Master's Programme at the Kedge Business School, Marseille, France.
- The college library has a subscription to the international database, JSTOR, EBSCO etc.
- Faculty members have been invited as chairpersons, resource persons and presented papers in international conferences abroad. Faculty have been nominated to international bodies and are on the editorial board of international journals. • Faculty has received an international fellowship to provide international exposure to teachers, they are given incentives to attend workshops/conferences/seminars abroad including duty leave and registration fees.

Highlights of the Best Practice:

- An online conference on Information Literacy & Democracy was conducted on 19th and 20th June 2020 by Hildesheim University Germany. Dr Tessy Thadathil conducted a session along with Dr Joachim Griesbaum & Ms Sophie Marz on Learning intercultural aspects of information literacy: An experiential experiment involving German and Indian students.
- The Institute of Information Science and Language Technology University of Hildesheim Germany and Symbiosis College of Arts & Commerce Pune conducted a collaborative course on Intercultural perspectives of Information Literacy where 7 German and 14 Indian students participated and this was funded by the German Academic Exchange Service DAAD and the Federal Ministry of Education & Research. This was from Nov 2020 to Jan 2021
- Online students conference was organised on Intercultural Perspectives of Information Literacy on 30th Jan 2021 organised jointly by Hildesheim University and Symbiosis College of Arts & Commerce
- A webinar was conducted on April 27th 2021 by Ms Philomena Leung of Macquarie University Australia for the students of ACCA on career advice for ACCA students
- A Talk was conducted on December 2, 2020 at 6:30 PM IST. titled, "Harry and Leta Hollingworth: The Husband and Wife who Saved Coca-Cola." by Anita M. Meehan, Ph.D. Professor Emeritus, Kutztown University of Pennsylvania PA Director for Penn HUB, PA-India Higher Education Initiative
- In collaboration with Symbiosis College of Arts and Commerce and the Kutztown University of Pennsylvania a Mini Lecture Series was conducted using the online Zoom platform on 23rd, 25th and 30th March 2021. Various topics from the field of Psychology were

presented by the esteemed faculty from Kutztown University of Pennsylvania and Symbiosis College of Arts and Commerce, Pune, India. The purpose of this initiative was to help the students of both the institutes to know about various fields of Psychology. Prof. Dr. Gregory Shelley, Chair Department of Psychology Kutztown University, Pennsylvania, Prof. Dennis Rains, from Kutztown University, Pennsylvania, and Prof. Dr. Alpana Vaidya from Symbiosis College of Arts and Commerce, Pune, India conducted the lectures for the students.

Evidence of Success:

- Dr. Joachim Griesbaum, Dr Tessy Thadathil & Ms Sophie Marz contributed an article on Learning Intercultural aspects of Information Literacy which was published in the Quaterly dossier on Internationalization of Higher education of the Symbiosis eXpress IntIEd on '*Advancing Internationalisation through Blended Learning*' October 2020. This contribution reports on a joint learning endeavour of the Symbiosis College of Arts & Commerce and the Institute of Information Science and Language Technology at the University of Hildesheim, carried out in the winter 2019-20
- 4 of our liberal arts students are on a yearlong student exchange program to Hildesheim University under Erasmus Plus namely Noopur Patil, Siddharth Keshan, Sanyukta Shrotri, Janhavi Rathod
- Dr. Shubhada Tamhankar was invited by Kedge Business School, Marseille France as visiting faculty to deliver 30 hours of teaching on the topic “Ecopreneurship and Green Business Model” at the International seminar from March 15 to Mar 19th, 2021.
- Our college collaborated with the Varna University of Management, Bulgaria for the 5th International Ph.D. Seminar held from 7th-10th September 2020. The seminar was organized in online mode and received an overwhelming response from the Ph.D. scholars and students. The following 3 students of our college received the Best Research Paper Award:
Komal Dhiwar- MA guided by Dr. Marcelle Samuel
Anyam Jamwal- TY B.Com guided by Dr. Tessy Thadathil
Gururaj Sharma- TY B.Com guided by Dr. Sharayu Bhakare

Problems encountered:

- Raising funds to meet costs of educational programmes offered by International Universities and Institutions.
- Additional Notes: Symbiosis College of Arts and Commerce and the Kutztown University of Pennsylvania a Mini Lecture Series was conducted using the online Zoom platform and following topics were discussed-on 23rd, 25th and 30th March 2021.

- A talk was conducted on “The Birth of Intelligence Testing” on 16th DECEMBER, 2020. by Anita M. Meehan, Ph.D. Professor Emeritus, Kutztown University of Pennsylvania PA Director for Penn HUB, PA-India Higher Education Initiative
- “Establishing the Therapeutic Relationship: An Overview of Irvin Yalom's Approach to Psychotherapy”,
 - “Eastern and Western Conceptualization of Happiness”,
 - “Big 5 and Alternative 5 Factor Models of Personality”
 - “The Brain and Memory: An Overview of the Neuropsychology of Memory”