



SYMBIOSIS COLLEGE
OF
ARTS AND COMMERCE
(An Autonomous College under Savitribai Phule Pune University)

SELF STUDY REPORT (SSR)

Third cycle of NAAC Accreditation

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Submitted to

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
BANGALORE**



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ABBREVIATIONS

ACCA	Association of Chartered Certified Accountants
AMC	Annual Maintenance Contracts
A. V. Hall	Audio-Visual Hall
ARC	Academic Research Coordinator
B.A	Bachelor of Arts
B.Com	Bachelor of Commerce
BCL	British Council Library
CAG	Comptroller and Auditor General
CAS	Career Advancement Scheme
CBCS	Choice Based Credit System
CCTV	Closed Circuit Television
CMIE	Centre for Monitoring Indian Economy
CPE	Colleges with Potential for Excellence
CSS	Centre for the Study of Society
DCEW	Dynamic Corporate Edu World Pvt. Ltd.
DDU- KAUSHAL	Deen Dayal Upadhyay Knowledge Centres for Knowledge Acquisition and Upgradation of Skilled Human Abilities and Livelihood
DG	Diesel Generating
EBSCO	Elton B. Stephens Company
EMS	Emergency Medical Services
FDP	Faculty Development Programme
FIP	Faculty Improvement Programme
FRO	Foreigners Registration Office
FTII	Film and Television Institute of India
ICCR	Indian Council for Cultural Relations
ICFAI	Institute of Chartered Financial Analysts of India
ICOR	Institute for Community Organisation
ICT	Information and Communication Technology
ICSSR	Indian Council of Social Sciences Research
IDS	Intrusion Detection System
INFLIBNET	Information Library Network
IPS	Intrusion Protection System
ISMS	Information Security Management System
IT	Information Technology
IQAC	Internal Quality Assurance Cell
ISR	Institutional Social Responsibility
JNU	Jawaharlal Nehru University
JSTOR	Journal Storage
KEI	Knowledge Education Initiative



KPBL	Knowledge Portal for Blended Learning
LAN	Local Area Network
LCD	Liquid Crystal Display
LED	Light Emitting Diode
LMC	Local Managing Committee
M.A.	Master of Arts
M.Com	Master of Commerce
MCCIA	Maharatta Chambers of Commerce, Industries and Agriculture
MDP	Management Development Programme
NABARD	National Bank for Agriculture and Rural Development
NGO	Non-Governmental Organisation
NIC	National Insurance Company
NMEICT	National Mission in Education through ICT
NRI	Non-Resident Indian
NSS	National Social Service
OMG	Ontario Maharashtra Goa
OPAC	Online Public Access Catalogue
PA	Public Announcement
PG	Post-graduate
PIO	Persons of Indian Origin
RBI	Reserve Bank of India
RTA	Rail/Road Traffic Accident
RUSA	Rashtriya Uchchatar Shiksha Abhiyan
SAARC	South Asian Association for Regional Cooperation
SCAC	Symbiosis College of Arts and Commerce
SCHC	Symbiosis Centre of Health Care
SCHE	Symbiosis Centre for Human Excellence
SCIE	Symbiosis Center for International Education
SCLA	Symbiosis Centre for Liberal Arts
SCMS	Symbiosis Centre for Management Studies
SCSD	Symbiosis Centre for Skill Development
SEDC	Symbiosis Entrepreneurship Development Cell
SIHS	Symbiosis Institute of Health Sciences
SISC	Special Interest Study Centres
SIU	Symbiosis International University
SPPU	Savitribai Phule Pune University (Erstwhile University of Pune)
SSC	Symbiosis Sports Centre
SSIP	Symbiosis Social Involvement Programme
SSLA	Symbiosis School for Liberal Arts
TCS	Tata Consultancy Services



TDS	Tax Deducted at Source
TERI	The Energy and Resources Institute
TISS	Tata Institute Social Sciences
TLRC	Teaching Learning Resource Centre
UG	Under-graduate
UGC	University Grants Commission
UPS	Uninterruptable Power Supplies
WI-FI	Wireless Fidelity
YASHADA	Yashwantrao Chavan Academy of Development Administration



PREFACE

Symbiosis College of Arts and Commerce has evolved over a period of time. The 'Self Study Report' seeks to capture this progress. We have tried to put forward our achievements, strengths with utmost modesty. We understand that quality is a journey and we have consciously embarked upon that. We are delighted that our college has been conferred the status of 'College with Potential for Excellence' by UGC from April 2016. The progress our college has made in last five years unfolds in this document with a realistic understanding that there are further heights of excellence to be achieved in near future.

The college has received the 'Autonomous' status from the academic year 2012-13. In the light of 'Autonomy', the college felt the need to revisit the vision and mission statements to bring to focus the objective of '*developing global competencies*.' This opportunity has helped us in introducing new academic initiatives and experiments. We have tried to implement the concept of 'Autonomy' in letter and spirit.

The revised vision and mission encourages us to initiate various innovative activities and recalibrate the earlier initiatives. The highlights of which are provided below:

Highlights

- **New Academic Programmes**
 - Post-graduate Programmes in English and Economics
 - Degree with Honours Programme in B.A. and B. Com
 - Collaboration with Association of Chartered Certified Accountants (ACCA)
- **New Initiatives**
 - Symbiosis Centre for Skill Development (SCSD)
 - Symbiosis Entrepreneurship Development Cell (SEDC)
 - Symbiosis Social Involvement Programme (SSIP)
 - Applied for Research Centre of SPPU for M. Phil and Ph. D in Commerce
- **Academic Innovations**
 - Interdisciplinary approach
 - International initiatives
 - Experiential learning
- **Strengthening existing practices**
 - Research and publications



- Interface with industry
- Environment awareness initiatives
- Symbiosis Centre for Liberal Arts
- Symbiosis Centre for Human Excellence

- **Future plans**
 - DDU-KAUSHAL scheme under UGC
 - Rashtriya Uchchatar Shiksha Abhiyan (RUSA)
 - Masters Programme in Psychology
 - BBA in Entertainment Business Management
 - Certificate Courses and Diploma Programmes in emerging areas.
 - Initiatives under Colleges with Potential for Excellence (CPE)
 - Centre for the Study of Society (CSS)
 - Special Interest Study Centres (SISC)
 - Knowledge Portal for Blended Learning (KPBL)
 - Teaching Learning Resource Centre(TLRC)

This report envisages the endeavours, activities, and achievements of the college during the assessment period and has been presented in the format prescribed by NAAC.

Date : 25th October 2016.

Dr. Hrishikesh Soman
Principal



EXECUTIVE SUMMARY

*‘When the winds of change blow,
some people build walls and others build windmills.’*

– A Chinese Proverb.

Symbiosis College of Arts and Commerce is proud to belong to the internationally esteemed Symbiosis family. The Symbiosis International Cultural Centre was established in 1971 for the welfare of the international students studying in India. Since then Symbiosis has evolved from being a cultural centre to a renowned educational establishment with a host of institutions offering quality education. The founder director and President of Symbiosis, Prof. Dr. S. B. Mujumdar believes that education is the best medium to inculcate international understanding, and it is this vision that fuels the development and expansion of Symbiosis in the realm of education.

Symbiosis College of Arts and Commerce, established in the year 1983 has been at the forefront of providing quality education in conventional as well as emerging areas in higher education. It is also a matter of pride that the college was awarded the status of ‘College with Potential for Excellence’ by UGC from April 2016. The college was conferred autonomous status from the academic year 2012-13. After autonomy, the college felt the need to revisit the vision and mission of the college in view of the changing academic, economic and social environment. The vision and the mission of the college are:

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 make meaningful contribution globally.

About the College

Surrounded by scenic hills and located centrally on Senapati Bapat Road, in the city of Pune, Symbiosis College of Arts and Commerce offers a cosmopolitan and liberal space for education and growth. From its inception the college has been able to create for itself a unique identity due to its open minded liberal ethos. Over the years it has become a destination of choice for students from

across the country as well as overseas. The college is proud to state that it has students from almost all states of India and 23 countries. Similarly, the faculty profile is also diverse representing many states and cultures. This enables the academic environment to be multilingual, multicultural and multiethnic. It has always been the endeavour of the college to provide an enabling atmosphere for students from diverse backgrounds to nurture their passions, excel in their chosen fields and find their voice.

The college was awarded an 'A' Grade by NAAC in the year 2004 and was reaccredited with an 'A' Grade in 2011 with a CGPA score of 3.43. The college has also been consistently ranked amongst the top 10 colleges in India as per A. C. Nielsen - India Today survey. The college has always tried to continually evolve and innovate in tune with the changing times. Thus, since the last NAAC Peer Team visit, there has been a remarkable progress in many areas, including innovative academic programmes, research publications, doctorates, the number of books in the library and student placements.

The college offers B.A. (Regular and Honours) programme with three specializations, B. Com. (Regular and Honours) with four specializations, M.A. in two subjects and M. Com. with two specializations, along with more than 50 certificate courses and a diploma under Symbiosis Center for Liberal Arts.

Taking into account the needs of students as well as global trends in academia, the college adopted an interdisciplinary approach as its best practice. This was effectively implemented by restructuring all the courses progressively and also by introducing the Degree with Honours programme. The 'Degree with Honours' programme was introduced to cater to the needs of advanced learners. Contemporary and more discipline-relevant subjects were incorporated. In order to keep pace with the times, it was decided to calibrate the curriculum every three years and enhance its scope. With increasing importance of technology, an e-learning modules are being introduced in a phased manner.

Learning opportunities for students are not confined to the four walls of the classroom. Regular classroom teaching is supplemented by numerous co-curricular, extra-curricular activities and outreach programmes through the Symbiosis Entrepreneurship Development Cell, Symbiosis Centre for Skill Development, Symbiosis Social Involvement Programme and Symbiosis Centre for Human Excellence. All these efforts aim at holistic development of students.

Criterion I – Curricular Aspects

After conferment of autonomy in 2012-13, the college revised the entire academic programme structure keeping in mind aspirations of students, changing trends in business and society. With a policy of revision of syllabus every three years, the college introduced many courses and innovative programmes. These were supplemented by many value added and interdisciplinary certificate courses. The highlights of the curricular aspects are:

- Creative use of freedom to design programme structure and courses
- Post-graduate Programmes in English and Economics
- Degree with Honours Programme in B.A. and B. Com
- Collaboration with Association of Chartered Certified Accountants (ACCA)
- Certificate courses and a diploma programme offered by Symbiosis Centre for Liberal Arts (SCLA)
- Curriculum incorporating elements of research, contemporary issues and practical exposure.
- Contribution of experts from industry, alumni and society in curriculum designing through representation on Board of Studies and Academic Council.
- Curriculum framed to encourage use of diverse teaching methodologies.
- Curriculum aimed at enhancing employability and enrichment of knowledge.
- Credit transfer and accumulation facility.
- A formal mechanism to obtain feedback from stake holders regarding the curriculum.

Criterion II – Teaching, Learning and Evaluation.

The college is committed to offer enriching experience of learning to students inside and outside the classroom. Technology as a core tool in learning process, student centric and participative learning methods are adopted by college. Evaluation is continuous and gives due weightage to the components such as projects, assignments, research and theory. For advanced learners the college has introduced Degree with Honours programme with more in-depth academic content in the form of additional credits. Simultaneously, the college has introduced remedial and bridge courses to help students to cope with challenges of learning.

- **Diverse profile of students**
 - Multilingual, Multicultural, Multi-ethnic and Cosmopolitan profile
 - Representing 31 States and Union Territories of India and 23 countries
- **Well qualified and dedicated faculty**
 - 41% are Research Doctorates
 - 38% are pursuing Ph.D.
- **Value added, bridge courses and add-on courses**
 - Professional Certification Programme of Association of Chartered Certified Accountants (ACCA) U.K.
 - Wide range of inter disciplinary certificate and diploma courses offered by Symbiosis Centre for Liberal Arts (SCLA)
 - Certificate courses offered by Symbiosis Centre for Skill Development

- Foundation Course in Accountancy for non-commerce background students
- Introduction to Tally
- A Certification Programme in Financial Modeling
- Certificate Course in Eco-Journalism
- Basic Programme in Stock Market
- Remedial coaching

- **Use of ICT in academic endeavours**
 - E-library as learning resource centre
 - Classrooms equipped with audio-visual equipment with internet facilities
 - Subscription to various e-databases such as JSTOR, EBSCO etc.
 - Use of social media, networking sites and personal websites
 - E-learning modules

- **Experiential learning**
 - Field visits
 - Industrial visits
 - Case study
 - Departmental exhibitions
 - Surveys

- **Interaction with professionals and experts from various fields**
 - Workshops and guest lectures
 - Seminars and conferences
 - Open forums and discussions

- **Degree with Honours programme**
 - Research Methodology
 - Research projects
 - Life-skill courses
 - Interdisciplinary courses

- **Reforms in Examinations**
 - Semester pattern for all programmes
 - Introduction of credit and grading system
 - Mid-semester computer based examination
 - Assignment component for all subjects
 - Counselling sessions by a counsellor for students involved in unfair means during examinations

- **Student centric activities**

- Foundation and Orientation Programme for freshers (Induction Programme) to acquaint the students with academic and administrative processes
- To nurture creativity and scientific temper through various activities.
- Holistic development through 26 associations and committees for co-curricular and extracurricular activities
- Departmental fests such as Psyphoria, Alfaaz, Spandan , Bankonomics, Aarhkriti, PapiPeit to enhance self-learning , practical and management skills
- ‘Symagine’ College Festival

Criterion III: Research, Consultancy and Extension

Research is essential for academic excellence and learning experience. Faculty members have published research papers in peer reviewed and reputed journals and presented research papers in many national and international seminars. Corporate training programmes have given an opportunity to many faculty members to offer knowledge consultancy. As a part of Institutional Social Responsibility, many social initiatives, outreach programmes, tie-up with NGO's have been undertaken by the college.

- **Research**

- 167 research papers published in National, International journals and conference proceedings
- 163 research papers presented in National and International seminars, conferences and workshops
- Completion of 2 Minor Research Projects and 4 have applied for Minor Research Projects
- 6 faculty members have availed study leave under FIP to pursue Ph.D. since 2011.
- 7 faculty members are recognized Guides for M. Phil. and Ph.D. under the SPPU and SIU and 7 students have completed Ph.D. under their guidance, 1 student has submitted and 18 are presently pursuing their research.
- The College has International collaborations with seven reputed Universities and Institutes.
- Among the faculty 14 have Doctorates, of which 4 completed their Doctorates in the period from 2011-12 to 2015-16 and 13 are pursuing Ph.D.
- 98 Research Projects have been completed by students in the Degree with Honours programme in the last 2 years.
- 518 M. Com. students have completed Research Projects in the last 5 years.

- **Funds received**

- Dr. Aarti Wani received the '2015 Charles Wallace India Trust Fellowship' at the University of Edinburgh, U.K.
- Travel grants received by faculty for presenting research papers at international conferences.

- **International Collaborations**

- ACCA (U.K).
- Kedge Business School, France.
- Ontario Maharashtra Goa (OMG)
- Hildesheim University, Germany
- Ben Gurion University, Israel
- Tel Aviv University, Israel
- Educational Department, State of Pennsylvania

- **Seminars and Conferences**

- Financial support in the form of registration fees for presenting research papers at National and International Seminars and Conferences in and outside India.
- The college has organized 3 Conferences at National and 4 at International level.

- **Books**

- Dr. Aarti Wani's *Fantasy of Modernity: Romantic Love in Bombay Cinema of 1950s* (2016) published by Cambridge University Press, ISBN 978-1107117211
- Dr. Hilda David's *Tales and Tails* (2013) published by Lead Start Frog Books. ISBN- 978-93-81836-28-6
- 2 faculty have written 5 text books
- 4 faculty have contributed chapters in books with ISBN/ISSN

- **Conference Proceedings**

- National Seminar on *Inclusive Growth in India- Varied Dimensions and Challenges*, February 2012 (Departments of Economics and Banking) ISBN- 978-81-921046-0-7
- National Seminar on *Health and Well-Being*, December 2014 (Department of Psychology) ISBN- 978-81-921046-3-8
- International Seminar on *Symbiose'- Understanding French Literature, Art and Culture*, December 2015 (Symbiosis Centre for Liberal Arts) ISBN- 978-81-921046-6-9

- **Student publications**

- 'Research Prodigy' Compilation of research papers by the students of 'Degree with Honours Programme' ISBN 978-81-921046-4-5

- Publications by Symbiosis Centre for Liberal Arts
 - *Bihishat-i-jaavidaan*, compilation of research papers on confluence of religions in Kashmir ISBN- 978-81-921046-1-4
 - *Sarir-E-Khama*, compilation of Urdu Poetry by students December 2015
 - *Khajuraho- 'Mysticism in Erotica'*, compilation of research papers, December 2014
- **Extension Activities**
 - The college is involved in numerous extension activities to create awareness of social issues through
 - National Service Scheme (NSS)
 - Environment Cell
 - Spandan (a social extension initiative of the department of Business Practices)
 - Symbiosis Social Involvement Programme (SSIP)
 - Activities organized include Green Hill project, visit to Yerwada Jail, Orphanage, Old Age Home, School for the visually challenged, Kamayani school for specially challenged children, sending 'Rakhis' to soldiers on the border on the occasion of 'Raksha Bandhan' through an NGO, working with various NGOs, Tree Plantations, Rice Plantation, River Clean-up, Public Transport Signature Campaign, an eco-friendly Ganeshotsav etc.
 - The college has raised and contributed approximately Rs.3 lakhs to various NGOs through 'Spandan' in last two years.
- **Consultancy**
 - The areas of consultancy are academic, financial, business and management.
 - Institutional consultancy is offered in the areas of academic development and quality enhancement.
 - Individual consultancy offered by the faculty in the form of corporate training generates revenue for the individual faculty.

Criteria IV – Infrastructure and Learning Resources

The college schedules lectures, co-curricular and extracurricular activities with the objective of maximum utilization of infrastructure. Technology is integral to the academic and learning process. Well-equipped college library provides necessary resources and learning atmosphere. E-learning facility and Wi-Fi campus have made knowledge connectivity much easier.

- The College is centrally located, equipped with modern infrastructural facilities such as:
 - Classrooms equipped with LCD Projector, Computer, Wi-Fi connectivity and Speakers.

- Psychology Lab and 2 Computer Labs
- 3 Audio-Visual Halls, 2 Conference Rooms, Vishwabhavan Auditorium and Open Air Theatre
- Hostel for boys and girls with 24x7 internet connection
- Gymnasium
- Cafeteria, Bank with ATM, Stationery and Photo-copy Centre
- The college campus is an Alcohol free, Drug free and No Smoking campus.
- Secure Campus with Security Cameras and Fire Extinguishers, LCD TV for viewing Notices, Public Address System
- Dr. Babasaheb Ambedkar Museum and Memorial, Afro-Asian Cultural Museum
- Well equipped health centre with OPD, first aid, doctor and ambulance
- Library
 - Reading room and computer terminals for students and faculty
 - E-Library
 - e-books – 2,62,995
 - e-journals – 12, 552
 - Special Collection (Encyclopedias)- 124
 - Print (Book, Back Volumes, Thesis) -37367
 - Non Print (Audio Visual) - 650
- The college campus maintenance is monitored through regular inspection.
- The college provides access to sports infrastructure to its students by liaising with other colleges and sports clubs and SPPU.

Criteria V: Student Support and Progression

The college believes in holistic development of students. It provides number of opportunities to students to participate in co-curricular, extra-curricular and extension activities. This is achieved through 15 departments and 26 associations. The college is committed to providing support for all-round development of the students through the following:

- Academic, financial, medical and health support system
- Student counselling and mentoring
- Placement Cell
- Symbiosis Centre for International Education (under parent body)
- Student facilitation support such as Gymnasium, Yoga, Canteen, mess, stationery and photocopy
- Board of Student Welfare
- Personal enhancement and development through value education and career counselling.
- Annual publication of prospectus, magazine (Mosaic)
- Central, State and other scholarships such as Ernst and Young Scholarship
- An active alumni association
- Prevention of Sexual Harassment Cell and Anti Ragging Committee

- Committee for Prevention of Caste based discrimination.
- Departmental festivals and annual college festival, 'Symagine'
- Participation of students in international and national sports
- Student feedback mechanism

Criterion VI: Governance, Leadership and Management

The college has redefined vision and mission after autonomy in 2012. The college believes in ethical and transparent practices. A supportive and participative management culture is evident in all academic bodies. Leadership is credited with visualising and initiating many student centric academic programmes. With the objective of excellence in education, there is academic autonomy at every level of decision making.

- Democratic and open atmosphere is evident at all levels in the working of the college.
- Leadership is proactive and encourages fair development and opportunities for growth.
- The college has participative management culture for decision making through active statutory bodies such as Governing Body, Academic Council, Finance Committee, Board of Studies and Examination Committee.
- SPPU provides necessary support and encouragement through representation on various statutory committees.
- The college promotes the core values of higher education through its academic programmes, curricular, co-curricular and extra-curricular endeavours.
- The college has a well-defined perspective plan.
- The college has active IQAC cell to facilitate various quality measures.
- The college has formalised the mechanism for the academic audit.
- The college has various welfare schemes and health insurance for the faculty and administrative staff and students.
- The mechanism for the performance appraisal of teaching and administrative staff is in place.
- Feedback mechanism for institutional performance is in place.

Criteria VII: Innovation and Best Practices

Innovation is the culture and way of life at Symbiosis. The trinity of academic excellence, experiential learning and social and environmental awareness is evident in the design of the academic programmes. Integration of theory with practice and the message of social sensitization are at the heart of the academic programmes. An interdisciplinary approach, integrating ICT in academic delivery and internationalisation of education have been the best practices of the college. Some of the innovative and best practices of the college are:

- Green Audit

- Segregation of biodegradable waste
- Energy conservation measures such as Biogas and Solar Power Plant
- Recycling of waste water for watering plants, lawns and gardens in the campus
- Encouragement of the use of paper files, jute bags and other green/biodegradable products
- Promoting environmental consciousness
 - 'Green Hill' project which includes nurturing biodiversity, tree plantation by students and faculty
 - Workshops, seminars and field visits to inculcate environmental awareness
- Innovations
 - Introduction of new programmes and courses incorporating interdisciplinary approach
 - Departmental festivals such as Psyphoria, Alfaaz, Spandan, Bankonomics, Arhakriti etc. to enhance self-learning, practical and management skills
 - E-learning modules
 - Computer-based evaluation
 - Inculcating values and ethical practices through Symbiosis Centre for Human Excellence
- Best Practices
 - Interdisciplinary approach to learning
 - Effective use of ICT in teaching, learning, evaluation and administration
 - Internationalization of education

SWOC ANALYSIS

Strengths

- Renowned institute for higher education
- A holistic educational experience
- Multilingual, multiethnic and multicultural environment
- Highly qualified faculty committed to student welfare
- Recognition at both national and international levels
- International collaborations
- A strong focus on student-centric teaching-learning processes
- Freedom and flexibility in designing academic programmes
- Broad-based curriculum with emphasis on knowledge dissemination, character building and skill development
- Interdisciplinary approach
- Several opportunities for students to develop and enhance their creative potential and individual talent
- Healthy student teacher rapport
- Extensive use of ICT in all teaching-learning and administrative processes

- Transparent and ethical academic and administrative practices
- Well maintained infrastructure with Wi-Fi connectivity
- Optimum utilization of common infrastructural facilities

Weakness

- Being Arts and Commerce college, have fewer opportunity for grants from various governmental agencies.
- Limited infrastructure for sports
- Skewed student-teacher ratio
- Delay in governmental approvals for filling up faculty and staff vacancies
- Limited opportunities for offering consultancy

Opportunities

- To introduce additional UG and PG programmes
- To develop and establish new and innovative programmes to meet the growing demands of society
- To design skill-based courses
- To under take multi-disciplinary and interdisciplinary research activities at both national and global levels
- To enhance national and international initiatives and collaborations
- To reinforce faculty and student exchange programmes
- To inculcate entrepreneurial spirit among the students
- To design and implement additional social outreach programmes

Challenges

- Growing competition from the professional UG/PG programmes to the conventional degrees like B.A./B. Com, M.A./M. Com
- Utilitarian approach towards higher education
- Getting funds for research projects





1. Profile of the Autonomous College

Name	Symbiosis College of Arts and Commerce
Address	Senapati Bapat Road, Pune – 411 004
City : Pune	Pin. : 411 004 State : Maharashtra
Website :	www.symbiosiscollege.edu.in

2. For Communication:

Designation	Name	Telephone with STD code	Mobile	Fax	Email
Principal	Dr. Hrishikesh Soman	O: 020-25653903 R: 020-25430547	9371019988	25651850	principal@symbiosiscollege.edu.in
Vice Principal	Dr. Mrs. Sunayini Parchure	O: 020-25653903 R: 020-25655767	9822090176	25651850	viceprincipal@symbiosiscollege.edu.in
Steering Committee Co-ordinator	Dr. Vivek S. Sane	O: 020-25653903	7028011725	25651850	vivek.sane@symbiosiscollege.edu.in

3. Status of the Autonomous College by Management

- I. Government
- II. Private **Private**
- III. Constituent College of the University

4. Name of University to which the College is affiliated

Savitribai Phule Pune University

5. a. Date of establishment, prior to the grant of 'Autonomy'

: **01/08/1983**

b. Date of grant of 'Autonomy' to the College by UGC

: From Academic Year 2012-2013

6. Type of Institution:

- a. By Gender
 - i. For Men
 - ii. For Women
 - iii. Co-education

√



b. By Shift	<input type="checkbox"/>
i. Regular	<input checked="" type="checkbox"/>
ii. Day	<input type="checkbox"/>
iii. Evening	<input type="checkbox"/>
c. Source of Funding	<input type="checkbox"/>
i. Government Grant-in-aid	<input checked="" type="checkbox"/>
ii. Self-financing	<input checked="" type="checkbox"/>
iii. Any other (please specify)	<input type="checkbox"/>

7. It is a recognized minority institution?

Yes ☐ No ☒

If yes specify the minority status (Religious/linguistic/ any other) and provide documentary evidence. **Not Applicable**

8. a. Details of UGC recognition:

Under Section	Date, Month & Year (dd-mm-yyyy)	Remarks(If any)
i. 2 (f)	July 1989	
ii. 12 (B)	March 1996	

(Enclose the Certificate of recognition u/s 2 (f) and 12 (B) of the UGC Act) :

- *Copy of UGC recognition of 2f is enclosed in Annexure No. I*
- *Copy of UGC recognition of 12b is enclosed in Annexure No. II*

b. Details of recognition/approval by statutory/regulatory bodies other than UGC (AICTE, NCTE, MCI, DCI, PCI, RCI etc.)

Under Section / clause	Recognition / Approval details Institution / Department Programme	Day, Month and Year (dd-mm-yyyy)	Validity	Remarks
i.	NOT APPLICABLE			
ii.				
iii.				

(Enclose the recognition/approval letter)

9. Has the college recognized**a. by UGC as a College with Potential for Excellence (CPE)?**

Yes ☒ No ☐

If yes, date of recognition: 01.04.2016

b. for its contributions / performance by any other governmental agency?

Yes ☐ No ☒

If yes, Name of the agency **Not Applicable**
and Date of recognition: (dd/mm/yyyy)

**10. Location of the campus and area in sq. mts:**

Location *	Urban
Campus area in sq. mtrs.	2 acre
Built -up area in sq. mtrs.	4584.5792 sq. mtrs...

(* Urban, Semi-urban, Rural, Tribal, Hilly Area, Any others specify)

11. Does the College have following facilities on the campus (Tick the available facility)? In case the College has an agreement with other agencies in using such facilities provide information on the facilities covered under the agreement.

- Auditorium / seminar complex with infrastructural facilities : Yes : 3 Nos.
(Vishwabhabvan Auditorium, Audio-Visual Hall- 2 Nos (1st and 3rd floor)
- Sports facilities
 - play ground : We hire playground from various Colleges and Savitribai Phule Pune University
 - swimming pool : Available at sister institute – SIMS, Khadaki
 - gymnasium : Available at campus
- Hostel
 - Boys' hostel : Yes
 - Girls' hostel : Yes
- Residential facilities : Not available
 - for teaching staff
 - for non-teaching staff
- Cafeteria : Yes
- Health centre : Yes
 - First aid facility : Yes
 - Inpatient facility : No.
 - Outpatient facility : Yes
 - Ambulance facility : Yes
 - Emergency care facility : Yes
 - Health Centre staff

Qualified doctor	Full time	<input checked="" type="checkbox"/>	Part-time	<input type="checkbox"/> No
Qualified Nurse	Full time	<input checked="" type="checkbox"/>	Part-time	<input type="checkbox"/> No
- Other facilities
 - Bank : Yes - Bank of India
 - ATM : Yes
 - Post office : No
 - Book shops : No
 - Transport facilities
 - For Students : No
 - For Staff : Yes



- Power house : Yes
- Waste Management facility : Yes

**12. Details of programmes offered by the institution:
(academic year – 2016-2017) – as on 01.09.2016**

Sr. No	Programme Level	Name of the Programme / Course	Duration	Entry Qualification	Medium of instruction	Sanctioned / approved Student strength	No. of students admitted
1	Under-Graduate	B.A. (Regular & Honours)	3 years	**HSC or its equivalent degree	English	360*	342 (99 Hons.)
		B.Com. (Regular & Honours)	3 years	**HSC or its equivalent degree	English	2160*	2288 (333 Hons.)
2	Post-Graduate	M.Com.	2 years	Any graduate of recognized University	English	240*	238
		M.A. English	2 years	Any graduate of recognized University	English	60	30
		M.A. Eco.	2 years	Any graduate of recognized University	English	60	30
3	Certificate courses	Symbiosis Centre of Liberal Arts	3 months	HSC or its equivalent degree	English	--	64
4	Diploma	Symbiosis Centre of Liberal Arts	Max. 3 Years	HSC or its equivalent degree	English	--	80
5	Any Other (specify and provide details)	Association of Chartered Certified Accountants		HSC or its equivalent degree	English		62

Note: * 15% quota over and above the sanctioned strength for international students

** Honours admissions are based on first year results.

13. Does the institution offer self-financed Programmes?

Yes

☒

No

☐

If yes, how many?

6

M.Com., B.A. Honours, B.Com. Honours, B.A. Psychology, M.A. English, M. A. Economics

14. Whether new programmes have been introduced during the last five years?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	Number	4
-----	-------------------------------------	----	--------------------------	--------	---

B.A. Honours, B. Com. Honours, M.A. English, M.A. Economics



15. List the departments: (do not list facilities like Library, Physical Education as departments, unless these are teaching departments and offer programmes to students)

Faculty	Particulars	No		Number of students
		UG	PG	
Science	--	--		--
Arts	*Department of Economics	07	02	UG 342
	*Department of English			
	Department of French			PG 60
	Department of Geography			
	Department of Hindi			
	Department of Political Science			
Commerce	Department of Psychology			
	Department of Accountancy	10	01	UG 2288
	Department of Banking			
	Department of Business Administration			PG 238
	Department of Business Law			
	Department of Business Practices			
	Department of Costing			
	*Department of Economics			
	*Department of English			
	Department of Marketing			
	Department of Statistics & Computer Applications			
Any other (specify)				

* These departments are common for both Arts and Commerce.

16. Are there any UG and /or PG programmes offered by the College, which are not covered under Autonomous status of UGC? Give details.

No

17. Number of Programmes offered under (Programme means a degree course like BA, BSc, MA, M.Com...)

a. annual system

b. semester system

7

c. trimester system

B.A., B.A. (Hons.) B.Com. B.Com. (Hons.) M.Com., M.A. English, M.A. Economics

18. Number of Programmes with

a. Choice Based Credit System

b. Inter/Multidisciplinary Approach (B.A. Hons, B.Com. Hons.)

2

c. Any other (specify and provide details)



19. Unit Cost of Education

(Unit cost = total annual recurring expenditure (actual) divided by total number of students enrolled)

a) including the salary component

Rs. 31264.64

(b) excluding the salary component

Rs. 14898.72

20. Does the College have a department of Teacher Education offering NCTE recognized degree programmes in Education?

Yes

☐

No

√

If yes,

a. How many years of standing does the department have?

Not Applicable

b. NCTE recognition details (if applicable) Notification

No.: --

Date: ---

c. Is the department opting for assessment and accreditation separately?

Yes

☐

No

√

21. Does the college have a teaching department of Physical Education offering NCTE recognized degree programmes in Physical Education?

Yes

☐

No

√

If yes,

a. How many years of standing does the department have ?

Not Applicable

b. NCTE recognition details (if applicable) Notification

No.: --

Date: ---

c. Is the department opting for assessment and accreditation separately?

Yes

☐

No

√

22. Whether the College is offering professional programme?

Yes

☐

No

√

If yes, please enclose approval / recognition details issued by the statutory body governing the programme.

23. Has the College been reviewed by any regulatory authority? If so, furnish a copy of the report and action taken there upon.

No

**24. Number of teaching and non-teaching positions in the College (2016-2017) (as on 01.09.2016)**

Positions	Teaching faculty								Non-teaching staff		Technical staff	
	Principal		Professor		Associate Professor		Assistant Professor					
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Sanctioned by the UGC / University/ State Government	1		-		-	-	32		28		17	
Recruited	1	-	-	-	4	12	4	7	16	5	12	3
Yet to recruit	-	-	-	-	-	-	5		7		2	
Sanctioned by the management /society of other authorized bodies	-	-	-	-	-	-	1		9	9	2	1
Recruited	-	-	-	-	-	-	1	-	9	9	2	1
Yet to recruit	-	-	-	-	-	-	-	-	-	-	-	-

25. Qualifications of the teaching staff: (2016-2017) (01.09.2016)

Highest qualification	Professor		Associate Professor		Assistant Professor		Total
*****	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
Ph. D	1	-	3	6	-	3	13
M.Phil.	-	-	-	1	2	2	5
PG	-	-	1	6	1	1	9
Total	1	-	4	13	3	6	27
Temporary Teachers							
Ph.D.	-	-	-	-	1	-	1
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	-	4	4
Total	-	-	-	-	1	4	5
Part-Time Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	1	-	1
Total	-	-	-	-	1	-	1
Grand Total	-	-	-	-	-	-	33

1 post of Physical Director is vacant as on 31st August 2016.

26. Number of Visiting Faculty /Guest Faculty engaged by the College.

Liberal Arts	: 28
M.Com	: 07
M.A. Eng.	: 02
M.A. Economics	: 01
ACCA	: 04
B.A. Honours	: 04
B.Com. Honours	: 03

**27. Students enrolled in the College during the current academic year, with the following details:**Following data is as on 1st September 2016

Students	UG		PG	
	M	F	M	F
From the state where the college is located	687	755	75	85
From other states of India	506	469	49	76
NRI students	91	48	02	--
Foreign students	58	16	10	01
Total	1342	1288	136	162

* M – Male * F – Female

28. Dropout rate in UG and PG (average of the last two batches)

UG

PG

Dropout rate in UG and PG is negligible

29. Number of working days during the last academic year (2015-2016)**30. Number of teaching days during the last academic year (2015-2016)****31. Is the college registered as a study centre for offering distance education programmes for any University?**

Yes

No

If yes, provide the :

a) Name of the University :

b) Is it recognized by the Distance Education Council ?

Yes

No

c) Indicate the number of programmes offered

**32. Provide Teacher-student ratio for each of the programme/course offered (For the Academic Year 2016-2017)**

	No. of students	No of teachers	Ratio
B.A.	342	11 (8 + 3 CHB)	31 : 1
B.Com.	2288	29 (26 + 3 CHB)	79 : 1
M.Com	238	10	24 : 1
M.A. English	30	07	04 : 1
M.A. Economics	30	06	05 : 1

33. Is the college applying forAccreditation : Cycle 1 ☐ Cycle 2 ☐ Cycle 3 ☒ Cycle 4 ☐Re-Assessment: ☐**34. Date of accreditation* (applicable for Cycle 2, Cycle 3, Cycle 4 and re-assessment only)**

Cycle 1: 08.01.2004

Accreditation Outcome/Result: "A" grade (85.60 marks)

Cycle 2: 27.03.2011

Accreditation Outcome/Result: "A" grade 3.43 CGPA

Kindly enclose copy of accreditation certificate(s) and peer team report(s).

- Copy of 1st accreditation certificate (2004) is enclosed in Annexure No. III
- Copy of the 1st Peer Team Report (2004) is enclosed in Annexure No. IV
- Copy of 2nd reaccreditation certificate (2011) is enclosed in Annexure No. V
- Copy of the 2nd Peer Team Report (2011) is enclosed in Annexure No. VI

35. a. Date of establishment of Internal Quality Assurance Cell (IQAC) IQAC : 01.07.2006**b. Dates of submission of Annual Quality Assurance Reports (AQARs)**

- | | | | |
|-------|------|------------|--------------------------|
| (i) | AQAR | 22/04/2014 | (dd/mm/yyyy) : 2011-2012 |
| (ii) | AQAR | 22/04/2014 | (dd/mm/yyyy) : 2012-2013 |
| (iii) | AQAR | 23/06/2015 | (dd/mm/yyyy) : 2013-2014 |
| (iv) | AQAR | 15/03/2016 | (dd/mm/yyyy) : 2014-2015 |

36. Any other relevant data the college would like to include.

(not exceeding one page).



Criterion I: Curricular Aspects

1.1 Curriculum design and development

The Symbiosis College of Arts and Commerce established in 1983, is an autonomous college under Savitribai Phule Pune University (SPPU). In 2012 the college was granted Academic Autonomy. The college designs its own curriculum for B.A. / B. Com., Degree with Honours Programme, M.Com. and M.A. programmes. The college also offers Value Added Courses, Diploma and Certificate Courses in Liberal Arts and in Skill Development.

1.1.1 How are the institutional vision / mission reflected in the academic programmes of the College?

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 make meaningful contribution globally.

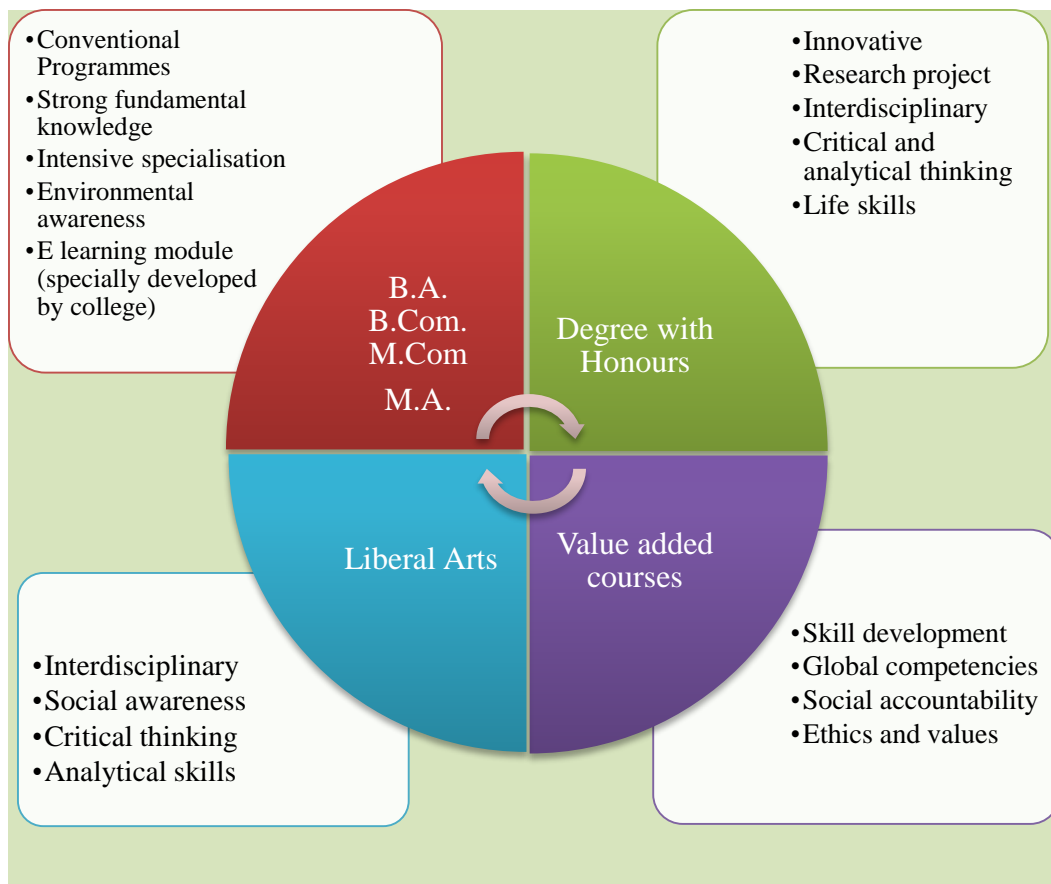
All the Academic programmes offered by the college reflect the vision and mission of the college. It aims to create a conducive learning environment and envisages creation of knowledge as well as empowers students to question, to engage in critical thinking, analysis and decision making. While designing the curriculum, due attention has been given to technology enabled e-learning components to make the entire programme more vibrant and contemporary. The B. A, B. Com and M.A, M. Com programmes offered in the conventional fields of Arts and Commerce have been redesigned to make them more relevant and rigorous in the following manner:

- Credit and grading system comparable to national standards
- Semester pattern leading to more rigorous syllabus
- Strengthening specialisations

These conventional programmes are being complemented through the innovative programs such as Degree with Honours Programme, Certificate and Diploma in Liberal Arts and the Professional Certification programme from the Association of Chartered Certified Accountants (ACCA), UK.

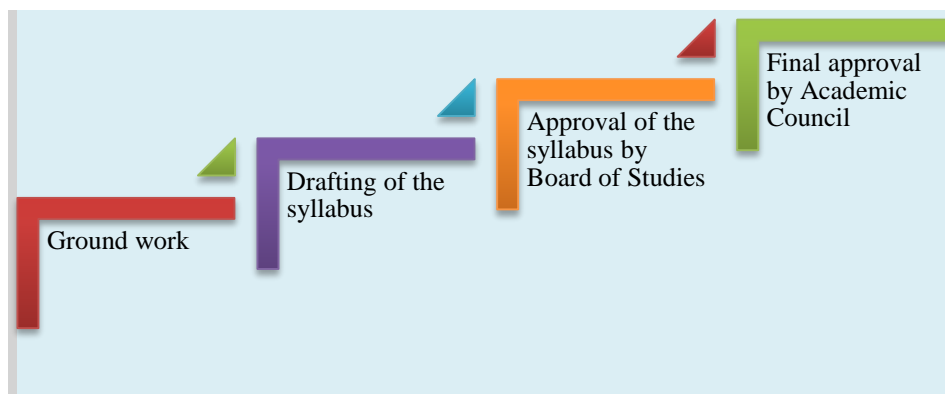
This has allowed the college to introduce interdisciplinary approach as well as a research component enabling the development of global competencies.

The following diagram exhibits how our mission is reflected in the various academic programmes and initiatives of the college:

Figure 1.1 Academic programmes and initiatives

1.1.2 Describe the mechanism used in the design and development of the curriculum? Give details on the process. (Need Assessment, Feedback etc.)

After Autonomy, the college started engaging with various stakeholders such as students, teachers, employers, parents and alumni. Based on their suggestions and recommendations and taking into consideration students' profile, the programme structure and curriculum was revised to address the needs of the students.

Figure 1.2 Mechanism used in the design and development of the curriculum**1. Ground work**

Given the dynamic transformation in the social, educational and industrial scenario, a need was felt to incorporate additional, relevant and contemporary elements in the curriculum. Elaborate exercises were conducted by departments in the process of autonomy to identify popular and relevant courses and contemporary topics which were being offered by various other colleges and professional institutes.

Formal feedback is taken from students, faculty and employers. Informal feedback was taken from colleagues, subject experts, ex-students, students under student exchange programme, industry representatives and employers.

2. Drafting of the syllabus

The syllabi for various subjects were designed and drafted by the departments.

3. Approval of Syllabi by the Board of Studies

The draft syllabus is presented to the Board of Studies and finalized after incorporating valuable suggestions put forward by the members.

4. Academic Council

The course structure and the syllabi of all the subjects is presented to the Academic Council for final approval.

1.1.3 How does the College involve industry, research bodies, and civil society in the curriculum design and development process? How did the College benefit through the involvement of the stakeholders?

The ultimate goal of higher education is to prepare students to contribute to society in a meaningful and ethical manner. Therefore, there is a continuous attempt to keep abreast of the requirements of society.

The college has constituted Board of Studies and Academic Council as per UGC guidelines. These statutory bodies have representatives from different walks of life such as industry, professionals, academia etc. Since autonomy was introduced in the college, various representatives were invited as members of the Governing Body, Academic Council and Board of Studies. At present, there

are 25 Academia representatives, 9 Industry representatives and 8 Alumni on various Boards of Studies.

The college also has a large number of multinational companies like Ernst & Young, Deloitte, KPMG, Google, Deutsch Bank, Goldman Sachs, visiting the campus for placements. The representatives from these companies have discussions with the Principal regarding the academic inputs which facilitates developing a more need based curriculum.

The Principal has been participating in an annual Dean's meet variously organized by Deloitte and Ernst & Young, where Principals of leading colleges are invited to discuss industry needs, human resource requirements, necessary skill sets that need to be incorporated in the curriculum.

1.1.4 How are the following aspects ensured through curriculum design and development?

- **Employability**

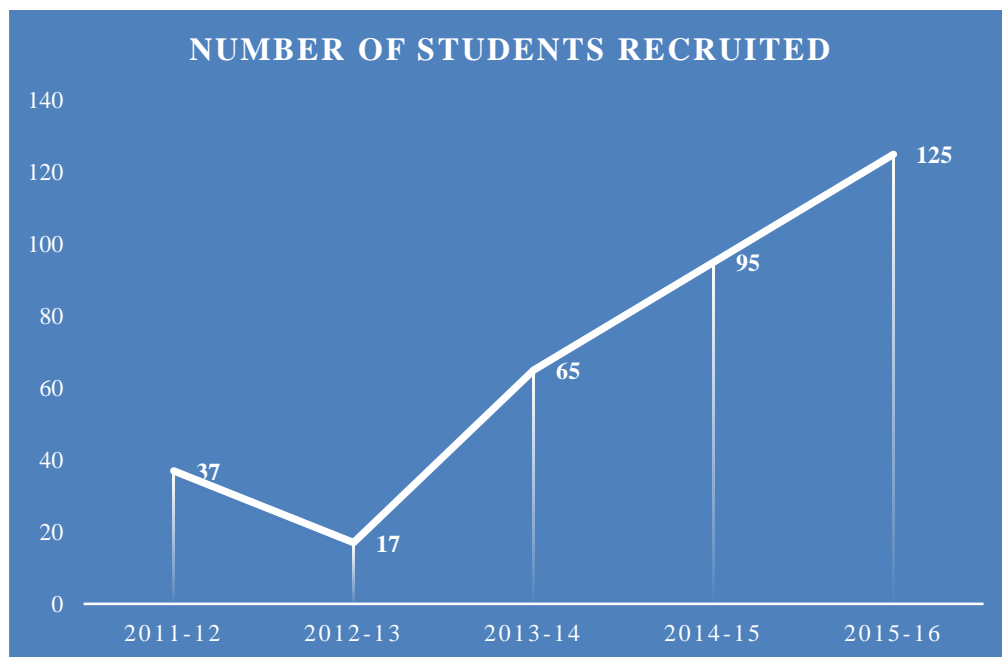
The entire curriculum is designed and updated with the objective of:

- 1) Laying strong academic foundations
- 2) Promoting conceptual clarity
- 3) Encouraging critical thinking
- 4) Infusing industry relevant skills

Besides the academic inputs, a lot of emphasis is also given to developing soft skills, organizational skills and ethical decision making.

A number of campus placements with well-known companies reflect the employability of the students.

Figure 1.3 Number of students recruited



• Innovation

Being an autonomous college, the faculty has the freedom to design innovative courses that are then approved by the Board of Studies and the Academic Council. The conventional undergraduate programmes in Arts and Commerce were revisited in terms of the topics, subjects and contents. In comparison with the SPPU curriculum, 50% of courses have been fully redesigned, 35% of the courses have undergone major changes and in 15% of the courses there have been minor changes.

The following table gives an idea regarding the innovation undertaken in course development.

Table 1.1 Summary of the innovative courses introduced by the college

Sr. No.	Subject /Stream	Class & Semester	Courses
1	English	S.Y.B.A. Sem. 3	Popular Literature
		S.Y.B.A. Honours Core 1	The City: Word and Image
		S.Y.B.A. Honours Core 2	Literature and Cinema
		T.Y.B.A. Honours Core 3	Gender and Performance
2	Entrepreneurship	S.Y. B.Com. Sem. 3	Managing Innovation and Entrepreneurship
		S.Y.B.Com. Sem. 4	Success stories in Entrepreneurship
		T.Y.B.Com. Sem. 6	Strategic Enterprise Management
		S.Y.B.Com. Sem. 4 Honours Core 2	Creation and Management of Business
		T.Y.B.Com. Sem. 5 Honours Core 3	Case Studies in Entrepreneurship
		T.Y.B.Com. Sem. 5	New Venture Creation
3	Marketing	S.Y. B.Com. Sem. 3 Honours Core 1	Creativity in Advertising
		T.Y.B.Com. Sem. 6 Honours Core 3	Case Studies in Marketing
4	Banking	T.Y.B.Com. Sem. 5	Banking law and operations (Spl. 5)
		T.Y.B.Com. Sem. 5	Inclusive Financial System (Spl. 6)
5	Economics	T.Y.B.A. Sem. 5	Human Development Issues and Analysis
6	Psychology	S.Y.B.A. Sem. 3	Health Psychology (Spl.1)
		T.Y.B.A. Sem. 5	Human Resource Management
		T.Y.B.A. Sem. 6	Organizational Development

Sr. No.	Subject /Stream	Class & Semester	Courses
7	Business Administration	F.Y.B.Com. Sem. 1	An Insight into India (General Awareness -1)
		F.Y.B.Com. Sem. 2	An Insight into the World (General Awareness -2)

• Research

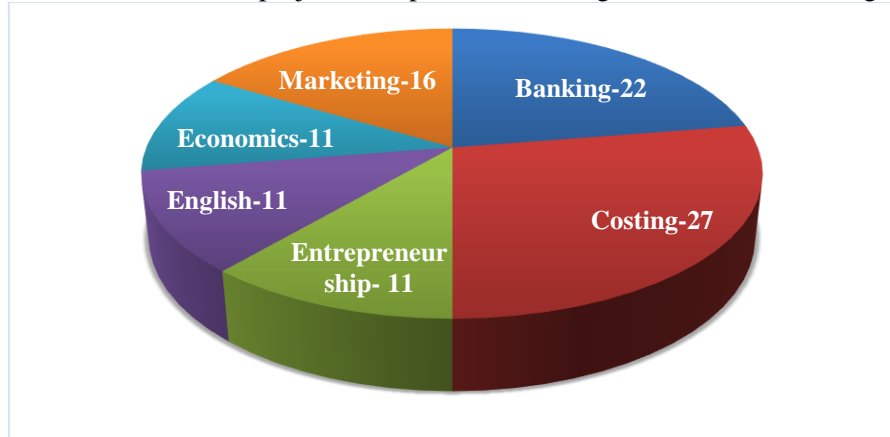
Research is encouraged in the curriculum through:

1. Research based assignments: For every subject there is a component of assignment carrying 20% weightage. Many of these assignments are research based assignments.
2. Degree with Honours Programme includes a component of research methodology and a research project. In the year 2015-16 reports of 16 research projects were published in a research journal titled '*Research Prodigy*'

Table 1.2 Summary of research projects completed under Degree with Honours Programme

Specialisation subjects	2014-15	2015-16	Total
Banking	6	16	22
Costing	16	11	27
Entrepreneurship	5	6	11
English	5	6	11
Economics	5	6	11
Marketing	9	7	16
Total Research Projects	46	52	98

Figure 1.4 Total research projects completed under Degree with Honours Programme

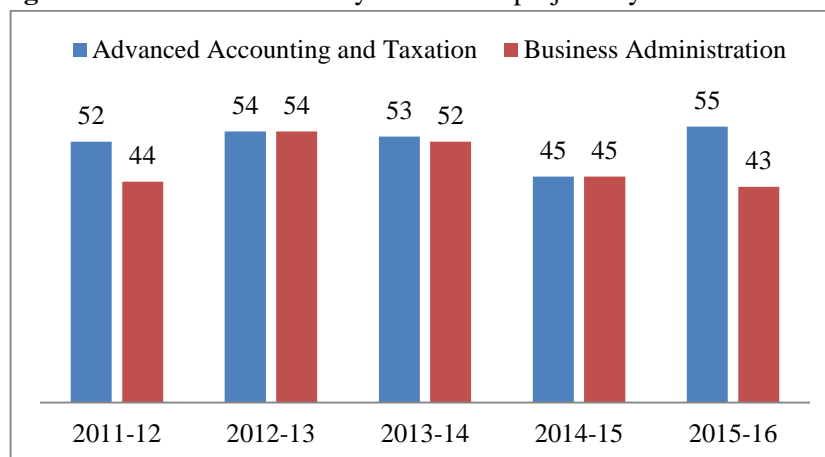


3. Under the M.Com. programme, every student is required to submit a research project.

Table 1.3 Summary of M.Com. Research projects

Specialisation subjects	2011-12	2012-13	2013-14	2014-15	2015-16	Total
Advanced Accounting and Taxation	52	54	53	45	55	259
Business Administration	44	54	52	45	43	259
Total	96	108	105	90	98	518

Figure 1.5 Year-wise summary of research projects by M.Com. students



1.1.5 How does College ensure that the curriculum developed address the needs of the society and have relevance to the regional / national developmental needs?

College has realised the need to introduce courses of relevance to regional / national developmental needs. It is essential that the course content, teaching methodology and classroom practices address concerns of national integration, human rights awareness, human resource development, leadership, skill development, gender equality, justice, environmental awareness, sustainable development and commitment to socially progressive ideals.

Society also needs entrepreneurs, good employees and efficient professionals. The students need to be motivated to be rational, analytical and free thinking individuals. Thus, the curriculum offered makes a strong effort to develop a socially, morally and intellectually healthy human being.

Towards this goal, some of the courses introduced by the college are:

Undergraduate courses

- Individual and Society (F.Y.B.A./B.Com.)
- Human Development Issues and Analysis (T.Y.B.A.)
- Economics of Development (S.Y.B.A.)
- Marketing and Social Responsibility (S.Y.B.Com.)
- Health Psychology (S.Y.B.A.)
- Coping Mechanism (S.Y.B.A.)
- Inclusive Financial System (T.Y.B.Com.)

Interdisciplinary courses

- The Living Past
- Cyber Law
- Science and Sustainable Development
- Managing Innovation & Entrepreneurship
- New Venture Creation

Life Skills courses

- Outdoor Leadership
- Legal Awareness
- Soft Skills and Personality Development
- Team Building and Leadership
- Problem Solving and Decision-making Skills
- Value Education

Liberal Arts courses

- Health and Wellness Management
- Happiness and Freedom
- Natural Resource Management

Honours

- Gender and Performance
- Sustainability Management

1.1.6 To what extent does the College use the guidelines of the regulatory bodies for developing or restructuring the curricula? Has the College been instrumental in leading any curricular reform which has created a national impact?

The college follows the UGC guidelines for the formation of the various statutory bodies like Board of Studies and Academic Council for the development and restructuring of the curriculum. The semester and grading systems recommended by UGC have been adopted by the college since 2012. As the number of autonomous colleges in Maharashtra is very few, within a short period, our college has emerged as a front runner amongst Autonomous colleges. There has been more than one instance of affiliated colleges desirous of autonomy approaching the college for guidance.

Certificate and Diploma in Liberal Arts introduced by the college in 2006 and now well integrated with the curriculum under autonomy, inspired Symbiosis International University to set up a separate institution and offer a 4 year degree programme in Liberal Arts. The college understands that based on this experiment, similar efforts have been initiated in one of the colleges in Goa.

1.2 Academic Flexibility

1.2.1 Give details on the following provisions with reference to academic flexibility

a. Core courses and their specialisations

B.A., B. Com., and M.Com. programmes offer compulsory, general and specialisation courses. The students have the option of choosing general and specialisation courses which allows academic flexibility.

- B.Com. students can choose one amongst four specialisation of Marketing Management, Banking and Financial Systems, Costing and Entrepreneurship.
- B.A. students can opt for three out of six general subjects in the second and third year and one specialisation subject out of Economics, English and Psychology.
- M.Com. students can choose between Advanced Accounting & Taxation and Business Administration as specialisation.
- M.A. students have the option of specialising either in Economics or English. Both specialisations offer core and optional courses.

Table 1.4 Summary of the core courses and specialisations offered

Program	Compulsory/General Subjects	Electives
F.Y.B.Com.	<ul style="list-style-type: none"> Accountancy Economics Compulsory English Additional English General Awareness-1 General Awareness-2 	<ul style="list-style-type: none"> Business Computing Mathematics
S.Y.B.Com.	<ul style="list-style-type: none"> Accountancy Economics 	Special Electives <ul style="list-style-type: none"> Marketing Management Banking and Financial Systems Costing Entrepreneurship General Electives <ul style="list-style-type: none"> Managerial Communication Management Company Law Communication for Marketing
T.Y.B.Com	<ul style="list-style-type: none"> Accountancy Economics Business Taxation Mercantile Law 	<ul style="list-style-type: none"> Subject of specialisation chosen at SY level is continued
F.Y.B.A	<ul style="list-style-type: none"> English Economics Psychology Politics Geography Additional English 	General Electives <ul style="list-style-type: none"> Hindi French
S.Y.B.A	<ul style="list-style-type: none"> Compulsory English Economics English Psychology 	Special Electives <ul style="list-style-type: none"> Economics English Psychology General Electives <ul style="list-style-type: none"> Political Science Geography Hindi
T.Y.B.A	<ul style="list-style-type: none"> Compulsory English Economics English 	<ul style="list-style-type: none"> Subject of specialisation and General electives

	<ul style="list-style-type: none">• Psychology• Political Science• Geography• Hindi	chosen at SY level are continued
M.Com.	<ul style="list-style-type: none">• Management Accounting• Financial Management	Special Electives <ul style="list-style-type: none">• Advanced Accounting and Taxation• Business Administration
M.A.	<ul style="list-style-type: none">• Economics	
M.A.	<ul style="list-style-type: none">• English	

Academic flexibility is further enhanced in the Degree with Honours Programme. In the programme along with three core courses in the area of their specialisation, students choose one interdisciplinary subject and one Life Skills subject from amongst the many options offered.

For example, the student opting for Degree with Honours Programme has to complete her three core papers related to her subject of specialisation and in addition to that has to opt one interdisciplinary subject and one Life Skills subject.

b. Enrichment courses

- The Symbiosis Centre for Liberal Arts (SCLA) offers enrichment courses under the disciplines of Humanities, Language and Literature, Sciences and Performing Arts.

Table 1.5 Summary of courses offered by SCLA in the last five years

Sr. No	Liberal Arts Course Title
1	20 century: Bloodiest Century in Human History
2	Advertisement and Creativity
3	Advance Archaeology
4	Advance Creative Writing
5	Advertising and Contemporary Culture
6	Anthropology
7	Appreciating Art
8	Archaeology
9	Basic Logic
10	Bio Cultural Diversity
11	Cutting Edge Communication
12	China and Asian Century
13	Comparative Mythology
14	Contemporary Dance
15	Contemporary Economic Issues
16	Creative Writing
17	Creativity in Advertising
18	Cutting Edge Communication
19	Cyber Law
20	Dissolve the Boundary
21	Drumming
22	Ecological History of India
23	Environmental Outdoor Studies
24	Express Yourself
25	Film Studies
26	French
27	From the World to the World: Literature of South Asia
28	Health and Wellness Management
29	Hindi
30	Hypnotherapy and other Para-psychological Therapeutic Modalities
31	International Economic Cooperation
32	Indian Global Corporate Sector
33	Introduction to Marxism
34	Introduction to Art History- India and West

35	Introduction to Indian Philosophy
36	Investment and Beyond
37	Legal Awareness
38	Literature and Censorship
39	Literature and Gender
40	Markets and Capital
41	Mentioning the Unmentionable
42	Music and Poetry
43	Natural Resource Management
44	Philosophy of Entertainment
45	Photography
46	Problem Solving and Decision Making
47	Public Speaking
48	Salsa
49	Science and Sustainable Development
50	Scientist and Invention
51	Society and Science
52	Sport Psychology
53	The Living Past: Comprehending India
54	Theatre Appreciation
55	Unearthing Peer Therapy
56	Unlock Your Mind: Intelligence Reading and Critical thinking
57	Verily Food is Life
58	World of Shakespeare

d. Credit transfer and accumulation facility:

The college encourages students exchange programmes. Students from international universities have been visiting and attending undergraduate courses. However, the formal process of credit transfer and credit accumulation is being developed. So far one student from Belgium and three students from France have visited the college under the student exchange programme.

1.2.2 Have any courses been developed specially targeting international students? If so, how successful have they been? If 'no', explain the impediments.

International students have been taking admission to the college on a regular basis. After autonomy, the courses offered in the revised curriculum such as 'An Insight into the World', 'Marketing : A Global Perspective', 'International Financial System and Emerging Financial Markets', 'Political Thinkers: Eastern and Western', 'International Banking Regulations', 'International Economics

and Policy Framework', 'Beginning Literature', 'City: Word and Image', 'Gender and Performance' 'India in the World Context' etc. were designed with the view of enabling the students with national and international perspectives and competencies. The international students who take admission to our programmes are exposed to a wide spectrum of information and knowledge with a global perspective. The needs and requirements of international students are inherently considered in the curriculum structure and design.

1.2.4 Does the College offer self-financing programmes? If yes, list them and indicate if policies regarding admission, fee structure, teacher qualification and salary are at par with the aided programmes?

The college offers the following self - financing programmes:

1. B.A. (Psychology)
2. B.A. (Honours)
3. B.Com. (Honours)
4. M.Com.
5. M.A. English
6. M.A. Economics

The admission policy and fee structure are as per the policy laid down by the college and approved by the Governing Body of the college. Qualified faculties are appointed as per the guidelines of UGC and Government of Maharashtra. In addition, visiting faculties from industry and experts in the field are invited to provide an expansive exposure to the students.

1.2.5 Has the College adopted the Choice Based Credit System (CBCS)? If yes, how many programmes are covered under the system?

The college is keen in adopting the Choice Based Credit System and is in the process of devising an appropriate CBCS to suit the programme structure of the college.

1.2.6 What percentage of programmes offered by the College follows Annual system, Semester system and Trimester system?

All aided and self-financed U.G. and P.G. programmes follow the semester system.

1.2.7 What is the policy of the College to promote inter-disciplinary programmes? Name the programmes and what is the outcome?

The college firmly believes in, and advocates interdisciplinary approach in its curriculum. The interdisciplinary nature of our programme is sought to be enhanced by introducing an embedded Degree with Honours Programme for B.A. / B.Com. As a part of these programmes, students have to study one of the courses listed below, beyond their chosen stream of study. This is to ensure the students explore areas and fields of knowledge and enquiry beyond their domain of interest.

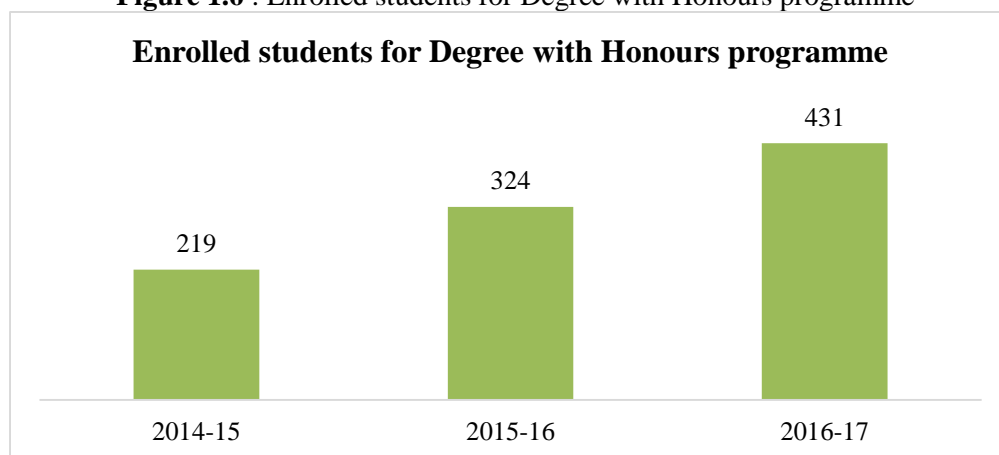
- **List of Interdisciplinary courses**

1. The Living Past
2. Introduction to Philosophy
3. Philosophy of Entertainment
4. India and Global Corporate Sector
5. Appreciating Theatre
6. Scientists and Inventions
7. Dissolve the Boundaries
8. Comparative Mythology
9. Cyber Law
10. Basic Logic
11. Science and Sustainable Development

Apart from this, students are also encouraged to undertake research projects that are interdisciplinary in nature.

The increase in the number of students opting for Degree with Honours programme is indicative of its success.

Figure 1.6 : Enrolled students for Degree with Honours programme



1.3 Curriculum Enrichment

1.3.1 How often is the curriculum of the College reviewed for making it socially relevant and/or job oriented / knowledge intensive and meeting the emerging needs of students and other stakeholders?

The curriculum of the college is reviewed every year and revised every three years. The emerging needs of students and other stakeholders are gauged through the interactions and feedbacks received from various stakeholders such as teachers, students, industry experts.

1.3.2 How many new programmes have been introduced in UG and PG level during the last four years? Mention details.

In the initial years of autonomy, the college focused on strengthening the existing programmes and gradually introduced the following new programmes:

- **Embedded Degree with Honours Programme for B.A. and B.Com.**
The college introduced embedded Degree with Honours Programme for B.A. and B. Com students from the first batch of 2012-15. Students have an option of choosing Degree with Honours Programme in the second year. This programme has additional academic inputs as well as additional credits. Along with the 125 credits of the regular B.A. / B. Com degree programme, the students complete additional 22 credits in this programme. The Degree with Honours Programme is offered in all the subjects of specialisations in Commerce as well as Arts.

Subjects of Specialisation:

- **Commerce**

1. Banking
2. Costing
3. Business Entrepreneurship
4. Marketing

- **Arts**

1. Economics
2. English
3. Psychology

Table 1.6 Structure of the Degree with Honours Programme

Class	Semester	Papers / Course	Credits
S.Y. B. A. / B. Com	3	Core Paper – I (subject of specialisation)	4
	4	Core Paper – II (subject of specialisation)	4
		Interdisciplinary Paper - I	3
T.Y. B. A. / B. Com	5	Course for life skill	3
		Research Methodology	2
	6	Core Paper – III (subject of specialisation)	4
		Project	2
Total			22

Figure 1.7 Elements of Degree with Honours Programme

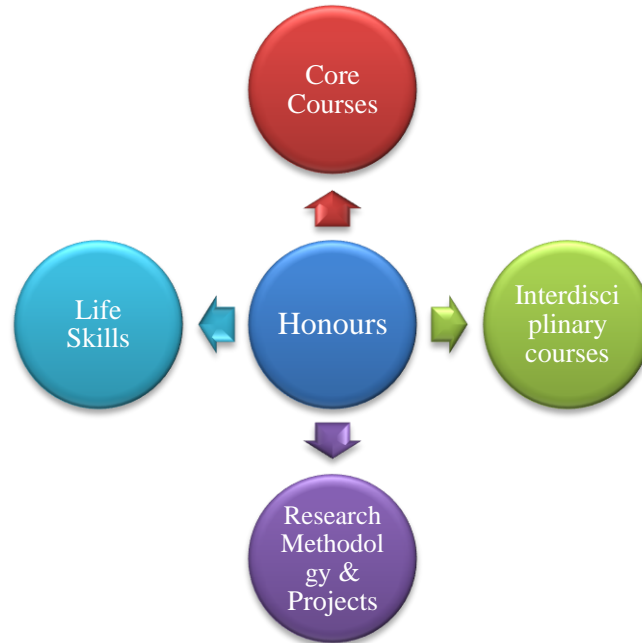


Table 1.7 List of Core Courses under Degree with Honours Programme

B.A. (Honours)	
Economics	
Core 1	Behavioral Economics
Core 2	Industrial Economics
Core 3	Quantitative Methods for Economics with Computer Applications
English	
Core 1	City : Word and Image
Core 2	Cinema and Literature
Core 3	Gender and Performance
Psychology	
Core 1	Abnormal Psychology
Core 2	Psychological Testing
Core 3	Internship
B.Com. (Honours)	
Banking	
Core 1	Insurance and Risk management
Core 2	International Trends in Banking Regulation

Core 3	Security Analysis and Portfolio Management
Costing	
Core 1	ERP (Enterprise Resource Planning)
Core 2	Sustainability Management
Core 3	Management Accounting
Entrepreneurship	
Core 1	Investment and Beyond
Core 2	Creation and Management of Business
Core 3	Case Studies in Management
Marketing	
Core 1	Creativity in Advertising
Core 2	Current trends in Marketing
Core 3	Case Studies in Marketing

- Professional certification programme, viz. Association of Chartered Certified Accountants (ACCA), an internationally accepted course in Finance and Accounting in 2013.
- Masters Programmes in Economics and English in the academic year 2016-17.
- The college has applied for a research centre for M. Phil & Ph.D. in Commerce.

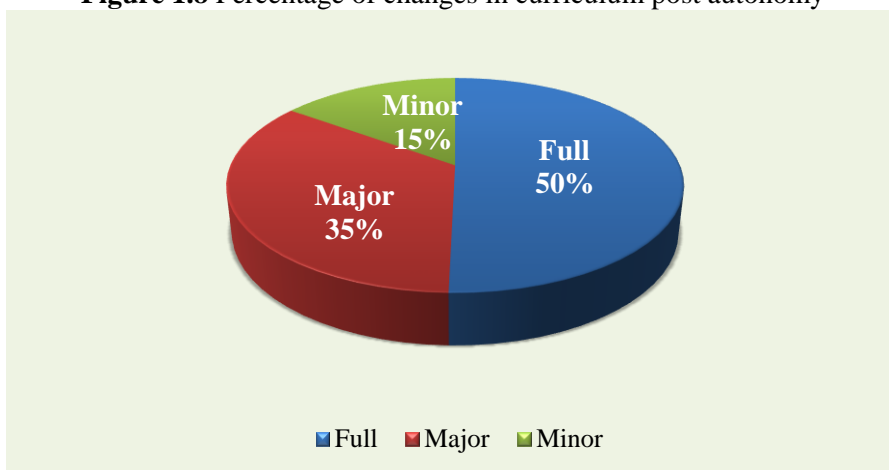
1.3.3 What are the strategies adopted for revision of the existing programmes? What percentage of courses underwent a major syllabus revision?

After Autonomy in 2012, the programmes offered by the college were restructured and all the courses offered underwent major revision.

The following strategies were adopted for revision of curriculum:

1. Feedback from various stakeholders such as outgoing students, alumni, employers, industry experts.
2. Study of parallel courses offered by various reputed colleges/professional institutions and universities from the country and abroad.
3. Discussion with experts during seminars, conferences, guest lectures and Board of Studies meetings.

Efforts were taken to make the syllabi more contemporary, balanced, industry relevant, with a strong conceptual base. The number of specialisation papers were increased to make the programmes more intensive.

Figure 1.8 Percentage of changes in curriculum post autonomy

1.3.4 What are the value-added courses offered by the College and how does the College ensure that all students have access to them?

Value-added courses are courses that make an attempt to enhance the skill set of students with the primary objective of improving their employability.

The following value added courses are offered by the college:

1. Association of Chartered Certified Accountants (ACCA) Professional Certification Programme.
2. Financial Modeling
3. Bridge Course in Accountancy
4. Certificate in Stock Market
5. Practical Aspects in Taxation and Finance
6. Stock Market Training Programme

Wide publicity for these value added courses is given by way of written notices, announcements and college website about timings, fee structure etc. The students are encouraged to enroll for these courses.

1.3.5 Has the College introduced any higher order skill development programmes in consonance with the national requirements as outlined by the National Skills Development Corporation and other agencies?

In 2015 the college established the Symbiosis Centre for Skill Development under which skill development courses are being offered. The college has applied to the UGC scheme 'Deen Dayal Upadhyay Centres for Knowledge Acquisition and Upgradation of Skilled Human Abilities and Livelihood' (KAUSHAL) in the academic year 2015-16.

Under the Symbiosis Centre for Skill Development, the college organized two certificate courses viz.

- **Practical Aspects in Taxation and Finance** in collaboration with Dynamic Corporate Edu World Pvt. Ltd. (DCEW).

- **Stock Market Training Programme** in collaboration with Mint Institute Pvt. Ltd.

Feedback System

1.4.1 Does the College have a formal mechanism to obtain feedback from students regarding the curriculum and how is it made use of?

Yes, the college does have a formal mechanism to obtain feedback from students regarding the curriculum. The college has standardised the student-feedback forms for this purpose.

The feedback covers the following important aspects with reference to curriculum:

- Adequacy of syllabus
- Learning value (in terms of skills, concepts, knowledge, analytical abilities, or broadening perspectives)
- Applicability/and relevance to real life situations
- Relevance/learning value of project/ report/assignments

The feedback is analysed by the Internal Quality Assurance Cell (IQAC). The feedback is communicated to the respective departments which then undertake the process of incorporating the recommendations and suggestions in the curriculum.

The analysis of the T. Y. B. Com. students' feedback on curriculum is presented below:

Figure 1.9 Feedback on adequacy of syllabus

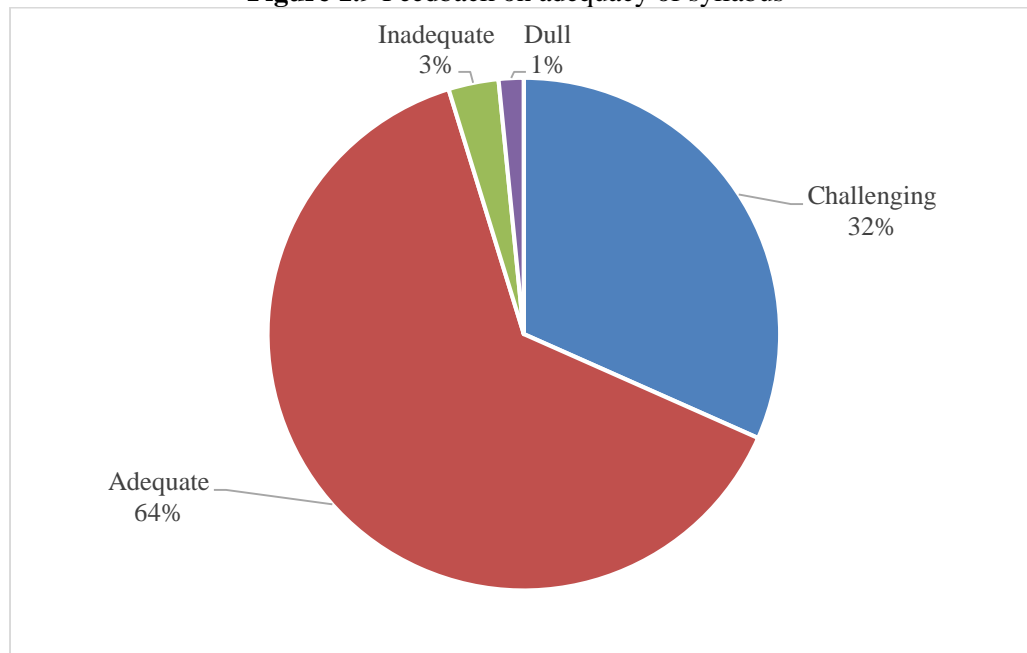


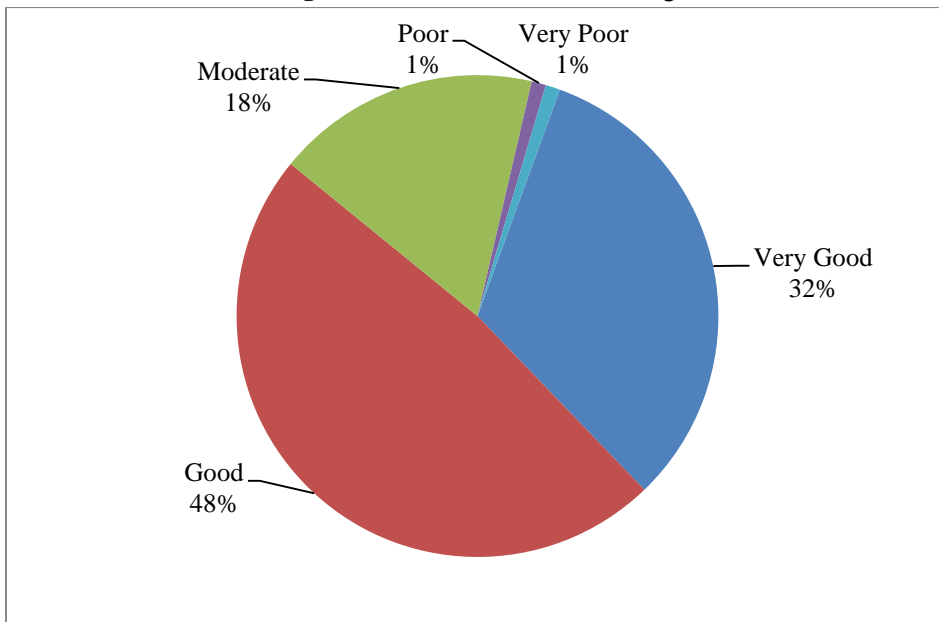
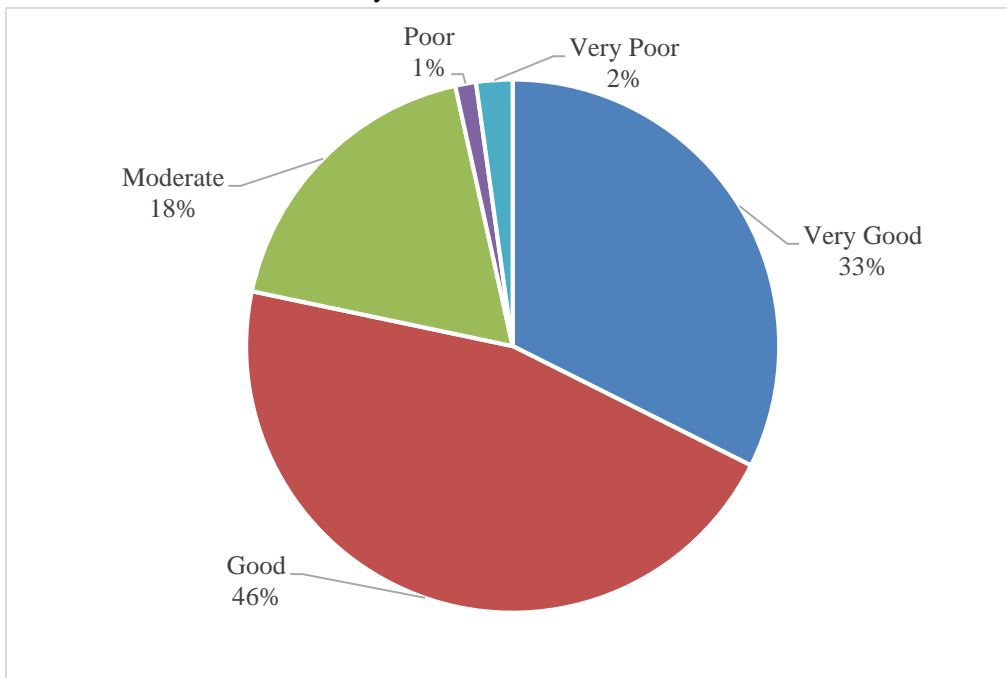
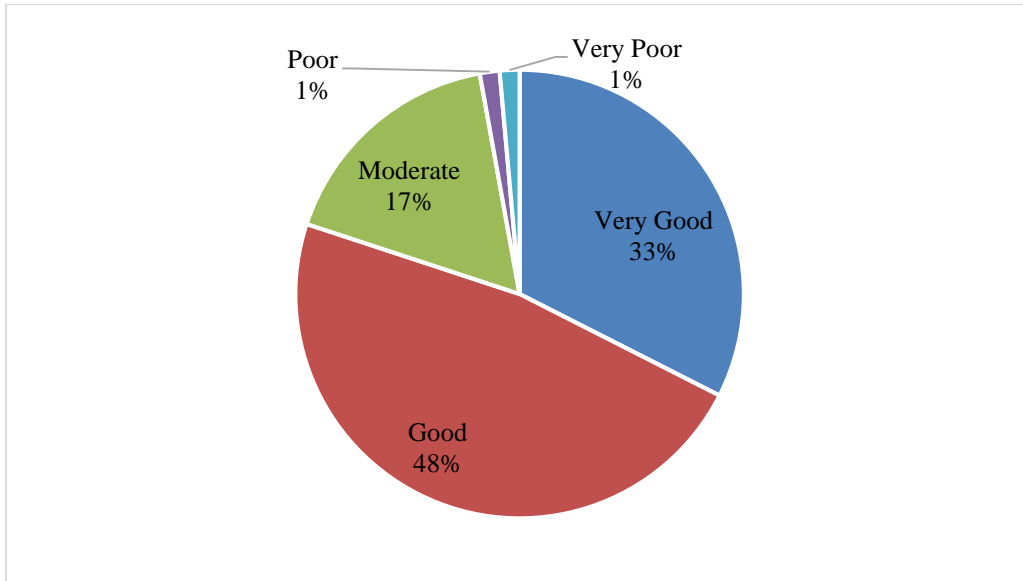
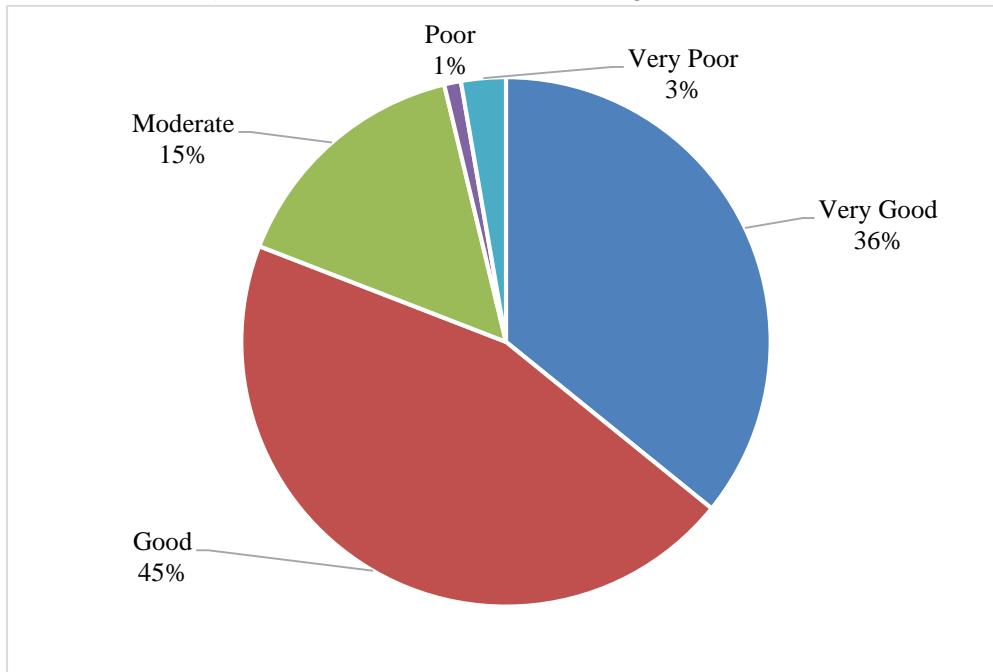
Figure 1.10 Feedback on learning value**Figure 1.11** Feedback on applicability/relevance of the syllabus to real life situations

Figure 1.12 Feedback on the relevance/learning value of project/ report/assignments**Figure 1.13** Feedback on overall rating of T.Y.B.Com.

1.4.2 Does the College elicit feedback on the curriculum from national and international faculty? If yes, specify a few methods adopted to do the same - (conducting webinar, workshop, online forum discussion etc.). Give details of the impact on such feedback.

The college takes efforts to make the curriculum at par with national and international standards. As and when academicians of eminence visit the

college, the faculty interacts with them and gets feedback on the curriculum and relevant suggestions are incorporated. These interactions enable incorporation of global perspective to the curriculum. Similarly, many of the faculty have visited both national and international universities, interacted with their faculty and scholars. Their suggestions help design the courses offered by the college. For example, Dr. Gautam Gavli, Professor and Head Department of Psychology, Mumbai University and Honorary Director of Indian Council of Social Sciences Research (ICSSR), Western Regional Centre, University of Mumbai, has suggested topics for the F.Y.B.A. general Psychology paper which were incorporated in the course.

1.4.3 Specify the mechanism through which alumni, employers, industry experts and community give feedback on curriculum enrichment and the extent to which it is made use of.

Alumni and industry representatives are part of the Board of Studies. Their expert opinions and suggestions go into shaping the curriculum. Feedback is taken from the alumni and employers. 8 alumni and 10 representatives from industry have been members of the Board of Studies and Academic Council.

1.4.4 What are the quality sustenance and quality enhancement measures undertaken by the institution in ensuring effective development of the curricula?

The following are the quality sustenance and quality enhancement measures undertaken by the college

1. Autonomy gives individual departments and faculty the freedom to introduce relevant courses and topics to enhance the quality of curriculum. The Board of Studies ensure that the quality is maintained.
2. Continuous monitoring by the IQAC team consisting of the Principal, Vice Principal and three full time faculty members.
3. Academic Audit is being conducted to reassure the quality.
4. Faculty development through research and training programmes, workshops, seminars and conferences.
5. Regular departmental, internal academic committee and Academic Council meetings to brain storm issues and new ideas.
6. Feedback from stakeholders becomes a valued input in curriculum enrichment.
7. Research based curriculum and diverse methods of evaluation mobilised by faculty ensures creativity, practical application, critical and analytical thinking.
8. Continuous and on-going interaction and networking with experts from industry, NGOs etc. infuse the curriculum with new ideas.



Criterion II: Teaching-Learning and Evaluation

2.1 Student Enrolment and Profile

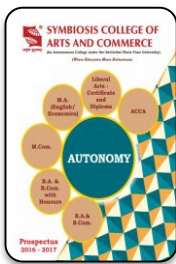

2.1.1 How does the College ensure publicity and transparency in the admission process?

The college was conferred the academic autonomy in 2012. The college has been consistently ranked as one of the top ten colleges in India. The college attracts students not only from different states of India but also from other countries. The college enjoys a certain reputation amongst prospective students and their parents. The academic programmes offered by the college are made known through college website and prospectus. The college has a transparent online admission process.

Publicity

The measures undertaken by the college to ensure publicity and transparency in the admission process are as follows:

Figure 2.1 : Measures for Publicity and Transparency in admission process

	<p>Prospectus: The college prospectus gives details of the Degree Programmes, Degree with Honours Programme, Post Graduate Programmes, Liberal Arts courses, specializations offered, Association of Chartered Certified Accountants (ACCA) programme. It also highlights the major facilities available in the College, the rules, regulations and opportunities both in co-curricular and extracurricular activities.</p>
	<p>Institutional website: The college has a website [www.symbiosiscollege.edu.in] which displays details about the courses / programmes offered. It also provides details regarding examinations, eligibility to various courses, details of specialization, departments, faculty and other co and extracurricular activities. The website provides details of the various associations, clubs, alumni and other 'happenings' of the college.</p>

Transparency

College has a well drafted admission policy. All admissions take place purely on merit basis subject to the reservation policy of the state government. The college does not accept donation or capitation fees from anyone for admission to any academic programme. This is well publicized on the college website.

The college has developed a unique online admission process which enables the college to maintain a fully transparent system. The online admission process is as follows:

- a) The online pre-merit applications provide an easy access to students in the city and all over India and abroad
- b) The merit list is declared online and also displayed on the college notice boards
- c) Notices are displayed regarding the admission status and vacancies in the reserved categories
- d) Any discrepancy or query regarding the admission or the merit list is brought to the notice of the Admission Committee and the grievances, if any, are resolved
- e) The admission for foreign students, PIO / NRI, ICCR and SAARC are done through the International Student Cell of SPPU. These students approach the college only when the admission is confirmed by SPPU and then complete the formalities of admission.

2.1.2 Explain in detail the process of admission put in place for UG, PG and Ph.D. programmes by the College. Explain the criteria for admission (Ex. (i) merit, (ii) merit with entrance test, (iii) merit, entrance test and interview, (iv) common test conducted by state agencies and national agencies (v) others followed by the College?

The procedure for admission for UG is as follows:

- Students for the undergraduate courses are selected purely on merit basis and according to the reservation rules of State Government of Maharashtra.
- Merit lists are put up on the college website every third day during the admission period for the remaining vacant seats.
- The college has introduced an online admission process for the undergraduate programmes. The entire admission process beginning with the pre-merit forms to the declaration of merit list and filling of admission forms is done online

Figure 2.2 : Admission Process for Undergraduate programme

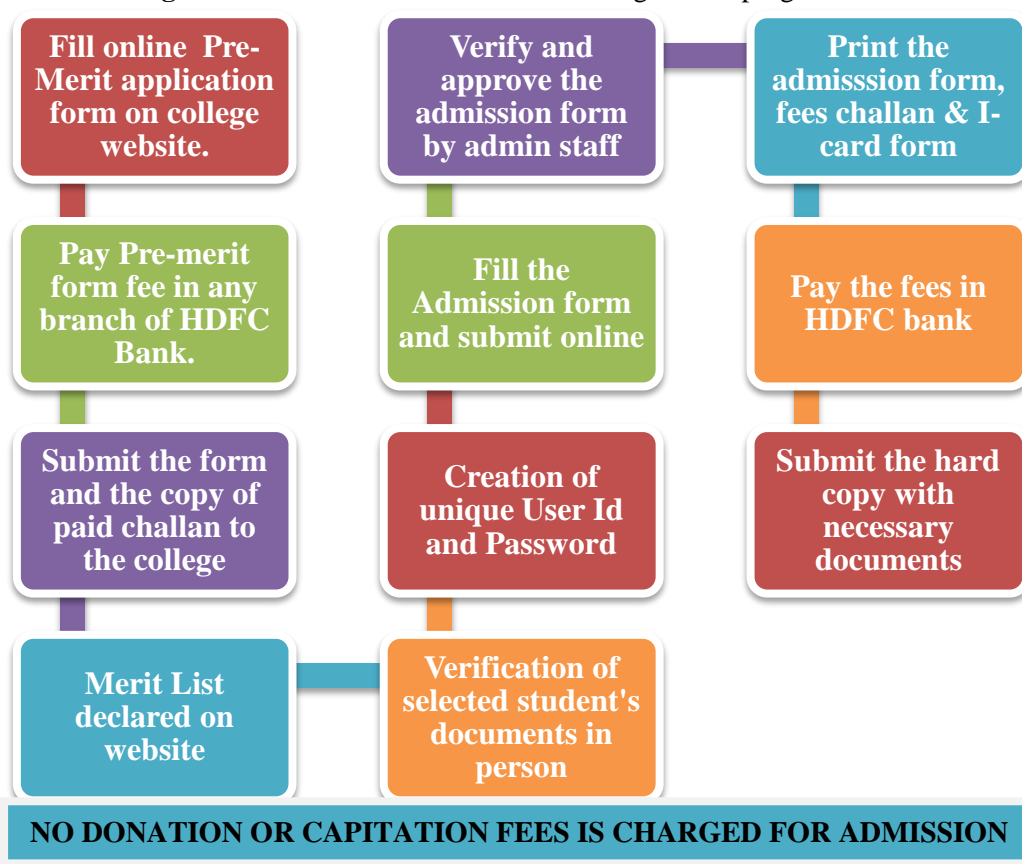
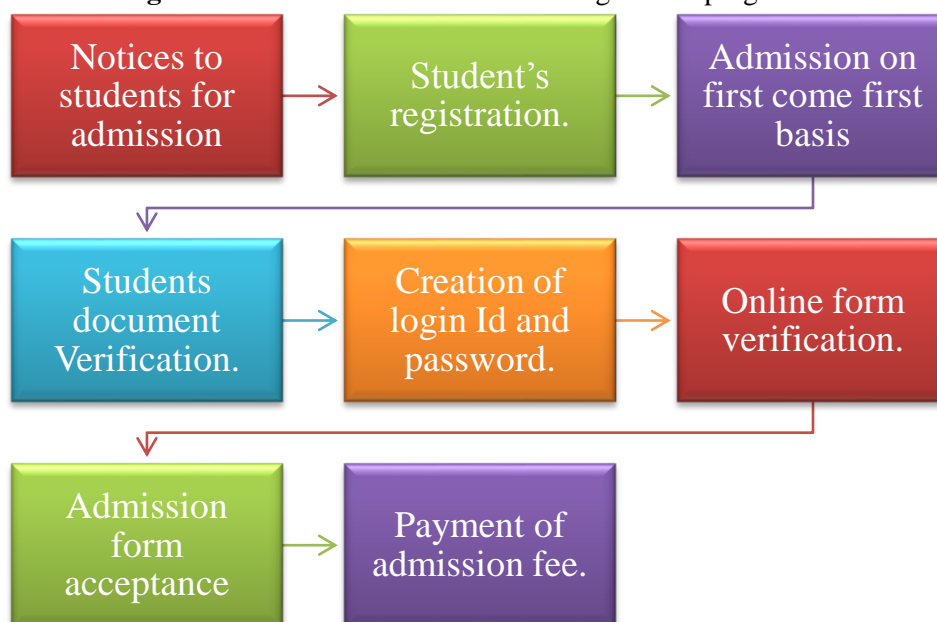


Figure 2.3 : Admission Process for Postgraduate programme



2.1.3 Does the College have a mechanism to review its admission process and student profiles annually? If yes, what is the outcome of such an analysis and how has it contributed to the improvement of the process?

The college has a mechanism to review its admission process and student profiles annually. The college has constituted an Admission Committee. It suggests improvements in the process so that the process will become more students centric and streamlined. Recently, the college has started a help desk managed by senior students at the time of admission for the benefit of the prospective students and their parents.

From the academic year 2016-17, the college has changed the admission policy. Until now, in-house students i.e. students of Symbiosis Junior college, were automatically admitted to senior college. From the current year, this provision has been done away with opening the admissions to all the students on merit basis. This has helped to considerably change the student profile to make it meritorious and diverse.

2.1.4 What are the strategies adopted to increase / improve access to students belonging to the following categories:

- SC/ST
- OBC
- Women
- Different Categories of persons with disabilities
- Economically weaker sections
- Outstanding achievers in sports and extracurricular activities
- SC/ST/OBC

College gives admissions to students from all the categories. The college adheres to all the norms of the Government of Maharashtra regarding the reservation policy while giving the admissions. Notices for vacancies, if any, for students belonging to reservation categories are displayed on the college notice board.

• Women

The college has a liberal and gender equal environment and has a very favorable gender ratio. The secure environment and establishment of, 'Prohibition of Sexual Harassment Committee', 'Grievance Redressal Cell' and 'Anti Ragging Cell' encourage all students in general and girl students in particular to take admission to the college.

• Different Categories of persons with disabilities

The college is sensitive towards the special needs of students who are differently abled. The college offers not only physical facilities but also provides psychological and moral support to such students.

- (i) For the convenience of disabled students, the college has constructed a special ramp and a lift at the entrance porch so as to provide an easy access for such students to the college facilities.
- (ii) If required, a special seating arrangement is made for these students during the examinations to enable access to examination hall.

• Economically weaker sections

The college provides a facility to students from the economically weaker sections to pay their fees in installments, if required.

• Outstanding achievers in sports and extracurricular activities

- (i) The quota for sports, cultural, defense, handicapped and other categories are also adhered to by the college.
- (ii) Special examinations are conducted separately for those students who have missed the regular examination due to sports and extracurricular activities.
- (iii) Special awards are conferred on students with outstanding achievements in sports and extracurricular activities.

2.1.5 Furnish the number of students admitted in the College in the last four academic years.

Table 2.1 : Enrollment of students

Categories	Year 1 2013-14		Year 2 2014-15		Year 3 2015-16		Year 4 2016-17	
	Male	Female	Male	Female	Male	Female	Male	Female
SC	79	35	61	35	81	47	110	69
ST	05	02	04	02	03	03	05	05
OBC	125	56	102	52	136	70	167	82
General	1130	1065	995	1086	1021	1105	966	1181
Others	59	29	44	26	57	42	71	45
Foreigners/NRI/PIO	189	82	147	63	142	62	162	65
Total	1587	1269	1353	1264	1440	1329	1481	1447
Grand Total	2856		2617		2769		2928	

2.1.6 Has the College conducted any analysis of demand ratio for the various programmes offered by the College? If so, indicate significant trends explaining the reasons for increase / decrease.

The Admission committee conducts the analysis of demand ratio for the undergraduate programmes offered by the college every year. The table below shows that the demand ratio for these programmes has gone up substantially. That is the testimony of the support coming from students in appreciation of the innovative revision of various courses and programmes under the status of Autonomy.

Table 2.2 (A) :Demand Ratio : Under-graduate Programme: B.A.

Academic Year	2012-13	2013-14	2014-15	2015-16	2016-17
Sanctioned Strength	120	120	120	120	120
In-house students	23	33	29	30	N.A.
Vacant Seats	97	87	91	90	120
Applications received	257	462	586	525	681
Demand Ratio	1:2.65	1:5.31	1:6.44	1:5.83	1:5.67

Table 2.2 (B) :Demand Ratio : Under-graduate Programme: B.Com

Academic Year	2012-13	2013-14	2014-15	2015-16	2016-17
Sanctioned Strength	720	720	720	720	720
In-house students	243	275	316	258	N.A.
Vacant Seats	477	445	404	462	720
Applications received	1541	1890	2537	2870	3286
Demand Ratio	1:3.23	1:4.25	1:6.28	1:6.21	1:4.56

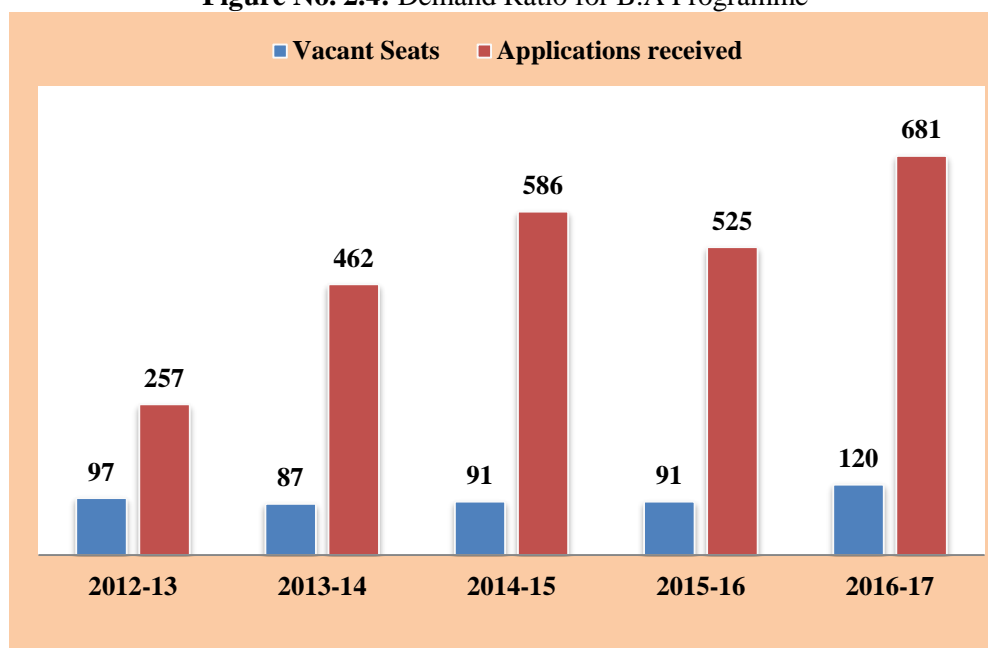
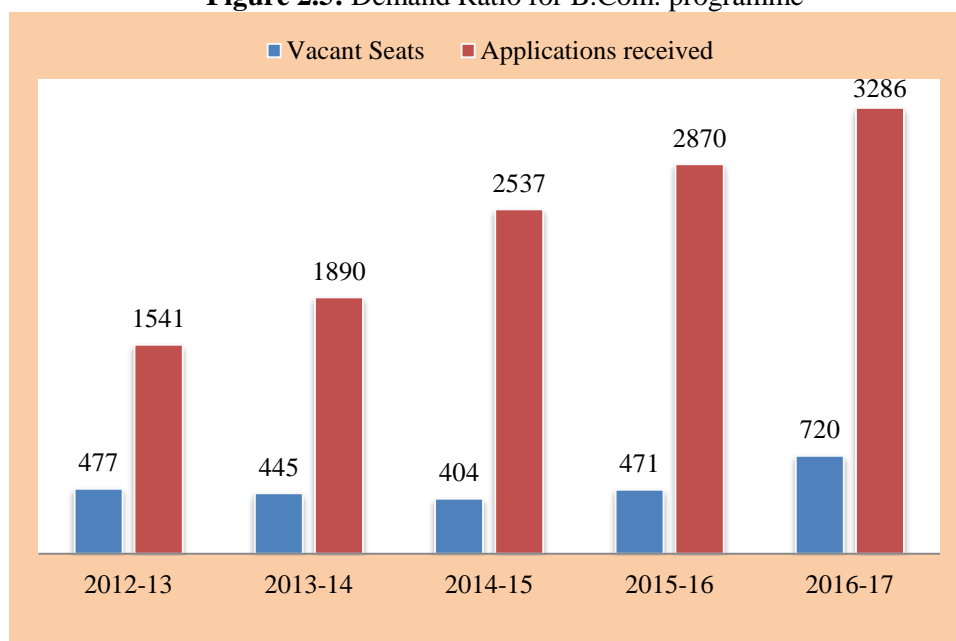
Figure No. 2.4: Demand Ratio for B.A Programme


Figure 2.5: Demand Ratio for B.Com. programme**Significant trends:**

- The demand for B.A. has increased which is evident from the increase in the number of applications from 257 for 97 seats in 2012-13 to 681 applications for 120 seats in 2016-17.
- The demand ratio for B.Com has increased which is evident from the increase in the number of applications from 1541 for 477 seats in 2012-13 to 3286 for 720 seats in 2016-17.
- The college has discontinued the practice of preferential admission to in-house students of 12th Std. w.e.f. 2016-17 and students are admitted purely on merit basis and as per the reservation policy of the Govt. of Maharashtra for the entire sanctioned strength.

2.1.7 Was there an instance of the College discontinuing a programme during last four years? If yes, indicate the reasons.

The college discontinued the B.Sc. Computer Science Programme in 2014 due to reduction in demand. Besides there was a shortage of qualified teachers with NET/SET. The programme was self-financed however there was a restriction on increasing the fees. Further, implementation of 6th Pay scale with old fee structure made it financially unviable.

2.2 Catering to Student Diversity

2.2.1 Does the College organize orientation / induction programme for freshers? If yes, give details of the duration of programme, issues covered, experts involved and mechanism for using the feedback in subsequent years.

The college conducts Foundation and Orientation Programme annually for first year students. The duration of the programme is one week. The invitees are soft-skill and corporate trainers, gender studies experts, legal and industry experts, health and wellness experts, alumni, film and media personalities and in-house faculty and staff.

Topics covered in Foundation and Orientation Programme:

Varied topics like general awareness, human excellence in success and career development, soft skills, classical dance as art and therapy, wellness management, future of technology, gender sensitization, legal awareness and healthy life style are covered in the Foundation and Orientation Programme.

During this programme in-house faculty and administrative staff give an overview of college activities, courses offered, sports, administrative structure, etc. The programme includes information on academic autonomy, examination pattern, International Initiatives, Symbiosis Center for Liberal Arts, Placement cell, Earn and Learn scheme, Value Added Courses and Library.

Students' feedback about the Programme is taken into consideration while planning and designing subsequent programme.

2.2.2 Does the College have a mechanism through which the “differential requirements of student population” are analyzed after admission and before the commencement of classes? If so, how are the key issues identified and addressed?

The college attracts students from diverse educational, socio-cultural and linguistic backgrounds. This diversity is evident in their application forms, which are studied by the college to understand their needs and requirements. The college identifies student needs in terms of linguistic, mathematical, analytical and subject domain competence. The college makes an effort to help weaker students through remedial coaching, bridge and add-on courses.

2.2.3 Does the College provide bridge / Remedial / add - on courses? If yes, how are they structured into the time table? Give details of the courses offered, department-wise / faculty-wise.

The college provides Bridge course / Add-on courses / Remedial coaching for the students.

Remedial Coaching is offered for following three subjects:

- a) Accountancy
- b) English
- c) Economics

Table 2.3 : List of Bridge and Add-on courses

Sr. No.	Name of the department	Title of the course
1.	Accountancy	<ul style="list-style-type: none">• Introduction to Tally• Foundation Course in Accountancy for Non Commerce Background Students
2.	Economics	<ul style="list-style-type: none">• A Certification Programme in Financial Modeling• Certificate Course on Eco-Journalism
3.	Accountancy and Economics (Jointly offered)	<ul style="list-style-type: none">• Basic Programme in Stock Markets

Remedial Coaching, Bridge Courses and Add-on Courses are conducted after regular lectures.

2.2.4 Has the College conducted a study on the incremental academic growth of different categories of students; - student from disadvantaged sections of society, economically disadvantaged, physically challenged and slow learners etc.? If yes, give details on how the study has helped the College to improve the performance of these students.

The faculty takes effort for the incremental academic growth of all the students. Students with differential needs and special challenges are especially supported with study material, counseling as well as personal tutoring. The college has not conducted a specific study on incremental academic growth of different categories of students.

2.2.5 How does the institution identify and respond to the learning needs of advanced learners?

Identification of learning needs of advanced learners:

The interactive and informal classroom atmosphere encourages advanced learners to ask questions and express their opinions. Students' assignments are also one of the indicators of their skills, aptitudes and interests. The teacher-student interactions also indicate the needs of advanced learners' academic preferences regarding teaching methodology, curriculum, course work, etc.

The following practices are adopted to respond to learning needs of advanced learners:

- Students with higher academic score are eligible for Degree with Honours Programme.
- Students with higher academic performance register for ACCA course
- The college organizes guest lectures, workshops, seminar and symposium periodically keeping in mind the requirements of advanced learners.
- The college provides an environment and learning space wherein advanced learners take the initiatives in various curricular and extra-curricular activities.
- Advanced learners benefit from college tie-ups with foreign universities, which facilitate exchange programmes, internships as well as study abroad programmes.

2.2.6 How does the institution cater to the needs of differently-abled students and ensure adherence to government policies in this regard?

The college is sensitive and compassionate about the needs of the differently abled students. The college is aware of 'Persons with Disabilities Act 1995' (Government policies regarding differently-abled students) that enables the teaching as well as non-teaching staff pay special attention to these students. The college is willing and fully equipped to provide following support to differently abled students:

- Examinations are held in easily accessible classrooms and a writer is provided if requested.
- Amenities like elevator, ramp and other utilities are available for the differently abled students.

2.3 Teaching-Learning Process

2.3.1 How does the College plan and organise the teaching, learning and evaluation schedules? (Academic calendar, teaching plan and evaluation blue print, etc.)

The college follows the academic year as scheduled by SPPU, however the college has independent academic and evaluation calendar. Being an autonomous college under SPPU, the opening and closing dates of the academic terms are prescribed by SPPU. However, within that framework, the college decides the details regarding teaching, learning and evaluation schedules.

Academic Calendar

- The college follows semester system for teaching and continuous evaluation for assessment of academic performance of students.
- Each subject has 54 lectures of 50 minutes duration per semester. The syllabus of each subject specifies certain number of lectures allocated for completion of each topic.
- There is tripartite structure of semester examination conducted by the college which consists of total 100 marks for each subject.
 - Computer based mid-semester examination of 20 marks
 - Practical assignments component carrying 20 marks
 - Semester- end examination of 60 marks.
- The college has initiated Degree with Honours Programme in 4 specialisation subjects for B.Com. and 3 specialisation subjects for B.A. programme.

The college prepares an academic calendar which provides a schedule for the major academic, co-curricular, extra-curricular activities and the evaluation schedules.

Process of Framing and Implementing Academic Calendar

- The college has an Academic Calendar Committee for preparing academic calendar.
- Considering the dates of commencement and conclusion of the term and holidays, the days for regular and backlog examinations are decided.

- The students are informed regarding the examination and co and extra curricular activities through college website, digital and print notice boards.
- Accordingly, the tentative dates for the activities such as Foundation and Orientation Programme for F.Y. Students, Teachers Day Programme, curricular and extra curricular activities, Annual Prize Distribution and Sports Prize Distribution are planned.
- This tentative academic calendar prepared by the Academic Calendar Committee is put forth in the Staff Meeting for any suggestions.
- Teaching plans are prepared and followed by individual faculty.

The Academic Calendar for the academic year 2015-2016 is given below:

Table 2.4 : Academic Calendar 2015-2016

Month	Week	Event / Activity
June 2015	First week	• Summer vacation
	Second week	• Monday 15 th June – College Reopens – Term I begins
	Third week	• Yoga Day celebrations on Sunday, 21 st June 2015
	Fourth Week	• Staff Meeting
July 2015	First week	• Foundation Course for F.Y. students • Principal's Address
	Second week	• Economics & Banking Depts. Guest lecture on 'Greece Debt crisis'.
	Third week	• Marathi Natya Mandal's 'Symbiosis Karandak' Intercollegiate competition
	Fourth week	• Eco-Banking, A/c-Costing Depts. Seminar on 'Union Budget' • Entrepreneurship Development Cell study tour to Dharavi.
August 2015	First week	• Foundation Day of College Celebrations on 1 st Aug. • Study visit by A/c-Costing Depts.
	Second week	• Environmental Association – Green Hill project • Centre for Skill Development Inaugural function. • Independence day celebrations of Symbiosis Institutes organized by college on 15 th August 2015
	Third week	• Political Science Dept. activity – Study visit to Parliament, Rashtrapati - bhavan, JNU at Delhi. • Mid-Semester examination
	Fourth week	• Mid-Semester examination

September 2015	First week	<ul style="list-style-type: none"> Teachers Day Celebrations on 5th Sept. by Arts Circle, NSS and Students Council Mid-Semester examination
	Second week	<ul style="list-style-type: none"> Hindi Diwas celebrations by Hindi Dept. Inter-collegiate Debate competition 'Waxing Eloquent' Marketing Dept. activity Business Practises Dept. activity
	Third week	<ul style="list-style-type: none"> Eco-Banking Departments activity.
	Fourth week	<ul style="list-style-type: none"> SPPU Backlog term-end examination Semester-end examination under Autonomy
October 2015	First week	<ul style="list-style-type: none"> SPPU Backlog annual examination Semester end examination under Autonomy
	Second week	<ul style="list-style-type: none"> Semester end examination under Autonomy Saraswati Pooja celebrations
	Third week	<ul style="list-style-type: none"> Backlog Semester end examination under Autonomy Dr. Abdul Kalam's Birthday 15th Oct. - Book exhibition in Library – 'Vachan Prerana Divas' Staff meeting
	Fourth week	<ul style="list-style-type: none"> 31st Oct. – Term I ends for faculty
November 2015	First week	<ul style="list-style-type: none"> Diwali vacation 1st to 29th Nov. 2015
	Second week	<ul style="list-style-type: none"> Diwali vacation
	Third week	<ul style="list-style-type: none"> Diwali vacation
	Fourth week	<ul style="list-style-type: none"> 30th Nov. - Term II begins for faculty
December 2015	First week	<ul style="list-style-type: none"> Staff Meeting
	Second week	<ul style="list-style-type: none"> Liberal Arts International Conference on 'Understanding French Culture' 14th, 15th December.
	Third week	<ul style="list-style-type: none"> Centre for Human Excellence – 2 days seminar
	Fourth week	<ul style="list-style-type: none"> NSS winter camp
January 2016	First week	<ul style="list-style-type: none"> A/c-Costing Dept. activity 'Costeo Semana–Arhakriti' Eco-Banking Depts. –Dr. V.M. Dandekar Memorial series Geography Dept. activity
	Second week	<ul style="list-style-type: none"> Business Practices Dept. and Entrepreneurship Development Cell activity – 'Spandan'

	Third week	<ul style="list-style-type: none"> Eco-Banking Depts – Bankonomics Fest &MUNA Business Administration Dept. activity
	Fourth week	<ul style="list-style-type: none"> College Fest - SYMAGINE
February 2016	First week	<ul style="list-style-type: none"> Annual Prize Distribution Function Marketing Department activity – ‘PaapiPeit’ food fest. Mid-Semester examination
	Second week	<ul style="list-style-type: none"> English Dept. activity – ‘Alfaaz Literary Fest’ Business Administration Dept. activity Mid-Semester examination
	Third week	<ul style="list-style-type: none"> Mid-Semester examination
	Fourth week	<ul style="list-style-type: none"> Centre for Human Excellence – visit to VISMAY ashram
March 2016	First week	<ul style="list-style-type: none"> Business Law Dept. activity Psychology Dept. activity – ‘Psyphoria’
	Second week	<ul style="list-style-type: none"> Activity of Dept. of Statistics & Computer Application
	Third week	<ul style="list-style-type: none"> Masters of Commerce Dept. activity Semester end examination
	Fourth week	<ul style="list-style-type: none"> Sports Prize Distribution SPPU annual examination Semester end examination
April 2016	First week	<ul style="list-style-type: none"> Semester end examination
	Second week	<ul style="list-style-type: none"> SPPU annual examination Semester end examination
	Third week	<ul style="list-style-type: none"> Semester end examination
	Fourth week	<ul style="list-style-type: none"> 30th April – Term II ends for faculty
May 2016	First week	<ul style="list-style-type: none"> Sunday, 1st May 2016 – Maharashtra Day celebrations
	Second week	<ul style="list-style-type: none"> Summer vacation
	Third week	<ul style="list-style-type: none"> Summer vacation
	Fourth week	<ul style="list-style-type: none"> Summer vacation

Figure 2.6: Channels of Communicating Academic Calendar

2.3.2 Does the College provide course outlines and course schedules prior to the commencement of the academic session? If yes, how is the effectiveness of the process ensured?

The college provides course outlines and course schedules prior to the commencement of the academic session.

The effectiveness of the process is ensured through the following procedure: The programme structure is displayed online on the college website, provided in the prospectus and college library. Students are also given this information through Foundation and Orientation Programme. The faculty informs the students regarding course outline and contents in introductory lectures of their respective subjects. This ensures transparency, accountability and effectiveness of the process.

Because of academic autonomy the faculty is closely involved in the process of designing the courses and the syllabus. The course outline is available in the department and in the library and is accessible to the faculty and students.

2.3.3 What are the courses, which predominantly follow the lecture method? Apart from classroom interactions, what are the other methods of learning experiences provided to students?

All the courses under various programmes, predominantly follow the lecture method. The College believes in adopting learner centric methods in and outside the classroom. The faculty tries to create an environment in the class room where learning goes far beyond the text book and the syllabus, and are conscious

of the need to bridge the gap between theory and real world situations. With this in mind, the college offers a wide array of curricular, co-curricular and extra-curricular activities. The entire faculty of the college uses innovative teaching methods and is continuously upgrading their teaching-learning pedagogy. Some highlights of the teaching-learning methodology are presented below:

Table 2.5 :Aspects of the Teaching-Learning Methodology

LECTURE AND INTERACTIVE METHODS
<ul style="list-style-type: none">•Use of LCD projector•Presentations•Discussions•Industrial Visits•Educational tours• Computer Assisted – Learning
PROJECT BASED LEARNING
<ul style="list-style-type: none">•Assignments•Exhibitions•Surveys•Case studies
SEMINARS, WORKSHOPS, CERTIFICATE COURSES, VALUE ADDED COURSES
<ul style="list-style-type: none">•Liberal Arts•Quantitative Module•Guest Lectures•Foundation Course in Accountancy•Skill development cell
EXPERIENTIAL LEARNING
<ul style="list-style-type: none">•Industrial Visits•Educational visits•Entrepreneurship Development Cell•"Spandan"•Costeo Semna•Marketing exhibitions•Papi peit food exhibition•"Bankonomics"•Hands on experience of accounting from manual to computerised•Psyphoria•Alfaaz (Lit fest)

A) Lecture and Interactive Methods:

- Most of the faculty use audio-visual techniques to enhance the quality of their lectures
- Class presentations by students, whether in groups or individually, are a common feature. Efforts are made to ensure that every student graduating from the college is able to make effective presentations
- Second year as well as final year students are exposed to the case study approach in subjects like Management, Economics, Corporate Law, Business Administration and Marketing
- Role play, group discussions, management games and quizzing is a part of classroom teaching
- Distribution of workbooks, handouts, articles, reports, data and statistics for analysis and discussion with students in the class is a frequent practice in subjects like English, Economics, Psychology, Political Science, Geography, Accountancy, Costing, Law and Banking
- Educational visits to create a fine balance between theory and practice
- Behavioral exercises and psychological testing is a part of psychology curriculum. Department of Psychology has also introduced a practical based paper for T.Y.B.A. students
- **Computer Assisted – Learning:** The college promotes the use of ICT seamlessly into the teaching learning process. Some of the efforts in this direction are:
 - Creation of a Wi-Fi enabled campus
 - Subscription to e – journals and e books
 - ICT based workshops for the use of Excel, Tally package and other computer programming for students
 - Use of internet in class
 - Uploading of presentations with voice over on social media
 - Development of audio visual power point presentations
 - Creation of educational films with Educational and Multi-Media Research Centre, SPPU
 - Use of films and other visual aids for effective teaching

B) Project-Based Learning:

- Assignments are mandatory carrying 20% of weightage of marks in all subjects for B.A., B. Com, M.Com and M.A. This component provides an opportunity to undertake a variety of projects and experiential learning. The faculty has been extremely innovative in designing these assignments which help in developing knowledge, analytical and creative skills in the students.
- Encouragement to students to write research based papers on current topics in Business, Economics, Literature, Environment and so on. This inculcates a research aptitude in students and also develops their critical analytical skills. In the academic year 2014-15, papers of 4 students were published in an International Research Journal and during 2015-16, papers written by

8 students were presented in Research Paper presentation competition in which one of the students won the 1st award for best research paper

- The project based learning includes practical component, exhibitions and surveys conducted by the departments.

C) Seminars, Workshops, Certificate Courses, Value Added Courses:

With the view to expose the students to the current and emerging issues, the departments have undertaken a number of programmes and activities. A variety of seminars, workshops, certificate and value added courses are regularly organized. The students also participate in the National and International Conferences organized by the college. Some examples of certificate and value added courses are 'Financial Modelling', 'Bridge course in Financial Accounting', 'Course on Stock Market' etc.

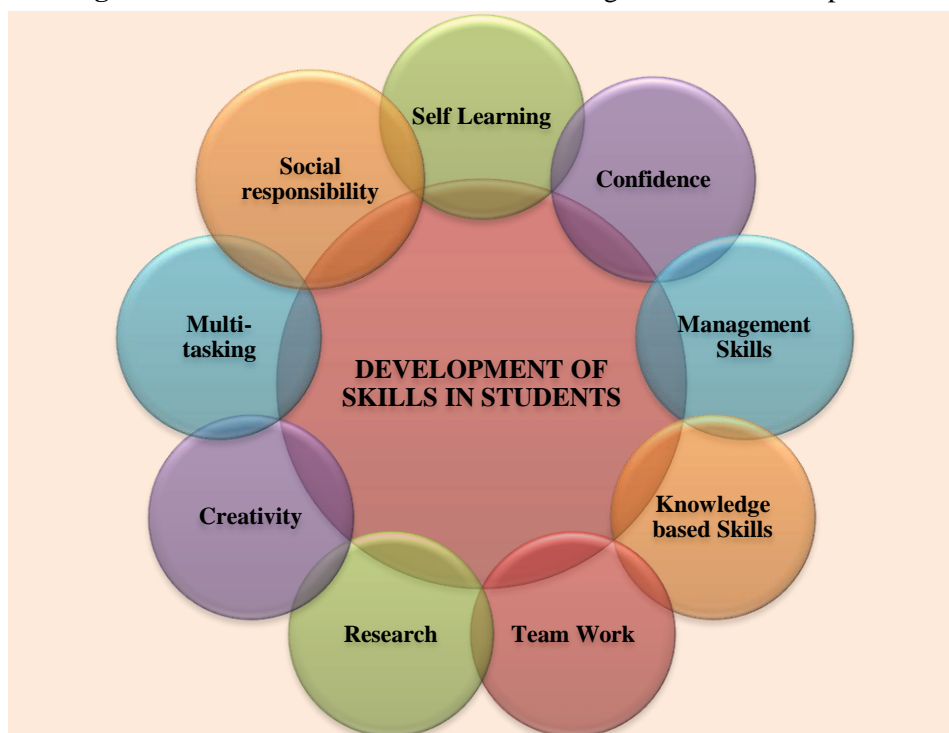
D) Experiential Learning:

- The faculty has over the years developed various innovative and experiential practices to make teaching learning process more interesting and interactive. Some of the activities are Industrial Visits, Educational visits, Departmental fests like Spandan, CosteoSemana, Bankonomics, Psyphoria, Alfaaz, Paapipeit etc. These fests offer hands-on experience in planning, managing, accounting, marketing, creativity and team spirit. The students not only acquire the knowledge in the subject areas but also develop self-confidence and interpersonal skills.
- Associations like Symbiosis Entrepreneurship Development Cell, Symbiosis Centre for Skill Development, Symbiosis Social Involvement Programme, and Symbiosis Centre for Human Excellence give students an opportunity of experiential learning.

2.3.4 How is 'learning' made more student-centric? Give a list of participatory learning activities adopted by the faculty that contribute to holistic development and improved student learning, besides facilitating life-long learning and knowledge management.

Students are the focus of all curricular, co-curricular and extracurricular activities. All these efforts create a holistic and multifaceted development of students.

Figure 2.7 : Student Centric Activities leading to holistic development



The college has 26 Associations / Committees for co-curricular and extracurricular activities. The faculty is keenly involved in the activities of these associations. Student participation in the activities of these associations ensures participatory learning which contributes to holistic development besides facilitating life-long learning and knowledge. A brief list of these activities is mentioned below:

Table 2.6: Participatory learning activities and holistic development

Participatory Learning Activities	Holistic Development
<ul style="list-style-type: none"> Research projects and papers Participation in research competitions, seminars and conferences Publication of research work Surveys 	Research
<ul style="list-style-type: none"> Group assignments and projects Departmental fests consisting of a series of academic, co-curricular and extra-curricular activities. 	Team Work
<ul style="list-style-type: none"> Seminars and Conferences Quiz competitions Elocution and debating Inter-Collegiate competitions Guest lectures 	Knowledge Based Skills

Participatory Learning Activities	Holistic Development
<ul style="list-style-type: none"> Active participation of students in planning, organising, coordinating, forecasting, implementing and reporting activities and fests of departments and associations Preparation of financial budgets and submission of accounts of co and extracurricular activities. 	Management Skills
<ul style="list-style-type: none"> Student comperes, participating in debates, group discussions, elocution competitions, case study competitions Participating and performing in culture activities such as dance, drama, vocal recitals and musical programmes 	Public Speaking and Self Confidence
<ul style="list-style-type: none"> Library research Assignments E- Learning module E- PG Pathshala 	Self-Learning
<ul style="list-style-type: none"> NSS Social and Environmental activities Social Entrepreneurship Surveys 	Social Responsibility
<ul style="list-style-type: none"> Simultaneous participation in curricular and co and extra-curricular activities, Degree with Honours programme, Liberal Arts Certificate Courses and professional courses 	Multi-Tasking
<ul style="list-style-type: none"> Presentations Creative writing, poster and chart making Decorations and Art Exhibitions Participation in Dramatics, Music, Dance, Short Film Making 	Creativity

2.3.5 What is the College policy on inviting experts / people of eminence to provide Lectures / seminars for students?

The college is desirous of enhancing its academic atmosphere and experience by expanding its available human resource by inviting experts/people of eminence from diverse areas and disciplines. The college has a liberal and transparent policy for inviting experts for guest lectures, workshops, seminars and conferences. Select list of the experts and people of eminence invited in the last 5 years is as follows:

- Dr. R. S. Deshpande, Director, Institute of Social and Economic Change, Bangalore
- Dr. Bharat Bhushan, Dean (Academic) & Secretary, YASHADA, Pune
- Mr. Pradeep Bhargava, Managing Director Cummins Generator Technologies India, Ltd
- Adv. Gautam Patel, Sr. Counsel, Bombay High Court
- Mr. P. Satish, Chief General Manager & Secretary-NABARD, Mumbai
- Dr. Rajas Parchure, Officiating Director, Gokhale Institute of Politics and

Economics

- Dr Francis Jarman, Novelist, Playwright Adjunct Faculty, IICC Hildesheim University, Germany
- Mr Vijay Bhatt, Former Regional Strategy Director Ogilvy's Asia Pacific Board Transitions Coach, Roots & Wings Consulting Services Bangalore
- Prof. Ram Puniyani Ex Prof. IIT Bombay Member, EKTA, Community for Communal Amity, Mumbai
- Ms. Meena Kandasamy Poet, writer, activist, translator Chennai
- Mr Sadanand Menon- Writer, Critique and faculty Asian School of Journalism
- Ms. Sevanti Ninan, Author & Columnist The Hindu Founder Editor The Hoot.org Delhi
- Prof. Thomas Mandl, Faculty Institute of Information Science & Language Technology Hildesheim University, Germany
- Dr Arshia Sattar, Indian translator, facilitator, author and director
- Dr Sujata Patel, Sociologist University of Hyderabad
- Mr Rakesh Sharma, Film Maker
- Mr Varun Venkit, Founder of Taal Inc.
- Dr Sameera Iyengar, Co-founder Director, Junoon
- Mr Ramu Ramanathan, Playwright, author and group editor of print week
- Ms Arundhati Subramaniam, Poet and Author
- Mr. Christophe Legris, Attache for Cooperation in French Language, Consulate General of France in Bombay.
- Dr. Sam Manickam, Psychiatrist - Prof. of Clinical Psychology, JSS Medical College, Mysore
- Dr. Kalpana Shrivatava, Hon. General Secretary, Indian Association of Clinical Psychologists
- Dr. Richard Behun, Assistant Professor Counseling/Psychology, Marywood University, USA
- Mr. Deepak Mohanty, Executive Director, RBI.
- Dr. Ganesh Natarajan, Director, Zensar Technologies

2.3.6 What are the latest technologies and facilities used by the faculty for effective teaching? Ex: Virtual laboratories, e-learning, open educational resources, mobile education, etc.

The latest technologies and facilities that are available in the college and are used by the faculty for effective teaching are listed below:

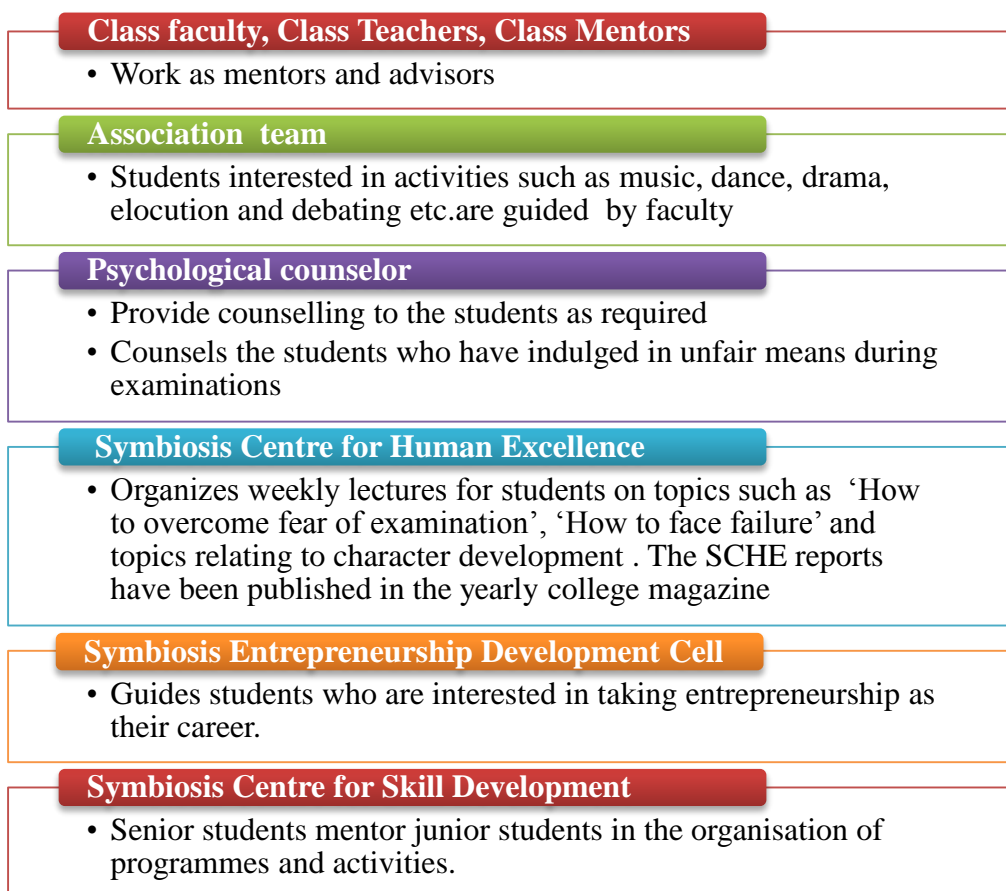
- LCD, N-computing devices, internet facility in each class
- Wi-Fi campus
- E-library facility
- Audio visual auditoriums
- Psychology and computer labs
- E-learning modules
- Faculty's personal websites
- Use of social media

- E-PG Pathshala
- Google Apps

2.3.7 Is there a provision for the services of counselors /mentors/advisors for each class or group of students for academic, personal and psycho-socio guidance? If yes, give details of the process and the number of students who have benefitted.

The college offers mentorship to the students in the following ways:

Figure 2.8 :Structure of Mentorship Programme



2.3.8 Are there any innovative teaching approaches/methods/practices adopted/put to use by the faculty during the last four years? If yes, did they improve the learning? What methods were used to evaluate the impact of such practices? What are the efforts made by the institution in giving the faculty due recognition for innovation in teaching?

Innovation is a continuous process. The innovative teaching approaches/methods/practices are adopted by the college with the following objectives:

- Disseminating up-to-date and in-depth knowledge
- Developing the students' ability to generate and test ideas

- Facilitating the development of personality of students
- Developing the capacity of students to plan and manage self-learning
- Developing various skills, leadership qualities
- Providing opportunities for interdisciplinary studies

There have been a number of innovative teaching approaches adopted by the faculty such as -

- **Experiential learning methods** through departmental fests like Spandan, Bankonomics, PaapiPeit, Alfaaz etc.
- **Project based and Interactive methods** of teaching like group discussions, case study, role play, panel discussion, presentations etc.
- **Interdisciplinary and Research based approach** in teaching the courses under the Degree with Honours Programme
- **Participatory methods** through various associations and clubs like MUN, study visits, quiz, film screenings and discussions, debates, seminars, workshops etc.

The methods used for evaluating impact of such practices depend upon the objective of innovative teaching practice. In order to evaluate the impact of the above activities, the college follows various methods such as:

- Feedback forms and their analysis
- Report writing
- Practical assignments
- Research projects
- Competitions
- Presentations
- Group testing sessions

The college gives appropriate recognition to the faculty for innovation in teaching through appreciation in staff meetings and the annual prize distribution functions. The faculty is also encouraged through financial, material, technological, infrastructural and administrative support. The faculty is also encouraged to present their research work and innovative teaching practices at various forums. In addition, college teachers have a WhatsApp group which is used by the Principal, Vice-Principal and the Registrar for informally appreciating the staff for their achievements.

A list of few innovative experiential teaching practices are enlisted below –

Table 2.7 : Innovative experiential teaching practices

Innovative Teaching Practices	Learning Outcomes
Spandan Bazaar – Organised by Entrepreneurship Development Cell and Department of Business Practices, Spandan Bazaar, is a unique teaching approach having a blend of social awareness with a touch of business objective. It is an exhibition where students sell NGO products and return the profits back to the NGO.	<ul style="list-style-type: none">• Hands-on experience in marketing of the products• Helps students develop social awareness and sensitivity.• Improves entrepreneurial, managerial, administrative and leadership skills.

<p>PapiPeit (food festival) – Organised by Department of Marketing, to give hands- on experience of preparing, marketing and selling healthy food products.</p>	<ul style="list-style-type: none"> • Develops skills like: <ul style="list-style-type: none"> ○ Cost and pricing of goods and services. ○ Budgeting ○ Logistics management ○ Team work ○ Accounting and cash management ○ Cleanliness and environmental ethics ○ Waste management
<p>CosteoSemana and Arhakriti Fest - Organised by Department of Costing to give practical exposure to the theoretical aspects.</p>	<p>Learning inputs such as:</p> <ul style="list-style-type: none"> ○ Product development ○ Cost estimation ○ Generating tenders/quotation ○ Issuing purchase order ○ Store and material management ○ Mock banking ○ Labour management including payment of wages, maintaining wage sheets, time keeping and booking etc. ○ Marketing and presentation
<p>Bankonomics – Organised by Department of Economics and Banking to offer experiential learning to students through activities like MUN (Model United Nations), Bankers' Forum, Mock Stock Exchange etc.</p>	<p>Learning inputs such as:</p> <ul style="list-style-type: none"> ○ Reading and analytical abilities by analysing annual reports and financial statements of banks ○ Presentation and oratory skills. ○ Leadership qualities. ○ Self-motivation and self-discipline ○ Financial and technical skills of the stock market ○ Research skills
<p>Psyphoria Fest – Organised by Department of Psychology to teach psychological testing and to bridge the gap between theory and practice</p>	<p>Learning inputs such as:</p> <ul style="list-style-type: none"> ○ Personal initiatives and leadership qualities ○ research methodology
<p>Alfaaz Literary Fest – Organised by Department of English, includes activities like screening of short-films and discussion, inter-collegiate competitions, book exhibition, theatre workshop, talks by eminent persons</p>	<p>Learning inputs such as:</p> <ul style="list-style-type: none"> ○ Creativity ○ Critical and literary skills ○ Organisational and leadership skills
<p>MATHEX –</p>	<p>Learning inputs such as:</p> <ul style="list-style-type: none"> ○ Creativity in Mathematics

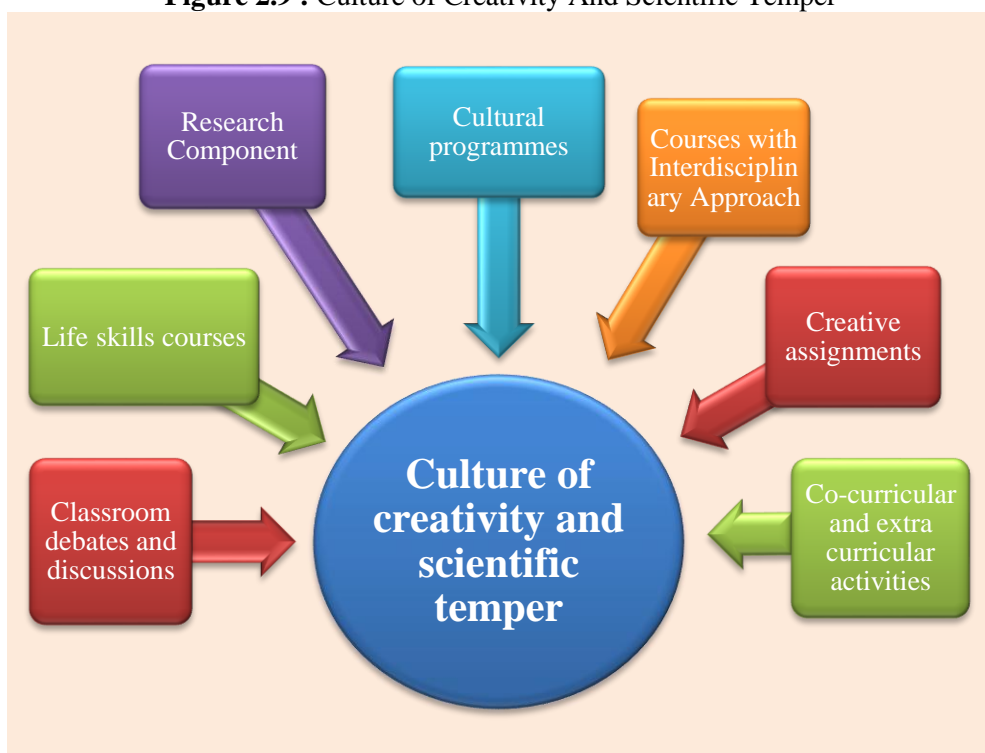
Organised by Department of Statistics and Computer Applications, this festival included Dance ballet 'From Finite to Infinite', demonstration lecture on 'Making Math from K.G. to P.G.' and Quiz and Poster Competition.	<ul style="list-style-type: none"> ○ Familiarisation with mathematical concepts
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Table 2.8 : Additional initiatives undertaken by the college

Department of Accountancy	<ul style="list-style-type: none"> • Progressing from manual accounting to <i>Tally</i> software. • Use of personal website and YouTube channel
Department of Business Law	<ul style="list-style-type: none"> • Visit to Advocate's Office, • Real time experience of e-filing of income tax, VAT, excise, service tax and matters related to company law.
Department of Geography	<ul style="list-style-type: none"> • Environmental Awareness Activities
Department of Political Science	<ul style="list-style-type: none"> • Visit to Parliament and JNU
Department of English	<ul style="list-style-type: none"> • Visit to 'Kala Ghoda' literature festival, Mumbai. • Screening of film adaptation of literary texts.
Department of Economics and Banking	<ul style="list-style-type: none"> • Visit to RBI and BSE • Budget analysis • Use of newspaper for analysis of economics and banking concepts and contemporary issues. • Data analysis and interpretation • Film making on concepts in Economics • Role playing • Learning through web portals
Department of Business Practices	<ul style="list-style-type: none"> • Meet with alumni entrepreneurs • Business Idea competition
Department of Psychology	<ul style="list-style-type: none"> • Internship Programme • Working with 'Ankur', school for inclusive education, where students learn the application of play therapy and story telling

2.3.9 How does the College create a culture of instilling and nurturing creativity and scientific temper among the learners?

The college ensures a culture of creativity and scientific temper in the following manner:

Figure 2.9 : Culture of Creativity And Scientific Temper

The college creates a culture of creativity and scientific temper among learners in the following manner:

- The students are encouraged to ask questions in the class, test, verify and then internalize the learning inputs
- Students are encouraged to critically engage with a variety of ideas, points of view and diverse opinions
- Research methodology is an integral component of Degree with Honours and Master Programmes which inculcate independent thinking and the spirit of inquiry
- Students participate in cultural programmes as well as in co-curricular and extra-curricular activities which foster creativity and adventurous exploration of their inbuilt talent

2.3.10 Does the College consider student projects a mandatory part of the learning programme? If so, for how many programmes is it made mandatory?

Students' projects are an integral part of the teaching-learning process. Students undertake practical assignments as a part of internal assessment for all subjects. Additionally, the college has made student projects mandatory for the following programmes:

- | | |
|-------------------|--------------------|
| 1. B.A. (Honours) | 2. B.Com (Honours) |
| 3. M.A. | 4. M.Com. |

2.3.11 What efforts are made to facilitate the faculty in learning / handling computer-aided teaching/ learning materials? What are the facilities available in the College for such efforts?

The faculty is computer literate and net savvy. They use computer-aids such as power point presentations supplemented with multimedia in the process of teaching-learning. In addition to this, the college also organizes training in the form of guest lectures and workshops on E-learning module, Excel and SPSS, demo of template filling etc. The following infrastructural facilities support computer-aided teaching-learning:

- Wi-Fi campus – Maximum speed of 12 Mbps
- LCD projectors - 43
- Computers – 267
- Servers – 07
- LED /Plazma (Digital Notice boards) – 03
- Printers and scanners – 45
- Technical support and system administrator - 02
- Individual institutional email ids to each staff member
- E-library
- Access to e-learning module through college website.

2.3.12 Does the College have a mechanism for evaluation of faculty by the students / alumni? If yes, how is the evaluation used in achieving qualitative improvement in the teaching-learning process?

The college has a mechanism for evaluation of faculty by students through feedback. The students' feedback is appraised by the Principal and HODs, which is then communicated to the concerned faculty. The faculty takes the corrective measures if required, for quality improvement in the teaching-learning process.

The following criteria are used to monitor and evaluate the quality of teaching-learning:

- Punctuality
- Subject knowledge
- Command over language
- Ability to interact
- Ability to explain complex concepts
- Accessibility and approachability
- Quality of power point presentation and use of ICT
- Application of updated knowledge
- Assignment
- Guidance and submission management
- Encouragement to think independently
- Career guidance

The feedback system has been made online and implemented for all programmes. A questionnaire is prepared and distributed to students to obtain

their feedback. The Internal Quality Assurance Cell monitors the annual evaluation of the teachers by students.

2.3.13 Does the institution face any challenges in completing the curriculum within the planned time frame and calendar? If yes elaborate on the challenges encountered and the institutional approaches to overcome these.

The college does not face any challenges in completing the curriculum within the planned timeframe and calendar. All teachers work with a teaching plan for the semester. Evaluation and examination are planned and executed as per the schedule.

2.3.14 How are library resources used to augment the teaching-learning process?

The college has a well-equipped library that has a rich collection of books, e-books, journals, e-journals, magazines and audio-visual material. The college is an institutional member of British Council Library, Gokhale Institute of Political Science and Economics, MCCIA etc. The library provides separate reading space and desktops for staff and students. The resources available in the library are put to optimal use by the faculty in developing their courses. The reading lists are prepared keeping in mind the books and journals available in the library. E-resources are utilized by faculty as well as the students as reference material.

2.3.15 How does the institution continuously monitor, evaluate and report on the quality of teaching, teaching methods used, classroom environments and the effect on student performance.

Qualified faculty is appointed as per UGC norms. The faculty is motivated and supported to undertake research and participate in courses, workshops, seminars and FDPs. The quality of programme structure and course contents is monitored through BOS, Academic Council and Governing Body. Self-assessment (API) helps in continuously monitoring the quality of teaching and teaching methods. All the classrooms are ICT supported and provide conducive learning atmosphere. Faculty monitors the classroom environment during their respective lectures. Student performance is monitored through continuous evaluation. The college monitors and evaluates the quality of teaching, teaching methods used, classroom environments and student performance through feedback mechanism, API and IQAC.

2.4 Teacher Quality

2.4.1 What is the faculty strength of the College? How many positions are filled against the sanctioned strength? How many of them are from outside the state?

Table 2.9: Details of Faculty

Faculty details	Sanctioned number
Faculty Strength	34
Positions which are filled against the sanctioned strength	28- Permanent 5 – Temporary/Ad-hoc
Number of faculty from outside the state?	10

2.4.2 How are the members of the faculty selected?

Figure 2.10 : Selection procedure of faculty (Regular & Permanent)**Figure 2.11 :** Selection procedure for faculty (Temporary/Ad-hoc)

2.4.3 Furnish details of the faculty.

Table 2.10 :Faculty details as per designations

Highest qualification	Professor		Associate Professor		Assistant Professor		Total
*****	Male	Female	Male	Female	Male	Female	
Permanent Teachers							
Ph. D	1	-	3	6	-	3	13
M.Phil.	-	-	-	1	2	2	5
PG	-	-	1	6	1	1	9
Total	1	-	4	13	3	6	27
Temporary Teachers							
Ph.D.	-	-	-	-	1	-	1
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	-	4	4
Total	-	-	-	-	1	4	5
Part-Time Teachers							
Ph.D.	-	-	-	-	-	-	-
M.Phil.	-	-	-	-	-	-	-
PG	-	-	-	-	1	-	1
Total	-	-	-	-	1	-	1
Grand Total	-	-	-	-	-	-	33

1 post of Physical Director is vacant as on 31st August 2016

2.4.4 What percentage of the teachers have completed UGC-CSIR-NET, UGC-NET, and SLET examination? In that what percentage of faculty are with PG as highest qualification?

The total percentage of qualified faculty is 97%. Of those for whom the eligibility criteria is the NET/SET/SLET examination, 95% are qualified. Of the faculty with NET/SET qualification, 57% faculty have PG as highest qualification and 75% of the same are pursuing Ph.D.

2.4.5 Does the College encourage diversity in its faculty recruitment? Provide the following departments-wise details.

Table 2.11 :Diversity in faculty recruitment (Department-wise)

Department	% of faculty who are product of the same College	% of faculty from other Colleges within the State	% of faculty from other States
Accounting	0%	100%	0%
Business Administration	0%	100%	0%
Business Law	0%	100%	0%
Business Practices	0%	100%	0%
Costing	50%	50%	0%
Economics and Banking	12.5%	75%	12.5%
English	0%	60%	40%
French	0%	100%	0%
Geography	0%	100%	0%
Hindi	0%	100%	0%
Marketing	0%	100%	0%

Statistics and Computer Application	0%	100%	0%
Political Science	0%	100%	0%
Psychology	0%	100%	0%

2.4.6 Does the College have the required number of qualified and competent teachers to handle all the courses for all departments? If not, how do you cope with the requirements? How many faculty members were appointed during the last four years?

The college has the required number of qualified and competent faculty to handle all the courses for all departments.

List of the faculty appointed in the last four years is given below:

Table 2.12 : List of faculty appointed in last four years

Sr. No.	Name of the Faculty	Date of Appointment	Department
1	Mr. Santosh Marwadi Kumbhar	6 th August 2012	Accountancy
2	Mr. Nilesh Waghmare	22 nd August 2012	Costing
3	Dr. Sharayu Bakare	1 st December 2012	Business Practices and Business Administration

In case of vacancy of post due to retirement and resignation the posts are filled with temporary faculty appointed on ad-hoc basis. In the last five years the number of faculty appointed on temporary basis are as follows:

Table 2.13 : Faculty appointed on ad-hoc basis and CHB basis

	2011-12	2012-13	2013-14	2014-15	2015-16
AD-HOC	7	2	5	5	4
CHB	6	5	4	4	6

2.4.7 How many visiting Professors are on the rolls of the College?

The visiting faculty data has been shown in the following table.

Table 2.14 : List of visiting Professors on rolls

No. of Visiting Professors	M.Com	MA-English	MA-Economics	SCLA	Honors	ACCA	Total
2011-12	08	-----	-----	16	-	-	24
2012-13	07	-----	-----	23	-	-	30
2013-14	10	-----	-----	21	-	2	33
2014-15	08	-----	-----	26	12	2	48
2015-16	09	-----	-----	23	8	3	43
2016-17	07	02	01	28	7	4	49

Table 2.15 : In-house faculty who have additional teaching responsibility.

No. of Visiting Professors (In-house)	M.Com	MA-English	M.A-Economics	SCLA	Honors	ACCA	Total
2011-12	02	----	----	5	-	-	7
2012-13	04	----	----	5	-	-	9
2013-14	02	----	----	4	-	3	9
2014-15	03	----	----	4	8	3	18
2015-16	03	----	----	5	6	3	17
2016-17	03	04	05	5	5	1	23

2.4.8 What policies/systems are in place to recharge teachers? (eg: providing research grants, study leave, nomination to national/international conferences/Seminars, in-service training, organizing national/international conferences etc.)

The college encourages the faculty to undertake research, attend Orientation and Refresher Courses, present papers at international, national, regional and state level seminars. The college also encourages faculty to undertake research and avail study leave under UGC's Faculty Improvement Programme. The college allows faculty to avail duty leave as well as extra-ordinary leave for pursuing research. The college motivates faculty to participate in various activities such as workshops, faculty exchange programs, consultancy, etc.

The following table gives details of faculty participation in various programmes:

Table 2.16 : Faculty who have under taken Faculty Development Programme

	Numbers
Orientation and Refresher Courses	08
Study Leave	05
Seminars (Organised by college)	06
Workshops (Organised by college)	01

2.4.9 Give the number of faculty who received awards / recognitions for excellence in teaching at the state, national and international level during the last four years.

- Dr. Sharayu Bhakare received Best Teacher Award by the Pune Municipal Corporation on 5th September 2012.

2.4.10 Provide the number of faculty who have undergone staff development programmes during the last four years.

Table 2.17 : Academic Staff development programmes completed by faculty

Academic Staff Development Programmes	Number of faculty
Refresher courses	6
Orientation programmes	2
Staff training conducted by University/ other Colleges	8
FDP	5
Workshop on Research Methodology	18

2.4.11 What percentage of the faculty who have:

- Been invited as resource persons in Workshops/Seminars/Conferences organized by external professional agencies
- Participated in external Workshops/Seminars/Conferences recognized by national/ international professional bodies
- Presented papers in Workshops/Seminars/Conferences conducted or recognized by professional agencies
- Teaching experience in other universities/national institutions and others
- Industrial engagement
- International experience in teaching

Table 2.18 : Percentage of the faculty participated in various guest lectures, seminars, workshops.

Sr. No.	Details	Percentage %
1.	Percentage of the faculty who have been invited as resource persons in Workshops / Seminars / Conferences organized by external professional agencies	8/34=23.53%
2.	Percentage of the faculty who participated in external Workshops / Seminars / Conferences recognized by national / international professional bodies	33/34=97.06%
3.	Percentage of the faculty who presented papers in Workshops/ Seminars/Conferences conducted or recognized by professional agencies	29/34=85.29%
4.	Percentage of the faculty who have teaching experience in other universities/national institutions and others	5/34=14.71%
5.	Percentage of the faculty who have international teaching experience (invited)	2/34=5.88%

2.4.12 How often does the College organize academic development programmes for its faculty, leading to enrichment of teaching-learning process?

- Curricular Development –
- Teaching-learning methods –
- Examination reforms -
- Content / knowledge management -
- Any other (Please specify) -

The college has organized few faculty development programmes in the areas of research methodology and use of statistical software such as SPSS. However, the college encourages faculty to participate in various faculty development programmes elsewhere. The college has also organized various guest lectures / one day workshop on the topics like Curricular Development, Teaching-learning methods, Examination reforms, content and knowledge management.

Table 2.19: Academic enrichment programmes.

Name of the Speaker	Details of the Session/Workshop
1.Mr.Pramod Bhadakwade	Unfair Means and Lapses in Examination System
2.Dr.Ashok Joshi	Autonomy
3.Dr. G. Srinivas	Autonomy
4.Staff Academy Workshop	Smart Interactive Board
5.Mr.Salil	SPSS as a Research Tool
6.Dr.Sanjay Kharat	PBAS System of Assessment
7.Dr.Nitin Unkule	Yoga Session
8.Dr.RajenHarshe	Globalisation and Higher Education
9.Swami Bhodmayananda	Stress Management
10.Dr.V.RShirgurkar	Quality education

2.4.13 What are the teaching innovations made during the last five years? How are innovations rewarded?

With academic autonomy, the faculty has been able to innovate in terms of syllabus design, course content, papers offered, evaluation methods and use of ICT. Degree with Honours Programmes and Liberal Arts Programme have facilitated the introduction as well as implementation of innovative inter-disciplinary approach. The introduction of the research component, e-learning module and online examination are some of the innovations made in the last five years.

In addition to this the faculty continues to enhance the teaching-learning process through the use of power-point presentation, audio-visual aids, field visits, institutional visits, article reviews, data analysis, exhibitions, management games, class quiz, role plays, case studies, debates, open forums, group discussions and poster presentations. Innovative practices by respective departments and faculty are discussed and appreciated in various forums such as staff meeting and Annual-Day function.

2.4.14 Does the College have a mechanism to encourage

- Mobility of faculty between institutions for teaching?
- Faculty exchange programmes with national and international bodies?

If yes, how have these schemes helped in enriching quality of the faculty?

The college encourages mobility of faculty between institutions for teaching. This mobility of faculty between institutions benefits both personal and professional development, stimulates creative ideas, enhances relationships, and strengthens multicultural understanding. Faculty has experienced different approaches to higher education, teaching styles, research, student services and support functions.

The following faculty members have been invited as visiting faculty at other institutes

Table 2.20: Faculty members who have been invited as visiting faculty

Name of the Faculty	Subject	Name of the Institution
Dr. Vivek Sane	Strategic Management and Current Trends in Management	Symbiosis Centre for Corporate Education
Dr. Aarti Wani	Culture Studies	SPPU
Ms. Jasmina Kumar	Creative writing Business and Managerial Communication	SSLA,SIHS Symbiosis Law School
Dr. Hilda David	Creative Writing and a Modern Drama Paper	SPPU
Dr. Neelofar Raina	Economics and Banking	SSLA

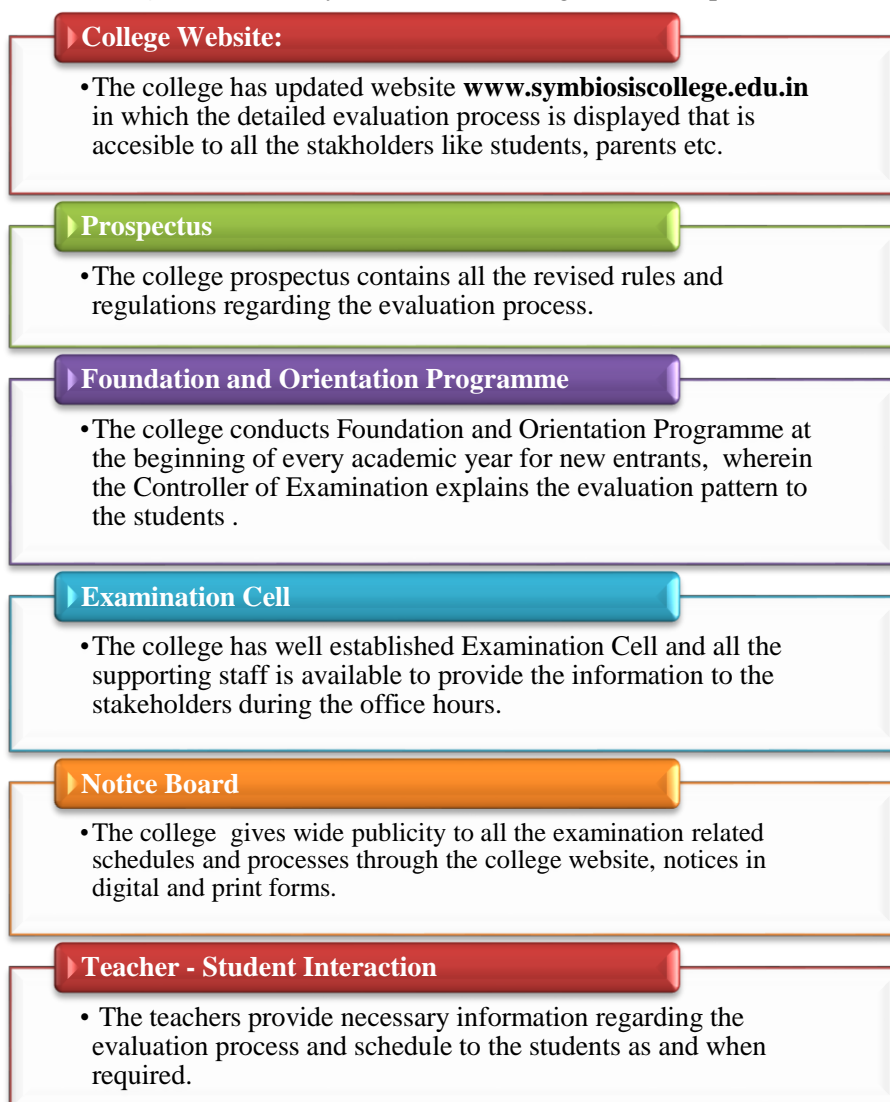
- Dr. Aarti Wani was a 2015 Charles Wallace India Trust Fellow at the University of Edinburgh during the period Feb 15 to May 15.
- Dr. Sharayu Bhakare and Ms. Sarika Wagh have been invited to conduct a week long workshop at Kedge Business School, France

2.5 Evaluation Process and Reforms

2.5.1 How does the College ensure that all the stakeholders are aware of the evaluation processes that are operative?

The college has a transparent evaluative process and it is communicated to the stakeholders in the following ways:

Figure 2.12 : Ways of communicating evaluation process



2.5.2 What are the major evaluation reforms initiated by the College and to what extent have they been implemented in the College? Cite a few examples which have positively impacted the evaluation management system?

Figure 2.13 : Evaluative Reforms



The success of autonomy is based on the effective implementation of the evaluation process. After autonomy the college introduced various reforms, keeping certain prevailing practices of SPPU. These reforms have been in concurrence with the guidelines and the norms of UGC and SPPU. The major evaluation reforms initiated by the college under autonomy are as follows:

- **Introduction of semester pattern:**

The college was conferred the autonomous status in June 2012, thus annual pattern of SPPU was changed to semester pattern for all undergraduate and post-graduate programmes.

- **Introduction of Credit System:**

The college has adopted the credit system along with the grading system. The college has assigned 125 credits for UG and 64 Credits for PG, 1 credit is equivalent to 15 hours of teaching. The college declares the result on the basis of TEN point scale along with the percentage.

Table 2.21 :Ten point scale alongwith point marks

Sr. No.	Letter	Grade	Points Marks
1	O	10	80-100
2	A+	9	70-79.99
3	A	8	60-69.99
4	B+	7	55-59.99
5	B	6	50-54.99
6	C	5	45-49.99
7	P	4	40-44.99
8	F	0	0-39.99
9	AB	0	0

- **Introduction of continuous evaluation system:**

The college has assigned 40 % weightage for continuous evaluation or internal evaluation. Out of these, 20 marks are assigned to mid-semester examination and 20 marks are for the written assignments for each subject.

- **Computer based examination (mid-semester):**

The college conducts the computer based mid-semester examination to test the objective knowledge of the students in the concerned subject. The primary aim is to inculcate the habit of using information technology for the evaluation besides to bring objectivity in the evaluation process.

- **Assignments:**

Assignment is one of the important components of continuous evaluation of students. The faculty guides the students on assignments and assessment of the assignments is done in the form of presentation, group discussion, and case studies etc. as decided by the individual faculty.

- **Grace marks for NSS / Cultural Activity / Sports:**

The college promotes community service, sports and cultural activity and gives due recognition to students' efforts for the same in the form of providing grace marks for their achievements. As per the ordinance no. 163 of SPPU, the students can avail maximum of 15 marks for their outstanding contribution in field of sports, cultural activity and National Service Scheme.

- **Projects for Degree with Honours Programme:**

The college has introduced Degree with Honours Programme for B.A. and B.Com. Students undertake research project as a compulsory component and appear for viva-voce for the same.

2.5.3 What measures have been taken by the institution for continuous evaluation of students and ensuring their progress and improved performance?

Continuous evaluation is an important aspect of the teaching-learning process. Two components i.e. computer-based examination and assignment are administered at pre-determined intervals during the semester. Assignments component consisting of seminars, presentations, open book tests, project assignments, research projects are assigned to students in order to enhance their learning skills, encourage creativity, critical thinking and analytical skills. The ratio of marks for continuous assessment and semester end examination is 40:60.

2.5.4 What percentage of marks is earmarked for continuous internal assessment? Indicate the mechanisms strategized to ensure rigor of the internal assessment process?

- The weightage of internal and external assessment marks are as follows:
- Internal Assessment = 40 Marks
 1. Computer based examination (mid-semester) = 20 MarksFaculty prepares an exhaustive question bank for each subject which is

then uploaded in the examination software. The students take their online examination in the computer lab specially set up for the purpose. The online examination software randomly selects the questions for each student. The result is displayed immediately after the completion of the examination. This ensures rigor and objective evaluation.

2. Assignment=20 Marks

This component of internal assessment consists of open book test, seminar / survey / project / quiz / surprise tests / response notes / data analysis / group discussion / case study / presentation etc. at the discretion of the faculty. Students work either individually or in groups as the case may be, on their assignments. Students are given enough time to carry out research and get an in-depth knowledge of the subject. Students are alerted regarding plagiarism and during evaluation the faculty tries to ensure that academic integrity is maintained.

2.5.5 Does the College adhere to the declared examination schedules? If not, what measures have been taken to address the delay?

The college declares the examination schedule well in advance. The schedule is put up on the rolling notice board of the college website, the print notices are displayed on the notice board. Due care is taken to adhere to the examination schedules.

2.5.6 What is the average time taken by the College for declaration of examination results? Indicate the mode / media adopted by the College for the publication of examination results e.g., website, SMS, email, etc.

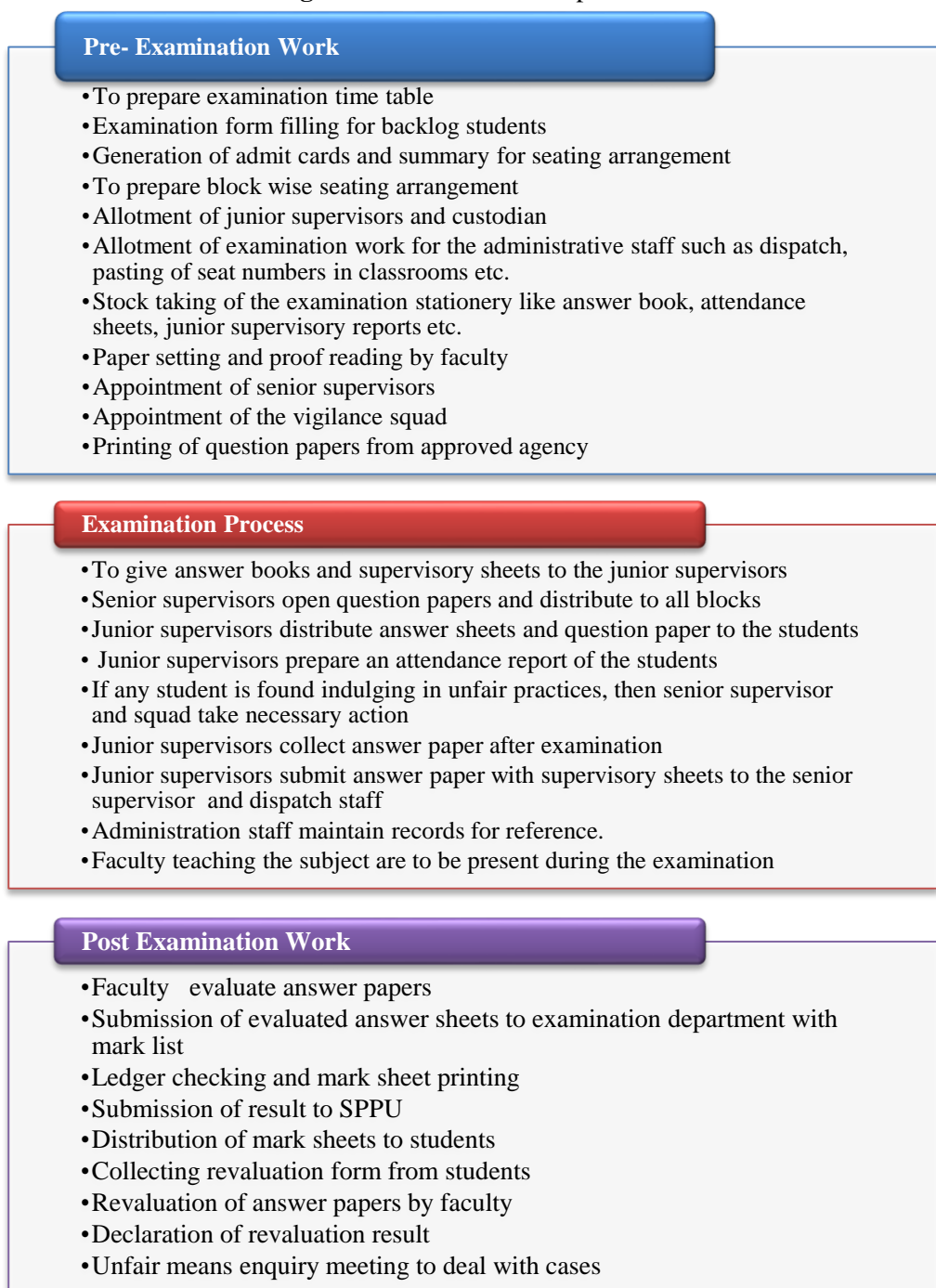
Table 2.22 : Average time taken for declaration of examination results

Month & Year	Semester	Commencement of Examination	Conclusion of the Examination	Date of the Declaration of the Result	No. of days required for declaration of result
April 2014	II & IV	15/4/2014	26/4/2014	18/6/2014	52 days
October 2014	I, III & V	1/10/2014	18/10/2014	8/12/2014	50 days
April 2015	I, III & V	1/4/2015	27/4/2015	20/6/2015	53 days
October 2015	II, IV & VI	1/10/2015	21/10/2015	4/12/2015	43 days
April 2016	I, II, III, IV V & VI	1/4/2016	21/4/2016	9/6/2016	49 days
Average					49 days

2.5.7 Does the college have an integrated examination platform for the following processes?

The college has a robust examination system and the examination cell follows the following process for the successful implementation of examination

Figure 2.14 : Examination process

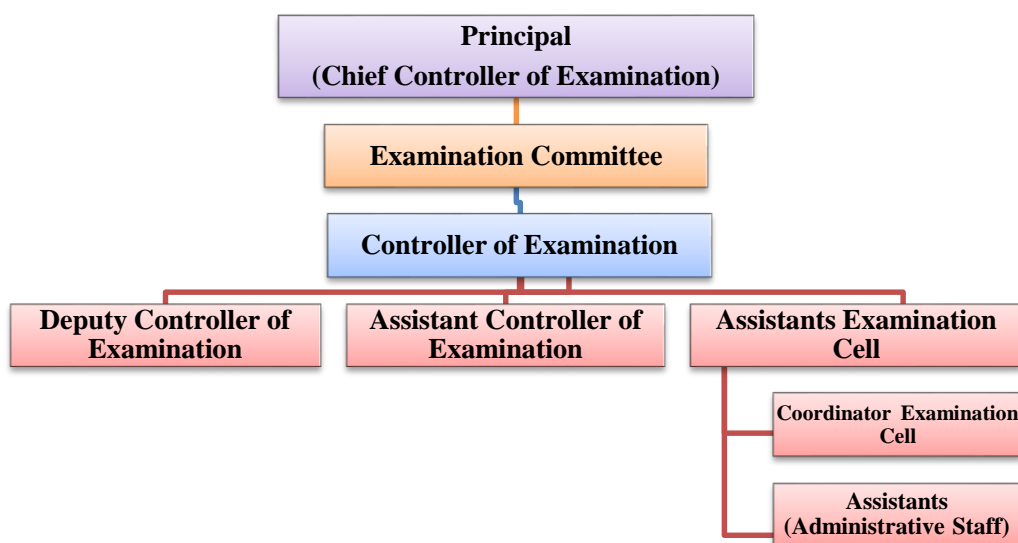


2.5.8 Has the College introduced any reforms in its Ph.D. evaluation process?

The college has applied for the Ph.D. Research Center in Commerce under SPPU which provides rules and regulations for conducting Ph.D. evaluation.

2.5.9 What efforts are made by the College to streamline the operations at the Office of the Controller of Examinations? Mention any significant efforts which have improved process and functioning of the examination division/section?

Figure 2.15 :Organogram of examination section



- Controller of Examinations, Deputy Controller of Examination, Assistant Controller of Examination, Coordinator and other clerical staff have been appointed. The Board of Examination is authorized to take all decisions with regard to examinations.
- Controller of Examinations is empowered to appoint necessary staff, such as senior and junior supervisors, vigilance squad, examiners and also the administrative staff for effective conduct of the examinations.
- Being an independent office, the examination section has been provided with separate rooms for confidential work, office work, store and controller's room.
- The examination office has been provided with all facilities including computers, printer, scanners, etc.
- The preparation of the result is outsourced to ensure transparency and objectivity in the process.
- Adequate financial budget allocation has been made to the examination office to streamline the examination process.

2.5.10 What is the mechanism for redressal of grievances with reference to evaluation?

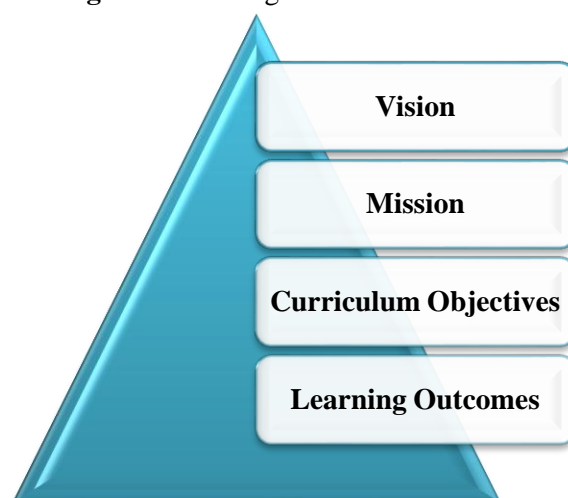
The college has well established examination and evaluation systems. As a result the college has not received any major grievances from any students regarding evaluation during the last four years. However, the college has a transparent mechanism for addressing the grievances if any.

- Adequate safeguard measures are taken to ensure that the evaluation is objective and systematic. If at all there are any discrepancies in evaluation reported by the students, they are attended to by Examination Cell.
- Students are also given the facility of revaluation and verification. The revaluation is a blind review process by an independent examiner.
- Students are provided with the photocopy of the answer book on request.
- The students have an access to Controller of Examination for the redressal of their examination grievances.

2.6. Student Performance and Learning Outcomes

2.6.1 Does the College have clearly stated learning outcomes for its programmes? If yes, give details on how the students and staff are made aware of these?

Figure 2.16 :Integration of Vision and learning objectives.



- The programme outcomes for the UG and PG are defined and implemented rigorously
- The Board of Studies approve course contents in tune with the objectives and the intended learning outcomes
- During the Foundation and Orientation programme at the beginning of every academic year, newly enrolled students are informed about the Vision and Mission of the college
- Every course syllabus has clearly stated objectives and learning outcomes
- The copies of the syllabi are kept in the library and shared by the faculty with the students.

- The faculty explains course objectives to the students along with the scheme of evaluation in terms of tests, assignments, seminars etc.

2.6.2 How does the institution monitor and ensure the achievement of learning outcomes?

- Every faculty structures teaching sessions in tune with the learning outcomes defined for each course
- The question papers are designed keeping in view the expected learning outcomes of the students
- Continuous assessment tests (assignments, seminars, projects, presentation, and case studies), computer based examinations and Semester End examinations are the ways in which each department monitors the academic performance of students
- Continuous assessment enables periodical evaluation and monitoring of student learning outcomes, allowing for timely interventions
- Formal and informal interaction between faculty and students also enable the faculty to calibrate learning outcomes.

2.6.3 How does the institution collect and analyze data on student learning outcomes and use it for overcoming barriers of learning?

The emphasis of the college is learner-centric. The learning outcomes of the students are analyzed on the basis of -

- Feedback taken from students regarding the learning outcomes of the programme
- Student performance in the semester-end examination
- Performance in the continuous evaluation system
- Performance in campus placements

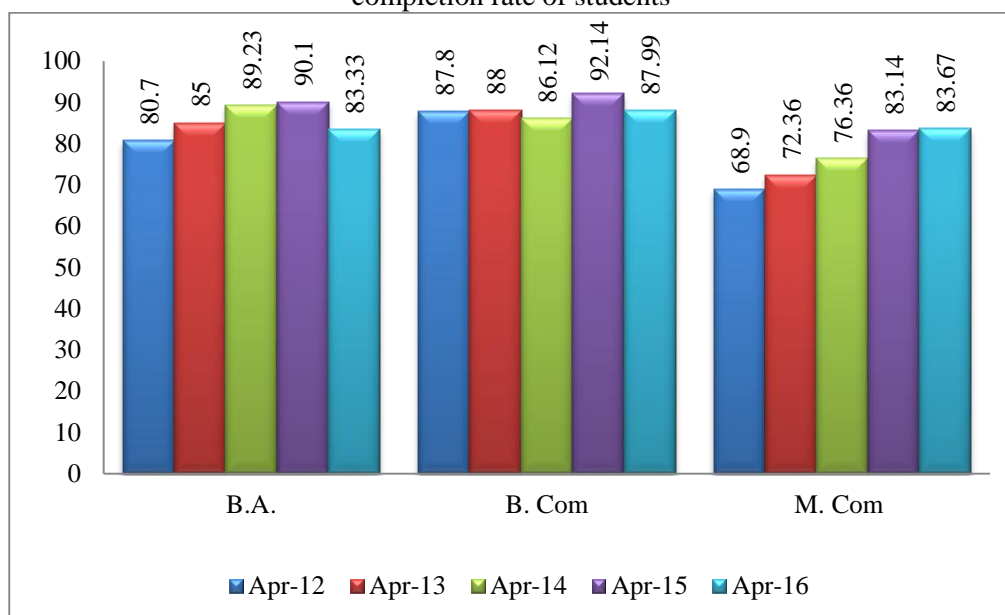
Data on student learning outcome is collected from the results of continuous assessment and semester-end examination. The mentors and the faculty analyze the performance of the students and identify their learning problems. Various barriers arising from personal, social and economic factors are identified, analyzed and addressed.

2.6.4 Give Programme-wise details of the pass percentage and completion rate of students.

Table 2.23 : Programme-wise details of the pass percentage and completion rate of students

Programme	April 2012	April 2013	April 2014	April 2015	April 2016
B.A.	80.7 %	85 %	89.23 %	90.10 %	83.33 %
B. Com	87.8 %	88 %	86.12 %	92.14 %	87.99 %
M. Com	68.9 %	72.36 %	76.36 %	83.14 %	83.67 %

Figure 2.17 : Programme-wise details of the pass percentage and completion rate of students





Criterion III: Research, Consultancy and Extension

3.1 Promotion of Research

The College believes that research is of pivotal importance to quality education. Hence, the college consistently strives to provide faculty and students with a nurturing and enabling research environment. Continuous efforts are made to integrate research with teaching and learning through innovative curriculum development.

3.1.1 Does the College have a research committee to monitor and address the issues of research? If yes, what is its composition? Mention a few recommendations which have been implemented and their impact.

The college has a research committee to monitor and address issues of research.

- The college appointed Academic Research Coordinator (ARC) in 2012 to liaison with the Savitribai Phule Pune University
- Prior to setting up of the research committee, IQAC used to monitor and address issues of research. In the year 2014-15, a formal research committee was formed to facilitate and monitor research activities amongst faculty and students
- The research committee comprises of four faculty members that includes the senior most faculty as the chairperson and three other faculty members. Generally, two meetings are conducted per year.

Recommendations of Research Committee

- Encourage faculty and students to undertake research-based activities such as Ph.D., M. Phil., writing research papers, articles, organizing and participating in seminars and conferences
- Increase budgetary provision for research. At the moment faculty avail of registration fees for participation in seminars/conferences in India and abroad. It is recommended that provision should be made for travel grants as well
- Encourage faculty to apply for and avail UGC/ ICSSR travel grant in order to present their research work at international conferences
- Create a separate budget head for research and all related expenses to be merged under that head
- Promote industrial research projects
- Promote research culture amongst students. It was recommended that a research module be included in the Degree with Honours Programme curriculum

Impact of Research Promotion Activities

- Following teachers completed their Ph.D. since 2011
 - Dr. Vijay Behere
 - Dr. Aarti Wani
 - Dr. Sheena Mathews
 - Dr. Yogini Chiplunkar

- Minor research projects
 - Dr. Alpana Vaidya completed Minor Research Project under BCUD, SPPU in 2012, titled “Belief in a Just World, Happiness Index and Emotional Intelligence among College Students”
 - Dr. Alpana Vaidya received grant from UGC for Minor Research Project on “Translation of Hexaco PI-R in Marathi”
 - Dr. Alpana Vaidya Co-investigator of the research project in 2014 On – “Riddle me this: Gender Schemas, cultural variations and a classic riddle”, Boston University, USA
- Research Fellowship
 - Dr. Aarti Wani was awarded the 2015 Charles Wallace India Trust Fellowship at Edinburgh University for the period February 15, 2015 to May 15, 2015
- Travel Grants
 - Dr. Hrishikesh Soman received travel grant from UGC for presenting his work in international conference held at Mauritius.
 - Dr. Aarti Wani received travel grants for presenting her work in international conferences from:
 - a) JNU travel grant to participate in conference at Westminster University
 - b) ICSSR travel grant for Chicago, USA
 - c) UGC travel grant for Dunedin, New Zealand
 - Dr. Alpana Vaidya received travel grant from SPPU for presenting her work in international conference held at South Korea
 - Dr. Sharayu Bhakare received travel grant from the Planning and Development board of SPPU for presenting her work in the International conference organized by IJAS in the Harvard University, USA
 - Dr. Manjushree Sharma received grant from Sakraya University and International Peace Research Association for presenting her paper in International Conference held at Istanbul, Turkey
- Research projects with Industry

Students specializing in the subject of Costing visited Essar Oil Ltd Jamnagar, Gujarat, along with the faculty. This was to understand the Corporate Social Responsibility (CSR) activities carried out by the Essar Foundation. Students under the guidance of faculty Ms. Tessy Thadathil developed a case study on the CSR practices of Essar foundation.

3.1.2 What is the policy of the College to promote research culture in the College?

The college policy regarding the promotion of research culture is progressive, supportive and liberal.

- Faculty is encouraged to undertake research in emerging areas and fields
- Faculty is assisted with all support in terms of infrastructure and library facilities, duty leave, leave under FIP and registration fees to participate in

seminars/conferences

- The college provides a free and fair research atmosphere. The faculty has complete autonomy in the choice of their research topic, area and methodology

3.1.3 List details of prioritized research areas and the areas of expertise available with the College.

Research in specialized fields by individual faculty is considered as the prioritized research areas of the college. Similarly, the expertise offered by faculty members in Board of Studies, in Management Development Programmes (MDP), key note speakers in conferences/seminars etc. are considered as the areas of expertise available in the college

Table 3.1 Area of Expertise and Research

Sr. No.	Name	Area of Expertise/ Research
1.	Prin. Dr. Soman Hrishikesh M.	Tourism, Marketing, Education
2.	Dr. Parchure Sunayini R	Macroeconomics, Banking, Agricultural Economics
3.	Dr. Sane Vivek S.	Marketing
4.	Dr. Limaye Shirish G.	Entrepreneurship Development, Business Administration and Commerce
5.	Ms. Samuel Marcelle	Economics of non-formal education
6.	Dr. Behere Vijay K.	NSS, Business Administration
7.	Ms. Kher Ketki K.	Research Methodology, Financial Mathematics and Algebra
8.	Dr. Wani Aarti	Literary Criticism, Culture & Film studies
9.	Dr. David Hilda	Creative Writing, Theatre
10.	Ms. Thadathil Tessy	Corporate sustainability reporting
11.	Dr. Mathews Sheena	Transport Economics
12.	Dr. Sharma Manjushree	Environment, Gandhian Thought, Peace
13.	Ms. Dixit Swati A.	Environment, Health Care
14.	Ms. Taide Sandhya	Hindi Literature
15.	Ms. Chiney Swati R.	Laws and Human rights
16.	Dr. Vaidya Alpana	Positive Psychology, Health & Well-Being
17.	Mr. Kulkarni Umesh	Company Law, Accounting, Taxation, Financial management
18.	Dr. Chiplunkar Yogini	Working Capital Finance
19.	Ms. Tamhankar Shubhada	Employability Skills Development
20.	Dr. Raina Neelofar	Banking, Industry-Academia interface
21.	Mr. Adagale Anil	Dalit Literature
22.	Ms. Vaidya Vaishali	Library and Information science
23.	Mr. Marwadi kumbhar Santosh	Business Practices

24.	Mr. Waghmare Nilesh	Accountancy
25.	Dr. Bhakare Sharayu	Entrepreneurship and Corporate Social Responsibility

3.1.4 What are the proactive mechanisms adopted by the College to facilitate smooth implementation of research schemes/ projects?

- The college encourages full time faculty to avail the facility of Faculty Improvement Programme (UGC) for Ph.D. and to apply for Major/Minor Research Projects
- The college encourages faculty to apply for and avail UGC/ ICSSR travel grant in order to present their work at international conferences
- The college extends all facilities to the faculty for the perusal of research by timely release of funds for sanctioned projects
- The college provides complete autonomy to the principal investigator / coordinator for utilizing overhead charges
- The submission of utilization certificate to funding authorities is executed on time
- The departments of Economics and Psychology received grants from UGC to organise seminars

3.1.5 How is interdisciplinary research promoted? Between /among different departments of the college

- By and large research is carried out at the level of individual faculty. The college seeks to encourage interdisciplinary research by involving the faculty from different departments to participate in interdisciplinary seminars. For instance, the Department of Psychology organised a UGC sponsored National Seminar on “Health and Well Being” where the faculty from different departments of the college presented papers
- Individual faculty undertakes interdisciplinary research e. g. Dr. Aarti Wani, Head Dept. of English, did her Doctoral Research in the field of Film studies, titled ‘*The Fantasy of the Modern: Romantic Love in Bombay Cinema of the 1950s*’
- Ms. Ketki Kher and Ms. Nalini Sapkal from the departments of Mathematics and Economics respectively co-authored a paper titled ‘Financial Inclusion and Micro Finance: Road to Inclusive Growth’ which was published in the proceeding of the UGC sponsored seminar organized by the Department of Economics and Banking on “Inclusive Growth in India Varied Dimensions and Challenges”

Collaboration with national/international institutes and industries

- Dr. Aarti Wani received the 2015 Charles Wallace India Trust fellowship at the University of Edinburgh, UK.

- An International conference on Diversity was organized by college in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany in 2014.
- Dr. Alpana Vaidya Co-investigator of the research project, 2014 on “Riddle me this: Gender Schemas, cultural variations and a classic riddle”, Boston University, USA.
- An International conference on Art & Freedom was organized by college in 2013 in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany.
- An International conference on Inter-culturality was organized by college in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany in 2012.

3.1.6 Enumerate the efforts of the College in attracting researchers of eminence to visit the campus and interact with teachers and students?

To promote research culture amongst faculty and students the college regularly invites research scholars for guest lectures, seminars and conferences. In the last four years, the college has organised four International Conferences, two National Seminars and the annual lecture series i.e. ‘Dr. V. M. Dandekar Memorial Lecture Series’ that enabled the teachers and students to interact with the researchers of eminence.

3.1.7 What percentage of faculty has utilized sabbatical leave for research activities? How has the provision contributed to the research quality and culture of the College?

As per the norms of SPPU and Government of Maharashtra, there is no provision for sabbatical leave for research. The faculty can however avail study leave under Faculty Improvement Program (UGC).

Six faculty members have availed study leave under FIP since 2011:

- Dr. Yogini Chiplunkar – July 2011 to June 2013 (Completed Ph.D. in 2014)
- Dr. Sheena Mathews – September 2012 to February 2015 (Completed Ph.D. in 2016)
- Ms. Shubhada Tamhankar – October 2013 to October 2015
- Ms. Sandhya Taide – November 2014 to November 2016
- Ms. Marcelle Samuel – August 2015 - August 2017
- Ms. Swati Chiney – August 2016 – August 2018

3.1.8 Provide details of national and international conferences organized by the College highlighting the names of eminent scientists/scholars who participated in these events.

Table 3.2 Participation of Eminent scientist/scholars in National and International conference organized by the college

Sr. No	Year	National/ International	Theme/Title	Eminent Scholar
1.	2011-2012	National Conference	‘Inclusive Growth in India Varied Dimensions and Challenges’	<ul style="list-style-type: none"> • Dr. R. S. Deshpande, Director, Institute of Social and Economic Change, Bangalore • Dr .Bharat Bhushan Dean (Academic) & Secretary, YASHADA, Pune • Mr. Ajit Abhyankar Prof. SCLA, Member CPM • Mr. Pradeep Bhargava, Managing Director Cummins Generator Technologies India, Ltd • Dr. Anil Zankar Former Prof. FTII and Media Professional • Dr. Anjali Parasnis, Director Fellow and Head TERI, Mumbai • Ms. Kiran Moghe Member, CPM • Adv. Gautam Patel Sr. Counsel, Bombay High Court • Dr. Pradeep Apte Associate Professor, Fergusson College • Mr. P. Satish-Chief General Manager & Secretary- NABARD, Mumbai • Dr. Rajas Parchure- Officiating Director, Gokhale Institute of Politics and Economics • Dr. Rajeev Yeravdekar, Director Symbiosis Institute of Health Sciences

				<ul style="list-style-type: none"> Dr. Mona Shah, Dean, Real Estate and Urban Infrastructure Management. NICMAR Pune
2.	2011-2012	International Conference	'Interculturality'	<ul style="list-style-type: none"> Dr. Francis Jarman Novelist, Playwright Adjunct Faculty, Hildesheim University, Germany Mr. Vijay Bhatt Former Regional Strategy Director Ogilvy's Asia Pacific Board Transitions Coach, Roots & Wings Consulting Services Bangalore Mr. Prasad Shetty Executive Member ,CRIT (Collective Research Initiatives Trust), Mumbai Prof. Ram Puniyani Ex Prof. IIT Bombay Member, (EKTA-Community for Communal Amity) Mumbai Mr. Shankar Venkateshwaran Founder, Theatre Roots & Wings, Theatre director & maker, Kerala Prof. Sanal Mohan School of Social Sciences Mahatma Gandhi University Kerala Ms. Meena Kandasamy Poet, writer, activist, translator Chennai Mr. Sadanand Menon- Writer, Critique and faculty Asian School of Journalism Ms. Sevanti Ninan Author & Columnist The Hindu Founder Editor The Hoot.org Delhi Prof. Thomas Mandl Faculty Institute of Information Science & Language Technology Hildesheim University, Germany Dr. Rohini Sahini Professor, Dept. of Economics, University of Pune

3.	2012-2013	National Seminar	Reforms in Affiliating System	<ul style="list-style-type: none"> • Dr. S.N Pathan, Former Director H.E (Government of Maharashtra) • DR. W.N Gade, Vice-Chancellor, University of Pune • V.S. Prasad, Former V.C, Hyderabad. • Dr. Gajanan Ekbote, Chairman, P.E. Society • Prof V.B Gaikwad, Director B.C.U.D Pune • Prof V.K Wagh, Former Director B.C.U.D Pune • Dr. R. S. Mali, V.C. N.M University, Jalgaon • Prof. S.B Nimse, V.C. SRTM • Dr. Anil Rao, Principal, M.J College, Jalgaon • Prof. Dileep Deobagkar, V.C, University of Goa • Dr. M.A Shaikh, Principal, D.G College, Satara • Dr. M.R Kurup, Prin. Vaze-Kelkar College ,Mulund • Dr. Francis Parmar, Principal, St. Xavier College, Ahmedabad • Dr. Ashok Thorat, Director, I.A.S.E, Pune • Dr. R.T. Deshmukh, Principal, M.S.P.M College, Aurangabad • Dr. N.S. Nikam, Principal, C.T. Bora College, Pune • Dr. A.S Dingre, Principal, PES College, Goa • Prof. Ram Takwale, Former Vice Chancellor, University of Pune.
4.	2013-2014	International conference	‘Art and Freedom’	<ul style="list-style-type: none"> • Dr. Francis Jarman Novelist, Playwright Adjunct Faculty, • Dr. Arshia Sattar Indian translator, facilitator, author and director

				<ul style="list-style-type: none"> • Dr Sujata Patel Sociologist University of Hyderabad • Mr Rakesh Sharma Film Maker • Prof. Narayan Parsuram Director, Karadi tales • Mr Varun Venkit Founder of Taal Inc. • Mr Sadanand Menon- Writer, Critique and faculty Asian School of Journalism • Dr Sameera Iyengar Co-founder Director, Junoon • Mr. Joseph Pinto Editor and Journalist • Dr. Raj Rao Head, Dept. of English, University of Pune • Mr Muneem Mohammad Musician and poet
5.	2014-2015	International conference	'Diversity'	<ul style="list-style-type: none"> • Dr. Francis Jarman Novelist, Playwright Adjunct Faculty, IICC, Hildesheim University, Germany • Dr. Arshia Sattar Indian translator, facilitator, author and director • Dr. Nikhil Govind Faculty Manipal Centre for Philosophy and the Humanities, Manipal • Prof. Shoba Venkatesh Head of English dept Mumbai university • Prof Shilpa Ranade Associate Professor Industrial Design Center, IIT Bombay Powai, Mumbai • Prof. Rohit Dhankar Professor and Director Academic Development in Azim Premji University, Bangalore • Mr Sadanad Menon Writer, Critique and Faculty Asian School of Journalism • Mr Ramu Ramanathan Playwright, author and group editor of print week

				<ul style="list-style-type: none"> • Ms. Arundhati Subramaniam Poet and Author • Mr. Hemant Morparia Radiologist and Cartoonist
6.	2015-16	International Conference	International Conference on Symbiosé - Understanding French Literature, Art & Culture	<ul style="list-style-type: none"> • Dr. Sukumari Polavaram Visiting faculty at IIT Madras And recipient of 'Chevalier dans l'Ordre des Palmes académiques,' • Mr. Christophe Legris Attache for Cooperation in French Language, Consulate General of France in Bombay. • Prof. Vijay Kunjeer Professor of History • Prof. Anil Zankar Filmmaker • Dr. Kusum Aggarwal Head, Dept of French, Delhi University • Dr. Jayram Poduval Faculty, National Institute of Design, Ahmedabad • Prof. Pradeep Apte Professor of Economics • Ms. Sujatha Shyamsunder International trainer in interculturality
7.	2014-2015	National Conference	'Health And Well being'	<ul style="list-style-type: none"> • Dr. Sam Manickam-Psychiatrist - Prof. of Clinical Psychology, JSS Medical College, Mysore • Dr. Kalpana Shrivastava – Hon. General Secretary, Indian Association of Clinical Psychologists • Dr. Lilawati Krishan –Prof. of Psychology, Dept. of HSS, IIT Kanpur • Dr. Prakash Padakanya-Professor of Psychology Mysore University • Dr. L. N. Suman- Prof. and Head Dept. of Clinical Psychology, NIMHANS, Bangalore

				<ul style="list-style-type: none"> • Dr. Shamshad Ahmed- Associate Professor of Psychology/Counseling, Marywood University, USA. • Dr. Richard Behun- Assistant Professor Counseling/Psychology, Marywood University, USA • Mr. Amol Wartti- Group Head HR Boiler and Heater Div. Thermax Ltd. • Dr. Ahagha Lavlekar, Head, Dept. of Psychology, JPIP • Dr. Samir Rawat, Military Mind Academy • Dr. Shobhana Abhyankar, Vice Principal & Head Dept. of Psychology, Fergusson college.
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3.1.9 Details on the College initiative in transferring/advocating the relative findings of research of the College and elsewhere to the students and the community (lab to land).

- Departments of Economics and Banking under the guidance of Dr. Sunayini Parchure, conducted a financial literacy drive on 20th January 2015 in Naigaon village which is approximately 50 kms from the college. A group of nine students of the department conducted a survey in collaboration with the Bank of Baroda

3.1.10 Give details on the faculty actively involved in research (Guiding student research, leading research projects, engaged in individual or collaborative research activity etc.)

Table 3.3 Research Guidance

Sr. no	Name of Faculty	Nature of research activity (guiding student, projects, M.Phil, Ph.D)
1.	Dr. Hrishikesh Soman	<ul style="list-style-type: none"> • Guiding 3 Ph.D. research students from SIU • 1 student completed Ph.D. under his guidance
2.	Dr. Sunayani Parchure	<ul style="list-style-type: none"> • Guiding 2 Ph.D. research students from SIU • 1 student completed Ph.D. under her guidance
3.	Dr. Shirish Limaye	<ul style="list-style-type: none"> • Guiding 5 Ph.D. research students from SPPU • 1 student submitted the thesis for Ph.D.
4.	Dr. Vivek Sane	<ul style="list-style-type: none"> • Guiding 1 Ph.D. research students from SIU • 4 students completed Ph.D. under his guidance
5.	Dr. Hilda David	<ul style="list-style-type: none"> • Guiding 3 Ph.D. research students from SIU • 1 student completed Ph.D. under her guidance

6.	Dr. Alpana Vaidya	<ul style="list-style-type: none"> Guiding 4 Ph.D. research students from SPPU Working on 1 Minor research projects Working on 1 collaborative research project Completed 1 Minor research project
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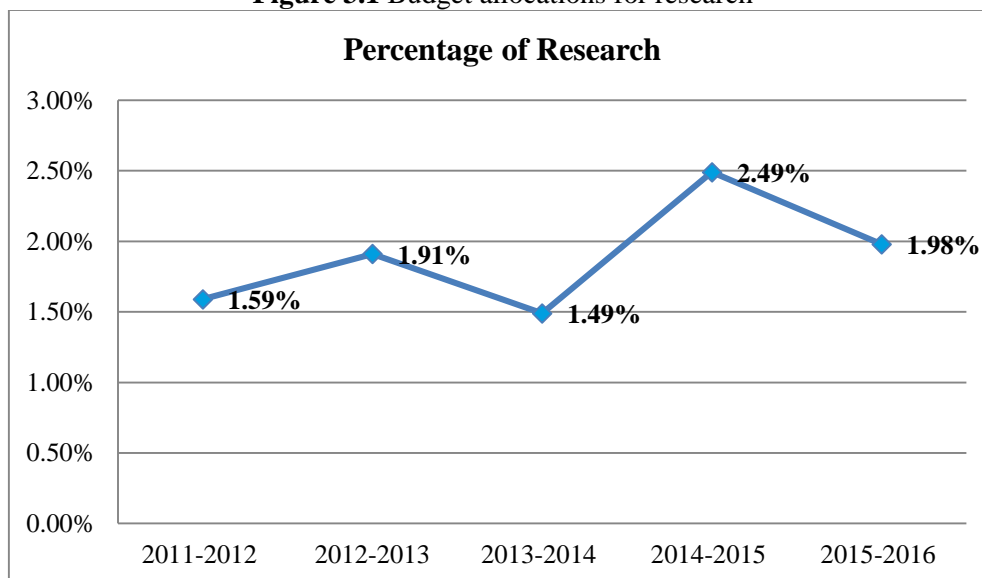
3.2 Resource Mobilization for Research

3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization for last four years.

- The college provides funds for organizing conferences and seminars and also to staff attending conferences/seminars and participating in Faculty Development Programmes
- The college has a separate budget for research and development
- The details of the budget allocation under major heads are as follows:

Table 3.4 Budget Allocation for Research

Details	2011-2012 (Rs.)	2012-2013 (Rs.)	2013-2014 (Rs.)	2014-2015 (Rs.)	2015-2016 (Rs.)	Total
Total budget for Research	1150000.00	1352000.00	1502000.00	2222000.00	2150000.00	8376000.00
Percentage of Research	1.59	1.91	1.61	2.49	1.98	1.94
Salary of a substitute teacher for Faculty Improvement Programme.	304353.00	443142.00	404688.00	853181.00	435806.00	2441170.00
Organizing seminars & Conferences	125640.00	293362.00	381855.85	727413.00	407901.00	1936171.85
Participation in seminars /conferences . (Teachers & Students)	76285.00	16800.00	64850.00	25835.00	74705.00	258475.00
Development of case studies. (Field Visit)	0.00	0.00	0.00	131682.00	27894.00	159576.00
Books for Research	81833.00	15690.00	21123.00	32164.00	28719.00	179529.00
Journals, E-Journals & E-Databases	445000.00	481000.00	334000.00	419000.00	937000.00	2616000.00
SPSS software	0.00	0.00	178560.00	0.00	0.00	178560.00
Total.	1033111.00	1249994.00	1385076.85	2189275.00	1912025.00	7769481.85

Figure 3.1 Budget allocations for research


3.2.2 What are the financial provisions made in the College budget for supporting student research projects?

The financial support is provided to the students for participating in seminars, conferences and other research based activities through the allocated budget for 'student activities'.

3.2.3 Is there a provision in the institution to provide seed money to faculty for research? If so, what percentage of the faculty has received seed money in the last four years?

The college is very keen to provide such facility at the earliest. The faculty is encouraged to apply to UGC and other funding agencies for research and travel grants.

Table 3.5 Expenditure on F / P Salary

Academic Year	No. of Faculty	Expenditure on FIP salary
2011-2012	01	304353
2012-2013	03	560894
2013-2014	01	300000
2014-2015	03	558497
2015-2016	03	435806

Salary of the substitute faculty against FIP is borne by the college till it is reimbursed by UGC.

3.2.4 Are there any special efforts made by the College to encourage faculty to file for patents? If so, provide details of patents filed and enumerate the sanctioned patents.

College offers programme in Arts and Commerce, hence there are limited opportunities for filing patents

3.2.5 Provide the following details of ongoing research projects:

- Dr. Alpana Vaidya received grant from UGC for Minor Research Project on “Translation of Hexaco PI-R in Marathi”. The Grant sanctioned is Rs. 1,25,000/-
- Dr. Alpana Vaidya Co-investigator of the research project, 2014 on “Riddle me this: Gender Schemas, cultural variations and a classic riddle”. Boston University, USA

3.2.6 How many departments of the College have been recognized for their research activities by national / international agencies

Since the college is a conventional college offering predominantly undergraduate programmes in Arts and Commerce, its departments are not recognized for their specific research activities by either National or International agencies.

3.2.7 List details of completed research projects undertaken by the College faculty in the last four years and mention the details of grants received for such projects (funded by Industry/ National/International agencies).

Table: 3.6 Completed research projects

Sr. no	Name of faculty	Project	Topic	Funded by	Grant Received	Year of Completion
1.	Dr. Alpana Vaidya	Minor Research Project	“Belief in a Just World, Happiness Index and Emotional Intelligence among College Students”.	BCUD, SPPU	Rs.1,00,000/-	2012
2.	Dr. Aarti Wani	Research Fellowship	“Addressing the local: The Tamasha Film”	Charles Wallace India Trust	Rs. 3,86,000 approx.	2015

3.3 Research Facilities

3.3.1 What efforts are made by the College to keep pace with the infrastructure requirements to facilitate Research? How and what strategies are evolved to meet the needs of researchers?

- The college is continuously in the process of enhancing infrastructural facilities required for research keeping in view the needs of faculty and students
- The Library has the facilities like Wi-Fi, reference material, e-resources, and reading space for students and faculty
- The college has a psychology laboratory with essential apparatuses and psychometric tests

- The college has well-equipped computer facilities and Wi-Fi connectivity. It has 95 computers in main laboratory, 19 in ACCA laboratory and 48 in IT laboratory. Computers are installed in 27 classrooms
- Faculty has access to library resources of Symbiosis International University, BCL, Gokhale Institute of Politics and Economics, MCCIA, Jaykar Library SPPU etc.
- Independent cubicles are provided with ICT facility for departments and centres
- Work stations are provided for faculty
- The college has SPSS software which is used for data analysis

3.3.2 Does the College have an information resource center to cater to the needs of researchers? If yes, provide details on the facility.

- The college library has latest reference material, national and international journals, books, CDs, and data bases. The library is used as information resource center by researchers including faculty and students
- Information regarding national and international conferences, minor and major research projects is provided in a timely manner by the college Librarian, who functions as the custodian of information resource
- Training workshops in data base use are organized for students and faculty. For example, workshops were conducted on PROWESS and CMIE
- Librarian provides in-house training on the usage of online data base as well

3.3.3 Does the College provide residential facilities (with computer and internet facilities) for research scholars and faculty?

- Residential facilities are made available to visiting research scholars and resource persons and visiting academicians
- Residential facilities are equipped with computers and Wi-Fi connections
- Visiting academicians for seminars/conferences and research scholars can avail of the library facilities of the college

Dr. Francis Jarman visited the campus twice as Scholar in Residence from September 15, 2013 to October 5, 2013 and August 19, 2014 to August 31, 2014. He delivered lectures on Creative Writing, Cross Cultural Communication, Literature and Censorship

3.3.4 Does the College have a specialized research centre/ workstation to address challenges of research programmes? If yes, give details.

The College has applied to SPPU to establish a Research Centre in Commerce. The Local Inquiry Committee has visited the college and submitted the report to SPPU.

3.4 Research Publications and Awards

3.4.1 Highlight the major research achievements of the College through the following:

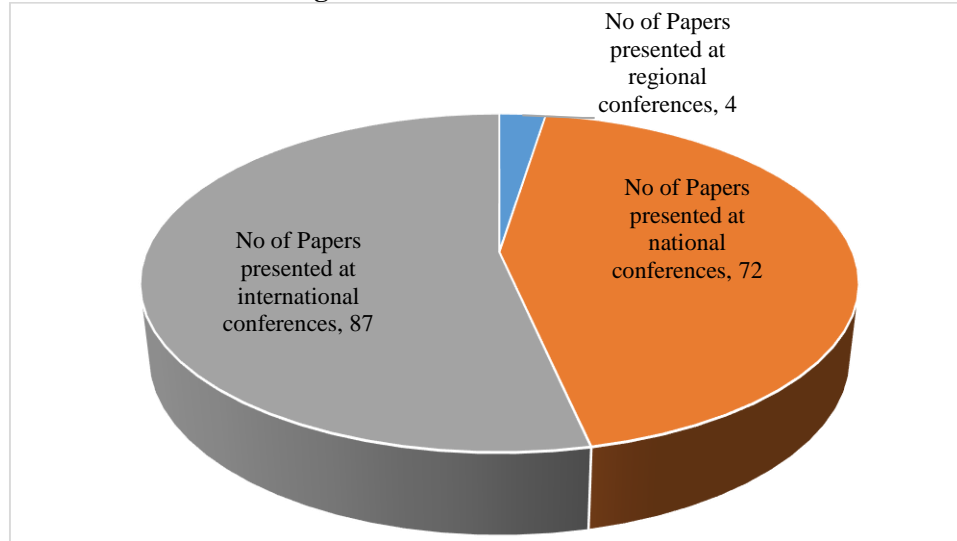
Major papers presented in regional, national and international conferences (2011-12 to 2015-16)

Table: 3.7 Research Publications

Sr. No.	Name	No of Papers presented at regional conferences	No of Papers presented at national conferences	No of Papers presented at international conferences	Total
1	Dr. Soman Hrishikesh		6	4	10
2	Dr. Parchure Sunayini			2	2
3	Dr.SaneVivek		1	5	6
4	Dr.Limaye Shirish	1	8	7	16
5	Ms. Marcelle Samuel		6	3	9
6	Dr. Behere Vijay	-	-	10	10
7	Mrs. Kher Ketki	-	1	-	1
8	Dr. Wani Aarti	1	1	5	7
9	Dr. David Hilda	-	-	1	1
10	Ms. Thadathil Tessy	1	1	2	4
11	Dr. Sheena Mathews	-	2	2	4
12	Dr. Sharma Manjushree	-	9	8	17
13	Ms. Dixit Swati	-	9	2	11
15	Mrs. Chiney Swati	-	3	3	6
16	Dr.(Mrs.)Vaidya Alpana	-	1	8	9
17	Mr. Kulkarni Umesh		1	2	3
18	Dr. Chiplunkar Yogini	-	-	5	5
19	Mrs. Tamhankar Shubhada	-	2	2	4
20	Dr. Raina Neelofar	-	6	2	8
21	Mr. Adagale Anil	1	4	4	9
22	Ms.Vaidya Vaishali		1	1	2
23	Mr. Santosh Marwadi kumbhar	-	1	2	3
24	Dr. Bhakare Sharayu		1	2	3
25	Mrs. Jini Jacob		3	-	3
26	Ms. Zakira Shaikh	-	5	5	10

27	Ms. Sarika More	-		2	2
28	Mr. Sairaj Patki		1	1	2
	Total	4	72	87	163

Figure: 3.2 Research Publications



Publication per faculty (2011-12 to 2015-16)

Following is the list of papers published by faculty since 2011-12

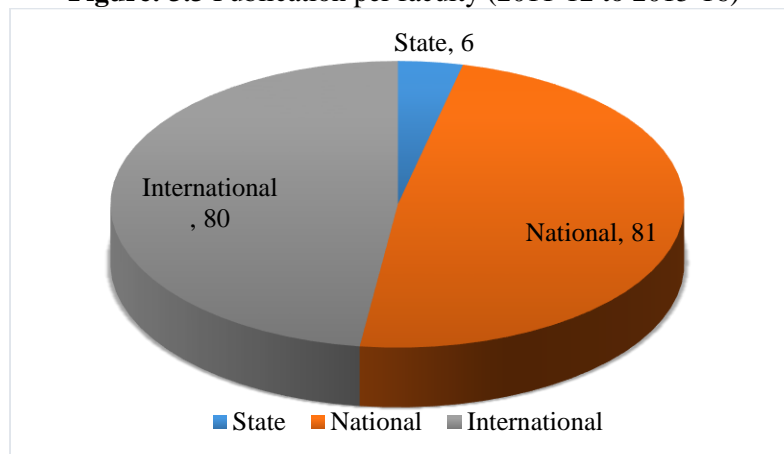
Table 3.8 Publication per faculty (2011-12 to 2015-16)

S. No.	Name of Teachers	Year of Publication	State	National	International
1.	Dr. Sunayini Parchure	2011-12		2	
		2012-13		2	
		2013-14		2	
		2014-15		2	
		2015-16		1	
2.	Dr. Vivek Sane	2014-15		1	4
3.	Dr. Shirish Ganesh Limaye	2011-12			2
		2012-13		1	1
		2013-14		1	2
		2014-15		3	2
		2015-16	1	5	5
4.	Ms. Marcelle Samuel	2011-12		2	1
		2012-13		1	
		2013-14		1	1
		2014-15		1	
		2015-16		1	1
5.	Dr. Vijay Behere	2011-12		1	2
		2012-13		1	2

		2013-14		1	2
		2014-15			2
		2015-16		1	2
6.	Ms. Ketki Kher	2011-12		1	
		2013-14			1
7.	Dr. Aarti Wani	2013-14			2
		2014-15			2
		2015-16			1
8.	Dr. Hilda David	2012-13		2	1
9.	Ms. Tessy Thadathil	2011-12			1
		2012-13			1
		2014-15			1
10.	Dr. Sheena Mathews	2014-15		1	
		2015-16		1	1
11.	Dr. Manjushree Sharma	2011-12		1	1
		2012-13		3	
		2013-14		1	
		2014-15			1
		2015-16		1	1
12.	Ms. Swati Anand Dixit	2011-12		1	
		2012-13		1	
		2013-14		2	
		2014-15		1	1
		2015-16			1
13.	Ms. Swati Chiney	2011-12		1	1
		2012-13			1
		2014-15		2	
		2015-16			1
14.	Dr. Alpana Vaidya	2011-12		1	
		2012-13		1	
		2013-14		1	2
		2014-15		1	1
		2015-16		1	1
15.	Dr. Yogini Chiplunkar	2011-12			1
		2012-13			1
		2014-15		1	
		2015-16			1
16.	Ms. Shubhada Tamhankar	2011-12			1
		2012-13			1
		2013-14		1	
		2014-15		1	
17.	Dr. Neelofar Raina	2011-12		1	
		2013-14		3	
		2014-15		2	

		2015-16		1	
18.	Mr. Anil Suresh Adagale	2014-15		1	6
		2015-16			3
19.	Vaishali Vaidya	2013-14		1	
20.	Mr. Santosh Antardal Marwadikumbhar	2011-12			1
		2013-14			1
21.	Dr. Sharayu Bhakare	2011-12	1	2	2
		2012-13		1	
		2013-14	2		1
		2014-15	1	2	2
		2015-16	1		1
22.	Ms. Jini Jacob	2011-12		1	
		2013-14		1	
		2014-15		1	
23.	Ms. Zakira Shaikh	2011-12		3	
		2012-13		1	2
		2013-14		1	2
		2014-15		1	
		2015-16			1
24	Mr. Sairaj Patki	2011-12		1	1
		2012-13			
		2013-14			
		2014-15			
		2015-16			
Total			06	81	80
Grand Total			167		

Figure: 3.3 Publication per faculty (2011-12 to 2015-16)



Faculty serving on the editorial boards of national and international journals

- Dr. Aarti Wani: Founding co-editor and presently lead editor of Studies in South Asian Film and Media, Intellect Books Ltd, Bristol.

- Dr. Alpana Vaidya: Editorial Board of Consortia Academia. (2011 to 2014). [Faculty members on the organization committees of international conferences, recognized by reputed organizations / societies.](#)

Although faculty members were not on the organization committees of international conferences, the following faculty were invited as speakers and to deliver keynote address -

- Dr. Alpana Vaidya, keynote speaker at AAICP Conference (2012), Inha University, South Korea, University of Padajaren (2014) Indonesia and National Taiwan University, Taiwan (2014)
- Dr. Sharayu Bakhare, speaker at International Conference of Entrepreneurship and Business Management, University of Sains, Malaysia (2014)

3.4.2 Does the college publish research journal(s)? If yes, indicate the composition of the editorial board, publication policies and whether it is listed in international database?

The college publishes research in the following forms:

Conference Proceedings

- National Seminar on *Inclusive Growth in India- Varied Dimensions and Challenges*, February 2012 (Departments of Economics and Banking) ISBN- 978-81-921046-0-7
- National Seminar on *Health and Well-Being*, December 2014 (Department of Psychology) ISBN- 978-81-921046-3-8
- International Seminar on *Symbiose'- Understanding French Literature, Art and Culture*, December 2015 (Symbiosis Centre for Liberal Arts) ISBN- 978-81-921046-6-9

Student publications

- 'Research Prodigy' (2015)-Compilation of research papers by the students of 'Degree with Honours Programme' ISBN 978-81-921046-4-5
- Publications by Symbiosis Centre for Liberal Arts
 - *Bihishat-i-jaavidaan* (2012), compilation of research papers on confluence of religions in Kashmir ISBN- 978-81-921046-1-4,
 - *Khajuraho- 'Mysticism in Erotica'*, compilation of research papers, December 2014
 - *Sarir-E-Khama*, compilation of Urdu Poetry by students December 2015

3.4.3 Give details of publications by the faculty:

Table: 3.9 Publications in Peer Reviewed Journals

Sr. no	Name of Faculty	No of papers published in peer reviewed journals	Number listed in international database with citation index/SNIP/SJR/impact factor h-index
1.	Dr. Parchure Sunayini	4	
2.	Dr. Limaye Shirish	4	1
3.	Ms. Marcelle Samuel	3	
4.	Mrs. Kher Ketki	2	
5.	Dr. Wani Aarti	4	
6.	Dr. David Hilda	2	
7.	Dr. Sheena Mathews	1	1
8.	Dr. Sharma Manjushree	2	1
9.	Mrs. Chiney Swati	2	
10.	Dr.(Mrs.)Vaidya Alpana	8	1
11.	Mr. Kulkarni Umesh	1	
12.	Dr. Chiplunkar Yogini	2	1
13.	Mrs. Tamhankar Shubhada	1	
14.	Dr. Raina Neelofar	3	
15.	Mr. Adagale Anil	10	
16.	Mr. Santosh Marwadikumbhar	2	1
17.	Dr. Bhakare Sharayu	3	1
	Total	54	7

Following is the list of faculty book publication since 2011-12 with ISBN NO.

Table: 3.10 Book Publications

Sr. No	Name of The Faculty	Year	Title	ISBN No.	Publisher
1.	Dr. Aarti Wani	2015-2016	Fantasy of Modernity: Romantic Love in Bombay Cinema of 1950s	9781107117211	Cambridge University Press
2.	Dr. Hilda David	2013-2014	Tales and Tails (Novel)	978-93-81836-26-6	Lead Start Frog Books
3.	Dr. Sharayu Bhakare	2013	Educational Corporate Social Responsibility Practices	978-3-659-34651-4	Lambert Publication
4.	Mr. Umesh Kulkarni	2013-2014	Business Law-I Co-authored with Ms. Swati Chiney	978-9383105-52-6	Sheth Publishers
5.	Ms. Swati Ravindra Chiney	2012-2013	Business Regulatory framework	978-93-82429-67-8	Sheth Publishers
		2013-2014	Mercantile Law	978-93-83105-66-3	Sheth Publishers

		2013-2014	Business Law-I Co-authored with Mr. Umesh Kulkarni	978-9383105-52-6	Sheth Publishers
		2013-2014	Business Law-II	978-93-83497-57-7	Sheth Publishers

Following is the list of faculty chapter publication with ISBN No.

Table: 3.11 Chapter Publications

Sr. No	Name	Year	Title	ISBN/ISSN No.	Publisher
1.	Dr. Hilda David	2014-2015	"The Theatre of Mahesh Dattani"	979382630630	Aadi Publication
2.	Dr. Alpana Vaidya	2012-2013	"Samajik Manashastra"	978813173215-1	Pearson
3.	Mr. Anil Suresh Adagale	2014-2015	"Dalit Literature and Historiography"	13: 9788173071492	Pragati Publication
4.	Ms. Vaishali Vaidya	2013-2014	"Contemporary Issue in Library and Information Science"	978-93-84093-11-2	Atharva Publication

3.4.4 Indicate the average number of successful M.Phil. and Ph.D. scholars guided by per faculty.

Currently seven members of faculty are recognized as Research Guides. The average number of successful research scholars guided by them is one.

3.4.5 What is the stated policy of the College to check malpractices and misconduct in research?

The college has procured the 'Turn It In' plagiarism checker software to ensure ethical research practices. The college encourages ethical research and sensitizes the faculty to avoid malpractices and misconduct in research.

3.4.6 Does the College promote interdisciplinary research? If yes, how many inter departmental / inter disciplinary research projects have been undertaken and mention the number of departments involved in such an endeavor.

- The College encourages faculty to undertake interdisciplinary research involving other Institutions/departments. Dr. Alpana Vaidya is currently involved with an International project, "Riddle me not-Cognitive problem solving". The project is undertaken in collaboration with Boston University.
- The college organizes interdisciplinary conferences to promote cross-disciplinary research. The college has organized four international conferences and two national seminars.

Table: 3.12 Interdisciplinary Research

Sr. no	Organized by	Title of conference	Year
1.	Symbiosis Center for Liberal Arts(SCLA)	‘Interculturality’ (International Conference)	10 th and 11 th September 2012
2.	Symbiosis Center for Liberal Arts(SCLA)	‘Art and Freedom’ (International Conference)	16 th and 17 th September 2013
3.	Economics and Banking	‘Inclusive Growth in India Varied Dimensions and Challenges’ (National Conference)	17 th and 18 th February 2012
4.	Psychology	Health and Well-Being (National Conference)	19 th and 20 th December 2014
5.	Symbiosis Center for Liberal Arts(SCLA)	Diversity (International Conference)	21 st and 22 nd August 2014
6.	Symbiosis Center for Liberal Arts(SCLA)	Symbios�� - Understanding French Literature, Art & Culture (International Conference)	14 th and 15 th December 2015

3.4.8 Provide details of

“Research Award” and “Best Research Paper Awards” received by the faculty

Table: 3.13 Research Awards

Sr.No	Name of Teacher	Year	State	National	International
1.	Dr. Aarti Wani	2014-15			1
2.	Dr. Alpana Vaidya	2012-13	1		
3.	Dr. Yogini Chiplunkar	2011-12 2014-15			1 1
4.	Dr. Sharayu Bhakare	2012-13 2013-14 2014-15	1 1		1
5.	Ms. Jini Jacob	2013-14		1	

3.4.9 State the incentives given to faculty for receiving state, national and international recognitions for research contributions.

The faculty who successfully complete their Ph.D., and those receiving research awards/recognition are felicitated in the college Annual Day Function. Their achievements are also mentioned in the college magazine- ‘Mosaic’ and on the college website.

3.5 Consultancy

3.5.1 What is the stated policy of the College for structured consultancy? List a few important consultancy services undertaken by the College.

There is no formalized policy of the college for consultancy. However, faculty provide consultancy on various fronts based on their expertise.

- The areas of consultancy are academic, financial, business and management
- Being an academic institution the individual faculty and the college are engaged in Knowledge and Academic Consultancy. Some of the faculty members are invited regularly to conduct Management Development Programmes for companies such as L & T, Godrej & Boyce, Mahindra & Mahindra, Wipro, Avaya etc. The college also offers consultancy regarding the process of autonomy and quality improvement.

The following faculty have undertaken the Management Development Programme as given below:

Table 3.14 Management Development Programme (MDP)

Sr. No.	Faculty	Name of the company
1	Dr. Hrishikesh Soman	IBM
2	Dr. Vivek Sane	WIPRO, GODREJ, AVAVYA.
3	Dr. Shirish Limaye	M & M, Whirlpool
4	CA Umesh Kulkarni	Suzlon – Indirect Taxes L&T – Project Finance Godrej & Boyce – Finance for non-finance Vinsys International at Dubai - Finance for non-finance WIPRO Dr. Reddy's Laboratories Cognizant IBM WNS Ranbaxy Laboratories

3.5.2 Does the College have College-industry cell? If yes, what is its scope and range of activities?

College has an active Placement and Entrepreneurship cell.

The college Placement cell, which is in existence for almost a decade now, consistently proves to be a vibrant one with a strong corporate network. The placement cell every year takes sincere efforts to bring in the best of companies to recruit college students. The Cell organizes workshops on resume writing, group discussions, and interview techniques in order to prepare the students for placements. The Cell also organizes case study and quiz competitions, guest lectures for the students. Every year a number of reputed companies have been visiting college campus for placement. Recently start-ups have also started

approaching college to recruit interns. The interns selected by these companies are from First and Second Year B. Com / B.A. The placement cell has shown consistently progressive trend in terms of number of students placed.

Entrepreneurship development cell was initiated in the academic year 2013 with the prime objective of fostering entrepreneurial eco-system in college. The aim of the Cell is to create awareness about entrepreneurship as a sustainable career option and provide a platform for interaction with entrepreneurs, venture capitalists through guest lectures, workshops, seminars and visits.

Apart from these two cells, the college-industry interaction is an on-going process. Various initiatives are taken at departmental level to enhance industry linkages by organizing activities like industrial visits, inviting industry experts for guest lectures. Also, industry representatives are members of Board of Studies of all the departments of the college.

The college has organized numerous visits to industries. The following are some of the examples:

Table 3.15 Field/Industrial Visits
2011-12

Date	Visit To
27/09/2011	Visit to Bombay Stock Exchange
13/8/2011	Mapro Food Products Pvt. Limited, Wai
07/02/2012	Vikey Polymers Pvt. Ltd., Pirangut

2012-13

Date	Visit To
25/09/2012	Visit to Bombay Stock Exchange
24/01/2013	Visit to Mapro Foods Products Pvt. Ltd., Wai
16-01-2013	Visit to Hotel Raviraj for learning costing as applied in service industries
25-02-2013	Visit to Tata Motors, Pune

2013-14

Date	Visit To
18/12/13	Volkswagen, Chakan, Pune
10/12/13	Visit to BSE, Mumbai

2014-15

Date	Visit To
19/09/2014	Visit to BSE, Mumbai
20/08/2014	Visit to Volkswagen Limited
25/02/2015 - 28/02/2015	Visit to ESSAR Oil Refinery Limited, Jamnagar
14/03/2015	Visit to Mahindra and Mahindra Limited, Chakan, Pune

2015-16

Date	Visit to
12/08/2015	Parle, Tal. – Khopoli
21/08/2015	Small Scale Industries, MIDC, Satara
08/09/2015	Volkswagen, Tal. Chakan, Dist. Pune
22/09/2015	BSE Ltd., Mumbai Visit of undergraduate students
26/09/2015	Mapro Industries Ltd., Vai. Dist. Satara
26/09/2015	Soham Industries Ltd., Khed-Shivapur
12/01/2016	BSE Ltd., Mumbai Visit for post graduate students
22/01/2016	Godrej Interio, Shirwal
22/01/2016	Rajgad Sugar Factory, Kapurhol
13/02/2016	TCS Ltd., Hinjewadi, Tal. Mulshi, Dist. Pune
25/02/2016	Vismay, A/P – Gunjavane, Tal. – Mulshi

- Department of Economics and Banking organize an annual visit to BSE and RBI.

3.5.3 What is the mode of publicizing the expertise of the College for consultancy services? Mention the departments from whom consultancy was sought.

The college publicizes the expertise available for consultancy services on the college website.

3.5.4 How does the College encourage the faculty to utilise their expertise for consultancy services?

Faculty has the freedom to offer consultancy in their area of expertise at the individual level.

3.5.5 List the broad areas of consultancy services provided by the College and the revenue generated during the last four years.

- The areas of consultancy are academic, financial, business and management
- Individuals receive remuneration for their services.

3.6 Extension Activities and Institutional Social Responsibility (ISR)

3.6.1 How does the College sensitize the faculty and students on Institutional Social Responsibilities? List the social outreach programmes which have created an impact on students' campus experience.

The college sensitizes students and faculty regarding institutional social responsibility through various associations, initiatives and clubs. Community work and extension work are organised through NSS, the Environmental Awareness Course and through other departmental activities. Students studying in different classes undertake a variety of extension activities. Faculty also participate with zeal and zest in these extension activities.

- **NSS:** The NSS activities include tree plantation, AIDS awareness, and participation in Swachh Bharat Abhiyan, Yoga Day, volunteering at the

Pune Festival, National Integration Programme, environment awareness, blood donation camps, visits to jails, orphanages, blind schools, old age homes, the annual 7-day winter camp in a rural area etc.

- **Environment Awareness:** Environmental Awareness Course is part of the curriculum for all Second Year students. Each year more than 800 students have been participating in and doing field work on the hill adjacent to college with the 'Green Hill Group', an NGO. A few of the other outdoor activities organized around Pune in collaboration with NGO's are tree plantations, rice plantation, river cleanup programs, public transport – signature campaign and an eco-friendly Ganeshotsav. The outreach programmes often are part of the academic curriculum or closely linked to it. Environment Awareness Course activities go hand-in-hand with the course syllabus, which includes topics such as protection of biodiversity, pollution, sustainable development, natural resources and urbanization. An eco-friendly Ganpati immersion project and a road traffic awareness campaign were organised in association with the Rotary Club of Pune. The college is working in collaboration with an NGO – Jalabiradari which conducts annual workshop on water mobilization and conservation.
- **The Department of Business Practices:** The department has organized various social and environmental activities such as eco-friendly celebrations of Ganesh festival, tree plantation and adoption activity in collaboration with NGOs. Under the activity - Joy of Giving, students donated stationary and food hampers which were distributed among the financially weak sections of society. Students of the department work on social causes which exposes them to the importance of community work while sensitizing them to the trials of the underprivileged, animals and the degradation of the environment.
- **Entrepreneurship Cell:** The Cell organizes annual extension activities such as "Spandan" which includes a social flea market. Students work in collaboration with various NGOs to set up a market to sell their products on the college campus.
- **The Department of Psychology:** The department is working with Ankur Vidya Mandir, an inclusive school. The Students of the department help the children with special needs in conducting co-curricular activities.
- **The Department of Political Science:** The department organises an annual visit to the 10-day national camp on Gandhian Philosophy at the Institute of Gandhian Studies at Wardha, where students interact with scholars of the Gandhian school of thought. Students and faculty participate in 'Shramadan' at the camp.
- **Board of Students Welfare:** The college has started the "Earn and Learn Scheme" under SPPU scheme in the year 2007-08. The scheme aims at providing opportunity to students to earn while they are learning. The expenditure on the salary is shared by both the college and SPPU. The

University funding is 75% in case of general category students and 100 percent in case of SC/ST/NT and Minority students.

Table 3.16 Earn and learn Scheme

Sr.no.	No. of Students	year	Amt.
1	50	2011-12	1,50,000/-
2	30	2012-13	83460/-
3	39	2013-14	1,44,325/-
4	27	2014-15	75345/-
5	25	2015-16	55000/-

- **Symbiosis Social Involvement Programme (SSIP):** Symbiosis Social Involvement Programme (SSIP) strongly believes in actively pursuing the cause of spreading awareness about contemporary issues affecting the society, albeit in an informal and unstructured manner. The activities undertaken includes orphanage visit, Hanuman hill cleanliness drive, street play competition on social issues, charitable bake sale etc.

3.6.2 How does the College promote College-neighborhood network and student engagement, contributing to holistic development of students and sustained community development?

The college encourages and initiates community projects, involving students and faculty, either through enlistment or on voluntary basis. As a part of co and extra-curricular activities, the departments and associations tie up with various NGOs and local bodies to promote college neighborhood network and students' engagement in community development. A few examples are tree plantation on city hill with the NGO 'Green Hill Group', river clean-up drives with Indian Maritime Foundation, Bird's Nest making workshop with The Act House, workshop on river rejuvenation to overcome drought with 'Jalbiradari' and traffic survey with Green Pune movement and CDSA, Spandan (Social Flea Market with NGOs) and rice plantation. Students help in the teaching and co-curricular activities at Ankur Vidya Mandir, a school for the children with special needs. Each of these initiatives has seen enthusiastic students' participation. Some students continue to be independently involved with the NGOs even after the completion of the programme.

These activities and programmes give opportunities to students to understand and connect with social and environmental problems and their implications. It sensitizes them to the needs and concerns of the socially marginalized sections as well as encourages them to volunteer and contribute to solving social and environmental issues

3.6.3 How does the College promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International agencies?

- Participation of students in extension activities is promoted through college website, Foundation and Orientation Programme, posters and face to face interaction with the students in the classroom. Students can avail grace marks for their participation in NSS. In addition, students are felicitated on college annual day programme, and recognized through the college magazine and special awards.
- Faculty has liberty to undertake extension activities on the basis of their individual interests and inclinations. The college provides various facilities like duty leave, finance and infrastructure to faculty to carry out extension activities. The faculty is given due recognition at the annual-day function and in the college magazine. Office space, internet and telephone facilities are made available to faculty.

3.6.4 Give details on social surveys, research or extension work (if any) undertaken by the College to ensure social justice and empower the under-privileged and most vulnerable sections of society?

- The Department of Accountancy and Costing organized a visit to Jamnagar and developed a case study on “Corporate Social Responsibility (CSR) Initiatives undertaken by ESSAR Ltd.”
- Departments of Economics and Banking under the guidance of Dr. Sunayini Parchure, conducted a financial literacy drive on 20th January 2015 in Naigaon village which is approximately 50 kms from the college. A group of nine students of the department conducted a survey in collaboration with the Bank of Baroda.

3.6.5 Give details of awards / recognition received by the College for extension activities / community development work.

The extension activities of the college such as blood donation camps, Green Hill project, etc. are hugely appreciated.

In the academic year 2015-2016 the college received First Prize in Youth rally organized by Pune Municipal Corporation.

The college received D.S Kulkarni foundation's Award for Environment Conservation for its contribution towards hill conservation.

3.6.6 Reflecting on objectives and expected outcomes of the extension activities organized by the College, comment on how they complement students' academic learning experience and specify the values and skills inculcated?

The key objective of extension activities is to inculcate in the students, social awareness and a sense of responsibility towards the community. As such extension activities are geared towards making the students -

- Aware of social issues

- Sensitive to concerns of the environment, gender and human rights
- Conscious of ground realities of life and its challenges

3.6.7 How does the College ensure the involvement of the community in its outreach activities and contribute to the community development? Detail the initiatives of the College which have encouraged community participation in its activities.

- The College involves the community in various extension activities like road clean-up, tree plantation, survey of the village, blood donation and eye-checkup programmes and various cultural activities
- The college provides premises free of charge to a few NGOs for organizing their meetings and programmes
- Many of the extension activities are in collaboration with NGOs and local bodies

3.6.8 Does the College have a mechanism to track the students' involvement in various social movements / activities which promote citizenship roles?

- The involvement of students in various extension activities is monitored by faculty in-charge
- Their role in the college extension activities are recorded and recognized

3.6.9 Give details on the constructive relationships (if any) with other institutions in the nearby locality in working on various outreach and extension activities.

The outreach and extension activities are conducted by involving the expertise and human resource of other agencies. To name a few Jalbiradari, Green Hill Group, SASA orphanage, Protecterra Earth Foundation, Ankur Vidya Mandir, Wardha Ashram, Rotary Club etc.

3.6.10 Give details of awards received by the institution for extension activities and/contributions to the social/community development during the last four years.

In the academic year 2015-2016 the college received First Prize in Youth rally organized by Pune Municipal Corporation.

3.7 Collaboration

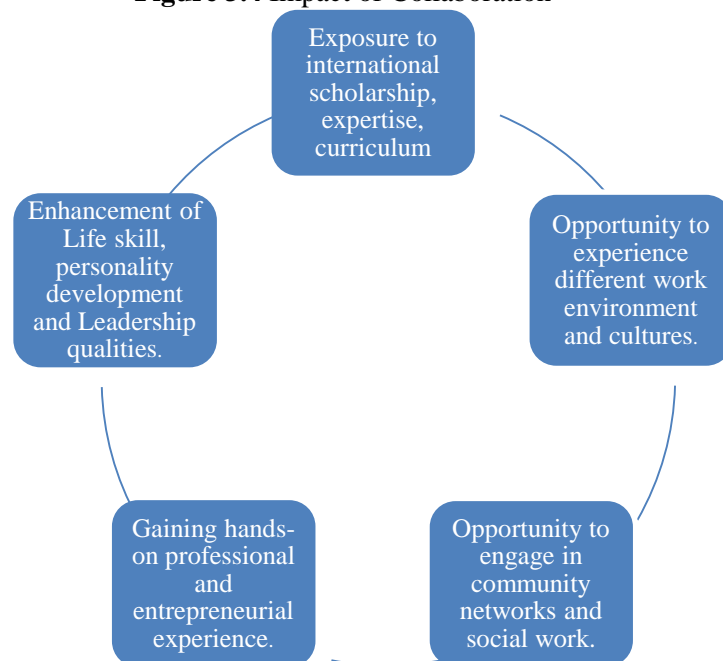
3.7.1 How has the College's collaboration with other agencies impacted the visibility, identity and diversity of activities on the campus? To what extent has the College benefitted academically and financially because of collaborations?

The college has collaborative activities with many organizations on a project basis. These are detailed below -

- The college has undertaken Collaborative activities with NGOs like Jalbiradari, Green Hill Group, SASA orphanage, Protecterra Earth Foundation, Ankur Vidya Mandir, Wardha Ashram, Rotary Club etc.

- In Academic year 2011-12, 6 students from the US under the aegis of the Knowledge Education Initiative (KEI) undertook various courses in Liberal Arts like Hindi, Living Past, Cyber Law, Cutting Edge Communication etc. Some of them also interned with NGOs
- In collaboration with Hildesheim University, Germany, the college has organized international conferences for past three years on various topics such as Art and Freedom, Diversity, and Interculturality
- Symbiosis has signed MoU with Kedge Business School to facilitate seamless admission of the college students to M.Sc. in Marketing, Finance and International Business
- Symbiosis has signed MoU with Ontario Maharashtra Goa (OMG), wherein scholarships are awarded for a semester exchange program at York University, Canada
- College has tied up with two Israeli Universities namely Ben Gurion University and Tel Aviv University for International Student Summer Programmes. Four students went to Tel Aviv University to complete their Entrepreneurship programme in June 2015. Three students went to Ben-Gurion University, Israel in July 2015
- Symbiosis entered into MoU with the ACCA, an International Professional Accountancy body on August 28, 2013 to offer a professional certification programme of ACCA
- **Impact and Benefits**
Collaborations with other agencies have a multi- dimensional impact on the students. It benefits students in terms of the exposure and opportunities they get which help their personality development.

Figure 3.4 Impact of Collaboration



3.7.2 Mention specific examples of, how these linkages promote.

- **Curriculum development**

An interaction with national and international scholars on the curriculum enhances the understanding of global processes and requirements which in turn enables the curriculum development undertaken by the departments of college.

- **Internship, On-the-job training**

Collaboration with the 'Deenanath Mangeshkar Hospital' allows the students of Degree with Honours Programme of the department of Psychology to avail 30 hours of internship.

3.7.3 Does the College have MoUs nationally / internationally and with institutions of national importance / other universities / industries / corporate houses etc.? If yes, explain how the MoUs have contributed in enhancing the quality and output of teaching-learning, research and development activities of the College?

Symbiosis has signed MoUs with

- ACCA (U.K).
- Kedge Business School (France).
- Ontario Maharashtra Goa (OMG)
- PenHub – Pennsylvania State Education Department

Because of these MoUs the faculty and students get an opportunity to interact with scholars and experts of national and international repute. This allows the faculty to upgrade their knowledge and skill sets which in turn impacts the development and delivery of curriculum. Also the students are able to pursue courses that have global reputation and recognition.

Criterion IV: Infrastructure and Learning Resources

4.1.1 How does the College plan and ensure adequate availability of physical infrastructure and ensure its optimal utilization?

The college has adequate facilities for academic, co-curricular and extra-curricular activities. Symbiosis Society, the parent body, has created a huge infrastructure in the form of an air conditioned central auditorium (Seating Capacity 565) and 4 A.C. seminar/conference halls (Seating capacity in the range of 50 to 150) for the use of 4 institutions run by the management on the same campus including this institution. The college uses these facilities on regular basis.

Besides the college has the following facilities exclusively for its use:

- 27 Classrooms equipped with LCD, audio speaker, internet connection
- One Audio-Visual (A.V.) Hall with internet connectivity
- One Reading Hall
- One Psychology Lab
- Two Computer Labs
- E-Library facility with access through 92 computers
- Public Address System
- Wi-Fi Campus – 12 Mbps
- CCTV – 13
- LED TV Notice Board – 3
- Fire Extinguishers on each floor of the college and in the campus

Learning spaces and facilities are planned to ensure optimal utilization. Class schedules and timetables ensure that the teaching learning spaces are well used. In order to optimize the facilities, the co-curricular and extra-curricular activities are planned in advance.

Sports

- The College campus has the facility of volleyball. The college uses the facility of sister institute, Symbiosis Sports Centre (SSC) for table tennis, carom, chess and badminton; Symbiosis Centre for Management Studies (SCMS) for basketball.
- The college has formal and informal contracts with other colleges for using their play grounds, swimming pools, on a hire basis. The college uses the sports facilities on a hired basis of:
 - ILS Law college for cricket
 - Deccan Gymkhana for basketball and volley ball
 - SPPU for athletic events, football, basketball, volley ball and cricket
 - Poona District and Metropolitan Badminton Association(PDMBA) Sports complex for table tennis and badminton
 - Amod Walkar's Tennis Academy for tennis
 - MES Bhavan for shooting
 - BMCC for cricket practice matches

Other support facilities

- Health Centre
- Food Court - Symbieat
- Awning
- Hostel for boys and girls
- Bank of India Extension Counter with ATM Facility
- Photocopy Centre
- Gymnasium

Unique features of the campus

- Afro-Asian Cultural Museum
- Dr. Babasaheb Ambedkar Museum & Memorial
- 'Common Man' statue by noted cartoonist R. K. Laxman

4.1.2 Does the College have a policy for creation and enhancement of infrastructure in order to promote a good teaching-learning environment? If yes, mention a few recent initiatives.

Symbiosis Society decides, allocates and creates the required infrastructure keeping in mind the objective to promote a good teaching-learning environment. On the basis of its infrastructural requirements, the college puts forward the requisition to the parent society.

In 2012 the college was conferred the status of an autonomous college. The college envisaged a number of activities and courses for further enhancing the teaching and learning experience of the students. Consequently, the college gave the feedback to the society about requirement of facilities. The society responded by allotting additional space. The enhancement of infrastructural facilities enabled the college to strengthen student centric and industry specific additional courses to improve teaching-learning.

In last five years, the college has enhanced its physical and technical infrastructure to promote a good teaching-learning environment. The initiatives are:

- Additional space for Library and Reading Hall
- Well established Examination Cell
- Additional six classrooms
- Free Wi-Fi for faculty and students
- Computers have N-computing devices
- Knowledge Management Network
- Availability of online journals and databases
- The college has power supply back up with 62 KVA, which enables uninterrupted supply of electricity and thus, classroom teaching takes place without hindrances.

4.1.3 Does the College provide all departments with facilities like office room, common room, and separate rest rooms for women students and staff?

The college provides departments and work stations with computer facility (17 computers). Also the staff room is equipped with computers to enable faculty to work (14 computers). Each administrative staff is equipped with a computer to assist in their work. The office has an open access system to enable camaraderie among staff and easy access for students. Students have the awning to undertake leisure activities. Separate rest rooms for women students and staff are provided on all floors.

4.1.4 How does the College ensure that the infrastructure facilities meet the requirements of students/staff with disabilities?

The entrance of the building is equipped with ramp for access to the differently abled. The lift is available for physically disabled students. Inside the lift railing is provided for safety. The steps also have railing for safe usage of steps. The college has provided toilets on the ground floor with wide doors for easy accessibility for the physically challenged for both boys and girls

4.1.5 How does the College cater to the residential requirements of students? Mention

- * Capacity of the hostels and occupancy (to be given separately for men and women)
- * Recreational facilities in hostel/s like gymnasium, yoga center, etc.
- * Broadband connectivity / Wi-Fi facility in hostel/s.

The Symbiosis Society provides hostel facilities on the campus. These facilities are shared by all the Symbiosis institutes on the campus. There are separate hostel facilities for girls and boys on the campus. The hostels have recreation facility, 24x7 internet connection either through Wi-Fi or wired connection with a bandwidth of 16mbps and a firewall. The details are given below

Table 4.1 Details of Hostels for Boys and Girls (Capacity and Occupancy)

Name of Hostel	Capacity	Occupancy (by SCAC students)	Capacity	Occupancy (by SCAC students)
	2011-2012	2011-2012	2015-2016	2015-2016
S.B.ROAD BOYS HOSTEL	110	14	110	29
VISHWABHAVAN GIRLS HOSTEL	140	15	150	41
MODEL COLONY GIRLS HOSTEL	132	25	132	23

Table 4:2 Recreation Facilities and Broadband connectivity at Hostels

LOCATION	RECREATION FACILITY	GYMNASIUM	YOGA CENTRE	WI-FI FACILITY	BROAD BAND CONNECTIVITY
S.B.ROAD BOYS HOSTEL	COOKING ROOM, READING ROOM, TV ROOM, CARROM, TABLE TENNIS, FUS BALL GAME,	YES	YES	YES	YES (Wi-fi and wired, 16mbps)
VISHWABH AVAN GIRLS HOSTEL	COOKING ROOM, READING ROOM, TV ROOM, CARROM, TABLE TENNIS, FUS BALL GAME,	YES	YES	YES	YES (Wi-fi and wired, 16mbps)
MODEL COLONY GIRLS HOSTEL	COOKING ROOM, READING ROOM, TV ROOM, CARROM, TABLE TENNIS, FUS BALL GAME,	NO	NO	YES	YES (Wi-fi, 4mbps)

4.1.6 How does the College cope with the health related support services for its students, faculty and non-teaching staff on the campus and beyond?

Symbiosis Centre of Health Care (SCHC), provides promotive, preventive and curative health care facilities to all students and staff of the college.

The facilities offered are:

Preventive Health Care Facilities

- Annual health check-up of all students and staff members
- The first year students are given an orientation about health facilities under the Foundation and Orientation Programme conducted at the beginning of academic year

- Pre-employment health checkup of all staff before joining Symbiosis
- Inspection of campus and eating establishments on campus
- HIV testing policy (As per Government of India rules, all international students entering India on student visa must be tested for HIV)

Promotive Health Care Facilities

- Access to state-of-the-art recreational and wellness centres at the campus which include gymnasium, aerobics studio and yogashala with meditation halls
- Health awareness lectures on various healthcare related issues
- Online counseling for staff on health, diet and lifestyle related issues

Curative Health Care Facilities

- Out-Patient Department (OPD) services including Emergency Medical Services (EMS) phone number for medical assistance is prominently displayed.
- The EMS & Insurance Cell number is also printed on the identity cards issued to students.
- Every student and staff is covered under a group medical insurance scheme (Mediclaim & Road/ Rail traffic accident policy)
- A health centre with a full time medical officer and nurse is available on campus. An ambulance is stationed on campus.

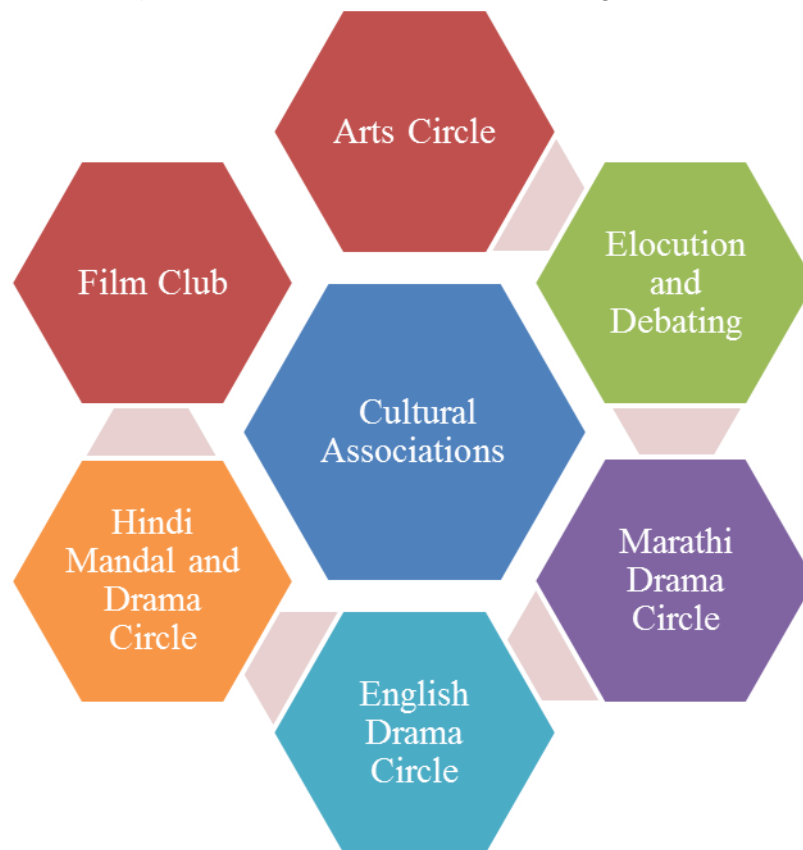
4.1.7 What special facilities are made available on the campus to promote interest in sports and cultural events?

Sports

The college has a Director of Physical Education with a separate office assigned for sports. Notices and news items regarding sports related activities and students' achievement are displayed on the notice board specially assigned for it. On the campus gymnasium is available for staff and students. In case students have matches during regular exam, separate exams are conducted for students playing at national and international level. The college has an annual sports function which felicitates students for their achievement in sports. The students are given maximum 15 marks for their participation in sports along the lines with Ordinance 163 of SPPU.

Cultural Events

The college has several associations which promote interest in cultural activities and organizes a number of programmes. The college organizes three days Annual Fest-“Symagine”, ‘Teachers Day’ on 5th September, 'College Foundation Day' on 1st August. The students participate in the 'International Students Day' on 31st July, 'Freedom for Fitness Run' on 15th August and cultural programmes of the north east under the aegis of 'Ishanya' organized by Symbiosis Society

Figure 4.1 Cultural Associations of College

4.2 Library as a Learning Resource

4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user friendly?

The library has 'Library Advisory Committee', consisting of the Principal, Vice-Principal, Librarian, HODs and faculty members from various departments. Committee members meet at least once during the semester. The committee monitors the overall functioning of the library and gives suggestions for the improvement in library services and collection for the benefit of students and staff members. Some of the suggestions that have been implemented are as follows:

- Display of newly added books
- Reading Hall with spacious, comfortable seating area
- Prominent display of library statistics
- E-resource subscription and internet facility for students
- Arranging orientation programmes and exhibitions for the students

Table 4.3 List of Library Advisory Committee Members 2015-16

Members of Library Advisory Committee (2015-16)
Dr. H. M. Soman, Principal (Chairman)
Dr. Mrs. Sunayini Parchure, Vice-Principal
Dr. Vivek Sane
Mrs. Jasmina Kumar
Dr. Vijay Behere
Dr. Aarti Wani
Mrs. Tessy Thadathil
Mrs. Swati Dixit
Dr. Yogini Chiplunkar
Dr. Neelofar Raina
Mrs. Vaishali Vaidya - Librarian (Secretary)

4.2.2 Provide details of the following:

- Total Area of Library

Table 4.4 Area of Library

Total area of the library (in Sq. Mts.)	428 Sq. Mts.
Ground Floor: Stack Area	119 Sq. Mts.
Ground Floor: Store Room & Locker Area	38 Sq. Mts.
Ground Floor: Reading Room & Staff Area	122 Sq. Mts.
Basement: e-library Section	33 Sq. Mts.
Awning: 4 th Floor: Relaxed Reading	116 Sq. Mts.

- Total Seating Capacity

Table 4.5 Seating Capacity of Library

Total seating capacity	266
Reading Room	60
Faculty Reading Room:	14
Awning	100
e-library	92

- Working Hours

Table 4.6 Working Hours of the Library

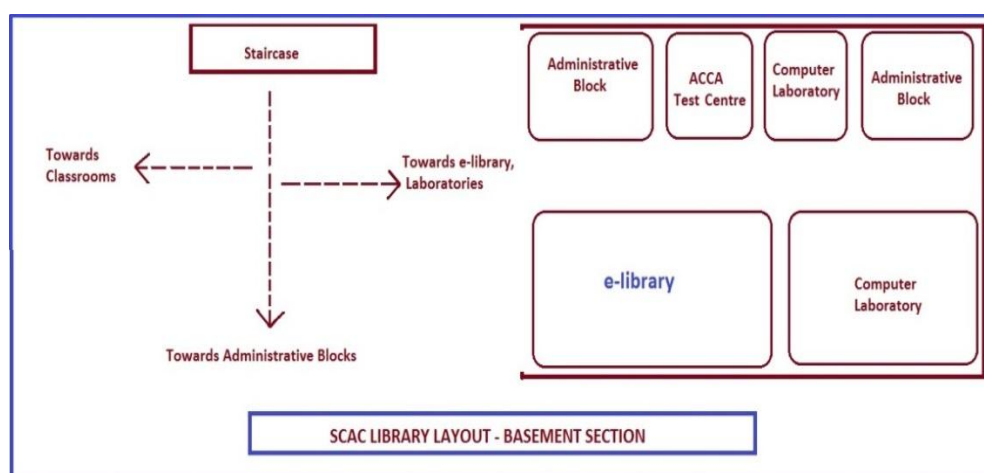
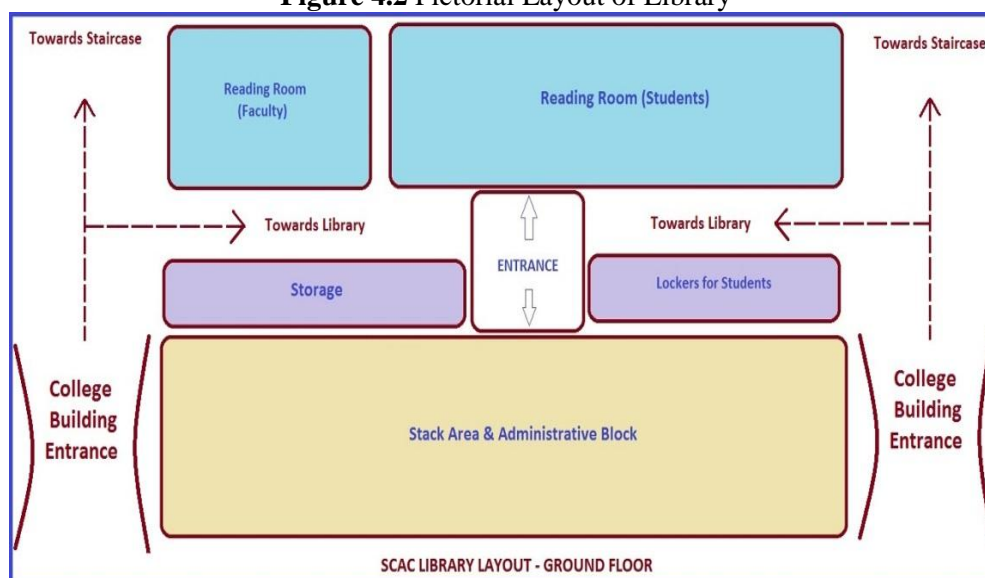
Library: Monday to Saturday	9.00 a.m. to 5.30 p.m.
Reading Hall: Monday to Saturday	8.00 a.m. to 8.00 p.m.

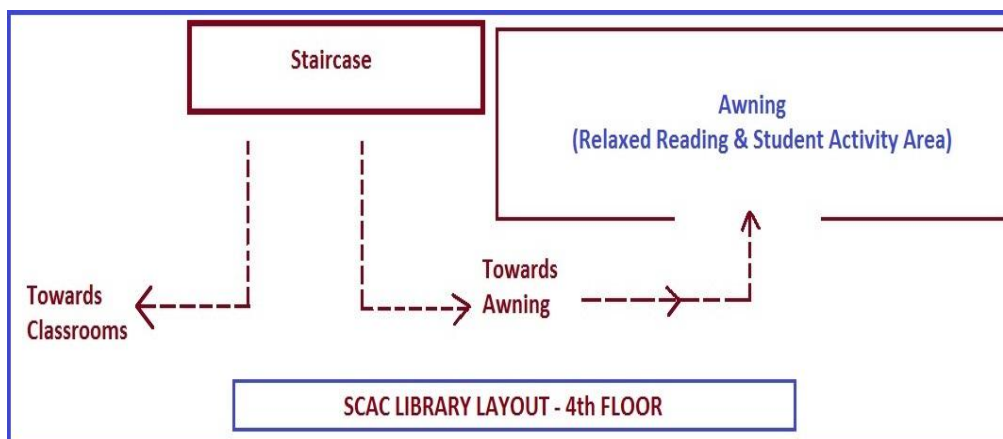
- Layout of the library (individual reading carrels, lounge area for browsing and relaxed reading, IT zone for accessing e-resources)

Table 4.7 Layout of Library

Ground Floor: Stack Area & Administrative Blocks
Ground Floor: Reading Room & Periodical Section
Ground Floor: Store Room & Locker Area
Ground Floor: Faculty Seating (With Computer Terminals)
Basement: IT zone for internet access and accessing e-resources
Fourth Floor: Lounge Area for relaxed reading

Figure 4.2 Pictorial Layout of Library





- Access to the premises through prominent display of clearly laid out floor plan; adequate signage; fire alarm; access to differently abled users and mode of access to collection)

Access to the building is through two entrances. Ramp is available for differently abled users. Our library provides open access to the collection.

4.2.3 Give details on the library holdings

Table 4.8 Library Holdings

Sr. No.	Type	Total No
a.	Print (Book, Back Volumes, Thesis)	37367
b.	Non Print (AV)	650
c.	Electronic (e-books & e-journals)	
	e-books (subscription)	2,62,995
	e-journals	12552
d.	Special Collection (Encyclopedias)	124

4.2.4 What tools does the library deploy to provide access to the collection?

Library provides 'Open Access' to its collection. Newly Added books are displayed. The library uses KOHA Library Management Software. Library has subscribed to various databases for online access to journals and research papers

- OPAC – Web OPAC is available
- Federated searching tools to search articles in multiple databases: N-list provides federated search facility.
- Library Webpage: Library has a separate tab on college website. Links to Web OPAC and electronic resources are given on the webpage.
- In-house/remote access to e-publications: In house access is available to e-publications. Web-OPAC and N-List have remote access.

4.2.5 To what extent is the ICT deployed in the library?

- * Library automation – All library operations are automated. Library uses KOHA Open Source software.
- * Total number of computers for public access: 205
- * Total numbers of printers for public access: 01
- * Internet band width speed: 12 Mbps
- * Institutional Repository: Initiated an IR Project
- * Content management system for e-learning: Intranet
- * Participation in Resource sharing networks/consortia (like Inflibnet) – Library subscribes to many databases and online journals. The college is a member of INFLIBNET's N-list Programme since year 2010.

4.2.6 Provide details (per month) with regard to.**Table 4.9** Use of Library Resources (per month)

Average number of walk-ins	4129
Average number of books issued/returned	2125
Ratio of library books to students enrolled	12:1
Average number of books added during last three years	1032
Average number of login to OPAC	200
Average number of login to e-resources?	1953
Average number of e-resources downloaded/printed?	Data Not Available
Number of information literacy trainings organized?	1 (per semester)

4.2.7 Give details of the specialized services provided by the library**Table 4.10** Library Services

Reference	Reference Desk provides reference service to students and teachers
Bibliographies	Bibliographies are prepared on demand
Reprography	Reprography, Printing, Downloading etc. facilities are available on campus
ILL (Inter Library Loan Service)	ILL facility is provided to other Symbiosis Institutes' libraries. Students can refer books from other libraries of Symbiosis Institutes. Library has various Institutional Memberships like Jaykar Library, SPPU, British Library, Gokhale Institute of Politics and Economics, MCCIA, CIRT for faculty members
Information Deployment and Notification	List of new additions is displayed on the notice board. New Arrivals section displays the selected newly arrived books in the library. Book Exhibitions are arranged to promote the use of library collection

OPAC	WEBOPAC facility is available. 2 computer terminals are provided in the stack area for the users. Also link to WEBOPAC is provided on College Website
Internet Access, Download, Printouts	Internet access is available for the Students through Wi-Fi and 205 computer terminals. Students can download and print the required documents.
Reading list/ Bibliography compilation	Provided on demand
In-house/ remote access to e-resources	In-house as well as remote access to e-resources is available.
User Orientation	User Orientation programme is conducted at the start of every semester. Library Staff members offer guidance and training to the students accessing e-resources on one to one basis. Library also invites the representative from the Databases and e-journals providers to give demos and lectures on effective use of e-resources
Assistance in searching Databases	Detailed instruction and manual is available for the students. Also library staff assists users in searching the databases
INFLIBNET/ IUC facilities	College Library is a member of N-List programme of INFLIBNET

4.2.8 Provide details on the annual library budget and the amount spent for purchasing new books and journals.

Table 4.11 Library Budget

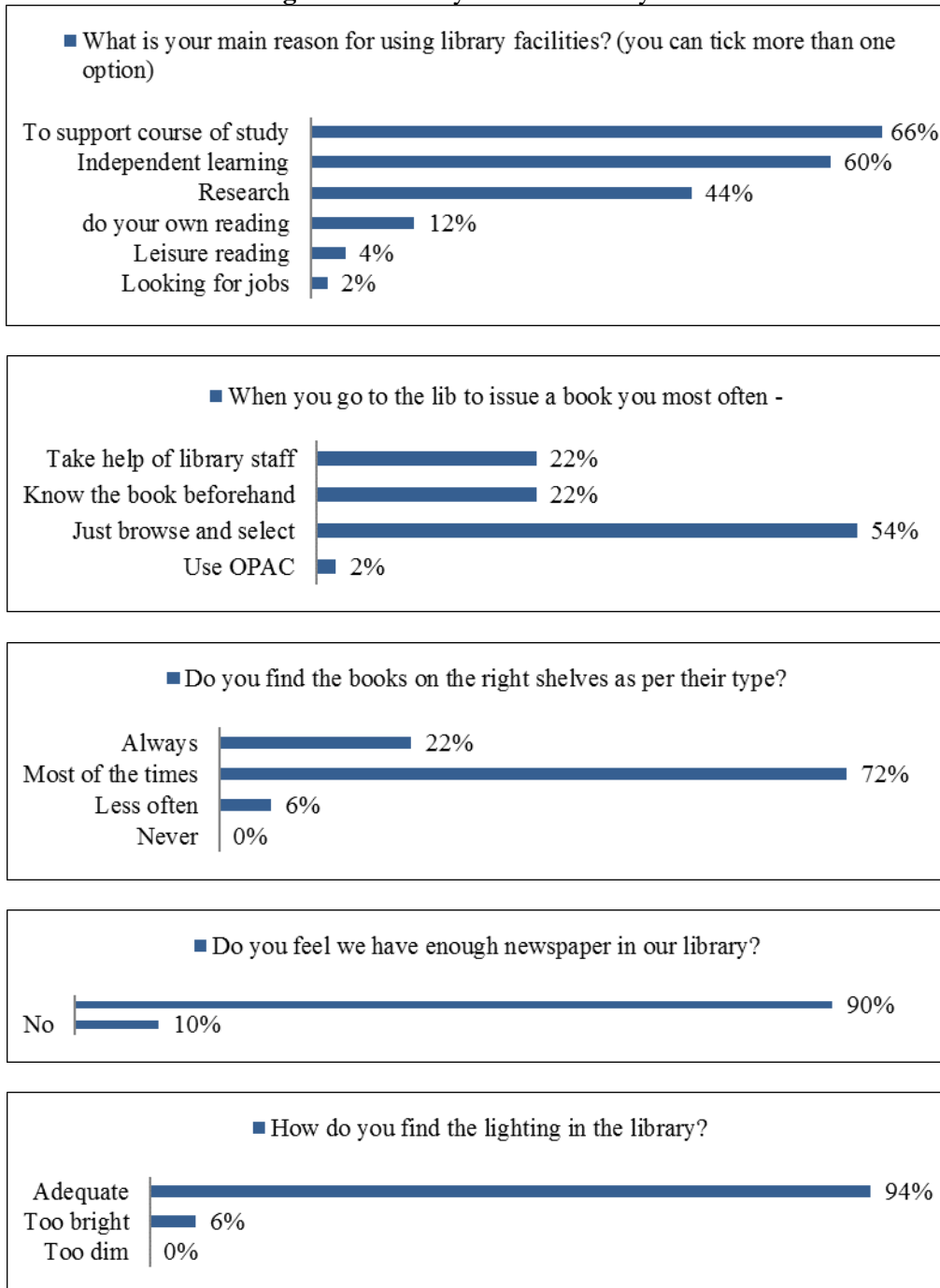
Details	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	Budget	Budget	Budget	Budget	Budget
Books and Journals	6.7	12.2	13.1	20.1	23.7

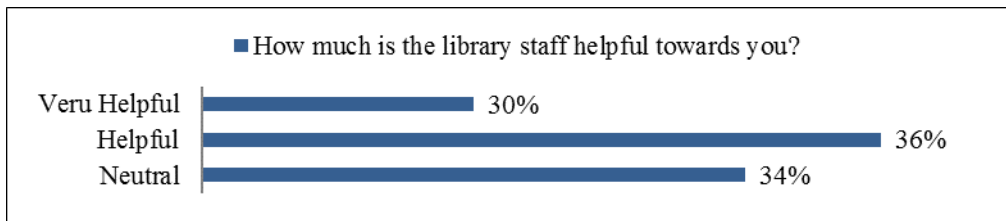
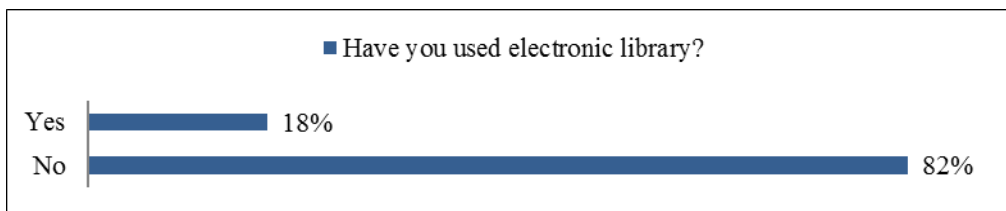
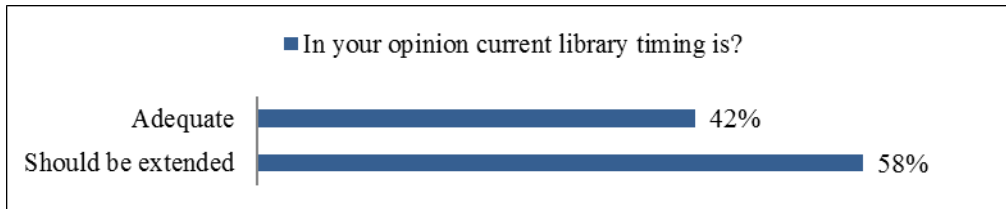
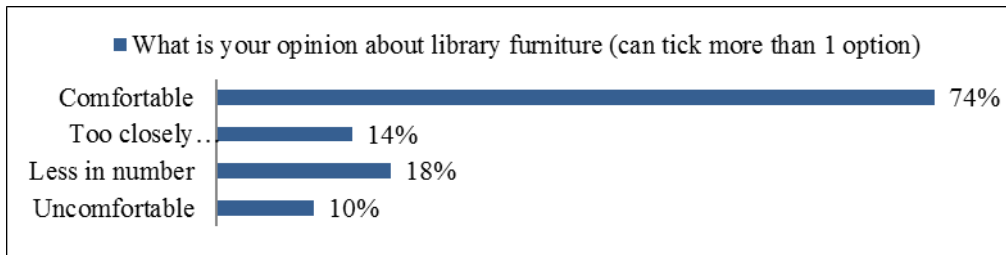
Note: Figures in Rupees (Lakhs)

Details	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	Actuals	Actuals	Actuals	Actuals	Actuals
Books and Journals	9.61	9.33	7.21	10.63	13.87

4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services.

The library has gathered feedback from its users. The library seeks to incorporate the suggestions for improvement in its practices and services. The highlights of the 2015-16 feedback analysis are as follows:

Figure 4.3 Library Feedback Analysis



4.2.9 List the infrastructural development of the library over the last four years.

Table 4.12 Infrastructural Development of the library (5 years)

Details	Upto 2010-11	Added in last 5 years	Total
Area of Library	254 Sq. Mts.	174 Sq. Mts.	428 Sq. Mts.
Book Racks	78	20	98
Printer	1	2	3
Scanner	0	1	1
Cooler	0	1	1
Reading Hall Tables	10	7	17
Periodical Racks	4	3	7
Reading Hall Chairs	100	67	167
Computers	19	7	26

4.2.11 Did the library organize workshop/s for students, teachers, non-teaching staff of the College to facilitate better Library usage?

Library organizes orientation programmes for creating awareness among students regarding library collection and services. The optimum use of the library is promoted through information display, notifications, book exhibitions and library tab on college website.

Table 4.13 Details of workshops arranged by library (2015-16)

Sr. No.	Date	Details
1	01/07/2015	Library Orientation Session as part of Foundation Programme – For First Year Students
2	10/09/2015	Two sessions about CMIE databases for second year students
3	11/09/2015	Two Sessions about CMIE Databases for third year students

4.3 IT Infrastructure

4.3.1 Does the College have a comprehensive IT policy addressing standards on IT Service Management, Information Security, Network Security, Risk Management and Software Asset Management?

The college believes that appropriate IT systems are essential for quality academic delivery, efficient administration and transparent communication. IT policies are formulated for planning, procuring, setting up, administering, maintaining, updating and scrapping of IT resources. Symbiosis Society, the parent body has formulated a very comprehensive IT policy which is applicable to the college.

The security policy of Symbiosis is to achieve information security in a cost-effective manner. It is framed in consonance with the ISO 27001 (erstwhile BS7799) standards and as per the guidelines and deliberations of Information Security Management System (ISMS). The policy aims at achieving physical security, server security, network security, security of all information assets and perimeter security. Some of the highlights of the IT policy are given below:

Security Policy

• Computer Lab

- Entry to the Computer Lab should be restricted to authorized users only.
- Users will be allowed in a computer lab only for academic use of lab resources.
- No unauthorized visitors should be allowed into the computer Lab without an authorized escort.
- As far as possible entry to the Computer Lab should be recorded either electronically or manually.
- Users should follow lab discipline in the computer lab and not bring prohibited items such as eatables, beverages etc. inside the lab.
- Users shall not mishandle or disassemble any lab equipment.

Environmental Security**• Electrical power**

- a. Electrical power for server's/network equipment should be backed by uninterruptable power supplies (UPS) to ensure continuity of services during power outages and to protect equipment from damage due to power fluctuations.
- b. Each UPS should have sufficient capacity to provide at least 30 minutes of uptime to the servers and the network connected to it and should be protected with a standby power generator for continuous supply wherever necessary.
- c. Desktops may be provided with UPS power supply either centrally or stand-alone mode, for at least 15 minutes.

• Network Security

- i. Any network of Symbiosis must be protected with a firewall ensuring intrusion protection system (IPS) and intrusion detection system (IDS) adhering to Network Policy of Symbiosis.
- ii. For transmission of data on the network, data encryption should be followed as per the guidelines of IT Department.

• Server Security

- i. Apart from physical protection of the server, timely configuration of the operating system should be carried out incorporating latest patches released by the vendor.
- ii. Whenever virtualization is carried out on a server, the security requirements on the hypervisor must be met.
- iii. Servers must be formatted in regular basis after taking proper backup of data. This must be done once in a semester

• Server Room

- a. Server Room or the Network Centre hosting network cabling and equipment racks and cabinets should be locked, when unattended by authorized personnel.
- b. Visitors to the Server Room must be escorted by the authorized persons.
- c. Network cabling and devices should be physically secured wherever possible.
- d. Entry to the server room should be recorded with the date and time of entry and departure.

• Physical assets

- a. There should be regular checks on the physical items such as computing devices, networking devices, tools and instruments, media etc... A physical audit should be conducted periodically and the physical assets should tally with the records of Asset Register.
- b. Symbiosis is not responsible for the physical security of personal devices of users.

- **Standard Software Packages**

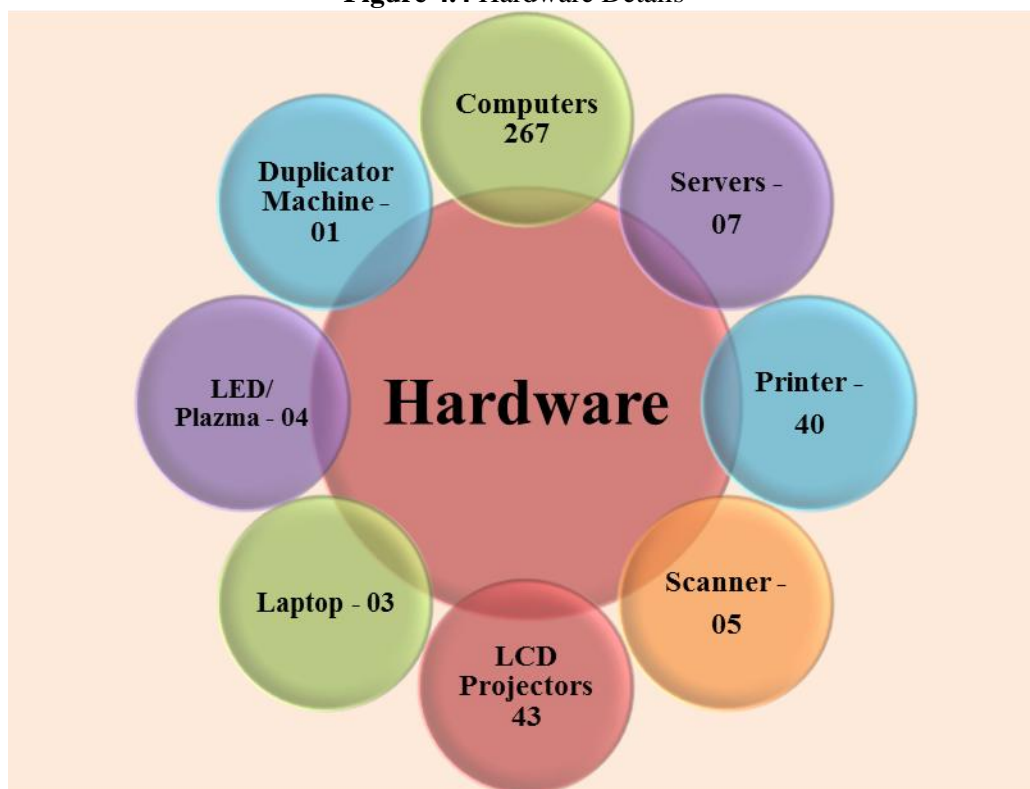
- a. Symbiosis will use licensed software packages. No pirated software should be used or loaded on individual desktops/laptops, servers or any other computing device.
- b. IT Department will enter into campus agreements or other agreements for standard software packages such as operating systems, office software, endpoint security software etc.as far as possible.
- c. Symbiosis Society will enter into campus agreements or other agreements for software packages commonly used in the delivery of academics such as SPSS, and others.
- d. Any Institute or Department intending to procure a standard software package should first check with Central IT if it is covered under a campus agreement or any other Symbiosis agreement. In case a similar but not the same package is available under such an agreement, the Institute or Department shall use the package under the agreement. Only if academic requirements demand use of software package not under any agreement, may be procured with proper justification.
- e. Any software freely down loadable from the internet must be virus-free and should not have malicious content. Every software so downloaded should be protected by an up-to-date anti-virus software. Free software should not be indiscriminately downloaded to avoid any cyber threats.

- **Customized Software Application**

- a. Over a period of time Institutes and Departments may have developed customised IT application software either in-house or by a third party. It is the endeavour of Symbiosis, to arrive at a uniform and standard IT solutions for similar functions by 2015.
- b. During this period, IT Department shall attempt to carry out usage analysis and arrive at most commonly run solutions across Symbiosis and standardize wherever applicable.
- c. In case of centrally run systems such Finance or Examination etc., care shall be taken that the software solutions implemented at Institutes or Departments are compatible wherever applicable to avoid any duplication of work.
- d. The ownership of all customised software shall lie with Symbiosis.

4.3.2 Details of the College's computing facilities (hardware and software).

Figure 4.4 Hardware Details



Number of systems with configuration:

Table 4.14 Systems Configuration

S. No	Location	Make and Configuration	OS and Details	Qty
1	Server Room	Model : IBM 7975A-HS23 Processor : Intel Xeon Speed : CPU E5-2620 0 @2.0 GHz Ram : 16 GB Hdd : 1.2 TB	Windows Server 2008 R2, Tally TDS, Payroll.	1
2	Server Room	Model : IBM 7975A-HS23 Processor : Intel Xeon Speed : CPU E5-2620 0 @2.0 GHz Ram : 16 GB Hdd : 1.2 TB	Windows Server 2008 R2, Online Exam	1

S. No	Location	Make and Configuration	OS and Details	Qty
3	Server Room	Model : IBM 7975A-HS23 Processor : Intel Xeon Speed : CPU E5-2620 0 @2.0 GHz Ram : 16 GB Hdd : 1.2 TB	Windows Server 2008 R2, Online Admission	1
4	Server Room	Model : IBM 7975A-HS23 Processor : Intel Xeon Speed : CPU E5-2620 0 @2.0 GHz Ram : 16 GB Hdd : 1.2 TB	Windows Server 2008 R2, Symantec Antivirus Server	1
5	Server Room	Model : HP Pro ML 150 Processor : Intel Xeon Speed : CPU E5310 @ 1.60 GHz Ram : 2 GB Hdd : 300 GB	Windows Server 2008 R2, DC, DNS.WDS	1
6	Server Room	Model : HP Pro ML 110 Processor : Intel Xeon Speed : CPU 1.60 GHz Ram : 2 GB Hdd : 300 GB	Windows Server 2008 R2, DC, DNS.WDS	1
7	Server Room	Model : IBM X3650 Processor : Intel Xeon Speed : CPU E5420 @ 2.50 GHz Ram : 4 GB Hdd : 600 GB	Windows Server 2008 R2, ACCA Online Exam Server	1
8	-	Model : Dell OptiPlex 3020 Processor : Intel Core i3 Speed : CPU 4130 @ 3.40 GHz Ram : 4 GB Hdd : 500 GB	Windows 7 Enterprise. All Staff and lab	27
9	-	Model : Dell OptiPlex 380 Processor : Intel Core 2 Duo Speed : CPU E7500 @ 2.93 GHz Ram : 2 GB Hdd : 320 GB	Windows 7 Enterprise. All Staff and lab	89
		Model : HP DX 7480 Processor : Intel Core 2 Duo	Windows 7 Enterprise.	

S. No	Location	Make and Configuration	OS and Details	Qty
10	-	Speed : CPU E7500 @ 2.93 GHz Ram : 2 GB Hdd : 250 GB	All Staff and lab	24
11	-	Model : HP DX 2480 Processor : Intel Core 2 Duo Speed : CPU - @ 2.53 GHz Ram : 1 GB Hdd : 250 GB	Windows 7 Enterprise. All Staff and lab	50
12	-	Model : HP SFF 2110 Processor : Intel Core 2 Duo Speed : CPU E7500 @ 2.93 GHz Ram : 2 GB Hdd : 320 GB	Windows 7 Enterprise. All Staff and lab	30
13	-	Model : HP DX 2300 Processor : Intel Dual Core Speed : CPU @ 2.80 GHz Ram : 1 GB Hdd : 80 GB	Windows 7 Enterprise. All Staff and lab	26
14		L300 And L230 N-computing	Staff	21

Computer-student ratio (2016-17) 1:1 (Batch wise)

Total number of computers and servers = 274

Total number of computers for students = 205

Total number of students (2016-17) = 2928

Dedicated computing facility

- 205 computers dedicated for students.
- All class rooms are LCD projector enabled
- The campus and class rooms are Wi-Fi and LAN Enabled

LAN facility

The college is connected through a 100/1000 Mbps network with switches. All the computer labs are networked through structured cabling systems. A fiber-optic backbone connects all networks of the college across the campus.

Wi-Fi facility

The college campus is a Wi-Fi enabled, with a maximum speed of 12 Mbps.

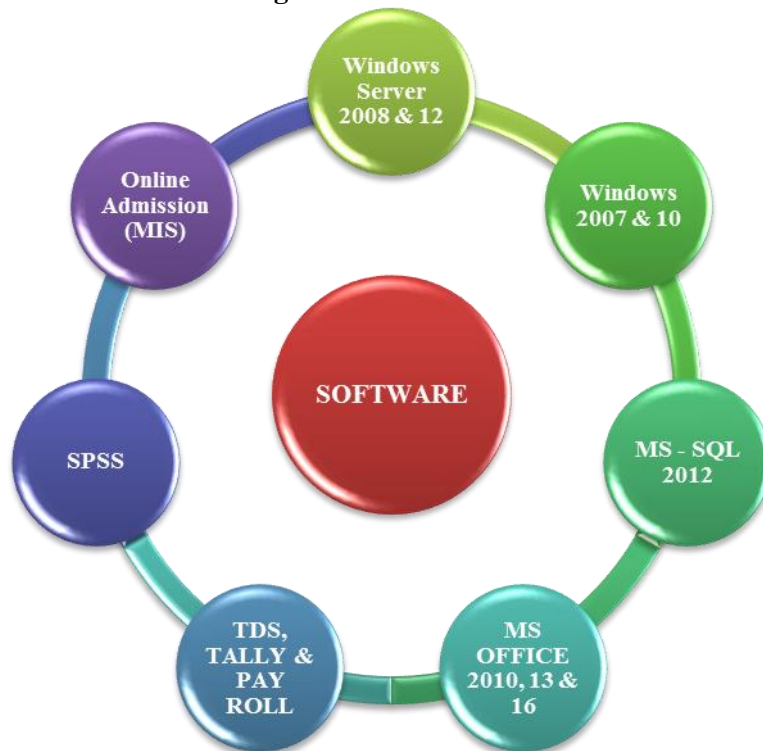
Figure 4.5 Wi-Fi**Figure 4.6 Software Details**

Table 4.15 List of Propriety Software

S. No	Name of Software	Version
1	Windows Server 2008 Ent.	2008
2	Windows 10	10
3	Windows 8	8
4	Windows 7 Ent	7
5	Microsoft Office 2013	2013
6	Microsoft Office 2010	2010
7	Microsoft Office 2016	2016
8	SQL 2012	2012
9	SPSS	22.0
10	Symantec Endpoint Protection	12
11	Prowess	-
12	Online Admission (MIS)	-
13	Tally, TDS, Pay Whiz.	ERP
14	ISM Marathi	5

Table 4.16 Open source software

S. No	Name of Software	Version
1	Linux Ubuntu	14
2	KOHA – Library Management	3.22.07.000

Number of nodes/ Computers with internet facility: - 274

All computers have internet connectivity. Faculty and non-teaching staff can access internet through personalized login id and password.

Type of internet facility:

8 Mbps Net4 India leased line

4 Mbps AIRCEL Dish net leased lines

Any other

The college updates the website regularly. The admission process is online. Various forms such as admission form and alumni association registration form are available online. Information regarding upcoming events and notices are regularly updated on the college website.

4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?

The IT policy fosters continuous upgrading of ICT at regular intervals with the latest available technology.

- Computers, servers, internet bandwidth and Wi-Fi facilities are regularly upgraded
- Updating Microsoft (O.S) and MS-office version
- CCTV for supervision and monitoring
- Updating of e-learning resources

- 4.3.4 Give details on access to online teaching and learning resources and other knowledge, and information provided to the staff and students for quality teaching, learning and research.

Figure 4.7 Electronic Resources



- 4.3.5 Give details on the ICT enabled classrooms/learning spaces available within the College and how they are utilized for enhancing the quality of teaching and learning.

The college has ICT enabled classrooms/learning spaces. Departments are provided with computers and printers. The college also has conference halls and audio-visual rooms for larger gatherings and conferences. Beside these, LCD projectors are available for use by faculty and students. Free Wi-Fi facility is provided for students and faculty to access internet and other online resources. Computer lab and e-library is for accessing e-resources for students and faculty.

Teaching learning process is enabled through the use of websites, power point presentations, online audio-visual material, assignments based on e-content, video conferencing, online exams and hands-on training with software like excel, tally, SPSS.

- 4.3.6 How are the faculty facilitated to prepare computer aided teaching-learning materials? What are the facilities available in the College or affiliating University for such initiatives?

Faculty have been provided with computer with high speed internet connection, printer, scanner, licensed software, access to e-books and e-journals so that they can create and share/upload it for the students through various channels like personal website, college website, E-Learning portal. Regular training programmes and workshops for enhancing IT and other skills are organized by staff academy of the college for the faculty.

4.3.7 How are the computers and their accessories maintained? (AMC, etc.)

The college maintains the computers and their accessories with the help of Network administrator and Desktop Engineer. In addition to that Annual Maintenance Contracts (AMC) are also made with the concerned service providers.

Table 4.17 Annual Maintenance Contract Chart

S. N.	Academic Year	Vendor Name	Type of AMC	Start Date	End Date
1	2011-12	Armani Electrodynamics	10 KVA UPS	01-01-2011	31-12-2011
		Dish net Wireless (Aircel)	Internet Leased Line	18-09-2010	17-09-2011
		Computer Technology	Sonic wall Firewall	31-10-2010	30-10-2011
		Computer Technology	Trend Micro Antivirus	20-05-2010	19-05-2011
		Dimakh Consultants	Website Hosting	05-01-2011	04-01-2012
2	2012-13	Computer Technology	Sonic wall Firewall	12-09-2011	11-09-2012
		Dish net Wireless (Aircel)	Internet Leased Line	12-09-2011	11-09-2012
		Avi Electronics	Symantec Endpoint	07-11-2011	06-11-2014
		Dimakh Consultants	Website Hosting	05-01-2012	04-01-2013
		Pipetel Net4 India	Internet Leased Line	21-09-2012	20-09-2013
		Dish net Wireless (Aircel)	Internet Leased Line	14-09-2012	13-09-2013
		Avi Electronics	Sonic wall Firewall	17-09-2012	16-09-2013
		Brainstorm Force	Website AMC	01-01-2012	31-12-2012
3	2013-14	Dimakh Consultants	Website Hosting	05-01-2013	04-01-2014
		Fidelity Coding	Bio matrix System	01-02-2013	31-01-2014
		Voltas Limited	Air Conditioner AC	01-03-2013	28-02-2014
		Dish net Wireless (Aircel)	Internet Leased Line	01-04-2013	31-03-2014
		Pipetel Net4 India	Internet Leased Line	01-04-2013	31-03-2014

S. N.	Academic Year	Vendor Name	Type of AMC	Start Date	End Date
		Computer Technology	Sonic wall Firewall	11-09-2013	10-09-2014
		Computer Technology	Symantec Endpoint	08-04-2014	07-04-2017
		SAS Power Tech	UPS	01-04-2013	31-03-2014
4	2014-15	Dimakh Consultants	Website Hosting	05-01-2014	04-01-2015
		Brainstorm Force	Website AMC	12-02-2014	11-02-2015
		SAS Power Tech	UPS	01-04-2014	31-03-2017
		Dish net (Aircel)	Internet Leased Line	01-04-2014	31-03-2015
		Pipetel (Net4 India)	Internet Leased Line	01-04-2014	31-03-2015
		Fourtech Computers	Cyberoam Firewall	01-10-2014	01-10-2017
		Computer Technology	Symantec Endpoint	08-04-2014	07-04-2017
		Fidelity Coding	Bio matrix System	01-02-2014	31-01-2015
5	2015-16	SAS Power Tech	UPS	01-04-2014	31-03-2017
		Dish net (Aircel)	Internet Leased Line	01-04-2015	31-03-2016
		Pipetel (Net4 India)	Internet Leased Line	01-04-2015	31-03-2016
		Computer Technology	Symantec Endpoint	08-04-2014	07-04-2017
		C.DOT System	IBM Blade Server	27-10-2015	26-10-2016
		Brainstorm Force	VPS Web Hosting	07-06-2015	06-06-2016
		Fourtech Computers	Cyberoam Firewall	01 Oct 2014	01-10-2017
		SAS Power Tech	UPS	01-04-2014	31-03-2017
		Brainstorm Force	Website	01-08-2015	31-07-2016

4.3.8 Does the College avail of the National Knowledge Network connectivity directly or through the affiliating University? If so, what are the services availed of?

The college is in the process of availing the facility of National Mission in Education through ICT (NMEICT) of MHRD.

4.3.9 Provide details on the provision made in the annual budget for update, deployment and maintenance of the computers in the College?

Table 4.18 IT Budget

Sr. No	Academic Year	Budget (Rs in lakhs)	Expenditure (Rs in Lakhs)
1	2011-12	19.00	3.39
2	2012-13	10.50	13.89
3	2013-14	8.80	5.37
4	2014-15	15.80	14.37
5	2015-16	4.00	5.47

4.4 Maintenance of Campus Facilities

4.4.1 Does the College have an Estate Office / designated officer for overseeing maintenance of buildings, class-rooms and laboratories? If yes, mention a few campus specific initiatives undertaken to improve the physical ambience.

Symbiosis Society has an Estate Office and a designated Estate Officer for overseeing the maintenance of buildings, classrooms and laboratories. The following activities are undertaken by the estate office:

- Housekeeping, cleanliness, pest control, mosquito control, landscaping and maintenance of lawns.
- Preventive and corrective maintenance of infrastructural facilities, biogas plants, water purification units, generators, electric supply, street lights, firefighting equipment and security facility.
- Solar water heaters, heat pump technology, biogas plants, water purification units have been provided in the campus.
- Proper garbage disposal with source segregation of waste.
- Provision of firefighting equipment and training of disaster management.
- The college undertook to improve the physical ambience through initiatives like Swachh Bharat Abhiyan to ensure green and cleaner surroundings, colourful display boards for providing directions and instruction.

4.4.2 Does the College appoint staff for maintenance and repair? If not, how are the infrastructure facilities, services and equipment maintained? Give details.

Symbiosis Society has policies and procedures in place for the upkeep of the college campus and maintenance of buildings and infrastructure. The infrastructure facilities, service and equipment maintenance are undertaken in a planned manner with the preparation of a budget at the start of the financial year. The college has DG (Diesel Generating) sets, lifts, firefighting equipment, heat pumps, water coolers, AC's (Air Conditioners), which are maintained through Annual Maintenance Contracts (AMC). Regular cleaning

of water tanks, painting and repairs are undertaken for maintenance and upkeep of the college campus. The college campus maintenance is monitored through regular inspection.

Symbiosis Society has appointed the maintenance staff on contractual basis. Details are as follows:

Table 4.19 List of Service Providers (Maintenance and Repair)

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	MSCDCL
14.	Pest Control	Sai Pest Control

Criterion - V: STUDENT SUPPORT AND PROGRESSION**5.1 Student Mentoring and Support****5.1.1 Does the College have an independent system for student support and mentoring? If yes, what are its structural and functional characteristics?**

The college adopts a student centric approach and has an independent and integral mechanism for student support and mentoring to help students cope with academic and non-academic challenges.

The Support System includes the Student Counseling Cell, financial assistance, health center facility, placement assistance and Earn and Learn scheme under the Student Welfare Board.

Student support and mentoring takes place at different levels and in various forms. Individual faculty is appointed as class teachers for each division and class. Students can approach faculty with their personal and academic difficulties.

• Students Counseling Cell

- The college has an independent Counseling cell established by the Psychology department. The Counseling Cell provides guidance to students in academic, personal and social concerns. It helps to build coping mechanisms which enables students to deal with critical family, social and personal issues. It also provides facilities for personality testing, aptitude testing, mind mapping and various other psychometric tools for student's assessment.
- Students approach the Counselor personally or telephonically. The counselor arranges sessions with students on priority basis. The number and duration of sessions for each student varies according to the issue and necessity of intervention.
- The cell deals with cases related to career stress, anxiety, depression, anger management, self-confidence and social behavior.
- A number of students have benefitted from the guidance and support provided by the counseling cell. Students have developed healthier attitudes and coping mechanisms.

Table 5.1 Beneficiaries of Counseling Cell

Year	Number of students	No. of sessions
2014-15	22	60
2015 -16	30	70
Total number of beneficiaries	52	130

In case of unfair means, there is a unique provision for counseling. Since 2015, sixty-one students have availed of this facility.

• Financial Support System

- Financial Schemes comprise of various scholarships, free ships, fees concessions which are provided to the students as per the government rules.

- Students are given reimbursement of the registration/ participation fees for inter-collegiate competitions and conferences.
- **Learning Resources**
 - The college has well- stacked library. Additionally, the Wi-Fi enabled campus allows students to access a wide variety of e-books, journals and database.
- **Medical and Health Support System**
 - Health and medical services are made available to the students in college premises by the Symbiosis Centre for Health Care.
 - All students are covered under a dual and unique cashless insurance scheme as per the Mediclaim and Rail/Road Traffic Accident (RTA) policy of the National Insurance Company (NIC), insuring the student for Rs. 50,000 and Rs.1,00,000/- respectively. The services provided to the students have helped them in getting quality health care services across India. Guidance is provided for cashless/ reimbursement facilities during hospitalization.
- **Placement**
 - Placement cell facilitates student employment in the premier organizations and provides guidance for preparing them for placements.
- **International Student Cell**
 - The college caters to many foreign students for whom there is a special Symbiosis Center for International Education (SCIE) established by the Symbiosis Society.
 - International students are provided with well-furnished hostel facility.
- **Student Facilitation Support**
 - Facilities such as Hostel, Gymnasium, Yoga, Canteen, Mess, stationery and photocopy center, Student Help-desk, Bank, ATM etc. are available to students.
- **Board of Students Welfare**
 - Earn and Learn Scheme is executed as per the SPPU guidelines under the Students Welfare Board.

5.1.2 What provisions exist for academic mentoring apart from class room work?

- Apart from class room teaching, Accountancy, Economics and English departments conducted remedial classes.
- The Department of Accountancy conducts a bridge course in Accountancy for non-commerce background students.
- Workshops, guest lectures, seminars are organised to enhance learning.
- Students are mentored to participate in co-curricular activities as well as to participate in Inter-collegiate academic competitions.

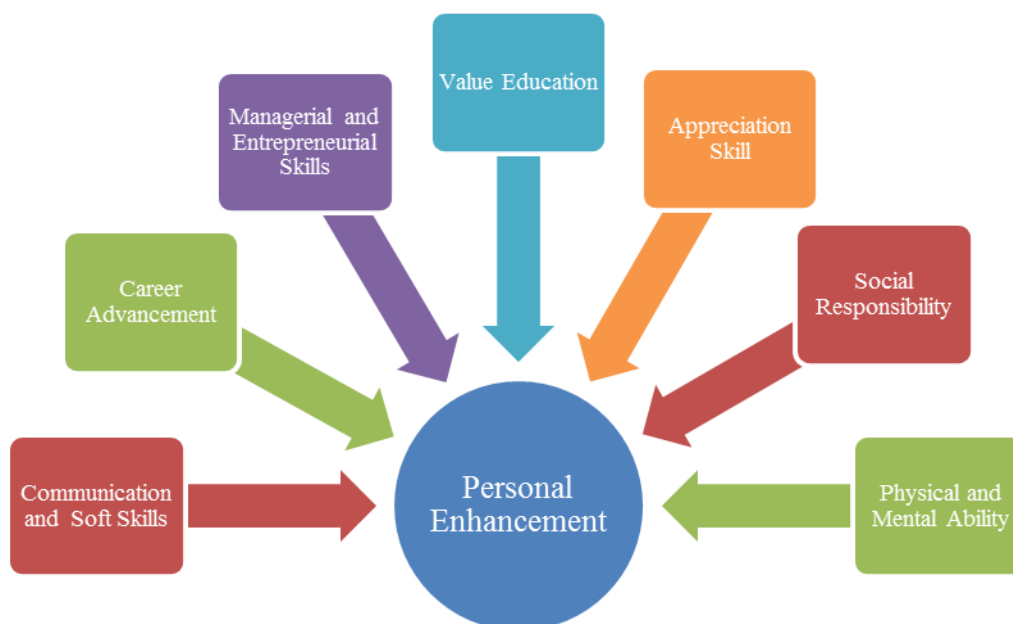
- Mentoring happens at the time of preparation of assignments on various topics related to their subjects.
- Students are guided to do project work for Degree with Honours Programme and M. Com.
- Department of Costing developed a case study on the CSR activities of ESSAR. Three students were guided and mentored by Ms. Tessy Thadathil to conduct industry research which was jointly funded by ESSAR and the college. They studied the CSR activities of ESSAR, Gujarat and prepared a report on the same which was submitted to the company.
- Participation of students in research paper presentation and competitions under faculty guidance, few being:
 - Research Paper titled 'Industry Expectations from Fresh Commerce Graduates' was chosen as the best research paper in the national level Commerce Symposium at Pune.
 - Research Paper titled 'Social Responsibility and Today's Youth' was chosen as 3rd best research paper in the national level commerce symposium.
 - Research paper titled 'Career Perspectives with reference to Commerce and Economics' were awarded 3rd best research paper in the national level commerce symposium.
 - Research paper titled 'Are Students Preferring Autonomous Colleges?' was published in the international e-journal with an EISSM No – 2320-0065.
 - A student team of the college won the 1st Prize in the case study competition at the Christ University, Bengaluru organised by IMA. A group 5 Students; Ajinkya Dhamale, Tejashwi Nihal, Aakanksha Singh, Akash Das and Aishwarya Kalyanshetti were guided and mentored by our faculty Mr. Umesh Kulkarni in a case study competition organised by Institute of Management Accountants, USA in association with Miles Education and Wileys. The team was awarded with a cash prize of \$ 1500 and Scholarship to Study Certified Management Accounting (CMA).
 - Research paper titled 'Emotional Intelligence, Life Satisfaction and Self Efficacy among College Students' was presented by students of Department of Psychology at M.S. University, Baroda.

5.1.3 Does the college provide personal enhancement and development schemes for students? If yes, describe techniques employed e.g., career counseling, soft skill development, etc.

The college has various associations and centres like Symbiosis Centre for Skill Development, Symbiosis Centre for Human Excellence, Placement Cell, Symbiosis Social Initiative Programme, Film Club, Trekking club, Symbiosis Entrepreneurship Development Cell etc. Apart from these, college also has tie-ups with Foreign Universities, Student Exchange programme and Summer

programme. These activities and programmes help students develop various skills and thereby facilitate personality development.

Figure 5.1 Attributes for Personal Enhancement



5.1.4 Does the college publish its updated prospectus and handbook annually? If yes, what are the activities / information included / provided to students through these documents? Is there a provision for online access?

The college publishes its updated prospectus annually. The prospectus contains information regarding online admission procedure, faculty and administrative staff, programme structure, examination rules and regulations, fees structure, library, health and medical services, infrastructure, associations, disciplinary rules and regulations, anti-ragging committee, prevention of sexual harassment committee, grievance committee. It also contains the format of anti-ragging affidavit. The students have an access to the information through the college website.

5.1.5 Specify the type and number of scholarships / free ships given to students (UG/PG/M.Phil./Ph.D./Diploma/others in tabular form) by the college Management during the last four years. Indicate whether the financial aid was available on time.

Since the college is an aided college, there are many government schemes for the needy students. Besides, college also provides financial support from the student aid fund, the details are as follows

Table 5.2 Scholarship information

Sr. No.	Type of Financial assistance	Year	Beneficiaries	Amount utilised
1	Student Aid Fund for UG and PG Financial assistance for needy students.	2011-12	01	Rs. 5000/-
		2012-13	04	Rs. 22,355/-
		2013-14	03	RS. 6000/-
		2014-15	01	Rs. 36,388/-
		2015-16	02	Rs. 43,500/-
2	Fees concession for UG and PG Fees concession to the children of employees of Symbiosis Society.	2011-12	07	25% of the fees
		2012-13	08	
		2013-14	04	
		2014-15	04	
		2015-16	09	

5.1.6 What percentage of students receives financial assistance from state government, central government and other national agencies? (E.g., Kishore Vaigyanik Protsahan Yojana (KVPY), SN Bose Fellow etc.)

Most of the students in college come from a financially sound background and as such very few students avail financial assistance. Types of Scholarship are listed below

Table 5.3 Types of Scholarship

Central Government Scholarship	State Government Scholarship	Other
Government of India Post Matric e-Scholarship & Freeships	Secondary Teacher Free-studentship (STC)	Bhutan Scholarship
Minority Scholarship	Eklavya Scholarship (Directly Received by the student)	KPMG Scholarship
Indian Council for Cultural Relations (ICCR) Scholarship	Physically Handicapped Scholarship	Jeewan Prakash Yojana Scheme
Defence Service Personnel Scholarship	Arthik Durbal Ghatak Scholarship	Sushila Modi Charitable Trust
Ex-Servicemen Scholarship	Directorate of Technical Education(Mumbai)	Govt. of Arunachal Pradesh (Post Matric) (Director ate of Higher education): Itanagar
		Govt. of Nagaland (Director ate of Higher education) Kohima
		Jharkhand Tribal Scholarship

		Govt. of Manipur (Directorate of tribal Affairs & Hills) Joint Director
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Table 5.4 Scholarship Beneficiaries

Sr. No.	Schemes	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
A	Government of India Post Matric e-Scholarship & Freeships	Students	Amt.	Students	Amt.	Students	Amt.	Students	Amt.	Students	Amt.
e-Scholarships											
1	Scheduled Caste	24	75251	11	56280	23	153195	26	107370	26	185960
2	Vimukta Jati & Nomadic Tribe	5	17582	9	21470	10	44950	20	106110	9	59370
3	Other Backward Class	21	73233	18	56910	28	108118	26	122230	18	92900
4	Special Backward Class	1	2905	2	5980	3	10305	4	22280	2	15065
e-Freeships											
1	Scheduled Caste	26	117349	13	70980	15	60033	14	68920	3	15495
2	Vimukta Jati & Nomadic Tribe	4	6340	1	1840	5	11215	4	12890	2	6635
3	Other Backward Class	19	46654	2	3750	12	29168	14	45740	3	9970
4	Special Backward Class	2	3170	1	1915	1	2315	3	14315	2	6635
5	Secondary Teacher Free-studentship (STC)	1	845	-	-	-	-	-	-	-	-
6	Defence Service Personnel Scholarship /	1	1045	-	-	-	-	3	735	2	-
7	Ex-Servicemen Scholarship	1	1045	-	-	-	-	2	490	-	-
8	Minority Scholarship	5	25000	1	4400	-	-	1	3000	-	-
9	Minority Scholarship	2	9700	-	-	-	-	-	-	-	-
10	Eklavya Scholarship	2	10000	1	5000	2	10000	1	5000	-	-
11	Physically Handicapped Scholarship	1	5114	-	-	-	-	-	-	-	-
12	Arthik Durbal Ghatak Scholarship	-	-	2	4000	1	2000	-	-	-	-



Sr. No.	Schemes	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
A	Government of India Post Matric e-Scholarship & Freeships	Students	Amt.	Students	Amt.	Students	Amt.	Students	Amt.	Students	Amt.
Types of other Scholarships (Other State/Other Institute/Other Country)/Financial Support from Institution											
1	Indian Council for Cultural Relations (ICCR) Scholarship	63	2618039	40	1201565	19	Direct Bank Deposit	1	Direct Bank Deposit	-	-
2	Govt. of Arunachal Pradesh (Post Matric): Itanagar	1	4140	-	-	-	-	2	13630	-	-
3	Govt. of Nagaland (Director ate of Higher education): Kohima	1	5950	-	-	-	-	-	-	-	-
4	Govt. of Nagaland (M.Com)	3	15780	-	-	-	-	-	-	-	-
5	KPMG Scholarship	21	400417	23	394697	27	415815	22	400000	-	-
6	Bhutan Scholarship	1	20000	-	-	-	-	1	15000	-	-
7	Govt. of Manipur (Directorate of tribal Affairs & Hills) Joint Director	10	131560	-	-	10	131560	-	-	-	-
8	Directorate of Technical Education (Mumbai)	-	-	1	5000	-	-	-	-	-	-
9	Jeewan Prakash Yojana Scheme	-	-	-	-	1	5000	-	-	-	-
10	Sushila Modi Charitable Trust	1	5000	-	-	-	-	-	-	-	-
11	Chhajed Charitable Trust	-	-	-	-	-	-	1	4000	-	-
12	Jharkhand Tribal Scholarship	-	-	-	-	-	-	1	1620	-	-

- **Ernst and Young Scholarship** of Rs. 1,00,000/- was instituted in the academic year 2014-15. The scholarship is awarded to the winner of 'Business Plan Competition'. Mr. Abhinandan Chavan and Mr. Prateek Rampuria were the winners of this scholarship for the years 2014-15 and 2015-16 respectively. These students also get an internship opportunity to work with Ernst and Young.

- **Deloitte Maverick Programme** – Mr. Akhil Nair won Rs. 1,50,000/- in the Business Plan Competition in the year 2015-16 and also got an internship opportunity to work with Deloitte.

5.1.7 Does the college have an International Student Cell to cater to the needs of foreign students? If so, what measures have been taken to attract foreign students?

Symbiosis Centre for International Education (SCIE), an initiative of the Symbiosis Society provides centralized and coordinated services for all International Students.

- International students are given admission as per the rules and regulations of SPPU.
- As per the rules and regulations of respective countries, scholarship dispensation is facilitated.
- The Symbiosis society provides hostel facility to foreign students on priority basis.
- The SCIE organizes an orientation program for all international students to welcome them to the Symbiosis family wherein the students are acquainted with the governmental rules and regulations, importance of legal procedures, medical facilities available, events and other miscellaneous matters of importance.
- The SCIE also organizes International Cultural Week, various socio cultural activities and sports events. International student's convocation ceremony and International Students Day are celebrated each year. The foreign students of the college attend all the programs organized by the SCIE of Symbiosis Society. Students also participate in conferences, sports tournaments and Republic day function.
- During the Annual Day Function, the college felicitates best outgoing foreign student.
- English Language Teaching Institute of Symbiosis gives English language training to foreign students.

5.1.8 What types of support services are available for -

• Overseas Students:

Since Symbiosis was established for the welfare of International students studying in India, provision of support services to them is one of the major objectives:

- Hostel facilities are provided by Symbiosis Society.
- Symbiosis Society has an International Student Cell (SCIE) which provides help and support to the overseas students through one window clearance of all formalities relating to medical aid and police clearance.
- The officer from Foreigners Registration Office (FRO) visits the campus for the registration of international students once in a month.

- **Physically challenged/ differently abled students:**
 - For the physically challenged students lift facility, ramp and washroom facilities are available. Writers are provided during examination when necessary.
- **SC/ST/OBC and economically weaker section:**
 - For SC/ST/OBC and economically backward students, college organizes remedial classes.
 - Scholarships and Free ships from Central and State Government are made available.
 - Train and bus concessions are also made available to the students.
 - Earn and Learn Scheme is available to support them economically.

Table 5.5 Beneficiaries of Earn and Learn Scheme

Year	No. of beneficiaries
2014-15	07
2015-16	03

- **Students to participate in various competitions, conferences in India and abroad:**
 - Guidance for participation and special academic support
 - Students are given participation certificates for the activities organized by the college.
 - Reimbursement of registration fees
 - Outstanding students who participate and win in various competitions are appreciated during the Annual Prize Distribution Function.
- **Health care and health center**
 - The Symbiosis Society provides health checkup and medical services 24*7 through Symbiosis Center for Health Care.
 - All the students of Symbiosis are covered under the health scheme service provided by the Symbiosis Center for Health Care.
 - Students are also insured under the medical insurance scheme provided by National Insurance Company.
- **Skill Development (spoken English, computer literacy, etc.):**
 - The college has established Symbiosis Centre for Skill Development which organizes various lectures, workshops, Certificate Course and seminars. The details of activities organised by the centre are given below:
Year 2015-16
 - Certificate Programmes – 02
 - Workshops - 03
 - Guest Lectures - 06
 - The college organizes orientation programmes for Software packages like, Tally, CMIE etc. The number of student who benefited from Tally orientation programme is as follows:

Table 5.6 Beneficiaries of Tally Orientation Programme

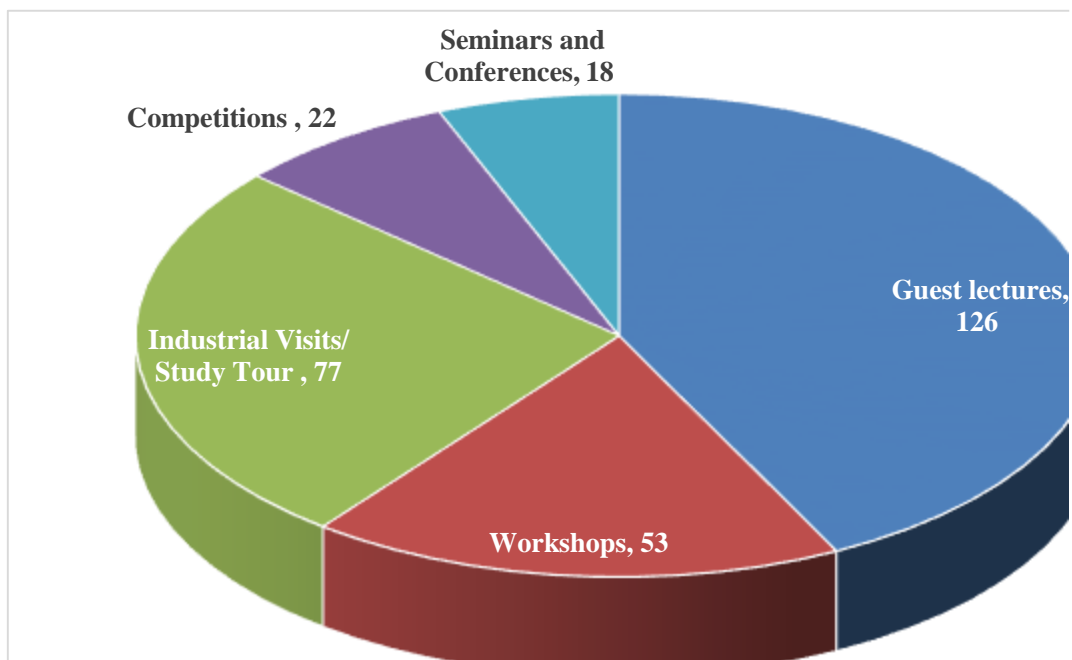
Academic year	No. of beneficiary students
2012-13	741
2013-14	753
2014-15	777
2015-16	762

- Students learn various skills like, leadership, teamwork, and motivation etc. through organizing and participating in various co-curricular and extra-curricular activities.

Since 2013-14, the number of activities organised by various associations and departments are given below:

Table : 5.7 Activities organised by associations and departments

Guest lectures	126
Workshops	53
Industrial Visits/ Study Tour	77
Competitions	22
Seminars and Conferences	18

Figure 5.2 : Activities organised by associations and departments


- The college has applied for KAUSHAL Scheme of UGC.

- **Performance enhancement for slow learners / students who are at risk of failure and dropouts:**
 - Guidance is provided by faculty through personal counselling and extra lessons for the slow learners.
 - Remedial coaching is also provided.
- **Exposure of students to other institutions of higher learning/ corporate/business houses, etc.:**
 - Field visits to different industries / institutions / associations are organized so that the students are exposed to the actual working of the organization.
 - Guest speakers from industries and reputed institutes of higher learning are invited on a regular basis so that the students are exposed to the diverse opinions, perspectives and practical knowledge.
 - Students are given research projects and assignments for which students need to visit industries and institutions.
 - Participation of students in various competitions organized by other colleges and institutions.
- **Publication of student magazines:**

College magazine, *Mosaic*, is published annually. Students are on the editorial board along with the faculty. This annual magazine comprises of articles, poems, drawings and information contributed by students and faculty.

5.1.9 Does the college provide guidance / coaching classes for Civil Services, Defense Services, NET/SLET and any other competitive examinations? If yes, what is the outcome?

Students are given encouragement, support and guidance by faculty. Books are available on various competitive examinations in college library and Dr. Babasaheb Ambedkar Memorial Library and Museum on the campus. Reading room facility is available at both the places.

The college has organized workshops on SET/NET for the postgraduate students. The details are as follows:

Table 5.8 'Participants' of SET/NET Workshops

Year	Speaker	No. of participants
2014-15	Dr. Y.M. Mithare	40
2015-16	Dr. Y.M. Mithare	38

5.1.10 Mention the policies for student participation in sports and extracurricular activities through strategies such as Additional academic support, flexibility in examinations, Special dietary requirements, sports uniform and materials, Any other.

The college encourages and supports student participation in sports and extracurricular activities.

- **Additional academic support, flexibility in examinations.**
 - Re-examination is conducted for those students who missed the examination for representing the college in various sports tournaments.
 - Facility of late submission is given in case they have their tournaments in the period of assignment submission.
- **Special dietary requirements, sports uniform and materials:**

Students can get guidance regarding dietary requirements from SCHC. Students are provided with sports uniform and sweat shirts.
- **Any other:**
 - During the Annual Sports Day meritorious students are felicitated and awarded for their achievements
 - In line with ordinance 163 of SPPU the college also offers maximum 15 marks if needed

5.1.11 Does the college have an institutionalized mechanism for placement of its students? What services are provided to help students identify job opportunities, prepare themselves for interview, and develop entrepreneurship skills?

The college has an institutionalized mechanism for students' placements. Placement activities are conducted through the 'Placement Cell', managed by a team of faculty and students.

- **Services provided:**

The Cell provides guidance by conducting workshops on interview techniques, resume writing, and group discussions. Mock interviews and group discussions are conducted to enhance their employability skills. This has resulted in an increase in the number of placements. The companies consistently visiting the campus for student recruitment are Deloitte, Goldman Sachs, Ernst & Young, PWC, KPMG, TCS, Teach for India etc.

Symbiosis Entrepreneurship Development Cell creates awareness about entrepreneurship as sustainable career option and provides a platform for interaction with entrepreneurs, venture capitalists through guest lectures, workshops, seminars and visits. Since the inception, SEDC has organised 24 guest sessions, 7 workshops, 1 seminar, 1 alumni entrepreneurs meet, 3 social business plan competitions, 3 social entrepreneurship fests, 'Spandan' and 12 visits. The sessions include experience sharing by various entrepreneurs and experts.

5.1.12 Give the number of students selected during campus interviews by different employers (list the employers and the number of companies who visited the campus annually for the last four years).

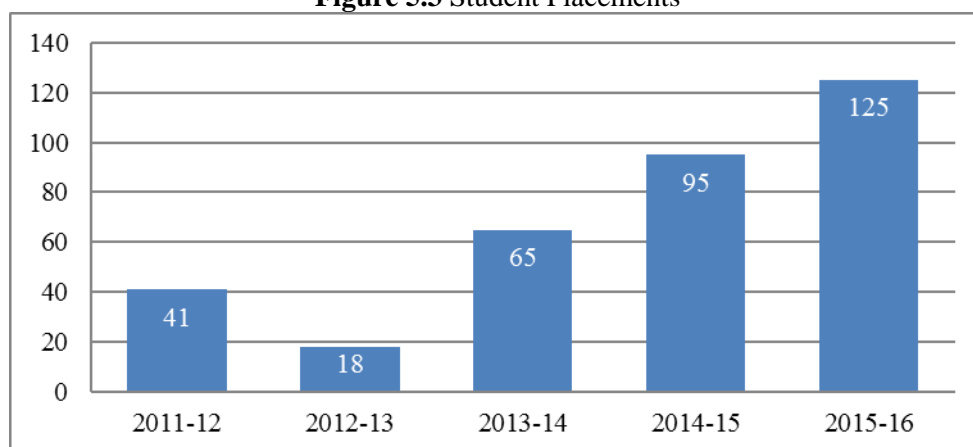
Most students are oriented towards higher studies immediately after their graduation. Some of the students come from business family background and are more inclined towards joining their family business. Many students pursue

their professional courses simultaneously with their degree programmes. In spite of this, the Placement cell has shown an increasing trend in last 5 years.

Table: 5.9 Student Placements

Sr. No.	Academic Year	Total No. of companies visited the campus	No. of students registered for Placement	No. of students placed	% of students placed
1	2011-12	10	176	41	23
2	2012-13	08	83	18	22
3	2013-14	11	180	65	36
4	2014-15	14	202	95	47
5	2015-16	16	228	125	55

Figure 5.3 Student Placements



List of Employers:

The companies consistently visiting the campus for student recruitment are Deloitte, Goldman Sachs, Google, Ernst & Young, PWC, KPMG, TCS, Teach for India etc.

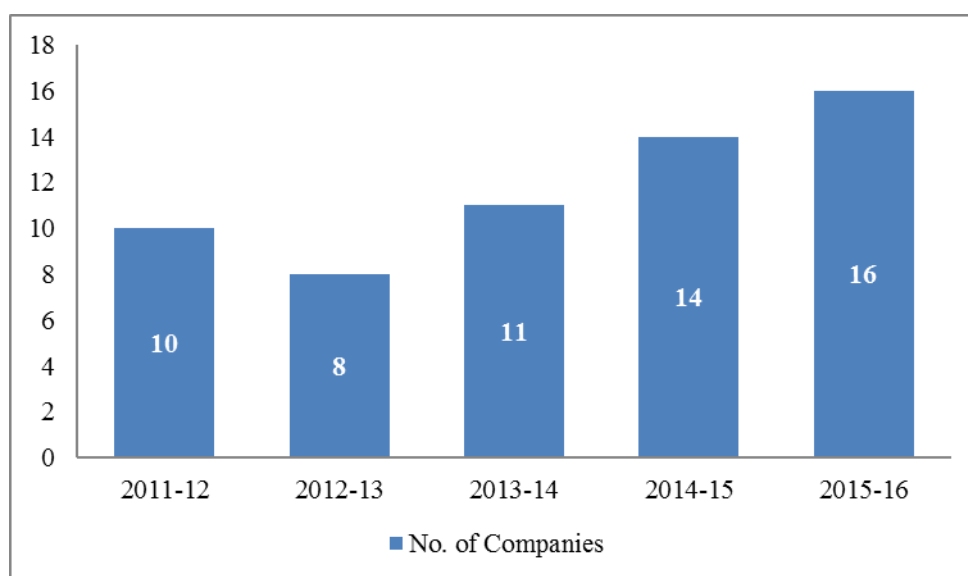


ERNST & YOUNG





Figure 5.4 Number of companies visited



5.1.13 Does the college have a registered Alumni association? If yes, what are its activities and contributions to the development of the College?

The college has an active alumni association. The alumni association serves as the interface between the alumni and the college. Alumni have greatly contributed in building the brand of 'Symbiosis', nationally and internationally. Alumni support is sought for numerous activities like participation in curriculum development, conducting guest lectures, mentoring the students, internships, project evaluation and placements. Many have been contributing in teaching. Some of them are also invited on the Board of Studies.

Alumni meets are held annually. Some of the successful alumni are as follows:

Table 5.10 List of Eminent Alumni

Sr. no.	Name of the alumni	Profile/ Name of the organisation
1	Neeraj Kabi	Actor and owner of a Theatre group Pravah
2	Subodh Bhawe	Leading Actor in Marathi Film Industry
3	Rocky Poonawala	Eminent Choreographer

4	Bhushan Pradhan	Actor in Marathi Film Industry
5	Prateek Ghosh	Senior Process Leader - Forbes Marshall
6	Rohit Lalwani	Director- Sparkpluggers
7	Gauri Patki	HR - Accenture
8	Manoj Pandya	Guitarist, Lambada
9	Abhishekh Kavitar	Founder Director- Treepublic
10	Kanupriya Sekhri	Tech-mahindra
11	Nikhita Nainani	Deloitte
12	Esha Keskar	Actress
13	Aanandita Ghosh	Masoom - NGO
14	Hitendar Suratwala	Builder and Construction
15	Anuj Khare	Nature Walk
16	Madhura Gogte	Little Miracle
17	Naman Shah	Cuero
18	Vinay Gargate	Sohum Udyog
19	Manoj Khatavkar	Confur Systems
20	Manoj Banthia	Confur Systems
21	Pradeep Joshi	Green Build product
22	Shubhankar Limaye	CA, CS - Max Life Insurance
23	Siddharth Vaze	The Advanced Learning Institute

- List of Alumni on various Board of studies–
 1. Mr. Manoj Khatavkar – Department - Business Practices, Marketing and Business Administration
 2. Mr. Shubhankar Limaye – Department of Business Law
 3. Ms. Abha Jadwalkar – Department – Psychology, Geography. Hindi, French, Political Science
 4. Mr. Pratik Ghosh – Department of Economics
 5. Ms. Sree Sathya – Department of English
 6. Mr. Saransh Dey – Department of Accountancy and Costing
 7. Mr. Kunal Raichura – Department of Banking
- Visiting / guest faculty/ Mentors –
 1. Mr. Rohit Lalwani
 2. Mr. Siddharth Vaze
 3. Ms. Madhura Gogate
 4. Ms. Anandita Ghosh
 5. Ms. Gauri Patki
- Invited as chief guest for the annual prize distribution function
 1. Mr. Subodh Bhawe
 2. Mr. Neeraj Kabi

5.1.14 Does the college have a Student Grievance Redressal Cell? Give details of the nature of grievances reported and how they were redressed.

The college has a Grievance Redressal Cell as per the UGC (Grievance Redressal) Regulations, 2012 which addresses grievances related to academics, administrative, disciplinary, technical and personal matters. Most of the grievances are addressed at the institute/department level.

5.1.15 Does the college have a cell and mechanism to resolve issues of sexual harassment?

The college has an Anti- Sexual Harassment Cell, in compliance with the norms of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 and guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others (JT 1997 (7) SC 384). The members of this cell are nominated as per the Vishakha guidelines.

5.1.16 Is there an Anti-Ragging Committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?

As per the Supreme Court guidelines and UGC norms the college has established Anti-Ragging Committee to prohibit, prevent and eliminate ragging in Higher Educational Institutions. The copy of the anti-ragging affidavit is uploaded on the college website. Fortunately, no cases have been reported till now because of good institutional environment.

5.1.17 How does the college elicit the cooperation from all stakeholders to ensure overall development of the students considering the curricular and co - curricular activities, research, community orientation, etc.?

The college invites the alumni, expert faculty members, employers, professional and corporate experts on various platforms to ensure the overall development of the students.

Alumni, professionals, industry experts, academicians, social activists and parents are invited to participate in:

1. Curricular activities – as members of Board of Studies.
2. Co - Curricular Activities - as guest speakers, judges, panel members and for facilitating industrial visits and study tours.
3. Community Orientation programmes

5.1.18 What special schemes/mechanisms are in place to motivate students for participation in extra-curricular activities such as sports, cultural events, etc.?

The college encourages students to participate in various extra- curricular activities and sports. Director of Physical Education looks after sports activities. The sports facilities which are not available on campus are made

available on hiring basis from neighborhood and SPPU. There is a well-equipped gymnasium.

The students are encouraged to participate in various extracurricular activities through various college associations. The major associations for extra-curricular activities are:

Figure 5.5 Associations for Cultural and Extra-curricular Activities



The college promotes sports and cultural activity and gives due recognition to students' efforts in the form of additional marks for their achievements. Re-examination is conducted for students representing college in cultural and sports events. The students are awarded and given certificates for their participation in sports, extracurricular and cultural activities.

5.1.19 How does the college ensure participation of women in 'intra' and 'inter' institutional sports competitions and cultural activities? Provide details of sports and cultural activities in which such efforts were made?

- As the college believes in gender equality, special efforts are taken to encourage female students to participate in various competitions and cultural activities. Competition invitation brochures are displayed prominently on notice boards. Girl students are actively encouraged to participate in sports activities both in inter and intra-collegiate tournaments by providing special training facilities such as SPPU Basket

Ball Court, provision of travel fare and guidance/coaching. Best Player Award for girls has been instituted by the college.

- In case of cultural activities, female students are provided guidance and financial assistance for participating in activities like, Symagine, Play Reading Competition, inter-collegiate competitions, city level events etc. The details of participation of female students in various sports and cultural are given below:

Table 5.11 Participation of female students in sports

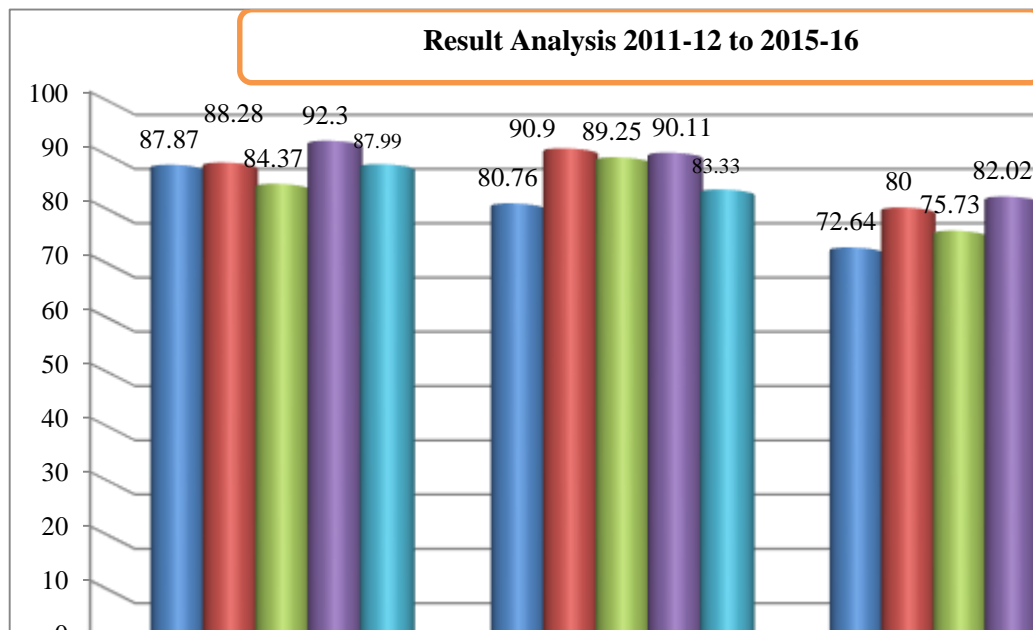
Year	Individual & Team
2012-13	23
2013-14	42
2014-15	17
2015-16	24

5.2 Students Progression

5.2.1 Provide details of programme-wise success rate of the college for the last four years. How does the college compare itself with the performance of other autonomous Colleges / universities (if available?)

Table 5.12 Programme wise success rate of college

B. Com				
Year	Total Appeared	Passed	Failed	Percentage
2011-12	775	681	94	87.87
2012-13	751	663	88	88.28
2013-14	819	691	128	84.37
2014-15	611	564	47	92.30
2015-16	691	608	83	87.99
B.A.				
2011-12	78	63	15	80.76
2012-13	101	87	14	90.90
2013-14	121	108	13	89.25
2014-15	91	82	9	90.11
2015-16	102	85	17	83.33
M. Com				
2011-12	106	48	58	72.64
2012-13	120	24	96	80.00
2013-14	105	26	79	75.73
2014-15	91	19	72	82.02
2015-16	98	82	16	83.67

Figure 5.6 Programme wise success rate of college


- Comparison with other colleges**

Since the college became Autonomous in the academic year 2012-13 the first batch graduated in the year 2014-15. Under SPPU there is only one other autonomous college i.e. St. Mira's College for Girls. The comparative data provided below relates to this college for the year 2014-15.

Table 5.13 Performance comparison of BA and B. Com

Programme	SCAC	St. Mira
B.A.	89.25	76.99
B. Com.	92.30	73.17

5.2.2 Provide the percentage of students progressing to higher education or employment (for the last four batches) highlight the observed trends.

Most students enroll for higher studies in various national and international universities after graduation.

Table 5.14 Students Progression

Students Progression	Student Data				
	2011-12	2012-13	2013-14	2014-15	2015-16
UG to PG	68.22%	64.67%	55.21%	67.09%	NA%
PG to M. Phil./ Ph. D.	Nil	Nil	01	05	02
Employment – Campus Selection (no. of students placed)	41	18	65	95	125

The observed trends:

- Most of the Under Graduate students pursue higher studies either in India or abroad.
- Most of the Post Graduate students seek employment rather than pursuing higher studies i.e. M. Phil, Ph. D.
- The Under Graduate students seeking employment through campus placement shows an increase.

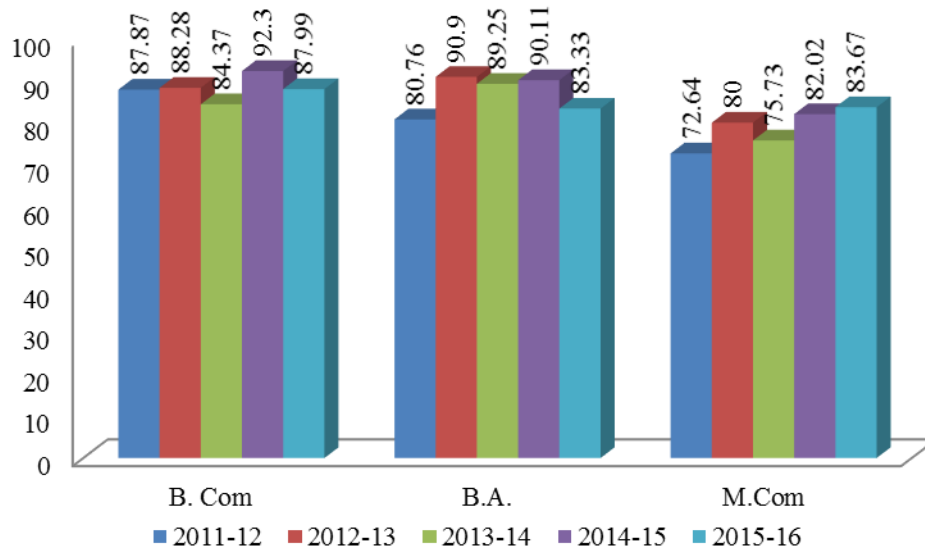
5.2.3 What is the Programme-wise completion rate/dropout rate within the time span as stipulated by the College/University?

The college has been witnessing very good results in the last four years. There is an increase in the passing percentage in undergraduate as well as post graduate.

- The B. Com result shows an increase from 87.87 percent in 2011-12 to 87.99 percent in 2015-16.
- The B. A result shows an increase from 80.76 percent in 2011-12 to 83.33 percent in 2015-16
- The M. Com result shows an increase from 72.64 percent in 2011-12 to 83.67 in 2015-16.
- The drop-out rate is negligible due to an encouraging and enriching academic environment.

Table 5.15 Programme-wise Completion Rate

Sr. No.	Academic Year	Course	Admission	Passed	Completion Rate (Passing Percentage)
1	2011-12	B. Com	775	681	87.87
		B.A.	78	63	80.76
		M. Com	106	58	72.64
2	2012-13	B. Com	751	663	88.28
		B.A.	101	87	90.90
		M. Com	120	96	80.00
3	2013-14	B. Com	819	691	84.37
		B.A.	121	108	89.25
		M. Com	105	79	75.73
4	2014-15	B. Com	611	564	92.30
		B.A.	91	82	90.11
		M. Com	91	72	82.02
5	2015-16	B. Com	691	608	87.99
		B.A.	102	85	83.33
		M. Com	98	82	83.67

Figure 5.7 Programme-wise completion rate (Passing Percentage)**Programewise Completion Rate from 2011-12 to 2015-16**

5.2.4 What is the number and percentage of students who appeared/qualified in examinations like UGC-CSIR-NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central / State services, Defense, Civil Services, etc.

Based on the sample survey of T.Y.B.Com., T.Y.B.A. and M.Com. students, percentage of students appearing for various qualifying examinations is shown in the graph below. The sample size considered for the survey was for TY B.Com. and B.A = 135 M.Com. = 12

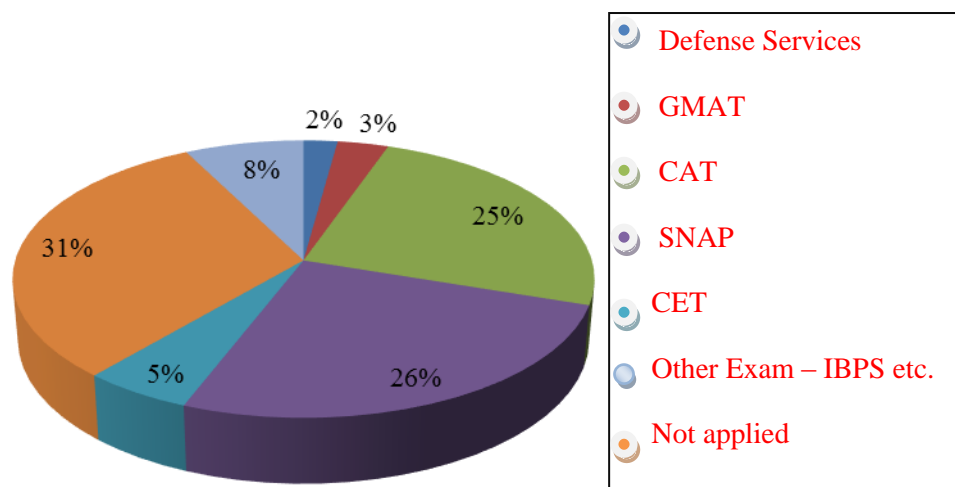
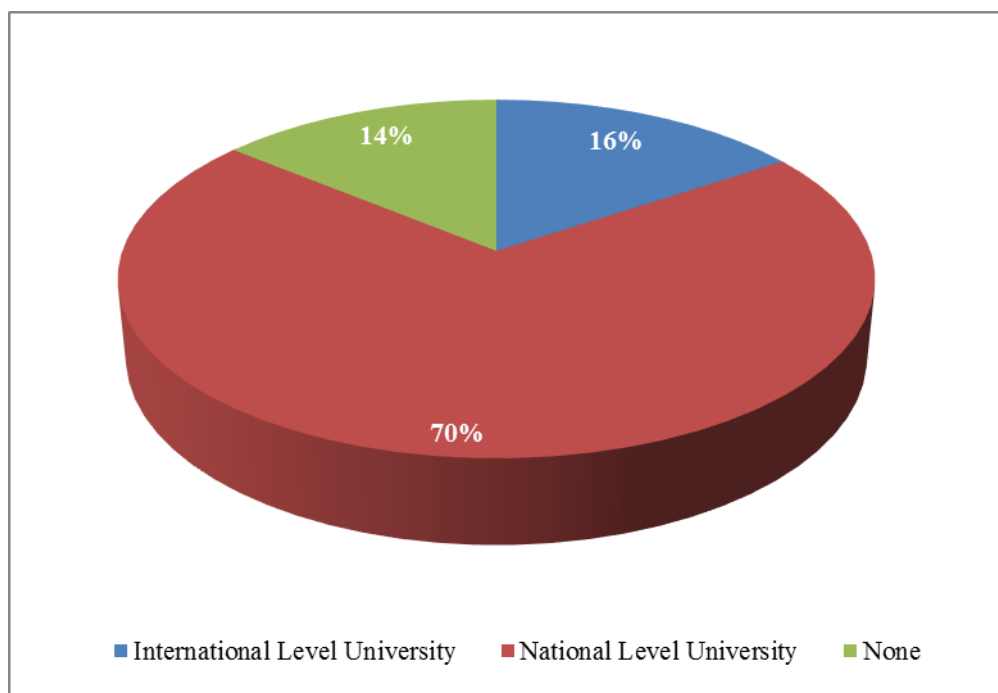
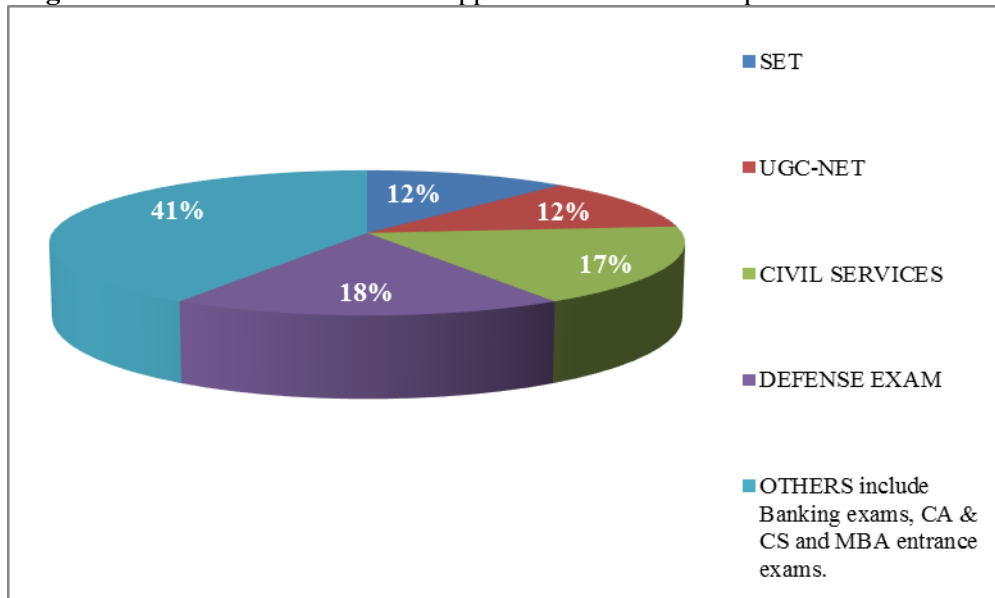
Figure 5.8 : Under Graduate Students appeared for various Entrance Exams**Figure 5.9** Students applied for National/International Universities

Figure 5.10 Post Graduate students appeared for various competitive examinations



5.3 Student Participation and Activities

5.3.1 List the range of sports and games, cultural and extracurricular activities available to students. Provide details of participation and program calendar.

The college takes pride in its innumerable and varied extra-curricular, cultural and sports activities. Students are consistently encouraged to organize and participate in these activities. There is a dedicated sports department at the college through which students are encouraged to participate in diverse range of sports at international, national and local level.

• Sports and Games

Students participate in a wide range of sports activities and competitions such as hockey, cricket, squash, badminton, chess, table tennis, best physique, football, volleyball, basketball, swimming, athletics, weight lifting, judo, kabaddi, rifle shooting, boxing, kho-kho, wrestling, fencing, softball, cycling, archery, mallakhamb, gymnastic.

Table 5.16 : Participation of Students in various Sports Competitions

Year 2011-12			
Participation at International level			
Sr. No.	Name of the player	Tournament / Sport	Country
1.	Sanmay Paranjape	Table Tennis	Germany and France
2.	Rakshay Thakkar	Tennis	US and Australia
3.	Annapurna Bothate	Rugby Asian	India

National/ Inter University / Zonal Level			
Sr. No	Name of the player	Tournament / Sport	Level
1.	Ajinkya Vaidhya	Mallakhamb	University
2.	Rohan Vorha	Squash	University
3.	Nidhi Dume	Archery	University
4.	Bhagyashree S	Shooting	University
5.	Rohit Rangulani	Tennis	University
6.	Ajay Dhonde	Tennis	University
7.	Bruhad Mankad	Tennis	National and University
8.	Richard Serraro	Table Tennis	Zonal
9.	Manish Nehra	Judo	Zonal
10.	Tipusultan Shaikh	Athletic (Shot-put)	Zonal
11.	Sushant Bothe	Football	Zonal

Year 2012-13			
International Players			
Sr. no.	Name of the player	Tournament / Sport	Country
1	Rakshay Thakkar	Lawn Tennis	Africa
2	Annapurna Bothate	Rugby	India
National/ Inter University / Zonal Players			
Sr. no.	Name of the player	Tournament / Sport	Level
1	Rohan Vohra	Squash	National
2	Aviraj Gupta	Squash Tennis	National
3	Prosonjit Paul Rohit	Tennis	National
4	Rangalani	Basket ball	National
5	Davinder Singh	Basket ball	University
6	Sagar Makawana	Physique	Zonal
7	Aniruddha Uttarkar	Best Physique	Zonal
8	Maitrayee Bapat	Shooting	Zonal
9	Vishwanath Udagani	Shooting	Zonal
10	Shailesh Garad	Shooting	Zonal
11	Bhagyashree S	Shooting	Zonal
12	Digvijay Singh	boxing	Zonal
13	Darshit Modi	boxing	Zonal
14	Sameer Paranjpe	Cricket	Zonal
15	Bruhad Mankad	Tennis	Zonal
16	Rajas Naik	Tennis	Zonal

Year 2013-14			
National/ Inter University / Zonal Level			
Sr. no.	Name of the player	Tournament / Sport	Level
1	Rohit Ranglani	Tennis	National
2	Bruhad Mankad	Tennis	National
3	Rohan Vora	Squash	Inter-University
4	Ahilya Chafekar	Cricket	Inter-University
5	Pooja Nair	Weight Lifting	Inter-University
6	Abha Mankar	Car Racing	National
7	Disha Ekal	Volley Ball	Zonal
8	Nandan Gajendragadkar	Badminton	State Level
9	Nahush Gulawani	Badminton	State Level
10	Aviraj Gupta	Squash	State Level

Year 2014-15			
International Players			
Sr. No.	Name Of The Player	Tournament / Sport	Country
1	Mr. K. Karthik	Chess	Czech Republic and Europe
Sr. No.	Name of the player	Tournament / Sport	Level
1	Mr. Shailesh Garad	Rifle Shooting	National
2	Mr. Mangesh Bet	Best Physique	Inter-University
3	Aviraj Gupta	Squash	Inter-University
4	Yash Agarwal	Tennis	Inter-University
5	Ahilya Chafekar	Cricket	Inter-University
6	Harshita Gupta	Rifle Shooting	National
7	Arinjay Kalkeria	Roll ball	National
8	Maitryee Bapat	Shooting	National
9	Himanshu Oswal	Cricket	Zonal
10	Anurag Malpani	Table Tennis	Zonal
11	Nandan Gajenragadhkar	Badminton	Zonal
12	Nahush Gulawani	Badminton	Zonal
13	Vaibhav Magar	Boxing	Zonal

• Cultural and Extra- Curricular Activities:

Various associations and clubs are formed specifically for facilitating extracurricular activities. Arts Circle of the college organizes cultural programmes such as annual fest- ‘Symagine’ and Teachers Day where students are provided a platform to exhibit their talent.

The extra-curricular activities are conducted by numerous associations and departments of the college.

Table 5.17 The activities of Departments and Associations

Sr. No.	Name the Department/Associations	Name of the fest
1	Arts Circle, NSS	Symagine – Annual Gathering comprising of Dance, singing.
2	Economics & Banking	Bankonomics
3	Accountancy and Costing	Costeo-Semana - Arhakriti
4	Marketing	Food Fest - <i>Papipait</i>
5	Business Practices	Social Entrepreneurship fest - <i>Spandan</i>
6	Psychology	Psyphoria
7	English	Alfaaz
8	Drama Circle (Marathi)	Symbiosis Karandak – Play Reading Competition
9	Trekking Club	Treks to forts such as, Tikona, Lohgad, Rajgad etc.
10	Drama Circle (English)	Play reading, monologues, workshop
11	Elocution and Debate Club	Waxing Eloquent Inter-Collegiate Competition

12	Film Club	Movie Screening and Appreciation
13	Symbiosis Centre for Human Excellence	Life Skill, Value Education and Personality Development
14	Symbiosis Social Initiative Programme	Working with NGOs, Volunteering for traffic management.
15	French Association	Indo-French Cultural Exchange Programme
16	Symbiosis Entrepreneurship Development Cell	Business Plan Competition and activities to inculcate entrepreneurial skills

Besides the college level activities students participate in large numbers in the inter college activities.

5.3.2 Provide details of the previous four years regarding the achievements of students in co-curricular, extracurricular activities and cultural activities at different levels: University / State / Zonal / National / International, etc.

Students of the college actively participate in large numbers in various co-curricular, extracurricular, cultural and sports activities at different levels. Highlights of student achievements in these events in the previous four years is as follows:

Achievements in Co-curricular Activities

Table 5.18 Achievements in Co-curricular Activities

Sr. No.	Student participants	Competition	Prize/award	Type of competition
1	Aishwarya Kalyanshetti and team	IMA case study competition	First prize, Cash award of 1500\$	National
2	Aishwarya Kalyanshetti	Paper presentation competition at Garware College Pune	First prize	National
3	Aakansha Singh and team	Entrepreneurship fest in MIBM Pune	Rolling trophy	Intercollegiate and Local
3	Utsav Shah	Pune Model United Nations	High Commendation award	Local
4	Utsav Shah	Pune Model United Nations	Honor of the order of special mention	Local

5	Utsav Shah	Rotary Indian International MUN 2016 (RIIMUN)	Best Journalist	International
6	Utsav Shah	COEP MUN	Special mention award	Local
7	Akash Das	Costing quiz at Modern college	Winner	Local
8	S.Ashwin and Raksha Jain	Tharseo IV at St.Vincent college	Consolation prize	Local
9	S.Ashwin and Simran Dhir	National level commerce symposium	3 rd best research paper	National
10	Rajat Jaiswal and Mugdha Ghaisas	National level symposium	Best research paper	National
11	Aishwarya Kalyanshetti	National level commerce symposium	3 rd Best research paper	National

Achievements in Extra-curricular activities

Table 5.19 Achievement in Extra-curricular Activities

Sr. No.	Student participants	Competition	Prize/award	Type of competition
1	Sahil Bhattad	Public speaking competition organized by the English Speaking Union, London	First runner up	International
2	Ashbira Singh & Sangram Singh	'Best Event Managers' held by NIEM, Pune in Jan. 2012.	Championship Trophy	Local
3	Pranay Rajani	Marriott elevator pitch competition	13 th all India level	National
3	Kashmira Behere & Monish Sharma	'Event Managers of the Year' at the event organized by NIEM 2013	Super event managers of the Year'	Intercollegiate
4	Pranav Jadhav and Parag Sonar	'Event Managers of the Year' at the event organized by NIEM 2014	'Super event managers of the Year'	Intercollegiate
5	Priyanka Solanki and Aishwaraya Kalyanshetti	Event Managers of the Year' at the event organized by NIEM 2015	Event manager award	Intercollegiate

Sr. No.	Student participants	Competition	Prize/award	Type of competition
6	Bhumika Poddar	State level debate competition by MIT	First Prize	State level
7	Bhumika Poddar and Simran Chhabra	Presentation Competition by Commerce Department, Pune University	First prize	State level
8	Vaibhav Mehta	Annual Entrepreneurship Event, Flame University	Second prize	Inter-University
10	Sahil Bhattad and Richi Varghese	Gokhale cup elocution competition (2012-13)	Best team trophy	Intercollegiate
11	Sahil Bhattad and Richi Varghese	E-Bitzz organized by St. Joseph Bangalore	Best speaker trophy	National level
12	Sharmilee Gosh and Hrushab Banginar	Late shree Shankarrao Wakalkar state level debate competition	Best team award	State level

Achievements in Cultural Activities

Table 5.20 Achievements in Cultural Activities

Sr. No.	Student participants	Competition	Prize/award	Type of competition
1	Kashmira Behere and Niharika Kolte	Indradhanush 2011, University of Pune	First prize in singing and Dance	Intra university
2	Kashmira Behere and Niharika Kolte, Shashak Beed	Indradhanush 2011, Udaipur, Rajasthan	First Prize in singing and dance	National level
3	Prateek Randhir	Tap your feet, Groove, Footloose dance competitions	First prize in solo dance	Intercollegiate level
4	Akshay Khatri	Band O best – Hindi band event-Malhar	First prize	Intercollegiate
5	Dhanesh Gujar and group	Step it up! Street dance event	First prize	Intercollegiate
6	Rucha Deshpande	Swaradhana Classical singing event	First prize	Intercollegiate

7	Rucha Deshpande and Rajeev Cherian	Take two singing competition- Malhar	Second prize	Intercollegiate
8	Samruddhi Hudke and team	Enthusia' 16 by MIT SOM Street play competition	First prize	Intercollegiate
9	Neha Kumari & Divya Sharma	Tharsei IV St.Vincent college	Special appreciation	Intercollegiate
10	Jay Jain	Chaupaal live(mono acting event)-Malhar	2 nd Prize	Intercollegiate
11	Abhishek Bhardwaj	All India Citadel Magazine cover competition (Modeling)	First prize	National

5.3.3 How often does the College collect feedback from students for improving the support services? How is the feedback used?

The college has formalized the mechanism of taking feedback from students for improving the support services once in a year. Student feedback is also taken occasionally through personal interactions of students with the Principal and faculty. The suggestions and recommendations are incorporated to give the students better campus experience.

5.3.4 Does the College have a mechanism to seek and use data and feedback from its graduates and employers, to improve the growth and development of the College?

The college does have a mechanism to get feedback from its graduates and employers for the development of the college. Some of the initiatives taken by the college to obtain feedback from graduates and employers are as follows:

- Alumni meets are organized once in a year.
- Alumni are nominated on the Board of Studies where their suggestions are incorporated while framing the syllabi.
- Alumni are invited as experts or guest faculty.
- Discussions and interaction of the Principal with the employers during placements.
- Suggestion and expert advice of employers and alumni are considered while organizing programmes of various associations like Symbiosis Center for Skill Development, Symbiosis Entrepreneurship Development Cell and Placement Cell etc.

Table 5.21 Exit Feedback from graduating students

Feedback (Figures in percentage)					
Sr. no	Item	Very Good	Good	Satisfactory	Needs Improvement
1	Academic rigor and content				
	a) Depth and coverage of special papers	48	43	9	
	b) Depth and coverage of general papers	35	56	9	
2	Applicability/relevance of the Autonomous Degree Programme	50	41	4	5
3	Value addition	43	48	9	
4	Relevance of Assignments	26	39	22	13
5	MCQ Evaluation system	26	52	13	9
6	Reading and reference material	21	33	29	17
7	Library Facilities	41	55	4	
8	Sports Facilities	5	36	23	36
9	Semester end Evaluation	26	57	13	4
10	Interaction with Faculty	57	39	4	
11	Interaction with administration	35	65		
12	Co-curricular activities	50	32	18	
13	Extra-curricular activities	70	17	13	
14	Overall rating	39	52	9	

Table 5.22 Exit Feedback from P.G students

Feedback (Figures in percentage)					
Sr. No.	Item	Very Good	Good	Satisfactory	Needs Improvement
1	Academic rigor and content				
	a) Depth and coverage of special papers	14	57	29	0
	b) Depth and coverage of general Papers	14	57	29	0
2	Applicability/relevance of the Autonomous degree Programme	14	38	48	0
3	Value addition	19	43	38	0
4	Relevance of Assignments	24	57	9	10

5	MCQ Evaluation system	24	67	0	9
6	Reading and reference material	14	38	38	10
7	Library Facilities	19	52	29	0
8	Sports facilities	0	29	57	14
9	Semester end evaluation	24	71	5	0
10	Interaction with faculty	48	28	24	0
11	Interaction with administration	38	48	14	0
12	Co-curricular activities	19	62	19	0
13	Extra-curricular activities	0	67	33	0
14	Overall rating for course	24	48	28	0

5.3.5 How does the College involve and encourage students to publish materials like catalogues, wall magazines, College magazine, and other material? List the major publications/ materials brought out by the students during the previous academic session.

Students are involved in the publications of the college. A student editorial committee is formed for the magazine where they do the work of writing and compiling articles, taking interviews, collecting advertisements, editing articles and interviews. Students also design the cover pages and page layout.

Major Publications

1. *Mosaic*, the college annual magazine comprising of department/ association activity reports, student articles and artwork. The editorial team comprises mainly of students.
2. *Research Prodigy*, a compilation of selected Research Projects from the Degree with Honours Programme,
3. *Bihishat –i–jaavidaan* (Everlasting Paradise)
4. *Khajuraho* - Mysticism in Erotica
5. *Sarir -e-Khamma*, a compilation of Urdu poetry by the students of Music and Poetry.
6. Student Research Publication in UGC sponsored National Seminar on 'Inclusive Growth in India' organized by Department of Economics and Banking

5.3.6 Does the College have a Student Council or any similar body? Give details on its constitution, major activities and funding.

The college has a Student Council constituted as per section (40) (b) (2), of the Maharashtra Universities Act, 1994. The composition of Student Council is as follows;

- a. Principal – Chairman
- b. One Lecturer, nominated by college Principal

- c. Teacher-in-charge of National Cadet Corps
- d. National Service Scheme Programme Officer
- e. One student from each class who has shown academic merit in examination held in preceding year, is engaged in fulltime studies and is nominated by college Principal
- f. Director of Sports and Physical Education
- g. One student from each of the following activities, who has shown outstanding performance, nominated by the Principal, namely-
 - i. Sports
 - ii. National Service Scheme and Adult Education
 - iii. National Cadet Corp
 - iv. Cultural Activities
 - v. SC/ST/OBC/NT/DT etc.
 - vi. One lecturer nominated by Principal from category may preferably be a Student's Welfare Officer

The Student Council members actively coordinate the co-curricular and extra-curricular activities of the college.

5.3.7 Give details of various academic and administrative bodies that have student representatives on them. Provide details of their activities.

There is student representation on following academic and administrative bodies of the college.

1. Student Council
2. Prevention of Sexual Harassment Committee
3. The Anti-Ragging Cell

Criterion VI: Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 State the vision and mission of the College

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 endeavor will besupported by relevant co- curricular and extra-curricular activities inculcating life-skills, values and social accountability enabling learners make meaningful contribution globally.

Objectives:

- To develop and implement relevant curricula to enrich the students
- To inculcate critical thinking through academics and co-curricular activities
- To develop multi-faceted personality of students through extracurricular activities
- To support the teaching learning process with latest technology
- To foster a dynamic research environment for faculty and students
- To encourage and provide ample opportunities for interdisciplinary studies
- To develop individuals who are ethical and socially sensitive and contribute meaningfully to society at the national and international level.

6.1.2 Does the mission statement define the College's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, College's traditions and value orientations, vision for the future, etc.?

The college envisages its role as an institution of higher education, which creates socially aware, technologically empowered and globally competent citizens, who will contribute meaningfully to the society. The mission statement addresses itself to immediate and long term requirements of society in terms of knowledge creation and skilled human resource. To this end, the college believes in continuous innovation and change.

It endeavours to create an employable workforce through its various academic programmes, supported by numerous co-curricular and extracurricular activities. The Symbiosis Centre for Skill Development, Symbiosis Entrepreneurship Development Cell and the Placement Cell play an important role in this endeavour. Students are groomed and taught to take up multiple

responsibilities which lead to individual as well as the institutional growth while adhering to the values of integrity and holistic development.

The following initiatives have been undertaken to achieve the aforementioned objectives:

- ***Symbiosis Centre for Liberal Arts*** offers certificate and diploma courses with interdisciplinary approach with a view of inculcating critical thinking among students.
- ***Symbiosis Centre for Human Excellence*** seeks to inculcate ethical values, leadership qualities and motivation for excellence through its various programmes and initiatives.
- ***Symbiosis Centre for Skill Development*** aims at skilling and empowering youth with right knowledge, aptitude and applied skills. This multi-skill development centre aims to bridge the gap between industry and academia.
- ***Environmental Awareness Activities*** are geared to sensitize students to the issues of sustainable development and conservation.
- ***Symbiosis Social Involvement Program*** inculcates a spirit of service to society and community with an emphasis on issues like human rights, literacy, hunger management etc.

6.1.3 How is the leadership involved in

- ensuring the organization's management system development, implementation and continuous improvement
- interaction with stakeholders
- reinforcing culture of excellence,
- Identifying needs and championing organizational development?

The leadership consists of the authorities of the Symbiosis Society and the college viz. the President and Principal Director of the Symbiosis Society, the Governing Body, the Principal, Vice-Principal, heads of departments and the Registrar of the college.

The President chairs the meeting of the Governing Body while the Principal chairs all other statutory committees like Academic Council, Finance Committee and Examination Committee. The implementation of administrative decisions is carried out by the Registrar and Examination related decisions by the Controller of Examinations. Decisions are taken through participatory discussions and active involvement of all the stakeholders including students, faculty and staff. Quality and excellence is ensured in every process, be it administrative, academic or extracurricular. The leadership is involved in the development and continuous improvement of the processes of the college through its departments.

The needs of stakeholders are addressed through regular feedback and interactions. The Board of Studies of the respective subjects ensures rigour in curriculum design and academic programmes. The IQAC monitors and maintains quality of curricular and co-curricular activities of the college. The Principal conducts regular meetings of the Internal Academic Committee

constituted by all the heads of the departments. Similarly, the heads of the departments conduct regular meetings with the faculty.

The college strives for excellence through various programmes under the leadership of Principal and Vice-Principal. The leadership of the college relentlessly pursues the goals of continuous improvement and innovation in areas like syllabus framing, introduction of new courses, better methods of evaluation and so on.

The leadership at all the levels is closely involved in identifying the areas in which the organization requires to change and transform. Taking into account the feedback received from various stakeholders and SWOC analysis carried by each department and IQAC, the leadership envisages the required reforms and innovations in order to achieve excellence. The leadership strives to strengthen pivotal areas of organizational development, viz. academics, infrastructure, administration and technology.

The administrative staff is a supportive link in the smooth functioning of the college. The staff is given the necessary inputs in the form of training modules to enhance their efficiency.

6.1.4 Were any of the senior leadership positions of the College vacant for more than a year? If so, indicate the reasons.

The position of senior leadership has not remained vacant for more than one year. The present Principal, Vice Principal have been in positions since 2007.

6.1.5 Does the College ensure that all positions in its various statutory bodies are filled and meetings conducted at the stipulated intervals?

The college does ensure that all the positions in its various statutory bodies are filled from time to time. The committees are formed as per the guidelines of UGC and meetings are conducted at stipulated intervals and whenever the need arises. The minutes of the meeting conducted are also maintained.

Table 6.1: Schedule of the Governing Body and Academic Council meetings from 2015 to 2016

Sr. No.	Academic Council	Governing Body
1.	3 rd May, 2016	4 th May, 2016
2.	19 th March 2015	23 rd April 2015
3.	4 th September 2015	30 th September 2015
4.	12 th April 2014	15 th July 2014
5.	11 th January 2014	3 rd February 2014
6.	9 th October 2013	20 th November 2013
7.	22 nd April 2013	26 th April 2013
8.	26 th February 2013	11 th December 2012

6.1.6 Does the College promote a culture of participative management? If yes, indicate the levels of participative management.

Since its inception the management and college authorities have established a culture where faculty and administrative staff are given ample opportunities to

give ideas for better functioning of the system through formal meetings and also through informal discussions. An open door policy is followed enabling faculty and any staff member to approach the Principal.

The college works through various committees at different levels providing every individual an opportunity to participate. Under academic autonomy the college has formed various statutory committees viz.

- Governing Body
- Academic Council
- Board of Studies
- Finance Committee
- Examination Committee

The college also has a Local Managing Committee (LMC). The faculty representation on these bodies ensures their involvement in decision making. There are representatives from administrative staff on Local Managing Committee.

Apart from these committees, routine decisions are taken by the Internal Academic Committee, consisting of all the heads of the departments and faculty representatives.

The college has the students' representation on the following committees:

- Student Council
- Anti-Ragging Committee
- Prevention of Sexual Harassment Committee
- Grievance Redressal Cell

An alumnus is also nominated on the respective Board of Studies.

At the time of major events like seminars and conferences various committees are formed such as stage committee, reception committee, registration committee etc. Faculty and students are allocated responsibilities for successful execution of the programme. They also work together for smaller in-house programmes to groom students for meeting future challenges in their work place.

6.1.7 Give details of academic and administrative leadership provided by the University to the college?

SPPU, the parent university provides academic and administrative leadership through the following:

- Representation on Expert committee for conferment of Autonomy.
- Nomination of SPPU representatives on Governing Body, (one) Academic Council (Three), Board of Studies (one per Board) and Examination Committee (one).
- Guiding the college and forwarding the various development proposals like Colleges with Potential for Excellence (CPE), RUSA and KAUSHAL etc. to UGC.
- Facilitating smooth functioning and successful implementation of Autonomy.

6.1.8 How does the College groom the leadership at various levels?

The Principal encourages faculty to participate in the decision making process. There is a representation of faculty on Governing Body, Academic Council and Local Management Committee. The suggestions are given due consideration.

The departments are given freedom to design the curriculum, to plan departmental activities as per their requirement. The faculty at individual level is also given the autonomy to plan and execute curricular and co-curricular activities.

Symbiosis provides an opportunity to the senior faculty, to occupy positions as Heads of the institution within the Symbiosis family. Dr. Vivek Sane, Dr. Jyoti Chandiramani and Mrs. Anita Patankar were allowed to keep lien on their posts in the college so that they could avail the opportunity to lead the institutions.

The delegation of responsibility at the administrative level enables the staff at their respective positions to take timely decision in the best interest of the college. The administrative staff members are also nominated on the Local Management Committee by rotation.

The objective of the college is to develop multi-faceted personality of students. Students are encouraged to initiate and organize co-curricular and extra-curricular activities.

Students are also involved in decision making process through different committees like Student Council, Associations and Clubs. Students have representation on Anti-Ragging Committee and Prevention of Sexual Harassment Committee.

All these processes enable faculty, administrative staff and students to be a part of the decision making process and an opportunity to groom leadership qualities.

6.1.9 Has the College evolved any strategy for knowledge management? If yes, give details.

The vision of the college is to develop global competencies through knowledge creation and dissemination. Towards this the college aims to create dynamic research environment for both faculty and students. The college motivates students to undertake research as part of their curriculum. The college has applied for a research centre in Commerce.

To facilitate knowledge management, the college has created an internal repository, "Knowledge Management Network" known as 'Teaching Pub-Lan'. Through this network a collaborative platform is created for faculty to create, store and share data. This network is a repository of study material, presentations, films and books on almost all the subjects taught by faculty. The college has subscribed to digital databases like CMIE, EBSCO, JSTOR, ICFAI, journals and magazines to which faculty and students have access through a unique ID and password.



6.1.10 How are the following values reflected in various functions of the College?

- Contributing to national development
- Fostering global competencies among students
- Inculcating a value system among students
- Promoting use of technology
- Quest for excellence

Contributing to national development

The college imparts education which has appropriate blend of theory and practice. The college has strong and dedicated faculty to fulfill institutional social and national responsibility. The college students too are proactive in areas like social and environmental issues. To develop a sense of social, civic and national responsibility and gain skills in mobilising community participation, students are motivated to be a part of NSS, SSIP and Environmental Awareness Cell of the college. The college undertakes activities like river cleaning, tree plantation on hill etc. with city based NGO's like Pune Green Movement, Green-Hills Group, Samuchit Group (Aarti), Indian Maritime Foundation etc. The NSS organizes annual camp for students where the students actually work to find practical solution to individual and community problems. Activities organized by the Symbiosis Social Initiative Program aims at sensitizing the youth towards social issues such as gender equality, inclusive education and nation building through unique activities such as street play competition, interaction with war veterans and visits to help age homes in the city. Some of our students have been selected for the National level camps and some have joined Armed Forces to serve the nation. The college believes that these activities enable our students to contribute to nation building.

The college has an active placement cell which invites eminent companies like Deloitte, KPMG, Ernst and Young, Google etc. for campus placement. Every year they visit our campus and offer excellent job opportunities to our students.

The college offers many opportunities to students to increase their employability through skill development, training programmes and campus placement.

The college also contributes to nation building through knowledge creation. Faculty are involved in continuous research in their field and have published and presented papers at national and international seminars. In the last five years, 72 papers have been submitted in national and 87 papers in international seminars by faculty.

Fostering global competencies among students

The college has international and diversified student population and cosmopolitan faculty. The college curriculum is designed keeping in view global requirements and standards. The co-curricular and extra-curricular

activities groom students to meet the challenges of a globally competitive scenario. Moreover, international collaborative activities such as exchange programmes and summer schools groom students for the global stage. The college offers international exposure to students through collaborative activities with various international universities / institutes in USA, UK, France, Israel and Germany. The college aims to prepare the students not only for the domestic environment but give them enough exposure to face any global challenge.

Inculcating a value system among students

One of the objectives of the college is to develop individuals who have strength of character and are passionate about making a contribution to the society and to the nation. The college ensures that the students get strong foundation of values and ethics. The ethical practices followed by college sets an example for the students to imbibe. The process of inculcating values is continuous and ongoing and takes place in classrooms as well as through, co-curricular and extra-curricular activities. Symbiosis Centre for Human Excellence organises weekly lectures for students on various issues such as meditation, positive thinking and personality development. This helps to create strong foundation of values and ethics among students.

Quest for excellence

The college has been recognized and perceived by students and other external stakeholders as a place of quality education. This shows the commitment of the college towards excellence. College receives more than three thousand applications from all over the country for admission in the first year without any advertisement. The quest for excellence was the driving force that enabled the college to apply for autonomy, which was awarded in the academic year 2012-13. New courses and syllabi were framed with the view to include emerging trends and areas of interest, industry requirements and international exposure. Degree with Honours Programme was started in order to meet the aspirations of the students in the changing globalized context. The college has been awarded 'Colleges with Potential for Excellence' (CPE) under the UGC XIIth plan in Academic year 2016-17. The College has applied for RUSA and KAUSHAL. The college has also applied to SPPU for a Research Centre in Commerce.

Promoting use of technology

The college promotes extensive use of technology in its endeavor to achieve the objective to support the teaching learning process with latest technological aids. An e-module has been added to some of the courses. The college campus is Wi-Fi enabled. Every class has a computer with internet facility. The college has identified certain modules available on e-PG Pathshala relevant to the courses of studies. The college proposes to incorporate assignments based on e-learning modules being developed indigenously and based on e-PG Pathshala. Students have access to e-library and database through unique identity number and password. Students make use of these facilities to make

class presentations and pursue research based activities. The college conducts an online examination as a part of continuous assessment system.

6.1.11 Give details of the UGC autonomous review committee's recommendations and its compliance.

The UGC Autonomous Review Committee visit is expected in academic year 2017-18.

6.2 Strategy Development and Deployment

6.2.1 Does the College have a Perspective Plan for development? If so, give the aspects considered in development of policy and strategy.

The college has a perspective plan for the next five years which envisages the innovation, strengthening and enhancement of systems and processes in the areas of:

Teaching and Learning

- The college proposes to start a Masters Programme in Psychology
- The college also proposes to start BBA in Entertainment Business Management
- The college proposes to introduce diploma programmes in I.T and in Entertainment Business Management under the KAUSHAL programme of UGC.
- More courses would be offered under Symbiosis Centre for Skill Development, Symbiosis Centre for Liberal Arts and Degree with Honours Programme. Each student would be required to undertake at least one programme of Skill Development during the graduation.
- The college also plans to introduce Choice Based Credit System for all its programmes.

Research and Development

- Increasingly, the importance of research and research capability is being emphasized in higher education. With the view to expanding and deepening the research activity by the faculty and students the college proposes to establish the following study centers:
 - Centre for the Study of Society (CSS)
 - Special Interest Study Centres (SISC)
- With the view to provide publishing space to scholars and faculty from in and outside the college, two research journals, one for Humanities and Culture and the second for Management and Business Studies have been proposed. Additionally, an independent Research Cell will facilitate research technologies in all these spheres.

Technology

- The college plans to establish a 'Management Information System' (MIS) that will enable the maintaining of data regarding all the teaching, non-teaching, curricular, co-curricular activities, events and personnel.
- Automation and up-gradation of the systems in the office is on agenda for the next five years.

Community Engagement

- The Environmental Awareness Cell, NSS and the SSIP have been conducting activities oriented towards sensitizing students to social issues. The college proposes to strengthen these activities and programmes.
- The college plans to have tie ups with NGO's and other social organisations to strengthen its activities such as literacy campaign for the underprivileged, animal rescue mission and reading sessions for the elderly.

Human Resource Planning

- The College plans to assess the number of faculty and staff that would be required to support the expansion plans. The appointments would be made through regular process as per the rules and regulations.
- Orientation and induction programmes would be organised for newly appointed administrative staff. They would also be encouraged to attend orientation and induction programmes organised by SPPU and Symbiosis Society.
- The college also plans to facilitate capacity building by organising need based FDP's, upgradation of IT skills, motivational and gender sensitization programmes for the faculty and staff.

Industry Interaction

- The college plans to strengthen industry-academia interface to bridge the gap between theory and practice. In this direction the college plans to enhance its efforts in the areas of internships, interactive sessions with industry experts, guest lectures of eminent industrialists and industrial visits.
- Need based courses incorporating industry requirements would be designed as per the guidance given by various industry experts on different committees.

Internationalisation

The college has a very active International Initiative Centre. The college looks forward to expanding its activities through collaborations with foreign universities, cultural visits and exchange programmes for faculty and students and internships abroad for students.

6.2.2 Enunciate the internal organizational structure of the College for decision making processes and their effectiveness.

The college has a well-defined organizational structure which ensures an effective decision making process. With autonomy the college has established various statutory committees and support systems which include Governing Body, Academic Council and Board of Studies, Examination Committee and the Finance Committee. The structure of the decision making bodies is as follows:

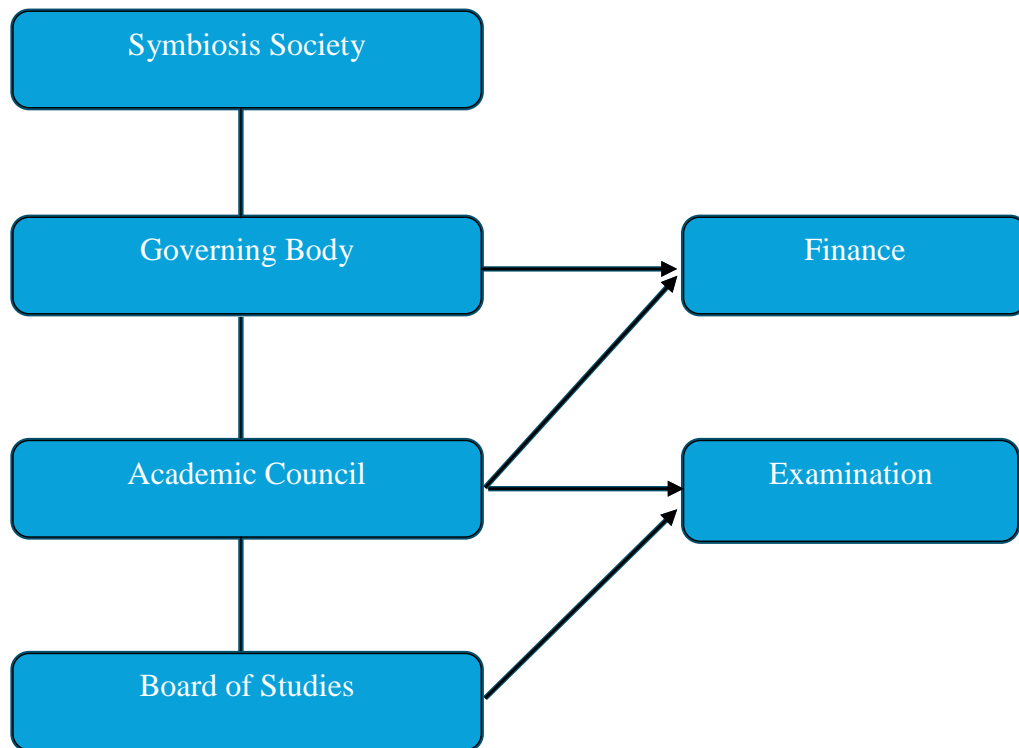
Figure 6.1: Organizational Structure - Policy decision making

Figure 6.2: Organizational Structure - Execution and implementation

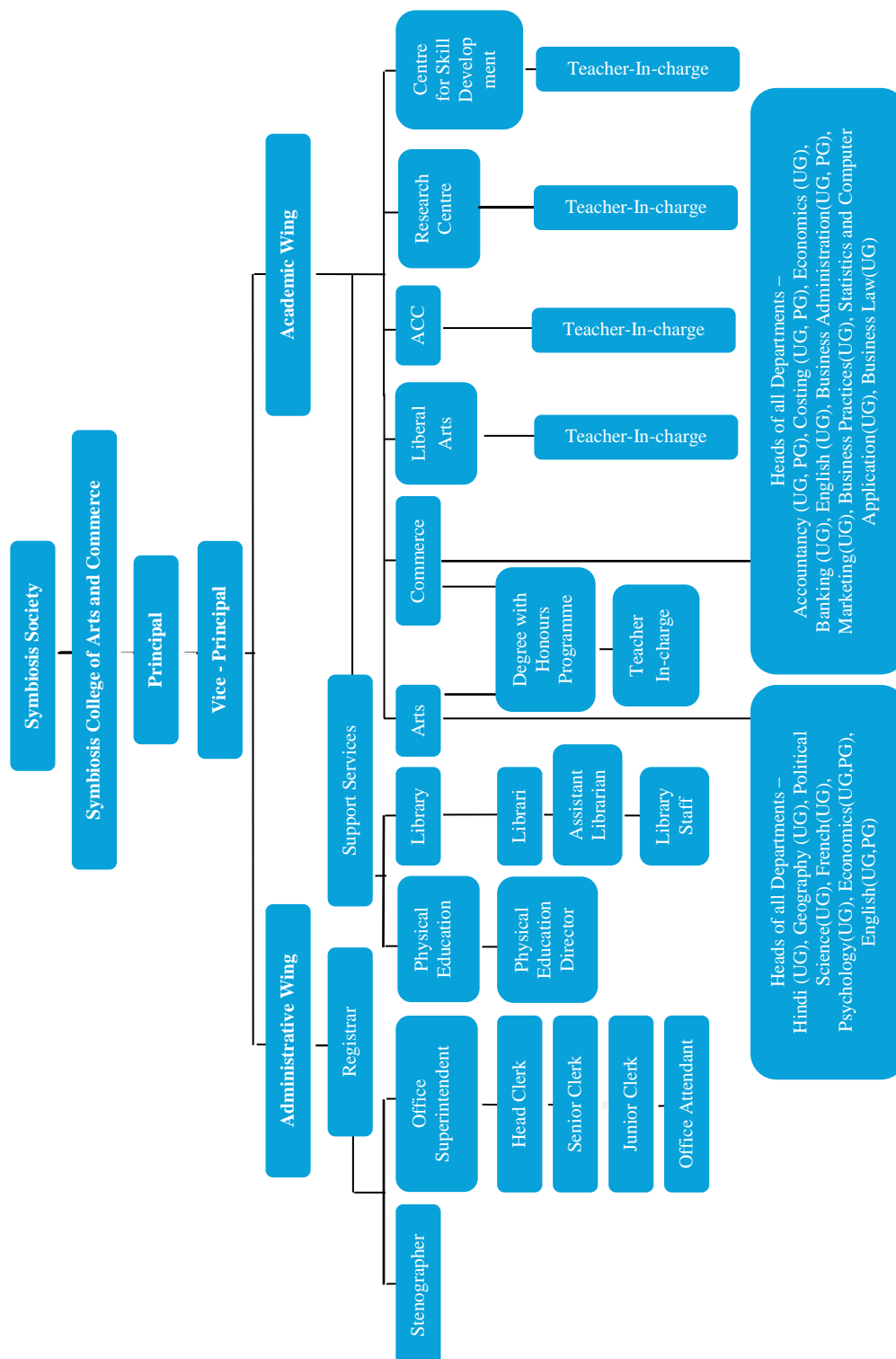


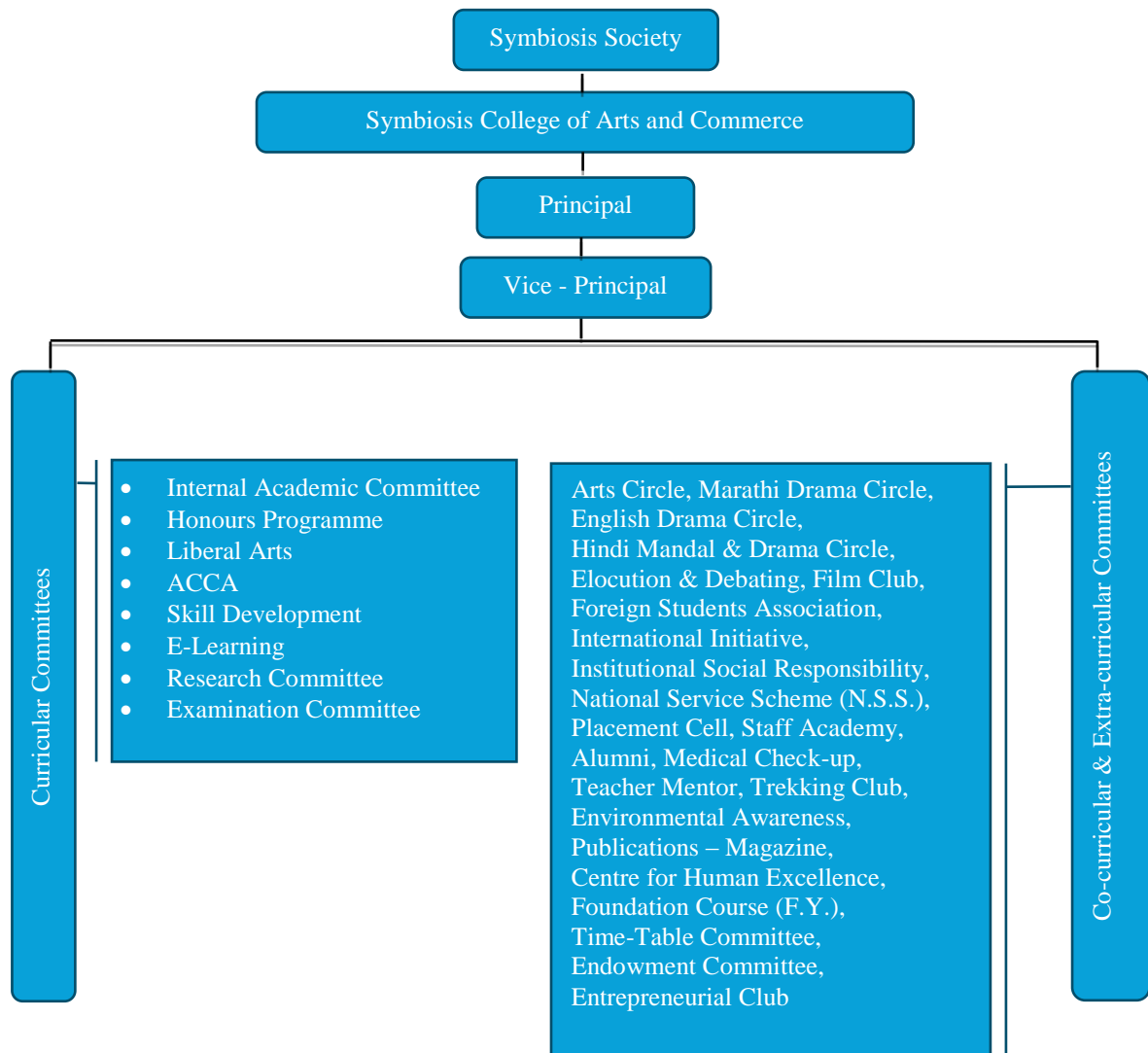
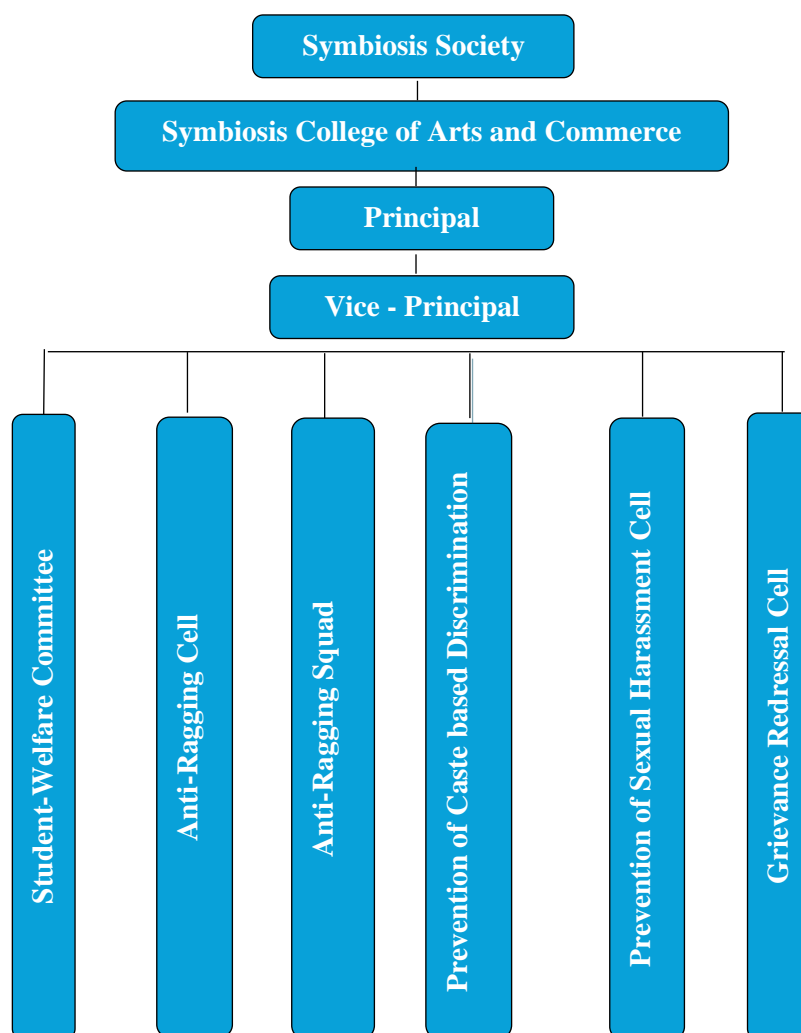
Figure 6.3: Organizational Structure – Curricular, Co-curricular and Extra-curricular Committees/Associations

Figure 6.4:Organizational structure - Student Support Systems

6.2.3 Specify how many planned proposals were initiated/ implemented, during the last four years. Give details.

The details of the planned proposals initiated and implemented in the last four years are as follows:

- Academic Autonomy was implemented in 2012-13
- Computer based mid-semester examination was introduced in the academic year 2012-13
- ACCA Professional Certification Programme was started from academic year 2013-14
- Symbiosis Entrepreneurship Development Cell was established in the academic year 2013-14

- Degree with Honours Programme was offered to B.A., B.Com. students from academic year 2014-15
- Symbiosis Centre for Skill Development was launched in the academic year 2015-16
- The process of Academic Audit was initiated in the academic year 2015-16
- Symbiosis Social Involvement Program (SSIP) was launched in the academic year 2015-16
- M.A. Economics and M.A. English have been introduced from academic year 2016-17.
- The college has been conferred the status of College with Potential for Excellence (CPE) by the UGC in the academic year 2016-17
- The college has applied for a Research Centre in Commerce under SPPU

The college has received General Development Grants, Autonomy Grant and IQAC grants, the details of which are given below:

Table 6.2: Summary of UGC Grants

Year	Particulars	Funding Agency	Amount
2011-12	General Development Grant of UGC XI Plan	UGC	2,80,000
2012-13	Autonomy Grant	UGC	12,00,000
	General Development Grant of UGC XII Plan	UGC	2,25,000
2013-14	Full & Final Settlement Grant of UGC XI Plan	UGC	59,035
	Autonomy Grant	UGC	15,00,000
	IQAC Grant	UGC	3,00,000
2014-15	General Development Grant of UGC XII Plan	UGC	6,40,000

6.2.4 Does the College have a formally stated quality policy? How is it designed, driven, deployed and reviewed?

The college has a quality policy to pursue excellence in all aspects of higher education. The quality policy is driven by its vision and mission statement which refers to achieving the following objectives:

- To develop and implement relevant curricula which enriches the students with updated knowledge
- To enhance critical thinking through academics and co-curricular activities
- To develop multi-faceted personality of students through extracurricular activities
- To support the teaching-learning process with latest technological aids
- To foster a dynamic research environment for both faculty and students
- To encourage and provide ample opportunities for interdisciplinary learning options

- To develop individuals who have strength of character and are passionate about making a contribution to the society and being the change that they want to see

Execution of Quality Policy: The college implements its quality policy through the Internal Quality Assurance Cell (IQAC). IQAC is established as per the guidelines of UGC. Academic Audit Committee and Feedback Committee have been formed under IQAC to strengthen the implementation of the quality policy. The purpose of IQAC is to evaluate the performance of the departments, centres and faculty through the Academic Audit and appreciate their achievements and give suggestions.

The suggestions given by stakeholders, faculty and staff are also included by IQAC through the feedback mechanism.

6.2.5 How does the College ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder-relationship?

The college has a mechanism to address and resolve grievances via the following:

- Student Grievance Redressal Cell
- Anti-Ragging Cell
- Prevention of Sexual Harassment Committee
- Prevention of Caste based Discrimination Committee
- Grievance Cell for the employees set up by the Symbiosis Society

All these committees are formed as per the UGC and University regulation.

There is a policy for addressing the issues raised by stakeholders in a positive manner. No cases were reported with any of the above committees.

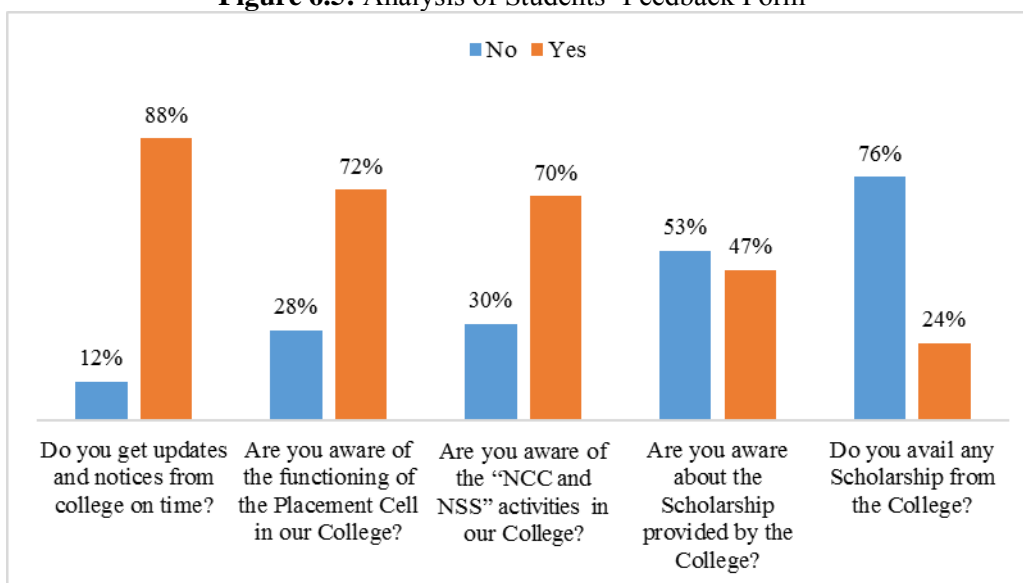
6.2.6 Does the College have a mechanism for analyzing student feedback on institutional performance? If yes, what was the institutional response?

The college has a formal Feedback Committee as part of IQAC. The committee has set up a mechanism for collecting and analyzing feedback from students regarding teaching, infrastructure, office interaction, library and other facilities of the college through a structured questionnaire.

The suggestions given are incorporated in making the perspective plan of the college and also the plans of individual departments and centres.

The college also has a practice of taking feedback from the students after every major programme.

Appropriate corrective measures are taken in case of any concerns. Thus the feedback mechanisms play a supportive role in perusing the quality policy of the college.

Figure 6.5: Analysis of Students' Feedback Form

A follow-up meeting with the Principal, Vice-Principal, faculty and staff was held to make necessary improvements.

6.2.7 In what way the affiliating University helped the College to identify the developmental needs of the College?

SPPU has been helping the college in identifying its strengths and potential from time to time.

Under the Quality Improvement Programme of the SPPU there is a provision for providing financial assistance for organizing seminars and workshops.

There is also a provision for purchase of instruments like printers, photocopy machines etc. enabling the college to meet its infrastructural needs.

In the academic year 2014-15, the college has purchased a printer worth Rs. 1,00,000/- under the Quality Improvement Programme of SPPU.

6.2.8 Does the affiliating university have a functional College Development Council (CDC) or Board of College and University Development (BCUD)? If yes, in what way College is benefitted.

SPPU has a functional BCUD. The faculty applies to BCUD for Career Advancement Scheme (CAS) for promotions. The University representatives on various committees such as Governing Body, Academic Council, Board of Studies and Examination Committee are nominated by the BCUD. SPPU guides the college on new schemes and proposals and helps in creating a conducive environment for professional development of faculty. BCUD has the provision for providing financial assistance for minor research projects, seminars and workshops. Dr. Alpana Vaidya has received financial assistance

for minor research project and Dr. Sharayu Bhakare has received travel grant for attending international conference.

6.2.9 How does the College get feedback from non-teaching, teaching, parents and alumni on its functioning and how it is utilized?

The college has a mechanism set up by the Feedback Committee for collecting feedback from faculty, administrative staff, parents and alumni on various aspects of the functioning of the college like teaching, infrastructure, office interaction, library and other facilities of the college. The feedback from the faculty and administrative staff is obtained through a formal feedback form, while that from parents and alumni is obtained in a descriptive format. The feedback and suggestions are analyzed and used while taking decisions. Through this process, stakeholders can contribute in strengthening the quality policy and also in making the perspective plan.

6.2.10 Does the College encourage autonomy to its academic departments and how does it ensure accountability?

The college has always encouraged departmental autonomy. Each department designs courses and frames syllabus which is then approved by the respective Board of Studies. All departmental heads are members of the Internal Academic Committee as well as of the Academic Council. The departments also have the autonomy to plan and execute curricular as well as co-curricular activities under the broad guidelines given in the mission of the college. At the end of every academic year the Principal and the Vice-Principal take a review to ensure accountability. From the academic year 2015-16 the college has initiated the process of Academic Audit to ensure accountability.

6.2.11 Does the College conduct performance auditing of its various departments?

Every department has academic autonomy and representation on Internal Academic Committee and Academic Council. In the Academic Committee meetings, the departmental heads provide an overview to the Principal and Vice Principal regarding:

- Courses and the syllabus approved by Board of Studies
- Curricular and co-curricular activities planned and executed
- Future plans

The planned activities and courses are reviewed and suggestions, if any, are incorporated. From academic year 2015-16 college has initiated formal process of Academic Audit. IQAC through Academic Audit Committee and Feedback Committee ensures accountability at departmental level.

6.3 Faculty Empowerment Strategies

6.3.1 What efforts are made by the College to enhance the professional development of teaching and non- teaching staff?

Faculty and administrative staff are encouraged to participate in various professional developmental programmes organized by SPPU, Symbiosis Society and by other institutes.

Table 6.3: Beneficiaries of professional developmental programmes

Academic Staff Development Programmes	Number of Faculty
Refresher courses	6
Orientation programmes	2
Staff training conducted by Symbiosis Society	3
Staff training conducted by University/ other Colleges	5
FDP	5
Research Methodology workshop	18

- Duty leave is sanctioned for attending seminars, conferences, workshops at University, National and International levels, Orientation courses, Refresher courses, Faculty Development Programme, and for pursuing Ph.D. under FIP.
- Registration fees for participating in conferences/seminars/workshops are reimbursed by the college.
- Travelling expenses for educational visits, conferences, seminars organised at national and international levels are reimbursed by college.

Table 6.4: Registration fees and travelling expenses reimbursements by the college

Year	No. of Faculty	Seminar and Conferences - Fee & Travel Expenses
2011-12	1	28,001
2012-13	2	5,164
2013-14	2	49,536
2014-15	5	1,11,725
2015-16	8	78,025

- The Staff Academy organizes developmental programs for faculty

Table 6.5: Developmental programmes organized by the Staff Academy for faculty

Programme	Resource Person	Year
1. Workshop on Research Methodology and Data Analysis	Ketki Kher	2011-12
2. Demonstration on e-Learning and Using Technology as Pedagogy	Mobiliya Technologies	2013-2014
3. Workshop on Self Transformation	Swami Bodhmayanand	2014-2015
4. Workshop on Use of Technology for Research	Dr. Shirish Limaye	2016-2017

- Programmes are also organized for administrative staff on motivation and leadership qualities.

Table 6.6: Programmes organized for administrative staff

Programme	Resource Person / Organiser	Year
1. Workshop on Leadership and Team Building	Dr. S.G. Bapat	2014-2015
2. Workshop on Quality at Work	Symbiosis Society	2015-2016

6.3.2 What is the outcome of the review of the Performance Appraisal Reports? List the major decisions.

At the end of every academic year faculty is required to submit Appraisal Report in a prescribed form to the Head of the Department (HOD). The Appraisal Report is reviewed by the HOD and forwarded to IQAC. The IQAC headed by the Principal reviews the appraisal reports. Some of the major suggestions made by the Principal are:

- To undertake Major and Minor Research projects
- To author reference books
- To write and publish research papers in approved journals
- To pursue Ph.D.

Due to positive impact of these suggestions faculty has shown remarkable progress in the above areas.

The administrative staff appointed under grant-in aid submit Confidential Report (CR) every year. The Registrar is the assessing officer and Principal is the reviewing officer. Promotion and increments are given as per the rules of the Government of Maharashtra.

The Performance Appraisal procedure for administrative staff appointed by the Symbiosis Society is done through the PAR (performance appraisal report) submitted by the staff at the end of academic year. The form is reviewed by the Registrar who is the assessing officer. Finally, the form is forwarded to the Principal for final review and recommendation. Based on their performance, Society staff gets financial incentive.

6.3.3 What are the welfare schemes available for teaching and non-teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?

The college has a number of welfare measures for the faculty and staff which are highlighted below:

- Health care and medical insurance facility offered by the Symbiosis Centre for Health Care as well as the Government of Maharashtra
- Symbiosis Centre for Health Care organizes annual medical check-up and conducts workshops like 'Well Men's Clinic' and 'Well Women's Clinic'. Workshop on Breast Cancer was organized for women staff in February 2016
- Symbiosis Society has provided gymnasium and yoga facility to the staff members in the college free of cost at Recreation and Wellness Centre

- Appreciation of work through certificates and public felicitation.
- Symbiosis management provides fee concession of 25% to wards of Symbiosis employees seeking admission in the college and in Symbiosis School.
- Under the initiative of Mrs. Sanjivani Mujumdar, Honorary Director, Dr. Babasaheb Ambedkar Museum and Memorial, and with the monetary support of Symbiosis Society, the class four office staff was encouraged to enhance their educational qualification. For instance, Mr. Sanjay Raut who had completed H.S.C. when he joined as a peon, later completed B.Com. through the support of Symbiosis Society. Mr. Ramesh Vairagar, another class four employee was able to complete his graduation. The fee was borne by the Society and leave was granted by the college for the same.
- Right from the inception of the college, Symbiosis Society ensures that the full salaries in UGC scale are paid on the first day of every month, irrespective of receipt of the salary grant in time.
- Maternity leave is also provided as per the rules of the Government
- Support is provided to staff, applying for loans for housing and for other personal reasons.

Table 6.7: Percentage /Number of staff who have availed the benefit of different welfare schemes in the last four years

Facility	Percentage / Number of Staff who availed the Benefit
Medical Insurance	100%
Health Care Facilities	100%
Enhancement of Qualification	41.38%
Fee Concession	30 employees of Symbiosis have availed the benefit for their wards
Salary Advance and loan taken	7 staff members have availed the benefit
Festival Advance for staff.	100%

6.3.4 What are the measures taken by the College for attracting and retaining eminent faculty?

Since its inception, the college is known for its progressive and liberal academic culture. This encourages academic discussion and offers opportunities for research and personal growth. As regards career advancement, the college believes in a just and fair policy and thus the faculty is assured of receiving due recognition and monetary benefits for their contributions. The faculty and staff are felicitated during the Annual Day function and staff meetings. The college is proud to say that its attrition rate is very low. Retention is the result of financial and non-financial benefits.

Faculty is given academic autonomy and is provided with facilities like access to online databases, membership of Libraries like BCL and SPPU library. College also has a well-equipped library and a computer lab. Faculty is also

encouraged to attend seminars, conferences and FDPs and to undertake research activities.

Welfare schemes like medical insurance and fee concession in Symbiosis institutions are availed by faculty.

Faculty members are recommended for promotion to the next level if eligibility conditions are met.

Faculty members are appointed on various committees after identifying their potentials.

Some faculty members have visited overseas institutions under cultural Exchange Programmes and some have availed UGC Faculty Improvement Programme like Ph.D. Fellowship and International Research Fellowship.

Visiting faculty is invited for Degree with Honours Programme and Liberal Arts courses and ACCA.

6.3.5 Has the College conducted a gender audit during the last four years? If yes, mention a few salient findings.

The college conducts Gender Audit.

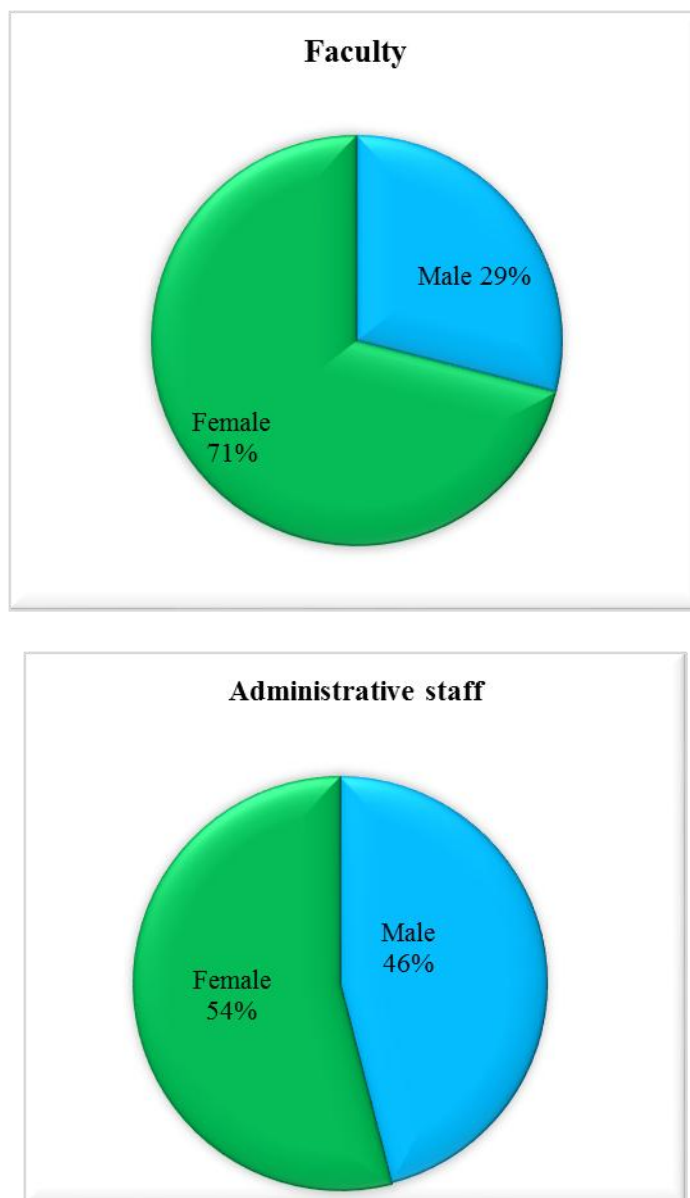
A Gender Audit Committee has been formed with the following objectives:

- To find the ratio of males to females in students, faculty and staff.
- To make necessary recommendations for policy making if the above ratios are not in line with the standards expected
- To find out whether there is woman representation on various committees
- To find out if any cases of gender discrimination are reported under any of the grievance committees and suggest preventive measures accordingly

Some of the findings of gender audit conducted in 2015-16 are:

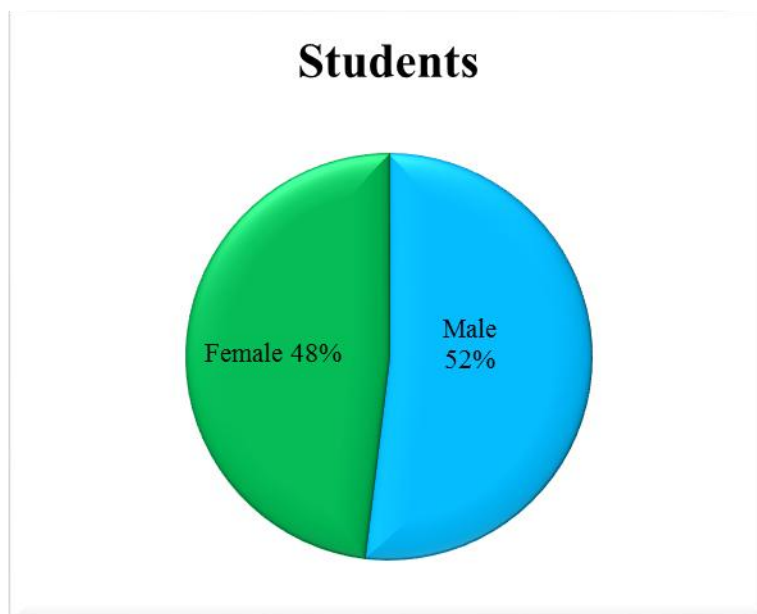
- The faculty and administrative staff of the college largely comprises of women as is evident below.

Figure 6.6: Percentage of women amongst the faculty and administrative staff in the college (2015-16)



- The gender-wise distribution of the students in the college is shown below:

Figure 6.7: Percentage of women amongst the students in the college (2015-16)



- There is healthy representation of women on statutory and other committees in the college. The Vice-Principal and majority of the heads of departments are women. The Registrar, the Librarian and the Head Clerk are women. Women have representation on various statutory bodies such as Governing Body, Academic Council and Board of Studies.

Table 6.8: Women representation on Governing Body and Academic Council

No.	Name	Meeting	Member
1.	Dr. Vidya Yeravdekar	Principal Director, Symbiosis	Governing Body
2.	Dr. Sunayini Parchure	Head, Department of Economics	Academic Council
3.	Dr. Meenakshi Gopinath	Governing Body Nominee	Governing Body
4.	Dr. Indira Parekh	Governing Body Nominee	Governing Body
5.	Dr. Bhama Venkatraman	Academic Council	Academic Council
6.	Dr. Aarti Wani	Head, Department of English	Academic Council
7.	Ms. Tessy Thadathil	Head, Department of Costing	Academic Council
8.	Dr. Manjushree Sharma	Head, Department of Political Science	Academic Council
9.	Ms. Marcelle Samuel	Head, Department of Banking	Academic Council

10.	Ms. Swati Dixit	Head, Department of Geography	Academic Council
11.	Dr. Alpana Vaidya	Head, Department of Psychology	Academic Council
12.	Ms. Sandhya Taide	Head, Department of Hindi	Academic Council
13.	Ms. Jasmina Kumar	Head, Department of Business Practices	Academic Council
14.	Ms. Ketki Kher	Head, Department of Statistics and Computer Applications	Academic Council
15.	Ms. Meenakshi Sengupta	Head, Department of French	Academic Council
16.	Dr. Hilda David	Faculty Representative	Academic Council
17.	Ms. Swati Chiney	Faculty Representative	Academic Council

No cases have been reported to any of the grievance committees on gender issue

6.3.6 Does the College conduct any gender sensitization programs for its staff?

The college takes special effort to foster an environment that promotes gender equality.

Efforts are made to create awareness amongst students by organizing debates and guest lectures. Symbiosis Society has been conducting gender sensitization programmes from time to time, which are attended by the college staff members. For the academic year 2015-16, the Society had organized 'Gender Sensitization' workshop on 14th of August, 2015 in Vishwabhavan Auditorium, which was attended by 38 staff members.

6.3.7 What is the impact of the University's UGC-Academic Staff College Programmes in enhancing competencies of the College faculty?

SPPU-Academic Staff College organizes Orientation programmes and Refresher courses for faculty. The faculty is encouraged to attend these, as well as those organized by Academic Staff Colleges of other Universities. Such programmes help in enhancing knowledge and upgrading professional skills. Completion of these programmes also helps faculty and staff in their assessment for CAS and promotions.

Table 6.9: List of the faculty that availed the facility under SPPU

Academic Staff Development Programmes	Number of faculty
Refresher Courses	6
Orientation Programmes	2
FDP	5

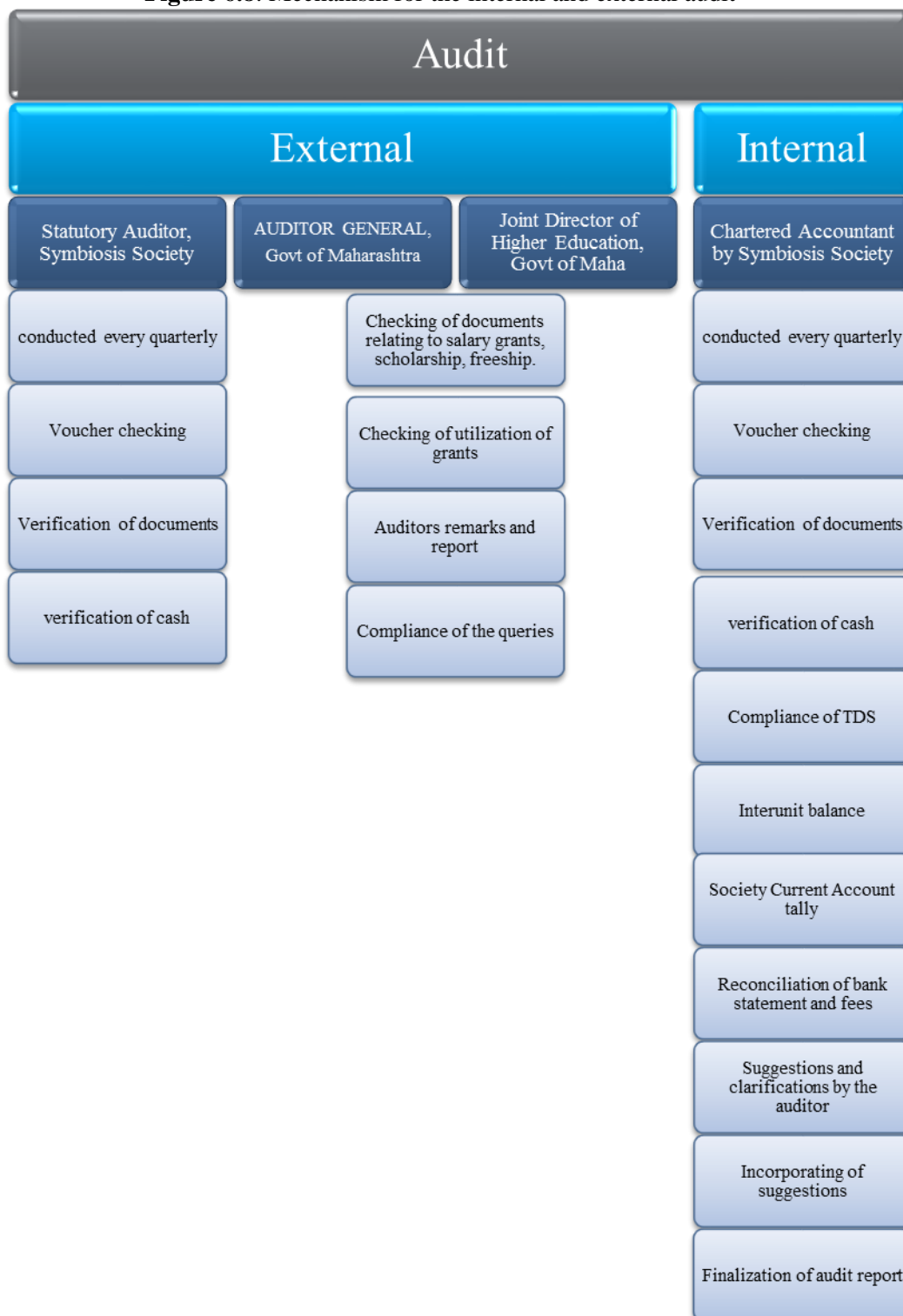
6.4 Financial Management and Resource Mobilization

6.4.1 What is the institutional mechanism to monitor effective and efficient use of financial resources?

The financial resources of college are raised through fees, salary grants from the state government and grants for various schemes of UGC. There is an effective and transparent system for managing finances. Every year a detailed budget is prepared by the college which is duly approved by the parent body. Utilization of funds during the year is closely monitored by Symbiosis Society.

6.4.2 Does the College have a mechanism for internal and external audit? Give details.

The college has a mechanism of internal and external audit. Internal audit is conducted by independent firm of Chartered Accountants appointed by the Symbiosis Society on quarterly basis. Its reports are discussed with the Principal and submitted to the Symbiosis Society. External audit by the Statutory Auditor appointed by the Symbiosis Society is conducted every year. In addition, the audit is also conducted by the office of the Joint Director (HE) and by Comptroller and Auditor General (CAG).

Figure 6.8: Mechanism for the internal and external audit


6.4.3 Provide audited income and expenditure statement of academic and administrative activities of the previous four years.

Table 6.10: Summary of Audited Financial Statements
Last Five Balance Sheets F.Y.2011-12 to F.Y.2015-16

Extract of Balance Sheet – Funds and Liabilities

Funds & Liabilities					
	F.Y.2011-12	F.Y.2012-13	F.Y.2013-14	F.Y.2014-15	F.Y.2015-16
Payable Other Deposits	4842963	4825018	5148604	6894692	20298385
Advance from Institutes	39453504	40642755	43118925	45835850	30651160
Other Earmarked Funds	0	0	0	23165	1242857
Total:	44296467	45467773	48266529	52753706	52192402

Extract of Balance Sheet – Property and Assets

Property & Assets					
	F.Y.2011-12	F.Y.2012-13	F.Y.2013-14	F.Y.2014-15	F.Y.2015-16
Investments	3541934	3873371	4191684	4534258	4835173
Furniture & Fixtures	13397630	12499345	11512409	11212461	9648053
Advances & Deposits	7563714	6986595	8099294	14723383	18490216
Cash & Bank Balance	19793189	22108462	24463142	22283604	19218960
Total:	44296467	45467773	48266529	52753706	52192402

Extract of Balance Sheet – Income

Income					
	F.Y.2011-12	F.Y.2012-13	F.Y.2013-14	F.Y.2014-15	F.Y.2015-16
By Interest	279207	340230	364441	866811	2399645
Grants	32710135	40190041	56946387	42337626	46151840
Income from Other Sources	3180821	3372002	5466235	16382500	11959456
Fees from Students	19214809	22126022	28226196	27915139	36102478
Rent Received	74361	0	0	73965	14040
Total:	55459333	66028295	91097819	87576041	96627459

Extract of Balance Sheet – Expenditure

Expenditure					
	F.Y.2011-12	F.Y.2012-13	F.Y.2013-14	F.Y.2014-15	F.Y.2015-16
Establishment Exp.	4866256	5080860	5402744	11404111	16008114
Legal Exp.	0	278	123300	0	0
Audit Fees	0	30800	18250	35750	20000
Depreciation	3436991	2528968	2230552	2502693	1767614
Exp. On the object of Trust					
Administrative Exp.	1189028	351894	201067	820034	475521
Educational Exp.	55644737	57463004	77957642	73055740	77081179
Exp. In respect of Properties	26476	5909	5318	4962	0
Surplus / Deficit	-9704155	566582	5158946	-247249	1275031
Total:	55459333	66028295	91097819	87576041	96627459

6.4.4 Have the accounts been audited regularly? What are the major audit objections and how are they complied with?

The accounts of the college are audited regularly and there have been no audit objections.

6.4.5 Narrate the efforts taken by the College for resource mobilization.

College receives development grants and autonomy grants from UGC. The college was conferred upon the status of 'College with Potential for Excellence'. The college has also applied for UGC schemes like KAUSHAL and RUSA. The faculty and students generate funds through sponsorship to conduct educational events and students' activities. College is making an effort to get financial support from corporates through Corporate Social Responsibility(CSR). Faculty is also encouraged to get research grants through projects.

The college has taken following efforts for resource mobilization through UGC, ICSSR & SPPU:

Table 6.11: Details of Resource Mobilization

Year	Particulars	Funding Agency	Amount
2012-13	National Seminar on Inclusive Growth in India (Dept. of Economics)	UGC	75,000
	Research Grant Faculty Development Programme (Dr.Yogini Chiplunkar)	UGC	3,83,417
	Reimbursement of expenses for UGC Seminar "Reforms in Affiliating System"	UGC	3,84,678
	Travel Grant received by Dr. Aarti Wani	I.C.S.S.R.	1,14,948
2014-15	Health & Well-being Seminar Ad-hoc amount Received from UGC (Dept. of Psychology)	UGC	56,250
	Travel Grant received by Dr. Aarti Wani.	UGC	1,42,921
	Grant for Colour Printer & Scanner under Quality Improvement Programme, SPPU	Savitribai Phule Pune University	1,00,000
2015-16	Travel Grant received by Dr. Hrishikesh Soman	UGC	1,07,946
	Travel Grant received by Dr. Sharayu Bhakare	B.C.U.D. SPPU	71,277
	Grant for Minor Research Project received by Dr. Alpana Vaidya	B.C.U.D. SPPU	1,00,000 & 1,25,000

6.4.6 Is there any provision for the College to maintain the 'corpus fund'? If yes, give details.

Infrastructural facilities are provided by parent body i.e. by Symbiosis Society. The needs for expansion of the college are also taken care by parent body. Therefore, college does not need to maintain a corpus fund.

6.5 Internal Quality Assurance System

6.5.1 Does the College conduct an academic audit of its departments? If yes, give details.

The Academic Audit Committee has been formed under IQAC and is functional from 2015-16. The college conducts an academic audit every year w.e.f. 2015-16 as the first batch under autonomy graduated in 2015. The academic audit took into consideration the following:

- Revision of syllabi
- Introduction of enrichment courses
- Teaching methodology
- Teaching plan
- Evaluation methodology
- Co-curricular and extra-curricular activities

- Research contribution
- Students feedback on curriculum and faculty
- Result analysis
- Role of ICT

6.5.2 Based on the recommendations of academic audit what specific measures have been taken by the College to improve teaching, learning and evaluation?

Based on recommendations of the academic audit, college has taken following measures:

- Revised and upgraded the curriculum
- Incorporated e-learning modules
- Reformed the examination and evaluation system
- Continued emphasis on research component through projects
- Introduced co-curricular activities which provide opportunities for practical learning
- Continued emphasis on industrial and field visits
- Initiated the process of introducing PG programmes and research centre
- Promoting interdisciplinary programmes
- Introduction of short term skill oriented programmes through the Symbiosis Centre for Skill Development.

6.5.3 Is there a central body within the College to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?

The academic processes in autonomy operate through Governing Body, Academic Council, and Board of Studies. The Internal Academic Committee ensures a review of teaching- learning on an ongoing basis. The review of activities is also taken in departmental and staff meetings. In addition, the college also has a central body in the form of IQAC. The IQAC and the Academic Audit Committee are involved in continuous reviewing to make sure that the policies are aligned with that of NAAC.

6.5.4 How has IQAC contributed to institutionalizing quality assurance strategies and processes?

IQAC plays a major role in strengthening research and development activities of the college. IQAC helps the college in implementing various schemes introduced by UGC and SPPU. It takes initiative for sending proposals for various UGC schemes like CPE, KAUSHAL and RUSA. Proposals for seminars and conferences, travel grants, major/minor research projects etc. are also initiated through IQAC. It also plays a major role in preparation for assessment and accreditation by NAAC.

6.5.5 Does the IQAC have external members on its committees? If so, mention any significant contribution made by such members.

As per the UGC (12th plan) guidelines two external members are appointed on the committee. Their suggestions are incorporated in the overall development plan from time to time. Ms. Sanjeevani Patil, one of the external members, has given valuable guidance on skill development programmes.

6.5.6 Has the IQAC conducted any study on the incremental academic growth of students from disadvantaged sections of society?

There was no specific study of incremental academic growth of SC/ST students conducted.

6.5.7 What policies are in place for the periodic review of administrative and academic departments, subject areas, research centers, etc.?

The review of departmental activities is undertaken through Academic Audit and IQAC cell. Periodic review of administrative functions is taken by the Principal, Vice-Principal and Registrar in the meetings conducted with staff. The overall review is taken in the meetings of Governing Body, Academic Council and Local Managing Committee.



Criterion VII: Innovation and Best Practices

7.1 Environment Consciousness

7.1.1 Does the College conduct a Green Audit of its campus?

The college has conducted a Green Audit with the help of NGOs viz. Institute for Community Organisation(ICOR) and Samuchit Envirotech. The faculty and team of students collected college and management data, which was analyzed by the experts of ICOR and the Samuchit Group.

7.1.2 What are the initiatives taken by the College to make the campus eco-friendly?

The college has undertaken the following initiatives:

Energy conservation

The architectural design of the college is such that natural light and ventilation is present on most floors. Measures for energy conservation are undertaken including the use of light emitting diode(LED) and compact florescent lamp(CFL) technology for lighting. Staff and students are alert about switching off the lights of classrooms to minimise consumption of electricity.

Use of renewable energy

A biogas and solar power plant has been installed. Biodegradable waste is segregated on the campus.

Rainwater harvesting

Rainwater harvesting is being implemented. The campus also implements recycling of waste water for watering plants, lawns and gardens in the areas adjoining the campus.

Check dam construction

The college has been working for the preservation of a hill adjacent to the college, and under this project the college students and faculty worked with a NGO 'Green-Hills' to create an embankment to hold the water.

Efforts for Carbon Neutrality

The staff, the faculty and the students are given instructions to get their vehicles checked regularly for emissions. The staff are able to avail of the Symbiosis bus service. The college is trying to maximise use of information and communication technology for administrative purposes. Energy-efficient devices have been installed and the use of paper and postal services is being minimised. The use of paper files, jute bags and other green/biodegradable products during events are promoted. Waste material is collected in one place of the campus and is cleared on a daily basis by a contractor. The mid-semester examination for more than 2500 students is being conducted online thus making the process paperless.

Plantation

For the past 20 years, college students have participated in tree plantation on the hill adjacent to the college. Almost 1000 indigenous plants have been planted through several initiatives. Every year around 900 students of the Environmental Awareness Course devote time and energy to clean and water the area. The students collected money and donated a grass-weeding machine to the NGO – Green Hills. With the help of this NGO a pond has been created where a variety of flora and fauna can be seen. Students also participate in many drives, rallies and signature campaigns against the cutting of trees. The college received D.S Kulkarni foundation's Award for

Environment Conservation for its contribution towards hill conservation. At college events guests are given tree saplings instead of bouquets.

Hazardous waste management

The college and the Symbiosis Society are making conscious efforts to segregate biodegradable and non-biodegradable waste. The bio waste on the campus is disposed of as per the statutory norms.

E-waste management

E-Waste is segregated and handed over to the Symbiosis Society for further disposal.

Any other

The college organises various workshops, seminars and field visits to acquire knowledge and sensitise our students towards environment. The college also provides platform to NGOs & social activists from various parts of the country, to share their knowledge & experience. A workshop was organised on making birdhouses. The college has a very active trekking club which organises informative programmes related to flora and fauna.

Table -7.1 Pro-Environment Activities undertaken by the college

Sr. No	Type(Guest Lecture/Workshop /Field Visit)	Name	Topic / Activity	Date
1.	Lectures	Ms. Mrinalinee Vanarese, Parinita Dandekar, Janhavi Kale	Pollution Bio-Diversity Natural Resources	July – August September 2011
2.	Workshop	Mr. Vishwajeet Naik	Bird Nest Making	April 2012
3.	Workshop	Dr. Parag Mahajan & team	Indigenous Plants	April 2012
4.	Coastal clean-up Programme	Capt. Rajan Vir	Coastal clean-up Programme Drive	Oct. 2012
5.	Environmental Awareness Campaign Signature – Candle light March	Late Mr. Mohan Dharia EVS Teachers	Protest against construction on hill	Dec. 2012
6.	Workshop	Mr. Ravi Purandare	Conservation of hills	Jan -2012 (15 days)
7.	Workshop	Magsaysay Awardee Mr. Rajendra Singh & other experts	River Policy	March 2012
8.	Guest lecture	Dr. Sadhna Acharya	Natural resources and ecosystem	2013
9.	Guest lecture	Mr. Bhanu Mule & Mr. Rao	Development plan of Pune	2013
10.	Traffic survey for	Mr. Bhanu Mule &	Pune traffic	2013



Sr. No	Type(Guest Lecture/Workshop /Field Visit)	Name	Topic / Activity	Date
	Environmental Status Report(ESR)	Mr. Rao	survey	
11.	Workshop	Mr. Ravi Purandare	Conservation of hills	Jan -2013 (15 days)
12.	Rice plantation	NGO	Helping the farmers in rice plantation	2013
13.	Eco-friendly immersion programme	Rotary club members	Eco-friendly immersion programme	2013
14.	Nature work	Dr. Dilip Kulkarni	Study of eco system	2013
15.	Vasundhara festival	Kirloskar group	Film and guest lecture on environment	2013
16.	Study tour	Forest dept. officials	Study of flora and fauna of Bhimashankar	2013
17.	Workshop	Expert from Jal Biradari	Revival of rivers	2014
18.	Workshop	Capt. Rajan Vir	Ocean Reality & Responsibility	2014
19.	Workshop	Mr. Ravi Purandare	Hill Conservation	Jan -2014 (15 days)
20.	Treks	Faculty	Hill Conservation flora and fauna of Sahyadri	2014
21.	Rice plantation	NGO	Helping farmers in rice plantation	2015
22.	Workshop	Mr. Ravi Purandare	Hill Conservation	Jan -2015 (15 days)
23.	Workshop	NGOs from all over Maharashtra in the field of Geology, fisheries and Botany	Conservation and revival of rivers	2015
24.	Treks	Faculty	Awareness about Western Ghats	2015
25.	Guest lectures	Environmentalist Ms. Jai Joshi	Natural resources, ecosystem, biodiversity, disaster management	2015

7.2 Innovations

7.2.1 Provide details of innovations introduced during the last four years which have created a positive impact on the functioning of the college.

Innovations in Teaching and Learning

- The college offers Degree with Honours Programme to B.A. / B.Com. students. It is offered in the subjects of specialisation, viz. Banking, Costing, Entrepreneurship, Marketing, Economics, English, and Psychology.
- Symbiosis Centre for Skill Development organizes various activities such as certificate courses, lectures, workshops, seminars for skill enhancement of students.
- Symbiosis Centre for Liberal Arts is one of its kind. It encourages students to enroll for interdisciplinary courses from diverse fields.
- ACCA provides opportunities to students to simultaneously undertake a professional course of international standing in the field of Accountancy.
- Departments with the help of students organise events and educational festivals such as Psyphoria, Alfaaz, Spandan, Bankonomics, Aarhakriti etc. These festivals enhance self-learning and practical and management skills.
- Various departments organize field visits and study tours to educational institutions such as JNU and TISS, governmental institutions such as RBI, BSE and the Parliament, various industries such as Godrej, TCS, agricultural sites, and to cultural festivals such as Kala Ghoda Literary Festival.
- The college annually organizes a week long Foundation and Orientation Programme for first year students. This programme helps in ice breaking as well as introduces students to the institutional processes.

Innovation in Value Education

Symbiosis Centre for Human Excellence organizes a variety of programmes that help students to imbibe values and morals as well as to acquire leadership qualities and positive thinking.

Innovations in enhancing Digital Access

- The College makes use of E-library to provide E-Learning resources such as JSTOR, CMIE, EBSCO etc.
- The specialisation subjects include an E-learning module in the form of additional study material uploaded on the college website.

Innovations in the Evaluation Process

- Under autonomy, as a part of continuous evaluation, the college conducts computer based examination for students. The students immediately get their results on completion of the examination.
- Individual faculty has the freedom to devise assignments such as class-presentation, open-book test, case-studies etc. for internal evaluation.
- The Unfair Means Committee recommends counseling to erring students.

Innovations in Administration Process

- The college has developed a unique and user-friendly online admission process which enables the college to maintain a fully transparent system.
- Student profile is maintained digitally and is easily accessible to the administrative staff.

Innovations in Institutional Social Responsibility (ISR)

- Symbiosis Social Involvement Programme (SSIP) undertakes activities like adult literacy, community cleanliness drive, and social awareness through street plays.
- Nirman, an initiative by the department of Business Administration, working on the lines of creating 'Best out of Waste' has been raising funds for NGOs.
- 'Spandan Bazaar' – a social flea market, is organized annually to sell products made by NGOs and helps in generating funds for them.
- The students of Environmental Awareness Course have been regularly visiting Bhore Tehsil of Maharashtra to help the farmers in rice-plantation activities.
- The class four employees of the college are encouraged to undertake higher education and are supported with financial assistance for course fee. They can also avail the college library facilities.

7.3 Best Practices

7.3.1 Give details of any two best practices which have contributed to better academic and administrative functioning of the college.

Best Practice 1: Interdisciplinary Approach to Learning

The college endeavours to improve upon the conventional pedagogic practices by incorporating an interdisciplinary approach to teaching and learning.

Objectives:

- To expose the students to the inter-connections between disciplines and areas of study.
- To inculcate the rigor of interdisciplinary research in students.
- To sensitise students to social and community issues
- To help students think critically and with conscience, thus enabling them to make a real difference in society.
- To enable students to express themselves in a non-judgemental environment.
- To emphasize on different ways of thinking and develop analytical skills.
- To develop written and oral communication skills

Context:

In a fast transforming global scenario, the students have to be equipped to face and deal with social, cultural, economic and personal challenges. Interdisciplinary learning not only broadens their horizon of understanding but also empowers them with essential skills and techniques. The interdisciplinary approach to learning not only ensures the development of their critical faculties, but also leads to an all-round development of the students.

The practice:

The Degree with Honours Programme and the Diploma and Certificate courses in Liberal Arts are two examples that are driven by the interdisciplinary approach.

Degree with Honours Programme

Deserving students of B.A. and B.Com. have the option of undertaking the Degree with Honours Programme. Under this programme students are offered three core papers in the area of their specialisation as well as one interdisciplinary paper and one paper in Life Skills of their choice offered by SCLA. While the core papers aim at

deepening and expanding their knowledge in the area of their specialisation, an interdisciplinary approach is central to their design and delivery.

For example:

- The three core courses offered to the students of B.A. (Honours) specialising in English are 1) *City: word and image* 2) *Literature and Cinema* 3) *Gender and performance*. While deepening their understanding of literature, all the three courses, in their interdisciplinarity, effect a connection with other fields and disciplines such as sociology, gender, cinema and culture studies. These students are also required to complete one interdisciplinary course. They can opt for courses such as 'The Living Past' or 'Scientists and Inventions' etc. that can take them into the realm of history and science respectively.
- Similarly, interdisciplinarity is also being achieved in a normally rigid discipline such as B. Com. (Honours). Under this programme three core papers offered to students of Marketing Management are discipline specific such as 1) Creativity in Advertising 2) Current Trends in Marketing 3) Case Studies in Marketing. Along with this, students can opt for an interdisciplinary course such as Philosophy of Entertainment or Appreciating Theatre.

Diploma and Certificate courses in Liberal Arts

Having four streams, namely Humanities, Literature and Language, Sciences and Performing Arts, the Symbiosis Centre for Liberal Arts offers both diploma as well as certificate courses. One certificate course is of three credits and the diploma is of 18 credits. Teaching methodology includes lectures, workshops, research field trips, conferences, paper presentation, film screening, classroom discussions, debates etc. Some of the courses offered are *The Living Past*, *Introduction to Philosophy*, *Philosophy of Entertainment*, *Indian and Global Corporate Sector*, *Appreciating Theatre*, and *Science and Sustainable Development*

Table 7.2: List of the courses offered under liberal arts

Sr. No	Course Titles
1	20 century: Bloodiest Century in Human History
2	Advertisement and Creativity
3	Advance Archaeology
4	Advance Creative Writing
5	Advertising and Contemporary Culture
6	Anthropology
7	Appreciating Art
8	Archaeology
9	Basic Logic
10	Bio Cultural Diversity
11	Cutting Edge Communication
12	China and Asian Century
13	Comparative Mythology
14	Contemporary Dance



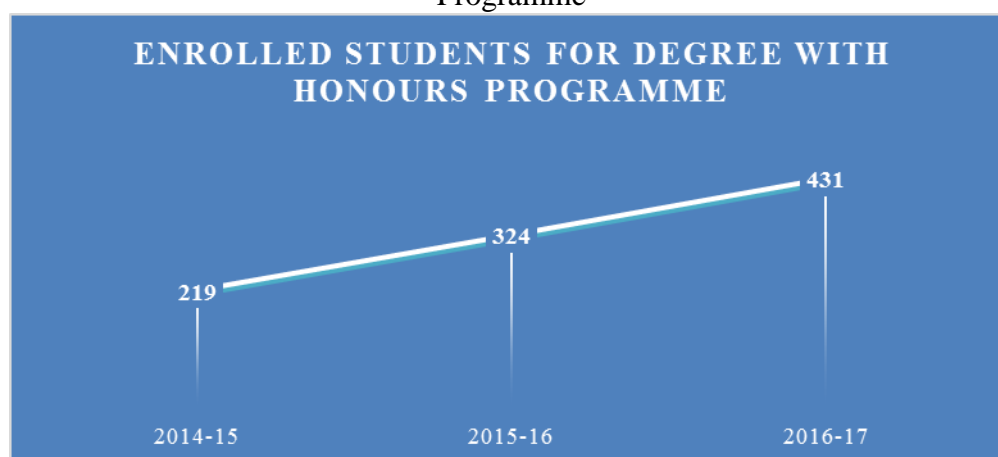
15	Contemporary Economic Issues
16	Creative Writing
17	Creativity in Advertising
18	Cutting Edge Communication
19	Cyber Law
20	Dissolve the Boundary
21	Drumming
22	Ecological History of India
23	Environmental Outdoor Studies
24	Express Yourself
25	Film Studies
26	French
27	From the World to the World: Literature of South Asia
28	Health and Wellness Management
29	Hindi
30	Hypnotherapy and other Parapsychological Therapeutic Modalities
31	International Economic Cooperation
32	Indian Global Corporate Sector
33	Introduction to Marxism
34	Introduction to Art History- India and West
35	Introduction to Indian Philosophy
36	Investment and Beyond
37	Legal Awareness
38	Literature and Censorship
39	Literature and Gender
40	Markets and Capital
41	Mentioning the Unmentionable
42	Music and Poetry
43	Natural Resource Management
44	Philosophy of Entertainment
45	Photography
46	Problem Solving and Decision Making
47	Public Speaking
48	Salsa
49	Science and Sustainable Development
50	Scientist and Invention
51	Society and Science

52	Sport Psychology
53	The Living Past: Comprehending India
54	Theatre Appreciation
55	Unearthing Peer Therapy
56	Unlock Your Mind: Intelligence Reading and Critical thinking
57	Verily Food is Life
58	World of Shakespeare

Evidence of success

- The Degree with Honours programme commenced in the year 2014 with 219 students. In a span of two years the strength has scaled up to a total of 431 students. Thus enrolment has almost doubled.

Figure 7.1 : Enrolled students for Degree with Honours Programme



- The Symbiosis Centre for Liberal Arts which started with six courses in 2006. Since 2011-12, the number of courses have increased from 29 to 58. The student enrolment has also increased.
 - Students not only from our college but also those from neighbouring college have been enthusiastically enrolling for the courses.
 - It has been so successful that parent body was inspired to start a four-year degree programme in Liberal Arts by establishing new Institute viz. 'Symbiosis School for Liberal Arts' under the aegis of Symbiosis International University(SIU)

Table - 7.3 No. of students completed the Liberal Arts certificate & diploma programmes

Programmes	Oct. 2012	April 2013	Oct. 2013	April 2014	Oct. 2014	April 2015	Oct. 2015	April 2016	Total
Certificates Completed	32	25	28	34	25	25	61	64	269
Diploma Completed	15	18	7	11	7	16	15	11	100

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

Best Practice 2: Effective use of ICT

The college is committed to maximising the use of ICT in all academic and administrative operations

Objectives:

- To motivate, develop and maintain students' interest in academics.
- To advance independent learning skills and to provide opportunities for students to work collaboratively.
- To enable both students and faculty to have access to world-wide learning resources.
- To enable speedy and transparent academic and administrative processes.

The Context

The college is conscious that the use of latest technology is important for a transparent, easy and speedy access to processes and resources. Hence it is necessary to enable faculty, students and administrative staff with technical and ICT related skills.

The Practice:

The college deploys the use of ICT in academic and administrative processes through the following practices -

- Learning resources
 - Knowledge Management Network (Teaching Pub-lan)
 - Computer based examination
 - Use of LCD projectors
 - Use of internet in classroom teaching
 - Use of social media to aid classroom teaching
 - Wi-Fi facility
 - E-learning platform
 - E- PG Pathshala – modules identified from the portal
 - E-library
- Administrative resources
 - Online Admissions
 - Use of LED TV as Digital Notices
 - Public Announcement (PA) Systems
 - Use of Tally/ TDS / Payroll software
 - College Website
 - Biometric system

• Evidence of Success

The introduction of ICT has played a significant role in efficient and smooth functioning of academic and administrative process. The use of ICT has -

- Improved quality of learning
- Improved access to global academic resources
- Real time experiential learning
- Reduced burden on administrative staff
- Improved student-teacher interaction
- Enhanced transparency in administrative processes
- Efficient maintenance of data
- Enabled environmental friendly teaching and administrative processes

• Problems Encountered and Resources Required

The normal problems related to virus, computer speed, server glitch are encountered occasionally. The college has procured necessary anti-virus software, increased the internet bandwidth and has taken efforts to upgrade the technology from time to time.

Best Practice – Focus on Internationalization

On the lines of the Symbiosis Society motto *Vasudhaiv Kutumbakam*, Internationalization of educational processes is one of the central values of the college. After autonomy, the college has attempted to further strengthen these processes by enhancing international collaborations and exchange programmes, etc.

Objectives

- To promote international education as a core value of the college and to integrate internationalization into current and future strategic institutional objectives and initiatives.
- To expose students to multicultural diversity and consequently enrich the living and learning experience in the college.
- To expand study abroad opportunities, interest and awareness.
- To help students develop a global perspective.
- To facilitate faculty exchange programme.
- To undertake joint research projects

Context

Living as we do in a global village; a globalised approach to education is the need of the hour. The college, therefore, endeavours towards internationalisation of resources curriculum and collaborations.

The Practice

- The college welcomes international students from different countries.
- The college has created an International Initiative Cell which organises programmes that promote inter-culturality; 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.

Evidence of Success**Institutional Achievement**

- In last five years (2011-16) the college admitted 859 students from 42 countries, with the maximum students from Afghanistan, Iran, Nepal, and Yemen.
- Student-exchange programme have been successfully executed in collaboration with the following French Schools:
 - Lycée Felix Le Dantec (Lannion)
 - Lycée Emile-Zola (Aix en Provence)
 - Lycée Marie Laurencin (Mennecy)
- Two undergraduate students have been admitted to two universities in Pennsylvania state.
- Five students have completed Masters in Finance from Kedge Business School, France.
- In the last five years, faculty have presented 87 papers in international conferences, seminars, and programmes held in India and abroad.
- Faculty have published 80 research papers in international journals and have 2 books published by international publisher.
- Two faculty, Dr. Sharayu Bhakre and Ms. Sarika Wagh, have designed and will deliver a course at International seminar week in Kedge Business School, France.

Problems encountered and Resources required

- To raise funds to meet the cost of the educational programme offered by International Universities and Institutions.





Department of Accountancy

1. Name of the Department & its year of establishment

Department of Accountancy – B.Com. – 1983
M.Com. – 1989

2. Names of Programmes Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Programme	Name
UG	B.Com.(Regular)
PG	M.Com.

3. Interdisciplinary courses and departments involved

Nil

4. Annual/ semester/choice based credit system

Semester pattern

5. Participation of the department in the courses offered by other departments

Nil

**6. Number of teaching posts sanctioned and filled
(Professors/Associate Professors/ Asst. Professors)**

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Asst. Professors	03	03

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the
Dr. Shirish Ganesh Limaye	M.Com., M.Phil., Ph.D.	Head and Associate Professor	Accountancy Costing	33	06
Mrs. Tessy Thadathil	M.Com. SET (Pursuing Ph.D.)	Associate Professor	Accountancy and Costing	22	--
C.A. Umesh Kulkarni	M.Com., C.A. C.S. SET (Pursuing Ph.D.)	Assistant Professor	Accountancy, Costing and Corporate Law	22	--
Dr. Yogini Chiplunkar	M.Com., M.Phil., Ph.D.	Assistant Professor	Accountancy and Costing	19	--
Mr. Santosh Marwadi kumbhar	M.Com.M.Phil. NET(JRF),SET (Pursuing Ph.D.)	Assistant Professor	Accountancy and Costing	05	--
Mrs. Sarika Wagh	M.Com. SET	Assistant Professor	Accountancy and Costing	07	--
CA Amey Sane	M.COM, FCA	Visiting Faculty	Accountancy	10	--
CA Rajesh Jain	M.COM, FCA	Visiting Faculty	Accountancy	23	--
CA Suhas Apte	B.COM FCA	Visiting Faculty	Accountancy	27	--

8. Percentage of classes taken by temporary faculty – programme-wise information (B.Com)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	72	60	12	16.67
2012-2013	72	60	12	16.67
2013-2014	72	60	12	16.67
2014-2015	72	60	12	16.67
2015-2016	72	60	12	16.67

Total Number of Lectures per week = 72 (B.Com = 72)

9. Programme-wise Student Teacher Ratio:

The college offers B. Com & M. Com programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1
M.Com.	238	10	24 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled:

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Shirish Limaye has applied to UGC for sanction of grant for minor research project.

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

NIL

13. Research facility / centre with

- state recognition
- national recognition
- international recognition

The College has applied to SPPU for Research Centre in Commerce for M. Phil and Ph.D.

14. Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research Papers (2011-12 to 2015-16)		Total Publications
	International	National	
Dr. Shirish Limaye	10	09	19
Dr. Yogini Chiplunkar	02	00	02
Mr. Santosh Marwadi kumbhar	02	00	02
Total	14	09	23

15. Details of patents and income generated :

Nil

16. Areas of consultancy and income generated :

1. The faculty members are qualified and are experts in teaching courses like Advanced Accountancy, Corporate Accountancy and Financial Management. As experts, the faculty have been consulted by many organizations for conducting training and development programmes. Dr. Shirish Limaye, CA Umesh Kulkarni have been invited as resource persons by Dept. of Commerce, SPPU, Symbiosis Centre for Distance Learning and by various corporates like Mahindra and Mahindra, Cognizant, Wipro etc.

17. Faculty recharging strategies

- The department follows a liberal strategy in recharging faculty. Faculty is free to identify the sources of knowledge and information.
- They are supported by the institution to participate as a paper presenter or as a participant, in International, National and State Level seminars and conferences.
- The professional bodies such as the Institute of Chartered Accountants of India organizes Continuous Programme of Education (CPE) lectures for faculty who have professional degrees.
- The faculty has an open access to internet facility. They refer to internet sites frequently for updating their knowledge base. They share the updated knowledge with the students.
- The teachers have organised many industrial visits to various companies to learn practical aspects of costing and to interact with managerial personnel to understand cost strategies of their business.
- The faculty has participated in the conferences conducted by the National apex bodies such the Confederation of Indian Industries.

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Dr. Shirish Limaye	07	09	01	00
Dr. Yogini Chiplunkar	05	01	00	01
Mr. Santosh Marwadi kumbhar	03	01	00	00
Total	15	11	01	01

Dr. Shirish Limaye was invited as a resource person for Ph.D. coursework workshops and refresher courses organized by SPPU.

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- percentage of students doing projects in collaboration with industries / institutes

Research projects are done by all students pursuing M.Com.

Academic Year	No. of students	Area
2011-12	56	Advanced Accounting
2012-13	56	Advanced Accounting
2013-14	50	Advanced Accounting
2014-15	44	Advanced Accounting
2015-16	55	Advanced Accounting

19. Awards / recognitions received at the national and international level by

Title of Award/Recognition	Name of Faculty/ Student	Year
Ideal Teacher Award Vocational Excellence Award instituted by Rotary Club, Gandhibhavan, Pune.	Dr. Shirish Limaye	2011-12
Best research paper award by MCC Chennai	Dr. Yogini Chiplunkar	2011-12
Award of Excellence for Research paper with the Cash Prize of Rs.10,000 by Christ University, Bangalore	Dr. Yogini Chiplunkar	2014-15

20. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.

NIL

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07
M.Com.	125	72	53	50.56	32.58

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of Students

(Undergraduate – B.Com.)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

(Postgraduate – M.Com.)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	33.33	58.91	33.33	7.75
2012-2013	30.71	59.84	31.50	8.66
2013-2014	32.41	50.93	46.30	2.78
2014-2015	45.95	54.05	42.34	3.60
2015-2016	47.20	63.20	32.80	4.00
2016-2017	53.91	53.13	41.41	5.47

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression

The departmental data is not available.

25. Diversity of staff

Percentage of faculty who are graduates	
Of the same parent university	100 %
From other universities within the State	-
From other universities from other States	-

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Dr. Yogini Chiplunkar was awarded Ph.D. in Financial Management in the academic year 2013-14 from SPPU.

27. Present details about infrastructural facilities

Library: The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms

Class rooms with ICT facility –

27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

No new programme was introduced in the last five years.

30. Does the department obtain feedback from

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

The college has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and

recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

Based on the feedback regarding teaching-learning-evaluation, the faculty introspects and improves the respective teaching methodology. In keeping with the philosophy of the college, the department believes in the integrity, commitment and sincerity of the faculty.

- Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

College authorities take a comprehensive feedback on teaching-learning-evaluation, staff, curriculum etc. Based on the feedback the department takes necessary actions.

- Alumni and employers on the programmes and what is the response of the department to the same?

The department seeks feedback from the alumni and employers and tries to incorporate their suggestions in curriculum development and departmental activities such as industrial visits, seminars, guest lectures etc.

31. List the distinguished alumni of the department (maximum 10)

- CA Vinyas Khandelwal
- CA Shubhankar Limaye
- CA Anand Doshi
- CA Mihir Padhye
- CA Amey Sane
- CA Saransh Dey
- Sunita Malhotra
- Kanupriya Sekri
- Subodh Bhawe
- Neeraj Kabi

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

No.	Topic	Enrichment Program	Guest	Date
1	Accounting Standards	Four Day Seminar	CA Madhav Ganpule, CA Rachana Phadke, CA Amrisha Vaidya, CA Mrs. Mousami Shah	2011-12
2	Interim Union Budget, 2014	Seminar	Mr. Chandrashekhar Tilak, Vice President, National Securities Depositories Limited (NSDL), Mrs. Manasi Phadke, (Economists)	28 th July, 2014

			and Mr. Chandrashekhar Thakur (Head, Investor's Training, NSDL	
3	Union Budget 2015	Seminar	Mrs. Manasi Phadke and Mr. Chandrasekhar Tilak	31th July, 2015
4	Corporate Strategies –Mergers and Acquisitions'	Guest Lecture	Mr. Puratan Bahrati	30th January, 2015
5	Business Ethics	Workshop	Mr. Mukund Joglekar Corporate Trainer	4 th February, 2015

33. List the teaching methods adopted by the faculty for different programmes.

The lecture method is the predominant method used for teaching the subject of Accountancy. The other methods followed by departmental faculty vary according to the topics that they teach. The faculty makes an effective use of the following methods :

- Group discussion
- Presentation
- Survey method for practical assignments
- Use of ICT
- Case study
- Home assignment
- Incubate method is followed while teaching practical accounts writing to students.
- Projects and assignments

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

The department ensures that the programme objectives are constantly met and learning outcomes monitored through the following system:

- The Head of the department conducts “Contracting Session” with the students where they are asked (1) what they wish to gain from the lectures on accountancy? (2) In order to gain what they wish to gain, what do they expect the faculty to do? (3) In order to gain what they wish to gain, what are they ready to sacrifice?
- Informally the teaching plan and its implementation is discussed regularly during the semester with Head of the Department.
- The question papers set by the entire departmental faculty are supposed to be routed through the Head of the department. This gives an opportunity to the Head to monitor the expected learning outcomes.

- Some of the faculty of the department maintains diaries to monitor what has been taught in each class and what has yet to be taught in the classes. This helps the faculty to ensure continuous monitoring of teaching plan and its implementation.
- The faculty informally interacts with students. During these interactions, they come to know whether the learning outcomes are in tune with the objectives of the course.

35. Highlight the participation of students and faculty in extension activities.

- Dr. Shirish Limaye acts as a mentor to students. He visits residences of students and interacts with their parents. He tries to understand circumstances under which the student is learning and what he needs to be done to improve his performance. He is also an active member of Non Profit Organizations such as Ramakrishna Math and Mission and is involved in their philanthropic activities of and giving motivational lectures for spreading the message of Swami Vivekananda.
- Mrs. Tessy Thadathil participates in the activities of Asha Bhavan, Satara. This is an NGO which is an orphanage of mentally challenged people who are neglected by the society.

36. Give details of “beyond syllabus scholarly activities” of the department.

- Practical based learning :Filling of Tax returns activity conducted by CA Umesh Kulkarni
- 20 students of Degree with Honours programme were guided by the Faculty of the department for completing their research projects.
- Students of the department participated in Data Collection work conducted by ESSAR OIL REFINARY LIMITED, Jamnagar and developed case study under the guidance of Ms. Tessy Thadathil.
- Industrial Visits : Every year, industrial visits are organized by the department, some of the examples are :

Sr. No.	Name of the Industry/ Institute	Place	Year
1	BSE, Mumbai	BSE, Mumbai	2014
2	Volkswagen Limited, Chakan	Volkswagen Limited, Chakan	2014
3	Essar Oil Refinery Limited, Jamnagar	Essar Oil Refinery Limited, Jamnagar	2015
4	Mahindra and Mahindra Limited, Chakan	Mahindra and Mahindra Limited, Chakan	2015
5	Volkswagen	Volkswagen Limited, Chakan	2015



6	Satara Industrial Estate	MIDC Satara	2015
7	Mapro Foods and Soham Industries	Shivapur, pune	2015
8	BSE, Mumbai	Mumbai	2015

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths	<ul style="list-style-type: none"> Highly qualified, dedicated, committed faculty working with diligence. Out of 6 Full Time faculty members of the department two are Ph.D. holders and there are pursuing Ph.D. One of the faculty member is a professional Chartered Accountant Faculty participates in various International, National, State and Local level seminars and present their research papers. Some of the research papers submitted by the faculty members in various seminars and conferences have been conferred with best research paper awards. All the faculty of the department have a good experience of writing of books on subjects like Accountancy, Costing, and Financial Management. The Head of the department was awarded Best Teacher Award.
Weaknesses	<ul style="list-style-type: none"> Large number of students in the class
Opportunities	<ul style="list-style-type: none"> To develop certificate courses in Accountancy and Finance
Challenges	<ul style="list-style-type: none"> How to fit the co curricular activities in the limited frame of semester is a challenge. How to make the co-curricular activities of the department cost effective so that the benefits of these activities can be shared by all the students is a challenge. To enhance employability skills To cope up with changing scenario

39. Future plans of the department.

- To conduct need based skill oriented certificate courses for students and general public at large on the topics such as :



“Accounts for housewives and non-commerce background entrepreneurs”, “Writing of Project Report for Bank Finance”, “How to fill individual tax returns?”etc.

- To introduce two certificate courses on Financial Management for Undergraduate and Post Graduate Students.
- To intensify courses in Accountancy at PG and UG level

**DEPARTMENT OF BUSINESS ADMINISTRATION****1. Name of the Department & its year of establishment**

- Year of Establishment: 1983

B.Com.	:	1983
M.Com.	:	1989

2. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Programme	Name
UG	B.Com.(Regular)
PG	M.Com.

3. Interdisciplinary courses and departments involved

General Awareness 1- Department of Economics and Banking

4. Annual/ semester/choice based credit system

Semester

5. Participation of the department in the courses offered by other departments

Faculty of the Department of Business Administration are involved in courses offered by Department of Accountancy, Costing

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	NA	NA
Associate Professors	02	02
Asst. Professors	01	01

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience
Dr. Hrishikesh Soman	M.Com , Ph. D	Principal and Professor	Marketing, Company Law	31
Dr. Vijay Behere	M. Com., M. Phil., Ph. D.	Head of the dept. & Associate Professor	Management	26
Mrs. Jasmina Kumar	M.Com., M. Phil.	Associate Professor	Management	31
Dr. Sharayu Bhakare	M.Com, M. Phil, DCM,	Assistant Professor	Business Entrepreneurship	14

	DTL,PGDBM, SET, Ph. D.			
Mr. Nilesh Waghmare	M.Com, DTL, NET (JRF), M. Phil. (pursuingPh.D.)	Assistant Professor	Business Administration	04
Ms. Zakira Shaikh	M.Com., PGDPM & HR, NET,SET, (pursuingPh.D.)	Assistant Professor	Business Administration	07
Ms. Jini Jacob	M.A., B. Ed., SET, (pursuingPh.D.)	Assistant Professor	Economics	07
Ms. Sarika More	M.Com. SET	Assistant Professor	Business Administration	07
Ms. Alka Arora	M.Com., M.B.A., NET	Assistant Professor	Business Entrepreneurship	03
Mr. Vijay Haldavankar	B.COM, CAIIB, Diploma In Financial Management	Visiting Faculty	Business Administration	13
Dr. Ravi Ahuja	M.COM, MBA, SET,PH.D	Visiting Faculty	Business Administration	07
Dr. Dipak Powadel	MA(Economics) ,NET	Visiting Faculty	Business Administration	16
Dr. Narendra Parchure	M.COM, M.PHIL.,MPM PH.D	Visiting Faculty	Business Administration	16

8. Percentage of classes taken by temporary faculty – programme-wise information (B.Com)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by TemporaryFaculty	
			Number	Percentage (%)
2011-2012	72	54	18	25
2012-2013	72	54	18	25
2013-2014	72	54	18	25
2014-2015	72	54	18	25
2015-2016	72	54	18	25

Total Number of Lectures per week = 72 (B.Com = 72)

9. Programme-wise Student Teacher Ratio

The college offers B. Com & M. Com programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1
M.Com.	238	10	24 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

Technical and non-technical staff is sanctioned for the whole College and not for individual departments

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

NIL

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

NIL

13. Research facility / center with

- state recognition
- national recognition
- international recognition

The College has applied to SPPU for Research Centre in Commerce for M. Phil and Ph.D.

14. Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research Papers Publication (2011-12 to 2015-16)			Total Publications
	International	National	State	
Dr. Vijay Behere	08	-	-	08
Dr. Sharayu Bhakare	07	07	04	18
Mr. Zakira Shaikh	05	05	-	10
Mrs Jini Jacob	-	03	-	03
Mrs Sarika More	-	02	01	03
Total	20	17	05	42

**15. Details of patents and income generated**

NIL

16. Areas of consultancy and income generated

Dr. Sharayu Bhakare was invited as a resource person and panelist at various national and international forums, the details of which are provided below:

Sr. No.	Academic Year	Title of the Seminar/ Workshops / Conferences	Guest lecture/ resource person	Venue	International/ National / State / University
1	2011-12	International Relations Conference	Invitee representative- International relations	Mansfield College, Oxford University, UK	International
2	2011-12	Communication Technology for Learning' District level seminar	Resource person	Modern College of Business and Computer studies	State
4	2013-14	National Level conference on Livelihoods	Panelist- resource person	Pune University and Vanrai NGO	National
5	2014-15	International conference of Entrepreneurship and Business management	Invited Speaker	University of Tarumangara, Indonesia and University of Sains Malaysia at Penang Malaysia.	International
6	2015-16	National Seminar ' Innovative Business Practices for Inclusive Growth and Sustainable Development in India'	Resource Person	Modern Institute of Business Management Pune	National

17. Faculty recharging strategies

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Participation & Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Prin. Dr. Hrishikesh Soman	07	06	00	00
Dr. Vijay Behere	05	01	01	00
Dr. Sharayu Bhakare	01	03	00	03
Ms. Zakira Shaikh	05	05	00	00
Mr. Nilesh Waghware	-		-	01
Ms Jini Jacob	-	03	-	01
Ms Sarika More	-	01	-	01
Ms. Alka Arora		01		00
Total	18	20	01	07

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- percentage of students doing projects in collaboration with industries / institutes

In house projects are done by all students pursuing M.Com.

Academic Year	No. of students	Area
2011-12	46	Business Administration
2012-13	57	Business Administration
2013-14	56	Business Administration
2014-15	45	Business Administration
2015-16	45	Business Administration

19. Awards / recognitions received at the national and international level by

- Faculty



Dr. Sharayu Bhakare

Sr. No.	Academic Year	Name of the Award	Agency	International /National /State/ University level	Date
1	2012-13	Shikshak Gaurav Puraskar	Shikshan Mandal, PMC	State	5 th Sept 2012
2	2013-14	Outstanding Research Paper award	University of Mumbai	International conference	7 th February 2014

Mrs. Jini Jacob

Sr. No.	Academic Year	Name of the Award	Agency	International /National /State/ University level	Date
1	2013-14	Best research paper award	Sadhu Vaswani Institute of Management studies, Pune	National	24 th Jan 2014

- Doctoral / post doctoral fellows: Nil
- Students : Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national International) with details of outstanding participants, if any.

NIL

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07
M.Com.	125	72	53	50.56	32.58

* the selected candidates include in-house students (249) for B.Com.

22. Diversity of Students

(Undergraduate – B.Com.)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

(Postgraduate – M.Com.)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	33.33	58.91	33.33	7.75
2012-2013	30.71	59.84	31.50	8.66
2013-2014	32.41	50.93	46.30	2.78
2014-2015	45.95	54.05	42.34	3.60
2015-2016	47.20	63.20	32.80	4.00
2016-2017	53.91	53.13	41.41	5.47

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression

The departmental data is not available.

25. Diversity of staff :Percentage of faculty who are graduates

Percentage of faculty who are graduates	
of the same parent university	66.66%
from other universities within the State	22.22
from other universities from other States	11.11



26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Dr. Vijay Behere has completed his Ph.D. on 'A Study of Administration and Management of NSS' in 2013 under SPPU.

27. Present details about infrastructural facilities

Library

The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms – 27 classrooms

Class rooms with ICT facility –

27 classrooms with LCD projector and Internet facility

Students' laboratories –

2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

No new programme was introduced in the last five years.

30. Does the department obtain feedback from

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

b. Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

c. Alumni and employers on the programmes and what is the response of the department to the same?

Under Autonomy, faculty are the member of Board of Studies and the curriculum is framed and revised on the basis of their feedback.

The college has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation. Alumni entrepreneurs meet was organised in which their feedback and suggestions were invited.

**31. List the distinguished alumni of the department (maximum 10)**

1.Vinay Gargate	SohamUdyog
2.Manoj Khatavkar	Confur Systems
3.Manoj Banthia	Confur Systems
4.Pradeep Joshi	Green Build product

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

- Year 2011-12

Date	Title of Guest Lecture / Workshop / Visit	Speaker	Designation
26/08/2011	Working of HR department	Prachee Sonchal	Human Resource Manager
6/09/2011	Primary and Secondary Market	Director of Pune Stock exchange	Director, Pune Stock exchange

- Year 2012-13

Date	Title of Guest Lecture / Workshop / Visit	Speaker	Designation
19.08.2012	Global Economic changes and challenges in Indian Economy	Dr. AbhayTilak	Officiating Director, Indian School of Political Economy

- Year 2014-15

Date	Title of Guest Lecture / Workshop / Visit	Speaker	Designation
18 th Dec. 2014	Marketing Philosophy for Business	Rajesh Parkhi	Director, Trivia Protech.com
3 rd Jan. 2014	Workshop on Targeting N-Gen Youth of India	Mr. Rajeev Malik	CMO, Mahindra Trucks and Buses
09 th April, 2015 (session-1)	Guest lecture on How to Write Research Paper	Dr. Yashodhan Mithare	Associate Professor, H.V. Desai College, Pune
09 th April, 2015 (session -2)	Workshop on SET/NET Preparation	Dr. Yashodhan Mithare	Associate Professor, H.V. Desai College, Pune
16 th April, 2015	Guest lecture on Role of Research In Commerce	Dr. Sanjay Kaptan	Head, Dept. of Commerce, SPPU

- Year 2015-16

Date	Title of Guest Lecture / Workshop / Visit	Speaker	Designation
30 th Sept, 2015	Guest Lecture on 'Contemporary Issues in Strategic Management'	Mr. Vijay Sarda	CA&CS

13 th Jan 2016	Branding and Corporate Social responsibility	Mr. Ajay Ramdasi	Professional Training & Educational Consultant University Professor – Management Education
20 th January 2016	‘Marketing and innovation for startup businesses-A Case Study on The Laundry Bag	Mr. Nalin Agarwal and Mr. Shauraya Jain	Budding Entrepreneur and owners of Laundry Bag
29 th Jan 2016	Planning Career-road Map ahead	Anurag Sharma	Director, Genesis Mentors
2 nd Feb 2016	Chinese Economy	Utsav Shah	T.Y.B.A. Student
18 th March, 2016	Guest Lecture on ‘Research Aptitude and Attitude.’	Dr. Sanjay Kaptan	Head, Dept. of Commerce, SPPU
01 st , April, 2016	Guest Lecture on ‘New Research Topics in Commerce’.	Dr. C.N. Rawal	Principal BMCC
02 nd April, 2016	Workshop on SET/NET Preparation	Dr. Yashodhan Mithare	Associate Professor, H.V. Desai College.

33. List the teaching methods adopted by the faculty for different programmes.

- Group Discussion
- Films and documentaries
- Role Plays
- Management games
- Simulations
- Presentation
- Case study discussion

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Regular assessments
- Feedback of the programs organised
- Suggestions given by students



35. Highlight the participation of students and faculty in extension activities.

- Students of the department actively participate in the NSS initiatives of the college.
- Students have participated in the rice plantation program undertaken in collaboration with Vanrai NGO
- Students volunteer and participate in the Spandan Bazaar, the social flea market organized by the Entrepreneurship Development cell.
- Students and faculty participated in the Swachh Bharat Abhiyan

36. Give details of “beyond syllabus scholarly activities” of the department.

- Year 2011-12
 - August 2011 Finance quiz organized for the students of Business Administration
 - August 2011 Case study competition for the Business Administration students
 - Visit to Production unit of Mhale Filters Pvt. Ltd. Pune
- Year 2012-13
 - Visit to Bombay Stock Exchange on 25th of September 2012 for S.Y.B.Com. students
 - Visit to Maharashtra Chamber of Commerce, Industries and Agriculture (MCCIA) for the F. Y. B. Com. students
 - Advertisement activity for the students of T.Y.B.Com. students prepared and presented various presentations on advertising various existing and imaginary products
 - Presentation on the backdrop of the national budget. Topic – Finance Bill 2013 for T.Y.B.Com. students
 - Intra-class quiz competition on General awareness for the F.Y. B.Com. students
- Year 2013-14
 - Organized intra-class quiz competition on General Awareness for the F.Y. B.Com. students
- Year 2014-15
 - Organized an Intra class business quiz for the students of F.Y. B.Com. students
 - Organized an exhibition ‘Spandan’ showcasing economic, demographic, cultural and social aspects of various countries of the world.
 - Students were guided to participate in Intra-University competition organized by the Department of Commerce SPPU. The college team won the first prize.



- Year 2015-16
 - Orientation program on 'Parliamentary debate' on 21st January, 2016 was conducted by two Symbiosis Law School students
 - Intra-class general awareness quiz competition for the F.Y.B.Com. students
 - Study tour to Suruchi food processing Unit

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Nil

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths

- The department has a dedicated and highly qualified faculty
- Under autonomy the department has the flexibility to frame its own syllabus. Suggestions from the industry experts are considered while framing an updated industry oriented curriculum
- The teacher student rapport in the department is very strong, facilitating effective teaching and learning
- The department has a very strong network with its alumni, and alumni are integrally involved in curriculum development, conducting workshops, expert lectures and mentoring students.
- The department focuses on practical learning by organizing study tours and visits.

Weakness

- The department has not organized seminars with funding from any agency, However it plans to do so in the near future
- No projects have been undertaken with any institute or industry

Opportunities

- To undertake various innovative activities
- Availability of diverse learning to enhance academic excellence
- To incorporate e-learning modules in the Teaching-Learning process.

Challenges

- Changing expectations of society, employers, parents and students

39. Future plans of the department.

- Expand and enhance the network with industry and other institutes
- Undertake minor and major research project by the faculty
- To organise seminars in association with Industry

**DEPARTMENT OF BUSINESS LAW****1. Name of the Department & its year of establishment –**

Department of Business Law - 2004

2. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.) –

Sr. No.	Programme	Name
1	UG	B.Com

3. Interdisciplinary courses and departments involved

Nil

4. Annual/ semester/choice based credit system

Semester System

5. Participation of the department in the courses offered by other departments

The faculty of the department is also involved in designing the curriculum of department of Accountancy and Costing.

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors (Principal)	01	01
Associate Professors	01	01
Asst. Professors (Full time)	02	02
Asst. Professors(Part Time)	01	01

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Sr. No	Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
1.	Principal Dr. Hrishikesh Soman	M.Com , Ph. D	Principal and HOD	Marketing, Company Law	31	4
2.	Ms. Swati Chiney	B.S.L. LL.M. SET	Associate Professor	Business Laws	20	-----

3.	Mr. Umesh Kulkarni	M.Com. C.A. C.S. SET	Assistant Professor	Taxation, Accountancy & Costing	21	-----
4.	Ms. Shubhada Tamhankar	M.Com. M.Phil. SET	Assistant Professor	Company Law, Accountancy & Costing	22	-----
5.	Mr. Hemant Godbole	M.Com. C.A.	Assistant Professor	Taxation, Accountancy & Costing	26	-----
6.	Ms. Alka Arora	M.Com., M.B.A.,NET	Assistant Professor	Finance & Marketing	4	

8. Percentage of classes taken by temporary faculty – programme-wise information

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	72	70	2	2.78%
2012-2013	72	70	2	2.78%
2013-2014	64	62	2	3.13%
2014-2015	64	62	2	3.13%
2015-2016	64	62	2	3.13%

9. Programme-wise Student Teacher Ratio

The college offers B. Com programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

The administrative staff is common for the entire college. There is no separate allocation for the department

• Data is for the entire college

	sanctioned	filled
Non- teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project wise.

Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Not Applicable

13. Research facility / centre with

- state recognition
- national recognition
- international recognition

The College has applied to SPPU for Research Centre in Commerce for M. Phil and Ph.D.

14. Publications:

* Number of papers published in peer reviewed journals (national / international)

Sr. No.	Name of the Faculty	Research Publication in Peer Reviewed Journal (2011-12 to 2015-16)		Total
		Intenational	National	
1	Prin. Dr. Hrishikesh Soman		1	1
2	Ms. Swati Chiney	1		1
3	Mr. Umesh Kulkarni	1	1	2
4	Ms. Shubhada Tamhankar	1		1
5	Ms. Alka Arora		1	1

* Books with ISBN numbers with details of publishers

Name of the faculty	Academic Year	Title of the book	Name of the publisher	ISSN/ ISBN No.	International/ National / State / University
Mrs. Swati Chiney	2012-13 (2 nd Edition)	Business Regulatory Framework	Sheth Publishers Pvt. Ltd. Mumbai	978-93-82429-67-8	For University of Pune
	2013-14	Mercantile Laws	Sheth Publishers Pvt. Ltd. Mumbai	978-93-83105-66-3	For University of Gujarat
	2013-14	Business Laws - I	Sheth Publishers Pvt. Ltd. Mumbai	978-93-83105-52-6	For University of Gujarat
	2013-14	Business Laws - II	Sheth Publishers Pvt. Ltd. Mumbai	978-93-83497-57-7	For University of Gujarat
Mr. Umesh kulkarni	2013-14	Business Laws – I	Sheth Publishers Pvt. Ltd. Mumbai	978-93-83105-52-6	For University of Gujarat

15. Details of patents and income generated

Nil

16. Areas of consultancy and income generated

The department did not offer any consultancy services through which income is generated. However, the faculty of the department offer consultancy at national and international level in the form of guest lectures to various colleges, institutions, corporates, and forums, as well as by being on examination committees and on the Board of Studies of other institutions/Universities.

The details are as follows:

Dr. Hrishikesh Soman

- Invited by colleges like Fergusson College, BMCC, D.G College Satarato provide guidance for academic Autonomy.
- Invited to provide guidance regarding enhancing quality of education by Symbiosis International University.
- Invited by Symbiosis Society for consultation in various HR matters.
- Invited as a speaker in D. G. College Satara to speak on 'Current Trends in Teaching Commerce' for their seminar on 'Current Trends In Commerce' in Jan 2016.
- Invited as a key note speaker in D. G. College Satara to speak on 'Teaching for 21st Century' for their seminar on Higher Education
- Speaker at the National Conference of Principals organised by the 'Principals' Forum' sponsored by UGC in Mumbai for the subject '*Emerging Trends in Higher Education*'
- Member of advisory board DCEW (Dynamic Corporate Edu World Pvt. Ltd.)

Mr. Umesh Kulkarni

- Conducted Consultancy workshops for the following companies.
 - Suzlon – Indirect Taxes
 - L&T – Project Finance
 - Godrej & Boyce – Finance for non-finance
 - Vinsys International at Dubai - Finance for non-finance
- Conducted Management Development Programs for the Symbiosis Centre for Distance Learning for the Corporates
 - WIPRO
 - Dr. Reddy's Laboratories
 - Cognizant
 - IBM
 - WNS
 - Ranbaxy Laboratories

- Conducted series of lectures for Symbiosis Institute of Business Management on Financial Management
- Conducted lecture for teaching and administrative staff of Abasaheb Garware College of Arts and Science, Pune for “Post retirement financial planning”
- Member of Board of Studies of Symbiosis Center for Distance Learning for Finance and Taxation subjects.

Mrs. Swati Chiney

- Guest Lecture at Garware College of Commerce for SY B Com students on the topic “Environmental Laws” on 4-1-2012
- Guest Lecture at Garware College of Commerce for S Y B Com students on the topic “Environmental Acts” on 31-1-2013
- Invited as Judge for the Preliminary Round of the Raghavendra Phadnis Moot Court Competition on 23-7-2011 organised by ILS Law College.

Mrs. Shubhada Tamhankar

- Invited as resource person for the costing week organized by Modern College, Ganesh khind in December 2012.
- Invited to conduct workshop on “Cost ascertainment and Pricing” by Kaveri college of Arts Commerce and Science in January 2013
- Invited as resource person for Rotract and Interact Conference organized by Rotary International District 3131
- Delivered lectures on “Bach Flower Therapy” in Rotary Club of Pune Wisdom and Rotary Club of Pune West end on 13-08-2015 and 8-10-2015
- Resource person on “Communication Skills” for “Rotary Youth Leadership Awards” organised by Rotary Club of Pune Gandhibhavan at SNTD D.Ed. College on 11-02-2014 and 27-02-2015
- Conducted a panel discussion of experts in the seminar for school teachers on Cyber Crime Awareness and Prevention of Child Abuse on 08-02-2015
- Counseling with Rational Emotive Behavior Therapy and Bach Flower Remedies for last eighteen years.

17. Faculty recharging strategies

The college encourages faculty to attend workshops, seminars, conferences, Faculty Development Programmes, staff training, etc. One of our faculties has availed the study leave under the Faculty Improvement Programmes for pursuing PhD.

Sr. No.	Name of the Faculty	Participation and Presentation of research papers in seminars (2011-12 to 2015-16)		Total
		International	National	
1	Prin. Dr. Hrishikesh Soman	7	6	13
2	Ms. Swati Chiney	3	3	6
3	Mr. Umesh Kulkarni	2	1	3
4	Ms. Shubhada Tamhankar	2	2	4
5	Ms. Alka Arora		1	1

18. Student projects

- percentage of students who have done in-house projects including inter-departmental

As a part of the internal assessment in B.Com programme, students are given assignments and projects which are research based, Case Studies, surveys, etc.

19. Awards / recognitions received at the national and international level by

- Faculty
- Dr. Hrishikesh Soman is nominated on Global Forum on education established by ACCA.

20. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.

Nil

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of Students

(Undergraduate – B.Com.)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only and for the entire college.

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with

23. How many students have cleared Civil Services, Defense Services, NET, SET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression

The departmental data is not available.

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	84%
from other universities within the State	Nil
from other universities from other States	16%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

- Mrs. Shubhada Tamhankar submitted her Ph. D thesis on “Study of Human Capital Development Through Skills Development Activities In Commerce Colleges” to SPPU on 15.10 2015
- Mrs. Swati Chiney is pursuing her Ph. D on “Comparative Analysis of Laws of Maintenance in India and UK Relating to Parents and Senior Citizens” at PGTD of LAW, RTM, Nagpur University, Nagpur
- Mr. Umesh Kulkarni is pursuing Ph.D. on “A study of impact and assessment of financial administration of employed middle class families on wealth creation”

27. Present details about infrastructural facilities**Library**

The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students–

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms**Class rooms with ICT facility–**

27 classrooms with LCD projector and Internet facility

Students' laboratories– 2 Computer laboratories with 168 computers

Research laboratories - Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

Need assessment exercise was undertaken before the development of new syllabi for the programme under autonomy. Following methods were used

- Informal feedback from the students,
- Interaction with BOS members
- professional experiences of the concerned teachers
- Number of meetings were held by the concerned teachers to discuss about the need to introduce followings topics related to
 - Indirect Taxes
 - Cyber Laws
 - Stamp Duty
 - New Companies Act 2013

Accordingly,

- New subject of Indirect Taxes was introduced at T.Y.B.Com.
- New topics were introduced under Mercantile Law on Cyber Laws and Stamp Duty
- Company Laws paper was suitably modified to accommodate changes made by Companies Act 2013
- Topic on Accounting for Value Added Taxes was introduced in S.Y.B.Com. Accountancy paper for better understanding of Indirect Taxes in T.Y.B.Com.

30. Does the department obtain feedback from

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

The Faculty is involved in framing the curriculum for the various courses offered under Autonomy. The feedback is also taken from the

faculty through departmental meetings, Board of Studies.

- b. **Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?**

The syllabus is reviewed and revamped after continuous interaction with students in different forums and suggestions are incorporated in syllabus, evaluation, assignments. Feedback form on curriculum has been developed by college and feedback is collected by faculty at the end of semester.

- c. **Alumni and employers on the programmes and what is the response of the department to the same?**

The Board of Studies is represented by not only the teaching faculty but also by an alumni and an employer from the industrial field who share their views and ideas on the curriculum as well as on the way in which Industry–Academia gaps could be reduced. Their suggestions are appreciated by incorporating the changes recommended by them.

31. List the distinguished alumni of the department (maximum 10)

Sr. No.	Name	Position Held
1	Shubhankar Limaye	Practicing Chartered Accountant and Cost Accountant
2	Tanveer Khan	Practicing Advocate
3	Pradeep Tewani	J.P. Morgan, Analyst
4	SriramVenkat	Indian Army, Major
5	Akshara Patel	Illionise, USA, Senior Business Analyst
6	Amrita Kaur Sidhu	Deloitte, Audit Senior Assistant
7	KripaJiya	Deloitte, Audit Senior Assistant
8	Sanika Chiney	Symbiosis Institute of Foreign languages, Visiting Faculty
9	Mehul Bhatewara	Aanand Veg Restaurant, Entrepreneur
10	Kunal Salunkhe	Prabhat Footware, Entrepreneur

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

- Seminar on Legal awareness-
 - Adv. Nitin Apte on “Article 370 – Effects and Relevance”.
 - C.S. and Adv. Madan Godse on “Significance of Stamp Duty”.
 - Adv. Vaishali Bhagwat on “IPR, Cyber-crimes and Cyber security”.
- Guest Lecture
 - Mr. Sushant Sharma, Cyber Expert, on “Cyber Crimes and Cyber Security”
- Visit to Advocate’s Office
Students were taken to Advocate Nitin Apte’s office for an

interactive session with an objective of

- Making the students aware about the professional side of Law
- Giving an opportunity to students to interact with legal professionals
- To bridge the gap between theory and practise
- To give inputs to students about maintaining law diaries, law Journals & Reporters, showing them drafts of law cases, various documents, judicial stamps etc.
- To give guidance to students about making career in Law subject
- To interview the law professionals

33. List the teaching methods adopted by the faculty for different programmes.

- Audio-Video Aids, using LCD, Power-point Presentations, Internet, Websites
- Students' class presentations to develop their confidence through articulation and presentation skills.
- Visit to Advocates Office, Registrar of Companies Office, Court Visits.
- Case studies, quizzes, role plays
- Demonstration of E-filing of documents
- Hands on experience of E-filing of documents
- Hands on exercise of drafting of legal documents

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Through the results of internal as well as external evaluations.
- BOS meetings
- Department meetings
- Feedback in the class.

35. Highlight the participation of students and faculty in extension activities.

Mrs. Shubhada Tamhankar – Member of Rotary Club of Pune Gandhibhavan, served as Director Youth Services and Director Club Administration. Undertaken projects for youth such as making of Eco Ganpati Idols, Traffic awareness campaigns, Legal awareness workshops, Seminar for school teachers on Cyber Crime Awareness and Prevention of Child Abuse

Hemant Godbole: Member of Rotary Club of Pune Sahawas, served as Secretary of the club in 2014-15. Involved in various activities like Tree plantation drive in July 2014 on a hill adopted by Dist 3131 near Sus, Dengue awareness rally in November 2014, Atharvashirshpathan in

January 2015. Actively involved in flagship project of club – “e-waste collection” in cooperation with SWATCH, (March 2016)

36. Give details of “beyond syllabus scholarly activities” of the department.

- Practical Exposure on e-filing of documents
CA Hemant Godbole demonstrated “E-filing of Documents for Formation of Limited Liability Partnership”
- Visit to Advocate’s Office
Students were taken to Advocate Nitin Apte’s office for an interactive session with an objective of
 - Making the students aware about the professional side of Law
 - Giving an opportunity to students to interact with legal professionals
 - To bridge the gap between theory and practise
 - To give inputs to students about maintaining law diaries, law Journals & Reporters, showing them drafts of law cases, various documents, judicial stamps etc.
 - To give guidance to students about making career in Law subject
 - To interview the law professionals

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strength

- Professional expertise of faculty
- Dynamic and Contemporary Syllabus
- Practical Oriented Assignments
- Technology Enabled Pedagogy
- Strong Industry- Academia Interface
- Publication of books

Weakness

- High Teacher-Student Ratio
- Limited national / international seminars / conferences
- Greater Initiative Needed for Research Projects

Opportunity

- Global Exposure of Faculty
- Strengthening E-Learning Content
- Development of value added courses to enhance employability of students

- Broadening Placement Avenues

Challenges

- Translating legal terminology in student friendly language
- Updating the students about latest amendments in Law

39. Future plans of the department.

- Student and Faculty Exchange Programmes at National and International levels
- Enhancing Research Publications, reference books, chapters in edited books
- Minor and Major Research Projects
- Research publication –Law Journal
- Student Research Publications
- Organizing National and International Conference and Seminars
- Incorporating technology in internal evaluation through assignment based on e- journals, authentic online data base
- Integrating Skill Development into the curriculum
- Strengthening Industry-Academia linkages through workshops, involvement in curriculum designing and opportunities for internships
- Surveys and Field visits



DEPARTMENT OF BUSINESS PRACTICES

1. Name of the Department & its year of establishment

Department of Business Practices : 2004

B.Com. : 2004

2. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Sr. No.	Programme	Name
1	UG	B.Com
2	UG	B.Com (Honours)

3. Interdisciplinary courses and departments involved

Under the Degree with Honours Programme subjects offered are:

- Investments and Beyond
- Creating and managing business
- Dissolve the Boundaries

4. Annual/ semester/choice based credit system

Semester System

5. Participation of the department in the courses offered by other departments

Linkages with Department of Business Administration for the subjects:

- Fundamentals of Management
- Contemporary Management (S.Y.B.Com)

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Asst. Professors	01	01

**7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)**

Name	Qualification	Designation	Specialization	No. of Years of Experience
Ms. Jasmina Kumar	M.Com. M.Phil.	HOD and Associate Professor	Business Communication	31
Dr. Sharayu Bhakare	M.Com, M. Phil, DCM, DTL, PGDBM, SET, Ph. D.	Assistant Professor	Business Entrepreneurship	14
Ms. Sarika More	M. Com. SET	Assistant Professor	Business Entrepreneurship	07
Ms. Alka Arora	M.Com., M.B.A., NET	Assistant Professor	Business Entrepreneurship	03

8. Percentage of classes taken by temporary faculty – programme-wise information

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	32	24	8	25
2012-2013	32	24	8	25
2013-2014	32	24	8	25
2014-2015	32	24	8	25
2015-2016	32	24	8	25

9. Programme-wise Student Teacher Ratio

The college offers B. Com & M. Com programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

*Technical and non-technical staff is sanctioned for the whole College and not for individual departments.

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Sharayu Bhakare has received the following travel grant for International conferences.

Sr. No.	Details of Grant	Sponsoring Agency	Place visited	Year	Amount Received
1	Travel Grants for International Conference	SPPU	Harvard University, Boston, USA	May 2014	71,277

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / centre with –

- state recognition
- national recognition
- international recognition

The College has applied to SPPU for Research Centre in Commerce for M. Phil and Ph.D.

14. Publications:

- number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research Papers (2011-12 to 2015-16)			Total Publications
	International	National	State	
Dr. Sharayu Bhakare	8	10	-	18
Mrs Sarika More	-	02	01	03
Total	8	12	01	21

- Books with ISBN numbers with details of publishers

Sr. No.	Faculty	Title of the Book	Name of the Publisher	ISBN No.	International / National / State / University
1	Dr. Sharayu Bhakare	Educational Corporate Social Responsibility Practices	Lambert Publication	978-3-659-34651-4	International



15. Details of patents and income generated

Nil

16. Areas of consultancy and income generated

The faculty of the department offer consultancy in the form of guest lectures to various colleges and institutions and forums. The details are as follows:

- Resource person in the National Seminar ‘Innovative Business Practices for Inclusive Growth and Sustainable Development in India’ organized by Modern Institute of Business Management(2015)‘
- Resource person for session on the topic ‘Presentation skill’s for B.Com and BBA students of Modern college of Arts, Science and Commerce
- Invited speaker and Session chair at the International conference of Entrepreneurship and Business management organized by the University of Tarumangara, Indonesia and University of Sains Malaysia at Penang Malaysia. Talk on ‘Inclusive Entrepreneurship in Developing Economies’(November 2014)
- Appointed as the advisory board member for the International Journal of Commerce, Economics and Management ‘Sameeksha’ published by the Indira College, Pune
- Resource person panellist at the National Level conference on Livelihoods organised jointly by the Pune University and Vanrai NGO on 23rd and 24th April 2014
- Resource person for the session ‘Creating value through communication’ for the Final Year students of Modern College of Business Studies on 14 Aug 2013
- Resource person to conduct a full day session on ‘Business Ethics: Today and Tomorrow’ in Mumbai on behalf of Business Ethics foundation Pune 25th Aug 2013
- Resource person in ‘‘ Group Dynamics and Effective Resume Writing Skills’ for the T.Y.BBA. students of Modern College of Business Studies. Aug 2013
- Resource person in ‘Value Creation through Communication in the Corporate World’ for the BBA students of Modern College of Business Studies. Aug 2013

**17. Faculty recharging strategies**

Name of Faculty	Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Mrs. Jasmina Kumar	00	00	00	01
Dr. Sharayu Bhakare	07	04	-	03
Total	07	04	00	04

18. Student projects

- percentage of students who have done in-house projects including inter-departmental

The students pursuing Degree with Honours programme are involved in projects which is mandatory for the completion of the programme.

Academic Year	No. of students	Area
2014-15	6	Entrepreneurship
2015-16	6	Entrepreneurship

- percentage of students doing projects in collaboration with industries / institutes

Nil

19. Awards / recognitions received at the national and international level by Faculty

Dr. Sharayu Bhakare has received the following awards:

Sr. No.	Academic Year	Name of the Award	Agency	International/ National /State/ University level	Date
1	2013-14	Outstanding Research Paper award	University of Mumbai	International conference	7 th February 2014

- Doctoral / post doctoral fellows: Nil
- Students : Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.

Nil

**21. Student profile course-wise:**

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of Students

(Undergraduate – B.Com.)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression

The departmental data is not available.

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	50 %
from other universities within the State	25 %
from other universities from other States	25 %



26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Nil

27. Present details about infrastructural facilities

Library: The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms

Class rooms with ICT facility–

27 classrooms with LCD projector and Internet facility

Students' laboratories– 2 Computer laboratories with 168 computers

Research laboratories– Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs. The students felt the need to pursue 'Honours' degree which enables in-depth study in their chosen field. This prompted the college to introduce 'Degree with Honours Programme'. The students can choose this programme along with their regular degree with additional 22 credits.

30. Does the department obtain feedback from

- **faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?**

The feedback regarding curricular aspects is taken from the students and discussed in the departmental meeting for inclusion in the syllabi.

Based on the feedback regarding teaching-learning-evaluation, the faculty introspects and improves the respective teaching methodology. In keeping with the philosophy of the college, the department believes in the integrity, commitment and sincerity of the faculty.

- **students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?**

College authorities take a comprehensive feedback on teaching-learning-evaluation, staff, curriculum etc. Based on the feedback the department takes necessary actions.

- alumni and employers on the programmes and what is the response of the department to the same?

The department seeks feedback from the alumni and employers and tries to incorporate their suggestions in curriculum development and departmental activities such as industrial visits, seminars, guest lectures etc.

31. List the distinguished alumni of the department (maximum 10)

ENTREPRENEURS NAMES	VENTURE NAME
Abhishek Kavitar	Tree Public
Naman Shah	Cuero
Vinay Gargate	Sohum Udyog
Manoj Khatakar	Confur Systems
Manoj Banthia	Confur Systems
Pradeep Joshi	Green Build product
Rohit Lalwani	Sparkpluggers

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department has organized following lectures for the enrichment of the students

Sr no	Date	Title of Guest Lecture / Workshop / Visit	Speaker	Designation
Activities in the Year 2012-13				
1	20/12/2012	Phases of transition of Indian Economy	Mr. Abhay Tilak	Principal director of Indian School of Political Economy
2	10/01/2013	Corporate Social Responsibility	Ms. Semantinee Khot	CSR Head, Suzlon Energy Ltd
3	15/01/2013	Workshop on Branding	Rajeev Deo	Corporate marketing Personnel
4	8/02/2013	Corruption & economic Development	Experts from the organization Arthakranti	
5	20/02/2013	Guest lecture – Human resource Trends	Sripad Taware	HR Consultant & Corporate Trainer



Activities in the Year 2013-14				
6	24/7/2013	Crea Tea- vity	Mr. Anil Dagia	Corporate trainer
7	30/7/2013	Be an entrepreneur	Ayan Bandyopadhyay	Consultant at NEN
8	6/08/2013	Thinking Skills	Dr. Sadhana Natu	Consulting Psychologist
9	10/08/2013	Business Asharam: Case of an ethical entrepreneur	Film Screening	Entrepreneur
10	22/08/2013	Ideas to innovation	Mr. Hemant Thite	Proprietor, Stew Art
11	3/09/2013	Dial An Auto	Mr. Shreyas Phathak	Founder
12	10/12/2013	Think different, be different	Ms. Shveta Raina	Founder director. Talerang
13	17/12/2013	Overcoming fears of becoming an entrepreneur	Mr. Manish Harodia	IIM Alumni, founder director Genesis
14	24/12/2013	Planting Trees, Planting Ideas	Abhishek Kavitkar	Founder of NGO tree Public
Activities in the Year 14-15				
15	07/08/2014	Creativity Workshop	NLP & Anil Dagia	Corporate trainer
16	10/08/2014 & 11/08/2014	Start up lab- Business plan workshop	Rohit Lalwani	Founder, Sparkpluggers
17	24/07/2014	Dial an auto	Mr. Shreyas Parekh	Founder entrepreneurs- Dial an Auto
18	14/08/2014	Innovative enterprises – experiences & learnings	Mr. Hemant Thite	Founder- Stew Art Restaurant
19	15/12/2014	Being the youngest entrepreneur	Farhaad Acidwala-Ted ex speaker	Founder Rockstah Media,
20	04/12/2014	Social entrepreneur- Challenges and opportunies	Mr. Bhavnesh Desai	Founder entrepreneur- I-Initiatives
21	07/01/2015	Journey of a social entrepreneur	Swapnil Chaturvedi	Chief Toilet Office Samagra Sanitation

22	05/02/2015	Interactive session	Mr. Abhishek Kawitkar	Founder-Tree Public
Activities In the year 2015-16				
23	14/09/2015	One day seminar on Innovation in Business	Mr. Venkatesh Iyer Mr. Ganesh Hingmire	Founder - Goli wadapav Chairman - GMGC
24	9/12/2015	Starting up in USA	Ms Sunain Mohol	Founder-Foozimo startup
25	03/08/2013	Backpack to Briefcase	Mr. Siddharth Vaze	Corporate trainer
26	23/08/2015	Agri-tourism as an entrepreneurial avenue	Mr. Pandurang Taware	President-Agritourism Development Corporation, Maharashtra
27	27/7/2015	How to face risks of being an entrepreneur	Pratik Magar-IT Preneur	Founder, Fizzible.com
28	07/01/2016 – 09/01/2016	Spandan-Intercollegiate social entrepreneurship event Spandan Bazaar	Dr.S.B. Mujumdar Contribution to 30 NGOs in Pune city	Founder President-Symbiosis
29	28/08/2015	Campus to Corporate	Mr. Siddharth Vaze, Ms Soniya Solanke and Ms Aradhana Vaze	CEO, The Advanced Institute of Learning

33. List the teaching methods adopted by the faculty for different programmes.

- Group Discussion
- Films and documentaries
- Role Plays
- Management games
- Simulations
- Presentation
- Case study discussion

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Regular assessments
- Feedback of the programs organised
- Suggestions given by students



35. Highlight the participation of students and faculty in extension activities.

- The Symbiosis Social Involvement Program was launched in July 2015 with the intention of encouraging interested students to actively participate in community issues.
- The students of the department are actively involved in the NSS department of the college, which undertakes various social initiatives

36. Give details of “beyond syllabus scholarly activities” of the department.

- Ernst & Young Business Plan competition - Organized the Ernst and Young business plan competition in which the winner is given a scholarship of Rs. 1 lac and two months internship in E & Y
- Spandan – Intercollegiate social entrepreneurship fest, the annual fest of the department
- Parivartan – This is an event in Spandan in which a social entrepreneur is invited as guest speaker, such as Swach trustees, Pradeep Lokhande of rural relations, Swapnil Chaturvedi of Samagra Sanitation and Abhishek Kavitkar of Tree public
- Spandan Bazaar –Students help to promote and sell products made by NGO beneficiaries such as underprivileged children and women, blind and other disabled individuals, orphans etc. Every year students make a sale of approximately 1 lacs and this was their contribution to the NGO sector
- Social business plan competition- Students present social business plans, which are judged and the winning plan is crowd-funded
- Startup India, Standup India business plan competition- This is organised to encourage students present their business plans in various sectors of the economy
- Aikarthya, Business Idea competition- Students presented their ideas for a better India.
- Visit to Dharavi was organised to expose students to the entrepreneurial ecosystem in Dharavi.
- Visit to MCCIA- This is a professional body which consults industries in and around Pune. Students visit MCCIA every year to understand its role in industrial development
- Alumni Entrepreneurs meet was organised to enrich the alumni entrepreneurs network and create a platform for meaningful sharing between the present students and alumni

- One day Seminar on Innovation – In which the guest speakers were Mr. Venkatesh Iyer Founder and Owner of Goli VadaPav venture, Mr. Ganesh Hingmire, Chairman at GMGC
- Symbiosis Entrepreneurship Development Cell was initiated in the academic year 2013 with prime objectives of fostering entrepreneurial eco-system in college, creating awareness about the entrepreneurship as sustainable career option, providing a platform for interaction with various entrepreneurs, venture capitalists through guest lectures, workshops, seminars and visits, helping and guiding the budding entrepreneurs, encouraging innovation, lateral and creative thinking

37 State whether the programme/ department is accredited/ graded by other agencies. Give details.

No

38 Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

SWOC of the department

Strength:

- Under autonomy the department has the flexibility to frame its own syllabus. Suggestions from the entrepreneurs and experts are considered while framing an updated industry oriented curriculum
- The teacher student rapport in the department is very strong, facilitating effective teaching and learning
- The department undertakes innovative activities to enhance entrepreneurial and other relevant skill development
- The department has started a dedicated cell - Symbiosis Entrepreneurship Development Cell
- The department has a very strong network with its alumni and alumni are integrally involved in curriculum development, conducting workshops, expert lectures and mentoring students
- The department focuses on practical learning by organizing study tours and visits

Weakness

- The student teacher ratio is not very favourable.
- The department has not organized seminars with funding from any agency.
- No projects have been undertaken with any institute or industry

Opportunities

- To start an incubation centre, considering the growing importance of start-ups in India
- The department intends to focus on entrepreneurial skill building initiatives, as entrepreneurship development is the key agenda for the country today



- Provide an opportunity to become more creative by thinking outside of the box through various innovative activities

Challenges

- Changing expectations of society, employers, parents and students

39 Future plans of the department.

- Start an incubation centre
- Expand the scope of Symbiosis Entrepreneurship Development Cell
- Expand and enhance the network with industry and other institutes
- Collaborate with industry, professional organizations for seminar, workshops and projects
- Encourage research among students
- Organise funded symposium, conferences and seminars
- Develop online resources for students

**DEPARTMENT OF COSTING****1. Name of the Department and its year of establishment**

Department of Costing – 1991

2. Names of Programmes

Sr. No.	Programme	Name
1	Under Graduate	B.Com. (Regular)
2	Under Graduate	B.Com. (Honours)

3. Interdisciplinary courses and departments involved

Nil

4. Annual/ Semester/Choice Based Credit System

Semester System

5. Participation of the department in the courses offered by other departments

Department of Costing is involved in courses offered by Department of Accountancy, Department of Business Administration and Department of Business Law.

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

Posts	Sanctioned	Filled
Professor	00	00
Associate Professor	02	02
Assistant Professor	01	01

7. Faculty profile with name, qualification, designation, specialization, (D.Sc. / D.Litt. / Ph.D. / M. Phil. etc.)

Sr. No.	Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided
1	Mrs. Tessy Thadathil	M. Com., SET	Head and Associate Professor	Accountancy and Costing	22	NA
2	Dr. Shirish Limaye	M. Com., M.Phil., Ph.D.	Associate Professor	Accountancy and Costing	33	06
3	Mr. Nilesh Waghmare	M. Com. M. Phil., NET (JRF)	Assistant Professor	Costing	04	NA
4	Dr. Sharayu Bhakare	M.Com, M. Phil, DCM, DTL, PGDBM, SET, Ph.D.	Assistant Professor	Sustainability Management	14	NA

5	Mr. Saransh Dey	CA & CS	Visiting faculty	ERP	Visiting Faculty	NA
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8. Percentage of classes taken by temporary faculty – Programme-wise information

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	32	32	0	0
2012-2013	32	32	0	0
2013-2014	32	32	0	0
2014-2015	32	32	0	0
2015-2016	32	32	0	0

- Workload of the department for 2016-17 (B. Com - Honours)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2016-2017	08	04	04	50

9. Programme-wise Student Teacher Ratio :

The college offers B. Com Programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled:

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-Teaching Staff	46	39
Technical Staff	20	18

11. Number of faculty with ongoing projects from a) National b) International Funding Agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Shirish Limaye has applied to UGC for sanction of grant for minor research project.

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.;
Total Grants Received –
Nil

13. Research facility / center with

- State Recognition
- National Recognition
- International Recognition –

The College has applied to SPPU for Research Centre in Commerce for M. Phil and Ph.D.

14. Publications:

- Number of papers published in peer reviewed journals
(national/international)

Name of Faculty	Research Papers (2011-12 to 2015-16)		Total Publications
	International	National	
Dr. Shirish Limaye	10	09	19
Mrs. Tessy Thadathil	02	01	03
Dr. Sharayu Bhakare	08	10	18
Total	18	16	34

- Books with ISBN numbers with details of publishers

Faculty	Title of the Book	Name of the Publisher	ISBN No.	International / National /State/ University
Dr. Shirish Limaye	Work book on Costing and Accountancy	SCAC	NA	State
Dr. Sharayu Bhakare	Educational Corporate Social Responsibility Practices	LAP - Lambert Academic Publishing, Germany	ISBN 978-3-659-34651-4	International

15. Details of patents and income generated:
NIL.

16. Areas of consultancy and income generated :

- Our faculty members are qualified teachers who are experts in teaching courses like Methods & Techniques of Costing, Strategic Cost management, Advanced Accountancy, Corporate Accountancy, Financial Management. So as teachers, they have been consulted by many organizations for conducting training and development of their staff members. Dr. Shirish Limaye has been invited by Dept. of

Commerce,, SPPU and by various corporate like Mahindra and Mahindra, Cognizant, Wipro, Dr. Reddy Laboratories etc.

- Dr. Shirish Limaye extended consultancy to Faculty and Administrative Staff of Anantrao Thopte College of Arts and Commerce which is located in a rural and hilly area, on guidance for preparation of AQAR and SSR.

17. Faculty Recharging Strategies

- The department follows a liberal strategy in recharging faculty. Faculty is free to identify the sources of knowledge and information.
- They are supported by the institution to participate as a paper presenter or as a participant, in International, National and State Level seminars and conferences.
- Faculty members frequently visit library of our college and refer to various books, journals and periodicals.
- They have an open access to internet facility. Each of the department teachers has a personal laptop. They refer to internet sites frequently for updating their knowledge base. They share this information with the students during their regular lectures.
- The teachers have participated in the conferences conducted by the National apex bodies such the Confederation of Indian Industries.
- The teachers have organised many industrial visits to various companies to learn practical aspects of costing and to interact with managerial personnel to understand cost strategies of their business.

Name of Faculty	Research Papers presented in (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Dr. Shirish Limaye	07	09	01	05
Mrs. Tessy Thadathil	03	01	01	02
Dr. Sharayu Bhakare	02	01	Nil	04
Mr. Nilesh Waghmare	-	-	-	01
Total	12	11	02	12

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- Honours students do a research project in their third year. In the year 2014-15, 27 Research Projects were completed by the students.

- percentage of students doing projects in collaboration with industries / institutes :

In Honours, 03 out of 50 students have visited Essar Oil Industries in Jamnagar to do a case study of their CSR activities.

Year	No. of projects undertaken
2014-15	21
2015-16	11

19. Awards / recognitions received at the national and international level by Faculty

- Dr. Shirish Limaye has been conferred Ideal Teacher Award and Vocational Excellence Award instituted by the Rotary Club of Gandhibhavan, Pune
- Mrs. Tessy Thadathil secured best research paper award in an International Conference organized at Chennai.
- Dr. Sharayu Bhakare has been conferred Shikshak Gaurav Puraskar, Women Achiever award by 2 outside agencies.

20. Seminars/ Conferences/Workshops organized and the source of funding (national / International) with details of outstanding participants, if any.

Nil

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of Students (Undergraduate – B.Com.)

Name of the Course	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-12	41.98	69.67	18.95	11.36
2012-13	32.83	65.91	22.91	11.17
2013-14	36.52	66.51	28.41	05.06
2014-15	40.66	62.47	33.50	04.02
2015-16	32.67	62.82	35.14	03.03
2016-17	N.A.	55.90	41.56	02.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission

policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available

24. Student progression

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	100%
from other universities within the State	00
from other universities from other States	00

26. Number of faculty who were awarded Ph.D., D.Sc. and D. Lit. during the assessment period.

Ms. Tessy Thadathil and Mr. Nilesh Waghmare are pursuing their Ph.D under SPPU.

27. Present details about infrastructural facilities

Library : The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms – 27 classrooms

Class rooms with ICT facility –

27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of newprogram(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs. The students felt the need to pursue 'Honours' degree which enables in-depth study in their chosen field. This prompted the college to introduce 'Degree with Honours Programme'. The students can choose this programme along with their regular degree with additional 22 credits.

30. Does the department obtain feedback from

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

The college has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

Based on the feedback regarding teaching-learning-evaluation, the faculty introspects and improves the respective teaching methodology. In keeping with the philosophy of the college, the department believes in the integrity, commitment and sincerity of the faculty.

- Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

College authorities take a comprehensive feedback on teaching - learning-evaluation, staff, curriculum etc.

- Alumni and employers on the programmes and what is the response of the department to the same?

The department seeks feedback from the alumni and employers and tries to incorporate their suggestions in curriculum development and departmental activities such as industrial visits, seminars, guest lectures etc.

31. List the distinguished alumni of the department (maximum 10)

- CA Shubhankar Limaye
- CA Tale
- CA Mihir Padhye
- CA Amey Sane
- CA Anand Doshi

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

Sr. No.	Activity	Speaker	Year	Topic
1	Guest Lecture	Dr. Nachiket Vechalekar	2013-2014	Activity Based Costing
2	Seminar	Mr. Chandrashekhar Tilak, Ms. Manasi Phadke, Mr. Chandrasekhar Thakur	2014-2015	Interim Union Budget - 2014
3	Seminar	Mr. Chandrashekhar Tilak, Ms. Manasi Phadke	2014-2015	Union Budget –2015
4	Guest Lecture	FCA Umesh Kulkarni	2014-2015	Analysis and Interpretation of Financial Statements

5	Guest Lecture	Mr. Puratan Bharti	2014-2015	Corporate Strategies – Mergers and Acquisitions
6	Guest Lecture	Mr. Milind Date	2014-2015	Process Costing
7	Workshop	Mr. Mukund Joglekar	2014-2015	Business Ethics
8	Workshop	Mr. Purav Shah	2014-2015	Equity Markets
9	Guest Lecture	Mr. Milind Date	2015-2016	Process Costing

33. List the teaching methods adopted by the faculty for different programmes.

Though the lecture method the predominating method used for teaching the subject of Costing, the other methods are also followed by the departmental teachers vary according to the topics that they teach. The teachers make an effective use of the following methods of teaching.

- Lecture method
- Group discussion method
- Presentation method
- Survey method is used for practical assignments
- Use of ICT in teaching Costing Subjects
- Case study method
- Problem solving method
- Projects and assignments
- Industrial Visits

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

The department ensures that the programme objectives are constantly met and learning outcomes monitored through the following system:

- Informal meetings are called and the topics taught and to be taught in the classes are discussed with the head of the department.
- The question papers set by all the departmental teachers are supposed to be routed to the Controller of Examinations through the Head of the department. This gives an opportunity to the Head to monitor the expected learning outcomes.
- Some of the teachers of our department maintain diaries to monitor what has been taught in each class and what has yet to be taught in the classes. This helps the teachers to ensure continuous monitoring of the learning outcomes.
- Teachers informally interact with students. During these interactions, they come to know whether the learning outcomes are in tune with the objectives of the course.

35. Highlight the participation of students and faculty in extension activities.

- Dr. Shirish Limaye acts as a mentor to students. He visits residences of students and interact with their parents. He tries to understand the circumstances under which the student is learning and what he needs to do to improve his performance.
- Dr. Shirish Limaye is an active member of Non Profit Organizations like Ramakrishna Math and Mission and is involved in their philanthropic activities of and giving motivational lectures for spreading the message of Swami Vivekananda.
- Mrs. Tessy Thadathil participates in the activities of Asha Bhavan, Satara. This is an NGO which is an orphanage of mentally retarded people who are neglected by the society.

36. Give details of “beyond syllabus scholarly activities” of the department.

1. Management Games for SY and TY Students, 2011-12
2. Visit to Malegaon Sugar Factory and Sericulture Unit, 2011-12
3. Costing Week - Departmental fest, 2012-13
4. Costeo Semana - Departmental fest, 2013-14
5. Visit to BSE – 2013-14
6. Visit was organized to EAR Pvt .Ltd – 2013-14.
7. Visit to Essar Oil Refinery Limited, Jamnagar – 2014-15
8. Visit to Mahindra and Mahindra Limited, Chakan – 2014-15.
9. Students of our department participated in Data Collection work conducted By Essar Oil Refinery Ltd., Jamnagar.
10. Visit to Volkswagen - 2014-15
11. Costeo Semana - Departmental fest, 2015-16.
12. Visit to Satara Industrial Estate - 2015-16
13. Visit to Mapro Foods and Soham Industries - 2015-16
14. Visit to BSE - 2015-16
15. Arhakriti - Costeo Semana - Departmental fest, 2015-16
16. Visit to Rajgad Sugar Factory and Godrej Interio, 2015-16

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths	<ul style="list-style-type: none">• Highly qualified, dedicated, committed faculty working with diligence.• Out of 4 faculty members of the department 02 are Ph.D. holder and 02 are pursuing Ph.D.• All the teachers participate in various International, National, State and Local level seminars and present their research papers.• The research papers submitted by the faculty members in various seminars and conferences have been conferred with best research paper awards.• All the teachers are authors of books on Accountancy, Costing, and Financial Management.• Some teachers are awarded Best Teacher Awards.
Weaknesses	<ul style="list-style-type: none">• Large number of students in the class
Opportunities	<ul style="list-style-type: none">• To develop certificate courses.• To develop e-learning module
Challenges	<ul style="list-style-type: none">• How to fit the co-curricular activities in the limited frame of semester.• How to make the co-curricular activities of the department cost effective so that the benefits of these activities can be shared by all the students.• To enhance employability skills• To cope up with changing scenario

39. Future plans of the department.

- To conduct qualitative research related to utilization of scarce resources and resource planning.
- To organise conferences on recent developments in Strategic Cost Management.
- To carry out Cost-Benefit Analysis of various projects in and around the city.
- To conduct Certificate Courses in Financial Management.



DEPARTMENTS OF ECONOMICS AND BANKING

1. Name of the Department & Year of establishment:

- i. Department of Economics: 1983
- ii. Department of Banking: 1991

2. Names of Programmes / Courses offered:

Sr. No.	Programme	Name
1.	Undergraduate Programme	B.A. (Regular)
2.	Undergraduate Programme	B.A. (Honours)
3.	Undergraduate Programme	B.Com (Regular)
4.	Undergraduate Programme	B.Com (Honours)
5.	Postgraduate Programme	MA (Economics)

3. Interdisciplinary courses and departments involved :

- The department offers courses in B.A,B.Com Regular and Honours. which are interdisciplinary in nature:
 - i. General Awareness – I(An Insight into India-Semester 1 and An Insight into the World - Semester II)
 - ii. Research Methodology for the Degree with Honours Programme
- In addition, the faculty of the department is also involved in designing the curriculum at Symbiosis School of Liberal Arts. They are members of BOS of Symbiosis Centre for Distance Learning and involved in designing the curriculum.

4. Annual/ semester/choice based credit system :

Semester System

5. Participation of the department in the courses offered by other departments:

- i. General Awareness – I
- ii. Joint Value Added courses are offered by the Departments of Economics, Banking, Accountancy and Costing.

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/Asst. Professors)

	Sanctioned	Filled
Professor	00	00
Associate Professors	03	03
Asst. Professors	03	03
Clock-Hour Basis	01	01



7. Faculty profile with name, qualification, designation, specialization (D.Sc./D.Litt./ Ph.D./M.Phil., etc.)

Academic Year 2016-17

Name	Qualification	Designation	Specialization	No. of Years of Experience
Dr. Sunayini Parchure.	M.A. Economics, M.Phil, PhD, (Research Guide for PhD in Humanities)	Vice Principal, Head Dept. of Economics, Associate Professor	Macroeconomics, Agricultural Economics, Monetary Economics, Financial Inclusion, Banking and Financial System(No. of Ph.D. students guided in the last 4 years: 3)	31
Ms. Marcelle Samuel.	M.A. Economics, (Pursuing PhD)	Head Dept. of Banking, Associate Professor	Macroeconomics. International Trade, History of Economic Thought, Banking and Financial System, Education and Human Capital	30
Dr. Sheena Mathews.	M.A. Economics, M.Phil, PhD,NET	Associate Professor, In-charge Dept of Banking	Microeconomics, International Trade, Banking and Financial System, Indian Economy, Transport Economics	20
Dr. Neelofar Raina.	M.A. Economics, PhD (Research Guide for PhD in Business Economics) NET, SET	Assistant Professor	International Economics, Contemporary Issues in Indian Economy, Banking Law and Operations, Development Economics	20
Ms. Nalini Sapkal.	M.A. Economics	Assistant Professor	Microeconomics, Financial Institutions in India	20



Name	Qualification	Designation	Specialization	No. of Years of Experience
Mrs. Jini Jacob.	MA, B. Ed., SET, Economics, (Pursuing PhD)	Assistant Professor	Microeconomics, Macroeconomics, Women entrepreneurship	7
Ms. Kashmira Behere.	M.A. Economics (NET with JRF)	Assistant Professor	Mathematical and Statistical Techniques for Economic Analysis, Indian Economy, International Trade	2
Dr. Varun Miglani	M.A.,Ph.D	Assistant Professor (CHB)	International Economics, Agricultural Economics, Statistics	1
Dr. Sumita Kale	M.A, Ph.D	Visiting Faculty	Econometrics, Behavioral Economics, Macroeconomics, Banking	20
Dr. Akshay Dhume	M.A, Ph.D	Visiting Faculty	Econometrics, Mathematical Economics, Statistics, Macroeconomics	8

Dr.Jyoti Chandiramani Ex-Head Department of Economics upto 30.09.2013

Name	Qualification	Designation	Specialization	No. of Years of Experience	Period
Dr. Jyoti Chandiramani	MA, Ph.D	Head of the Department of Economics	International Economics	28	LIEN- 1.07.2010 to 14.06.2012 REJOINING 15.06.2012 to 30.09.2013 VRS - 30.09.2013

8. Percentage of classes taken by temporary faculty – programme-wise information

Details of B.A. & B.Com (Grant – in - Aid)

Year	Total Work load of departments/ per week	Total workload of Permanent faculty/ per week	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2016-2017	120	74	46	38.33%

Details of M.A.Economics (Self-Finance)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2016-2017	16 / week	Nil	04	25%

9. Programme-wise Student Teacher Ratio

The college offers B.A. / B. Com & M. A programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ration
B.A.	342	11 (8 + 3 CHB)	31 : 1
B.Com.	2288	29 (26 + 3 CHB)	79 : 1
M.A. (Economics)	30	6	5:1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled.

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Sunayini Parchure has applied to the UGC for Grant of Minor Research Project.

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / Centre

- state recognition
 - national recognition
 - international recognition
- Not Applicable

14. Research Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of the Faculty	Research Papers in ISSN/ISBN journals/Conference proceedings (Publications)	
	International	National
Dr. Sunayini Parchure	1	08
Ms. Marcelle Samuel	03	06
Dr. Sheena Mathews	01	02
Dr. Neelofar Raina		07
Ms.Nalini Sapkal		01
Ms.Jini Jacob		03
Total*	05	27

* This is inclusive of eleven peer reviewed research papers

- Conference Proceedings
National Seminar on *Inclusive Growth in India- Varied Dimensions and Challenges*, February 2012 ISBN- 978-81-921046-0-7

15. Details of patents and income generated:

Not Applicable.

16. Areas of consultancy and income generated:

The faculty of the Department are a part of the Board of Studies of other institutes.

17. Faculty recharging strategies:

The college encourages faculty to attend workshops, seminars, conferences, Faculty Development Programmes, staff training, etc. Two of the faculty have availed the study leave under the Faculty Improvement Programmes for pursuing PhD.The faculty has participated in about 34 National and International Seminars,Conferences,Workshops over the last five years.

Name of the Faculty	Papers Presented in Seminars/ Workshops/ Conferences		Participation in Seminars/ Workshops/ Conferences	
	International	National	International	National
Dr. Sunayini Parchure	01	03	02	04
Ms. Marcelle Samuel	03	06		03
Dr. Sheena Mathews	01	03		

Dr. Neelofar Raina	02	06	02	06
Ms. Nalini Sapkal			03	05
Ms. Jini Jacob		03	04	03
Mr. Nikhil Thorat				01
Total	07	21	11	22

18. Student projects

- Percentage of students who have done in-house projects including inter-departmental:

As a part of the internal assessment in B.A and B.Com programme, students are given assignments and projects which are research based, e-learning modules, book reviews, article reviews, surveys, etc. All the students pursuing the Degree with Honours Programme do a research project as a part of their coursework. The research project is based on current and contemporary issues and concerns. In the last two years the following number of students have completed Research Projects.

Academic Year	No. of students	Area
2014-15	11	Economics
2015-16	14	Economics
2014-15	22	Banking
2015-16	64	Banking

- Percentage of students doing projects in collaboration with industries / institutes:

Nil

19. Awards / recognitions received at the national and international level by Faculty

- Faculty

Name of the faculty	Academic Year	Title of the Research Paper	Award/ Recognition
Ms. Jini Jacob	2013-14	Transforming a dream into a reality: Scaling up India's Human Development Index Record	Best Paper Award at the National Conference held at Sadhu Vaswani Institute of Management Studies, Pune



20. Seminars/ Conferences/Workshops organized and the source of funding (national / international)

Sr. no.	Event	Name of the Sponsoring Agency	Amount
2015-16			
1.	Dr. Dandekar Memorial Series 2016	MCCIA (Knowledge Partner)	-
		DCEW(Skill Development)	Rs.15000/-
2.	MUN	Indian Oil Ltd.	Rs.10000/-
		Mulchand Sweets (Food)	In Kind
		Nirali Prakashan (Stationary)	In Kind
3.	Bankonomics	IMS	Rs.40,500/-
2014-15			
4.	Dr. Dandekar Memorial Series 2015	HDFC	Rs 25,000
		SBI	Rs 10,000
		Bank of Maharashtra (Knowledge Partner)	
2011-12			
5.	Dr. Dandekar Memorial Series – National Seminar	UGC	Rs 100,000
		MCCIA (Knowledge Partner)	
		NABARD	Rs 100,000

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93
B.Com.	2870	432	330	85.89	91.07
M.A. (Eco)	30	10	20	N.A.	N.A.

* the selected candidates include in-house students (258) at the B.Com level and (30) at the B.A level.

22. Diversity of students

(Undergraduate – B.A.)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

(Undergraduate – B.Com.)

Name of the Course (refer questionno. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The information is not maintained department wise.

24. Student progression

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
Of the same parent university	75%
From other universities within the State	12.5%
From other universities from other States	12.5%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period:

- Ms. Sheena Mathews has been awarded Ph D in 2016

27. Present details about infrastructural facilities

Library : The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students – 12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories -Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

- The Departments of Economics and Banking introduced the Degree with Honours Programme in Economics and Banking in which the following papers were introduced:
 - Economics – Behavioural Economics
Industrial Economics
Quantitative Methods in Economics with
Computer Applications.
 - Banking - International Trends in Banking Regulation
Insurance and Risk Management
Security Analysis and Portfolio Management
- The Department introduced the Post Graduate Programme in Economics under Autonomy. The Programme is designed to cater to contemporary national and global issues and also equip the students with quantitative techniques. The focus will also be on skill development and on enhancing employability of the students.
- A feedback from the students was taken after introducing the Degree with Honours Programme in Economics and Banking to enhance the value of the Programme.
- Oral feedback and personal interaction is conducted with interested students by the faculty to assess the need and the demand for introducing the programme.

30. Does the department obtain feedback from

- a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

The Faculty is involved in framing the curriculum for the various courses offered under Autonomy. The feedback is also taken from the faculty through departmental meetings, Board of Studies.

- b. Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

The syllabus is reviewed and revamped after continuous interaction with students in different forums and incorporated in syllabus, evaluation, assignments and research projects. Each faculty in the department introduces innovative teaching methodology which is embedded in the revised curriculum.

- c. Alumni and employers on the programmes and what is the response of the department to the same?

The Board of Studies Meeting is represented by not only the faculty but

also by an alumni and an employer from the industrial field who share their views and ideas on the curriculum as well as on the way in which Industry –Academia gaps could be reduced. Their suggestions are appreciated by incorporating the changes recommended by them.

31. List the distinguished alumni of the department

- Pratik Ghosh, Forbes Marshal
- Neha Manglurkar, Senior Business Manager, Oracle India Pvt. Ltd.
- ShreyasBagmar, Assistant Manager, Delloitte
- HimanishBolia, Google
- Manish Mishra, Metro
- Nikita Nainani, Audit Senior Assistant, Delloitte
- Kaushik Das, Audit Senior Assistant, Delloitte
- S.Ashwin
- Akanksha Sharma, Audit In- Charge, Delloitte
- PadmadityaRathore, Audit In- Charge, Delloitte
- Pooja Roy, HR Manager, Future Group
- PrachiDhumal, Audit Assistant, Delloitte
- SamikshaMehrotra, Audit Assistant, Delloitte
- YageshBatra, Senior Client Specialist, E & Y
- Maulika Singh, Manager HR, Marsh India
- TejasSarade, UBS

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The Departments of Economics and Banking has always undertaken activities to enhance the Teaching Learning Process through imparting education in the classroom and beyond the four walls of the classrooms. Keeping with this tradition we have conducted several activities to support the Teaching Learning process.Academia-Industry Interface is strengthenedby inviting industry experts, academicians for guest lectures, workshops, career counseling, seminars, etc.Provided below are some highlights of the co-curricular and extracurricular activities undertaken at the Department.

Dr. V. M Dandekar Memorial Series

- 2011-12

UGC Sponsored National Seminar in coordination with Mahratta Chamber of Commerce Industries and Agriculture(MCCIA) and National Bank for Agriculture and Rural Development (NABARD) on Inclusive Growth in India Varied Dimensions and Challenges. The Keynote Address was delivered by Dr. R. S. Deshpande, Director, Institute of Social and Economic Change, Bangalore. He spoke on the theme of ‘Two Steps

Forward- One Step Back' in the context of Inclusive Growth. Student competitions were held under the auspices of the Dr. Dandekar Memorial Series Essay Writing, Poster Competition, Movie Making and Taglines, all on the theme of Inclusive Growth.

- 2012-13

Dr. V.M Dandekar Memorial Lecture was given by Dr. Devesh Roy from the International Food Policy Research Institute, New Delhi on 'Recent Developments in Foreign Direct Investment and its Impact on the Indian Economy'

- 2013-14

In 2013-14 Dr. Shubro Sen Director TMTC delivered the Dr V.M Dandekar Memorial Lecture on "Can Good Economics and Good Politics Co-exist". This was followed by a session by Ms. Manasi Phadke, leading economist and econometrician on 'Political and Economic Agenda- Is there a Connection?'

- 2014-15

Mr. Deepak Mohanty, Executive Director of Reserve Bank of India, Mumbai delivered the Dr. V.M Dandekar Memorial Lecture on the topic "Macro Financial Stability Implications of Central Bank Balance Sheets". Mr. S Thomas, Faculty, College of Agricultural Banking, RBI, Pune spoke on 'Financial Inclusion and Financial Literacy- Pillars of Inclusive Growth'. On this event a Financial Literacy drive was conducted in association with Bank of Maharashtra, SBI and HDFC.

- 2015-16

The Departments of Economics and Banking along with MCCIA and Centre for Skill development organized a Symposium on 'Skilling India's Demographic Dividend'. This was followed by a lecture series by experts from Industry, Education, Banking, Finance, Insurance and Retail sectors, Dr. Vinod Shashtri, Deputy Director, SIBM, Pune, Mr. Amitabh Chatteraj, Ex- Regional Head, SBI, Ms. Manasi Phadke, Consulting Economist and Econometrician. There was a Panel Discussion on Identifying Skill Gaps: An Alumni's Perspective by Mr. Sanjay Radhakrishnan, TATA Class Edge, Mr. Prateek Ghosh, Forbes Marshal, Mr. Manoj Khataukar, Confur Systems, Ms. Anandita Ghosh, NGO, Masoom.. The valedictory session was given by Dr. Swati Mujumdar Principal Director, Symbiosis Open Education Society and Director, SCDL.

Other Workshops and Seminars

- Workshop on 'Future Derivatives and Options' (2012) by Mr. Purv Shah Consultant, Bombay Stock Exchange
- Workshop by IMS Pro School (2012, 2013) for FYBA and FYBCOM students.
- Interactive Workshop on 'Soft Skills' by Prof. Marcelle Samuel for F.Y.B.A students (2013)

- Workshop on 'Stock Mind' by ICICI Direct for S.Y.B.Com/ T.Y.B.Com students (2013)
- Seminar on the Union Budget 2014, 2015. Some of the prominent speakers were Mr. Chandrasekhar Tilak, Executive Vice President, NSDL and Ms. Manasi Phadke Consulting Economist and Econometrician,

Guest Lectures

- 'U.S Debt Crisis' by Dr. Jyoti Chandiramani, Director, Symbiosis School of Economics (2012)
- 'Career Opportunities in Banking' by Mr. Arvind Kumar, Imarticus Learning (2013)
- 'Future Derivatives and Options' by Mr. Ashish Kulkarni (2013)
- 'Negotiable Instruments' by Ms. Anantara Bahaduri (2013)
- 'Careers in Banking' by Mr. Joy Parekh, Inquisitive Learning (2013)
- 'Central Bank of Bahrain' by Mr. Isa Ali, Alumnus (2013)
- 'Careers in Banking' by Deutsche Bank (2013)
- 'Banking Sector Reforms-Basel Norms' by Prof. Ashish Kulkarni (2014)
- 'Financial Instruments in capital Market' by Prof. Gaurav Pednekar (2014)
- 'Future Derivatives and Options' by Prof. Ashish Kulkarni (2014)
- 'Working Capital Markets in India' by Prof. Pramod Shinde (2014)
- 'WTO and World Trade with special reference to the controversial Trade facilitation Agreement' by Dr. Jyoti Chandiramani, Director, Symbiosis School of Economics (2015)
- 'Foreign Exchange Markets' by Mr. Ashish Kulkarni (2015)
- 'Understanding the Balance Sheet of a Bank from a Banker's Perspective' by Mr. Amey Sane (2015)
- 'Negotiable Instruments' by Dr. Parimala Veluvall (2015)
- Careers in Economics by Mr. Milind Date (2015)

33. List the teaching methods adopted by the faculty for different programmes.

- Audio-Video Aid using OHP, LCD, Power-point Presentations, Internet, Websites, Online Analysis, Documentaries, Article reviews, etc.
- Workshops which demonstrated on line trading and also trading in future derivatives and options.
- Students' class presentations to develop their confidence through articulation and presentation skills.
- Educational/Industrial visits such as Bombay Stock Exchange, Reserve Bank of India, National Institute of Bank Management, Village visits, etc.
- Case studies, quizzes, role plays, Eco-Banking games.

- Involving students in research pursuits.

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

Through the results of internal as well as external evaluations.

- Open discussion
 - By inviting students to ask questions about the course and to express any concerns about prerequisite skills.
 - By asking students to discuss topics or issues that will provide insight into their attitudes, expectations, and motivation for the course.
 - By discussing with students about their experiences.
 - BOS meetings, Department meetings and informal feedbacks in the class.

35. Highlight the participation of students and faculty in extension activities.

- Ms.Nalini Sapkal is the Student Welfare officer for the ‘Earn and Learn Scheme’ in collaboration with SPPU. The scheme offers an opportunity to the students to earn while they are learning.
- Student-Faculty Exchange Programme with Shree Damodar College of Economics and Commerce, Goa
- Financial Literacy drive was conducted in association with Bank of Maharashtra, SBI and HDFC

36. Give details of “beyond syllabus scholarly activities” of the department.

Value Added Certificate Modules

- The Economics and Banking Department alongwith the Department of Accountancy in collaboration with BSE Training Centre conducted a certificate course on Basic Programme in Stock Markets for the students for a month(2013)
- The Departments is conducting a certification programme in Financial Modeling in collaboration with IMS Pro School. The course is for the duration of 30 hours conducted in the computer lab.The course covers both theoretical and practical aspects of Financial Modeling.
- Quantitative Module was conducted to assist students aspiring to specialize further in economics and for cracking various entrance exams (2012)
- Certificate Course on Eco-Journalism (2015) to develop their writing skills pertaining to styles and issues in Social Sciences. This course helped them in practically understanding and developing competencies in information gathering and writing/ expressing the information

through various techniques, formats and media. The course was conducted for a period of 15 hours.

Industrial/Educational Visits

- Bombay Stock Exchange
- Symbiosis Institute of Business Management (SIBM), Lavale Campus
- Symbiosis School Of Banking and Management (SSBM)
- RBI Archives of College of Agricultural Banking and Financial Literacy Centre
- Pabal-Vigyan Ashram
- Tata Institute of Social Sciences (TISS), Mumbai
- Reserve Bank of India, Mumbai
- Currency Museum, RBI, Mumbai

Workshops, Competitions and Department Fest

- Organized an Eco-Banking Intra-Collegiate Quiz Competition (2012)
- Workshop on Trends and Prospects in Banking Financial Services and Insurance (BFSI) Sector by Timespro (2013)
- Essay Writing, Poster Competition, Movie Making and Taglines, all on the theme of Inclusive Growth
- Business Plan Presentation and Competition organized by IMS-Pro School (2013)
- Eco-Banking Fest (2013): The events were spread across three days which included activities Creative Studio, poster making, Symbi Broadway.
- Workshop on Leadership Skills by Ms. Hyacinth Arya (2014)
- Bankonomics (2015) : innovative and fun learning activities like JAM-Nonstop, Eco-Ads, Punch line, Eco-Tambolla, Treasure Hunt
- Paper writing and presentation competition (2015): Students wrote and presented papers on contemporary issues such as India as an Emerging Economy, Financial Inclusion: Role of banks., Water Conservation, Human Happiness Index
- Bankonomics Mela (2016)
- Model United Nations (MUN), 2016

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department



39. Future plans of the department

Teaching-Learning

- Enhancing PG Programme in Economics
- Additional Core paper at Honours
- New courses under Choice-Based Credit programme
- Courses in collaboration with Bombay Stock Exchange (BSE) MINT and IMS
- Student and Faculty Exchange Programmes at National and International levels

Research

- Research based projects with industry and other institutes like the MCCIA
- Enhancing Research Publications ,reference books, chapters in edited books
- Minor and Major Research Projects
- Research publication –Journal in Humanities
- Student Research Publications
- Introducing Annual Research in Economics and Banking
- Organising National and International Conference and Seminars
- Research based Software,Plagiarismetc
- To undertake Projects Through Centre for Study of Society
- To establish Area Study Centre



ICT in Education

- Enhancing use of technology in imparting education through blended learning, e-modules.
- Incorporating technology in internal evaluation through assignment based on e- journals, authentic online data base
- Smart Boards
- Virtual Classroom and Video Conferencing

Skill-based / Industry-Academia linkages

- Integrating Skill Development into the curriculum and courses in economics and banking.
- Joint certification programmes with Centre for Skill Development to enhance skills and employability both generic skills and domain skills.
- Strengthening Industry-Academia linkages through workshops, involvement in curriculum designing and opportunities for internships

Extension Activities

- Collaborations with Government Organizations and NGO's

**DEPARTMENT OF ENGLISH****1. Name of the Department & its year of establishment**

Department of English : 1983

B.Com -1983

B.A. - 1992

M.A. - 2016

2. Names of Programmes / Courses offered (UG, PG, M. Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Sr. No.	Programme	Name
1	UG	B.A.(Regular)
2	UG	B.A. (Honours)
3	UG	B.Com
4	PG	M.A.

3. Interdisciplinary courses and departments involved

The courses offered for B.A. Degree with Honours are interdisciplinary in nature

1. Literature and Cinema
2. City and Literature
3. Gender and Performance

4. Annual/ semester/choice based credit system

Semester pattern

5. Participation of the department in the courses offered by other departments

NIL

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	00	00
Associate Professors	03	03
Asst. Professors	01	01

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience
Dr. Aarti Wani	M.A. PGDES, M. Phil., Ph. D. NET	Associate Professor & Head of Dept.	Poetry, Literary theory and criticism, Film Studies	22 Years
Dr. Hilda David	M.A. Ph.D.	Associate Professor	Drama, Fiction, Creative writing.	22 Years
Mr. Anil Adagale	M.A. SET & NET	Associate Professor	Linguistics, Dalit Literature,	16 years
Mrs. Shweta Kapoor	M.A. NET	Assistant Professor	Theatre and Drama	1 Year
Ms. Subarna Bhattacharya	M.A.	Assistant Professor	Literature	3 Years
Ms. Ananya Parekh	M.A. M. Phil, NET	Visiting faculty	Cinema Studies	3 Years
Ms. Jasmine Anand	MA, NET	Visiting Faculty	Literature	5 Years
Mr. Pankaj Lokhande	M.A. NET	Visiting Faculty	Literature	4 Years

8. Percentage of classes taken by temporary faculty – programme-wise information

Details of B.A. & B.Com (Grant – in - Aid)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	88	58	30	34.09
2012-2013	88	58	30	34.09
2013-2014	88	58	30	34.09
2014-2015	88	58	30	34.09
2015-2016	88	58	30	34.09

Total Number of Lectures per week = 88 (BA=40, B.Com=48)

30 lectures are taken by temporary faculty = 1 Full Time, 1 CHB

Details of M.A. English (Self-Finance)

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2016-2017	16 / week	12	02	12.5%

9. Programme-wise Student Teacher Ratio

The college offers B.A. / B. Com & M. A programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.A.	342	11 (8 + 3 CHB)	31 : 1
B.Com.	2288	29 (26 + 3 CHB)	79 : 1
M.A. (English)	30	7	4 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Aarti Wani has received the following travel grants for attending international conferences:

Sr. No.	Details of Grant	Sponsoring Agency	Place visited	Dates
1	Travel Grant to participate in conference	JNU	Westminster University	July 2011
2	Travel Grants for International Conference	ICSSR	Chicago	March 2013
3	Travel Grants for International Conference	UGC	Dunedin, New Zealand	October 2013.

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / centre with

- state recognition
- national recognition
- international recognition

Nil

14. Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research Papers (2011-12 to 2015-16)		Total Publications
	International	National	
Dr. Aarti Wani	05		05
Dr. Hilda David	03	02	05
Mr. Anil Adagale	09	01	10
Ms. Shweta Kapoor	01		01
Total	18	03	21

- Chapter(s) in Books

Name of Faculty	Chapters in Books (2011-12 to 2015-16)		Total
	International	National	
Dr. Hilda David		01	01
Mr. Anil Adagale		01	01
Ms. Shweta Kapoor		01	
Total		03	03

- Books with ISBN numbers with details of publishers

Sr. No.	Faculty	Title of the Book	Name of the Publisher	ISBN No.	International / National / State / University
1	Dr. Aarti Wani	Fantasy of Modernity: Romantic Love in Bombay Cinema of 1950s	Cambridge University Press, New Delhi	9781107117211	International
2	Dr. Hilda David	Tales and Tails(Novel)	Leadstart Frog Books	978-93-81836-28-6	International

**15. Details of patents and income generated**

NIL

16. Areas of consultancy and income generated

The department did not offer any consultancy services through which income is generated. The faculty are experts in the areas of English Literature and Language, Cinema and Film studies, Culture Studies, Drama, Dalit literature etc. The faculty of the department offer consultancy in the form of guest lectures to various colleges and institutions and forums, as well as by being on examination committees and on the Board of Studies of other institutions/Universities.

The details are as follows:

Dr. Aarti Wani

- On the Board of Studies for Culture Studies at the Symbiosis School for Liberal Arts
- Invited speaker
 - The Tamasha Film: Gender, Performance and Melodramatic Form, Center for South Asian Studies, University of Edinburgh, May 7, 2015 Venue- Seminar Room 3, Chrystal Macmillan Building, 15a George Square, Edinburgh
 - Cinema and the City: A Conversation, In the lecture series on 'Shahar Ani Shaharikaran', organized jointly by Unique Academy, Pune and Parivartancha Vatsaru, June 4, 2014
 - Love and Romance in Hindi Cinema- 1950s and Now! Global Media Research Center, College of Mass Communication and Media Arts, Southern Illinois University, March 18, 2013
 - Myth and Cinema, Open Space, Pune, June 11, 2013.

Mr. Anil Adagale

- Invited Speaker / Resource person
 - Invited as resource person to conduct a workshop on 'Communication Skills' at Bharat Children's Academy and Jr. College on 05/03/2016.
 - Invited as resource person to deliver a lecture on 'European and American Literature for NET exam' at Shri Shahu Mandir Mahavidyalaya, Pune on 18/12/2015.
 - Invited as resource person to deliver a lecture on 'Role of IQAC in Quality Enhancement' at S.B. Patil Institute of Management, Nigadi on 23/10/2015.
 - Invited as resource person to deliver a lecture on 'Role of IQAC in Quality Enhancement' at Anantrao Thopate College, Bhore on 15/09/2015

- Invited as resource person to conduct a workshop on 'Communication Skills' at Vidya Pratishthan's VIIT, Baramati on 06/02/2015

17. Faculty recharging strategies (Refresher /Orientation/FDP)

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Dr. Aarti Wani	05	01	01	00
Dr. Hilda David	01	00	00	00
Mr. Anil Adagale	04	06	01	02
Total	10	07	02	02

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- percentage of students doing projects in collaboration with industries / institutes

The students pursuing Degree with Honours programme are involved in the project as a mandatory requirement for the completion of the programme.

Academic Year	No. of students	Area
2014-15	5	Language and Literature
2015-16	6	Language and Literature

19. Awards / recognitions received at the national and international level by

Title of Award/Recognition	Name of Faculty/ Student	Year
Charles Wallace India Trust Fellowship at the University of Edinburgh	Dr. Aarti Wani	2015
Founding Co-Editor and presently Lead Editor of the Internal Peer Reviewed Academic Journal "Studies in South Asian Film and Media" (Intellect Ltd)	Dr. Aarti Wani	2011

20. Seminars / Conferences/Workshops organized and the source of funding (national/international) with details of outstanding participants, if any.

Nil

21. Student profile course-wise: (2015-2016)

Name of the Course	Applications received (2015-2016)	Selected (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93
B.Com.	2870	432	330	85.89	91.07
M.A. (Eng)	30	07	23	N.A.	N.A.

* the selected candidates include in-house students (258) at the B.Com level and 30 at the B.A level.

22. Diversity of Students

(Undergraduate – BA)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

(Undergraduate – B.Com.)

Name of the Course (refer question no. 2)	% of students from the College **	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression 2014-2015

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	60 %
from other universities within the State	20%
from other universities from other States	20%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

- Dr. Aarti Wani was awarded Ph.D in Cinema Studies in the School of Arts and Aesthetics, JNU, New Delhi in 2013.
- Mr. Anil Adagale is pursuing Ph.D. in 'Caste Consciousness in Marathi Dalit Poetry' at Dept. of English, SPPU.

27. Present details about infrastructural facilities

Library= The college has a central library and the department does not have a separate departmental library

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms

Class rooms with ICT facility–

27 classrooms with LCD projector and Internet facility

Students' laboratories– 3 Computer laboratories with 168 computers

Research laboratories– Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs. The students felt the need to pursue 'Honours' degree which enables in-depth study in their chosen field. This prompted the college to introduce 'Degree with Honours Programme'. The students can choose this programme along with their regular degree with additional 22 credits.

30. Does the department obtain feedback from

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?
- Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?
- Alumni and employers on the programmes and what is the response of the department to the same?

The college has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

31. List the distinguished alumni of the department (maximum 10)

- Ms. Sree Satya Venugopal– Assistant Professor, SSLA.
- Ms. Namrata Sathe – Ph.D. Scholar, Ellinor Wiscon, Chicago.
- Mr. Shobhan Singh – Health officer, UN, East Timor.
- Mr. Manas Roshan – Research Assistant, Truth Vs. Hide, NDTV.
- Mr. Pranav Dixit – News reporter (Technology) at Buzzfeed, USA.
- Ms. Madhura Gogate – Founded school for underprivileged children called Little Miracles

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department has organized following lectures for the enrichment of the students:

No.	Topic	Enrichment program	Guest	Date
1	“English and the Media: Careers and Opportunities”	Guest lecture	Prof. Anupam Siddharth, Director of SIMC	August 4, 2012
2	‘Evolution of the Dot: Introduction to Visual Language’	Workshop	Mr. Sandeep Deshpande and Mr. Rajendra Deshpande, Advertiser and Graphic designer	August 13, 2013
3	‘Creative writing’	Workshop	Dr. Raj Rao Head, Dept of English SPPU	September 7, 2013
4	‘Mapping of Indian Literature’	Guest lecture	Dr. Kamalakar Bhat, Poet and Professor	August 28, 2014

No.	Topic	Enrichment program	Guest	Date
5	'Music and Protest'	Guest lecture	Dr. Justin Scarimbolo PhD candidate in Ethnomusicology at the University of California Santa Barbara (UCSB).	February 6, 2015.
6	"Writing for the Media: Features, Reviews and Opinion Pieces"	Workshop	Mr. Piyush Roy	August, 7, 2015
7	"Of Her's, His and Theirs"	Workshop	Ms. Anandita Dutta	December 18, 2015
8	"Method and Madness"	Workshop	Dr. Vasudev Menon	February 18, 2016

33. List the teaching methods adopted by the faculty for different programmes.

- Lecture-discussion method
- Seminar
- Use of Power Point Presentation
- Screening of Films
- Visits
- Projects
- Student Presentations

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Result analysis
- Employability
- Student progression

35. Highlight the participation of students and faculty in extension activities.

- Mr. Anil Adagale worked as the Student Welfare officer and started the 'Earn and Learn Scheme' in collaboration with SPPU. The scheme has offered an opportunity to earn while they are learning.

36. Give details of "beyond syllabus scholarly activities" of the department.

- Inter-Collegiate Play-Reading competition: The English Drama Circle organised an Inter-Collegiate Play-Reading competition with 7

colleges participated in it. The EDC also organized Inter-Collegiate Script-Writing competition. The year concluded with the in-house production of Girish Karnard's play *Hayavadana*, staged on February 20, 2012.

- Literary Fest, 'Epiphany 2014': The Department successfully organised a Literary Fest, 'Epiphany 2014' on February 24, 2014. The festival was inaugurated by Ms. Gouri Dange, a celebrated author based in Pune. Mr. Anshuman Khurjekar and Tejas Modak conducted workshops on Writing for the Media and Graphic Novel respectively. Students enthusiastically participated in interesting competitions such as Monologue Competition, Book Cover Design, SpellingBee, Poetry Slam, PropJam, Creative Writing, Classic Quiz, Logo Design competition etc. A book Exhibition was also organized on the occasion of literary fest.
- Alfaaz Literary Fest 2016: Department of English organised a two-day literary fest from 17-18th February 2016. Day One of the Lit-fest was heralded by the screening of short-film Nana Parit Pangri (an adaptation of 'Vanka' by Anton Chekhov) by Nikhil Narkar and Ananya Parekh who were the chief-guests for the day. There were various inter-collegiate competitions: Poetry Slam, Book Cover Designing, Flash Fiction, Speaking Images. The day ended with an inter-collegiate literary quiz wherein students from different colleges actively participated. A book Exhibition was also organized on the occasion of literary fest. On Day Two a theatre workshop titled "Method and Madness" conducted by eminent theatre person Dr. Vasudev Menon. The workshop was very successful and students participated in huge numbers.
- Visit to Kala Ghoda Festival: The students of the department were taken to experience the annual literary and cultural fest 'Kaala Ghoda', on 13th February 2016, Mumbai.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable.

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

• **Strengths**

- Highly qualified Research oriented faculty
- Diverse and motivated student body
- Freedom to design new curriculum to suit the requirements of the students
- Use of ICT in teaching – learning pedagogy

- Fine blending of co and extra-curricular activities
- **Weakness**
 - Large number of students in class
 - Delay in appointing permanent faculty due to government policy
- **Opportunities**
 - To start Research center
 - To introduce innovative programmes
 - To design and develop skill based courses
 - To undertake research projects
- **Challenges**
 - To cope with the changing scenario
 - To attract the students for studying literature
 - To enhance the employability skills of the students

39. Future plans of the department.

- To start Research center in English.
- To enhance faculty and student research.
- To introduce skill based modules for English proficiency.
- To offer certificate course in communication skills.
- To organise National and International level conferences.

**DEPARTMENT OF GEOGRAPHY****1. Name of the Department & its year of establishment:**

Department of Geography- 1992

2. Names of Programmes / Courses offered :

Sr. No.	Program	Name
1	UG	B.A.(Regular)

3. Interdisciplinary courses and departments involved

Nil

4. Annual/ semester/choice based credit system –

Semester pattern

5. Participation of the department in the courses offered by other departments –

The department has designed a course ‘General Awareness -1’ for 1st year commerce students.

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Asst. Professors	00	00

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience
Ms. Swati Dixit	M.A., B.Ed., SET	Associate Professor	Population Geography	19 yrs

8. Percentage of classes taken by temporary faculty – programme-wise information

Nil

9. Programme-wise Student Teacher Ratio

The college offers B.A. programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.A.	342	11 (8 + 3 CHB)	31 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled --

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.-

Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / Centre with

- state recognition
- national recognition
- international recognition

Nil

14. Publications:

- Number of papers published in peer reviewed journals (national / International)

Name of Faculty	Research papers in peer reviewed journal (2011-12 to 2015-16)		Total
	International	National	
Ms. Swati Dixit	1	0	1
Total	1	0	1

15. Details of patents and income generated

Nil

16. Areas of consultancy and income generated –

Ms. Swati Dixit has guided students for MPSC examination.

17. Faculty recharging strategies

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Research papers in ISSN/ISBN journal (2011-12 to 2015-16)		Total
	International	National	
Ms. Swati Dixit	2	5	7
Total	2	5	7

18. Student projects

- percentage of students who have done in-house projects including inter-departmental ----

140 students completed project on “Study of Geographical & Geological Features on Hanuman Hill” in the year 2016

- percentage of students doing projects in collaboration with industries / institutes-

Nil

19. Awards / recognitions received at the national and international level by

- Faculty
- Doctoral / post doctoral fellows
- Students

Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.

Nil

21. Student profile course-wise:

Name of the Course (refer question no. 2)	Applications received (2015-16)	Selected (2015-16)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93

* the selected candidates include in-house students (30) at the B.A level.

22. Diversity of Students

(Undergraduate – BA)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available

24. Student progression

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	100%
from other universities within the State	0%
from other universities from other States	0%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

NIL

27. Present details about infrastructural facilities

Library : The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students – 12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms – 27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs.

30. Does the department obtain feedback from

- Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?
- Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

College has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

31. List the distinguished alumni of the department (maximum 10)

The departmental data not available

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department has organised following lectures/workshops for the enrichment of the students:

No	Topic	Enrichment program	Guest	Date
1	Formation of River Policy Draft	Workshop in Association with Environmental Awareness Course	Dr. Rajendrasingh Rana, Founder, Jalbiradari & Various NGOs from all over Maharashtra	August 2011
2	River Policy & Experiments in Maharashtra	Workshop in Association with Environmental Awareness Course	Dr. Rajendrasingh Rana, Founder, Jalbiradari & Various NGOs from all over Maharashtra	January 2012
3	Careers in Tourism	Guest lecture	Mrunal Joshi, Education Manager, Thomas Cook	September, 2013

4	Hill Conservation & Renewable Energy	Workshops	Mr. Ravi Purandare, Green Hills Group	Annual activity
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33. List the teaching methods adopted by the faculty for different programmes.

- Use of globe & map
- Lecture-discussion method
- Seminar
- Use of Power Point Presentation
- Screening of films
- Visits
- Projects
- Student presentations

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Result analysis
- Student progression

35. Highlight the participation of students and faculty in extension activities.

Visits are organised to study River eco-system, hill eco-system, River clean-up programme, Rice plantation programme.

36. Give details of “beyond syllabus scholarly activities” of the department.

Preparation of booklet & study material based on “Hanuman Hill”, is used as a reference material to understand geography, geology & environmental aspects of the Hanuman Hill.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths

- Diverse and motivated students
- Freedom to design new curriculum to suit the requirements of the students
- Use of ICT in teaching – learning pedagogy
- Fine blending of co and extra-curricular activities

Weakness

- Large number of students in class
- The subject is offered only at general level
- Only one division of Arts

Opportunities

- To introduce innovative programmes
- To design and develop skill based courses like Geographic Information System (GIS)
- To undertake research projects

Challenges

- To cope with the changing scenario
- To enhance the employability skills of the students

39. Future plans of the department.

- To enhance faculty and students research activities
- To introduce skill based modules of GIS and Tourism

**DEPARTMENT OF HINDI****1. Name of the Department & its year of establishment:**

Department of Hindi- 1992

2. Names of Programmes / Courses offered :

Sr. No.	Program	Name
1	UG	B.A.(Regular)

3. Interdisciplinary courses and departments involved

Nil

4. Annual/ semester/choice based credit system –

Semester pattern

5. Participation of the department in the courses offered by other departments –

Nil

6. Number of teaching posts sanctioned and filled**(Professors/Associate Professors/ Asst. Professors)**

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Asst. Professors	00	00

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience
Ms. Sandhya Taide	M.A., SET,	Associate Professor	Hindi	19 yrs

8. Percentage of classes taken by temporary faculty – programme-wise information

Nil

9. Programme-wise Student Teacher Ratio

The college offers B.A. programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.A.	342	11 (8 + 3 CHB)	31 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled --

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.-

Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / Centre with

- state recognition
- national recognition
- international recognition

Nil

14. Publications:

- Number of papers published in peer reviewed journals (national / International):

Name of Faculty	Research papers in peer reviewed journal (2011-12 to 2015-16)		Total
	International	National	
Ms. Sandhya Taide	2	4	6
Total	2	4	6

15. Details of patents and income generated

Nil

16. Areas of consultancy and income generated

Nil

17. Faculty recharging strategies

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

1. Attended Refresher course in 2013 conducted by Goa University
2. Received UGC Fellowship for 2 yrs under 12th plan for PhD.(2014-2016)

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
Nil
- percentage of students doing projects in collaboration with industries / institutes
Nil

19. Awards / recognitions received at the national and international level by

- Faculty
 - Doctoral / post doctoral fellows
 - Students
- Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.

Nil

21. Student profile course-wise:

Name of the Course (refer question no. 2)	Applications received (2015-16)	Selected (2015-16)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93

* the selected candidates include in-house students (30) at the B.A level.

22. Diversity of Students (Undergraduate – BA)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The Departmental data is not available

24. Student progression

The Departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	0%
from other universities within the State	100%
from other universities from other States	0%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

NIL

27. Present details about infrastructural facilities

Library : The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms –

27 classrooms with LCD projector and Internet facility

Students' laboratories – 3 Computer laboratories with 168 computers

Research laboratories - Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs.

30. Does the department obtain feedback from

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

b. Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

College has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

- 31. List the distinguished alumni of the department (maximum 10)**
Nil
- 32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.**
Nil
- 33. List the teaching methods adopted by the faculty for different programmes.**
- Lecture-discussion method
 - Project based learning
 - Student presentations
 - Viva of individual students
- 34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?**
- Result analysis
 - Student progression
- 35. Highlight the participation of students and faculty in extension activities.**
Nil.
- 36. Give details of “beyond syllabus scholarly activities” of the department.**
Motivated students for writing poems, stories and articles.
- 37. State whether the programme/ department is accredited/ graded by other agencies. Give details.**
Not Applicable
- 38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department**
- Strengths**
- Diverse and motivated students
 - Freedom to design new curriculum to suit the requirements of the students
 - Fine blending of co and extra-curricular activities
 - Highly qualified research oriented faculty.
- Weakness**
- The subject is offered only at general level
 - Only one division of Arts
 - Hindi language not offered to B.Com students.
- Opportunities**
- To introduce innovative programmes
 - To design and develop skill based courses like Translation, prayojan mulak hindi and patrakarita.

- To start hindi language course for foreign students.

Challenges

- To cope with the changing scenario
- To enhance the employability skills of the students

39. Future plans of the department.

- To introduce specialization at UG
- To introduce specialization in translation course.
- To motivate students to appear for competitive exam.
- To encourage students to become more research oriented.

**DEPARTMENT OF MARKETING****1. Name of the Department & its year of establishment**

Year of Establishment: 1983

B.Com. : 1983

2. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Sr. No.	Programme	Name
1	UG	B.Com.(Regular)
2	UG	B.Com. (Honours)

3. Interdisciplinary courses and departments involved

The course offered for B.Com. Degree with Honours Programme is interdisciplinary in nature is as follow:

- Indian and Global Corporate Sector

4. Annual/ semester/choice based credit system

Semester pattern

5. Participation of the department in the courses offered by other departments.

Faculty of the Department of Marketing are involved in courses offered by Department of Business Administration.

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	-	-
Associate Professors	01	01
Asst. Professors	01	01

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of years of Experience	No. of Ph.D. Students guided for the last 4 years
Dr. Vivek Sane	M.L.S M.Com M. Phil Ph.D.	Head of the Department, Associate Professor	Marketing	33	4
Ms. Zakira Shaikh	M. Com., PGDPM & HR, NET, SET	Assistant Professor	Marketing and Costing	7	--

8. Percentage of classes taken by temporary faculty – programme-wise information

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	32	16	16	50
2012-2013	32	16	16	50
2013-2014	32	16	16	50
2014-2015	32	16	16	50
2015-2016	32	16	16	50

9. Programme-wise Student Teacher Ratio

No. of Students	Enrolled students	Teachers	Student-teacher ratio
B.Com	2288	29 (26+3 CHB)	79:1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

	sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

Technical and non-technical staff is sanctioned for the whole College and not for individual departments.

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / centre with

- state recognition
- national recognition
- international recognition

Nil

14. Publications:

Name of Faculty	Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
	International	National	State	
Dr. Vivek Sane	05	02	00	
Ms. Zakira Shaikh	05	05	00	00
Total	10	07	00	

15. Details of patents and income generated

Nil

16. Areas of consultancy and income generated

The faculty of the department offered consultancy in the form of resource person/invited speaker to various colleges and institutions and forums.

- Dr. Vivek Sane, Head Department of Marketing is associated with Symbiosis Centre for Corporate Education for last 15 years.
- Consultancy Programmes are in the form of training and development for corporate executives at various levels. He has been invited for more than 50 such programmes. The companies for which training programmes are conducted by Dr. Vivek Sane are Godrej, Wipro, Avaya, Persistent, WNs, TNT, Krup Industries and IBM.

17. Faculty recharging strategies (Refresher /Orientation/FDP)

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Presentation of Research Papers (2011-12 to 2015-16)		
	International	National	State
Dr. Vivek Sane	05	02	00
Ms. Zakira Shaikh	05	05	00
Total	10	07	00

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- percentage of students doing projects in collaboration with industries / institutes

The students pursuing Degree with Honours programme are involved in the project as a mandatory for the completion of the programme.

Academic Year	No. of students	Area
2014-15	9	Marketing
2015-16	7	Marketing

19. Awards / recognitions received at the national and international level by

- Faculty
- Doctoral / post doctoral fellows
- Students

Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national international) with details of outstanding participants, if any.

NIL

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of Students

(Undergraduate – B.Com.)

Name of the Course(refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	2.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available.

24. Student progression

The departmental data is not available.

25. Diversity of staff :

Percentage of faculty who are graduates of the same parent university	50 %
from other universities within the State	50%
from other universities from other States	00

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Nil

27. Present details about infrastructural facilities

Library:

The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms – 27 classrooms

Class rooms with ICT facility –

27 classrooms with LCD projector and Internet facility

Students' laboratories –

2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs. The students felt the need to pursue 'Honours' degree which enables in-depth study in their chosen field. This prompted the college to introduce 'Degree with Honours Programme'. The students can choose this programme along with their regular degree with additional 22 credits.

30. Does the department obtain feedback from

a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

b. students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

c. alumni and employers on the programmes and what is the response of

the department to the same?

The department allows the departmental faculty to take feedback by using formal or informal methods. The feedback regarding curricular aspects is discussed in the departmental meeting for inclusion in the syllabi. Based on the feedback regarding teaching-learning-evaluation, the faculty introspects and improves the respective teaching methodology. In keeping with the philosophy of the college, the department believes in the integrity, commitment and sincerity of the faculty.

31. List the distinguished alumni of the department (maximum 10)

- Mr. Adesh Madan-Senior Associate, Allstate Solutions Pvt. Ltd
- Mr. Saiyam Joshi-District Manager, Bata India Pvt. Ltd
- Ms. Saumya Hariharan-Account Manager, Amura Marketing Technologiies, Pune
- Mr. Apoorv Srivastava- Financial Analyst, Goldman Sachs,
- Ms. Shireen Bhargava-Audit Assistant, Deloitte,
- Mr. Saurab Saraf.
- Mr. Pranav Kamte.
- Mr. Samrat Nagpal- Model
- Mr. Vaibhav Nagpal. Ernst and Young
- Ms. Bidisha Nath, Audit Assistant, Deloitte

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

Guest Lectures :

- Organised two days discussion on F.D.I in retail. The two daysdiscussions were guided by Mr. Ajit Abhyanker & Mr. Richie Varghese on 21st & 22nd of December 2012.
- Organised Guest Lecture titled ‘Marketing Philosophy for Business’ conducted by Mr. Rajesh Parkhi, Director Trivia Protech.com on 18th December 2014 for F.Y. B.com and S.Y.B.Com students.
- Organised guest lecture titled ‘Branding Yourself’ conducted by Dr. Daniel Penkar, Director S.B. Patil Institute of Management on 26th December 2014 for S.Y.B.Com and T.Y.B.Com students.
- Organised guest lecture conducted by Mr. Ajay Ramdasi, Professional Training & Educational Consultant University Professor – Management Education titled ‘Branding and Corporate Social Responsibility’ on 13th January 2016 for S.Y.B.com students
- Organised guest lecture conducted by Mr. Nalin Agarwal and Mr. Shauraya Jain titled “Marketing and innovation for startup businesses-A Case Study on The Laundry Bag for T.Y.B.Com Marketing students on 20th January 2016

Workshops :

- 2011-2012: Conducted Workshop for S.Y.B.Com Marketing Students (Div. A & B) on “Integrated Marketing Communication”
- 2011-2012: Organised a workshop on “Case studies in Marketing” by Dr.S.G. Bapat for T.Y.B.Com Marketing Students
- 2011-2012: Conducted a workshop on Research Methodology for T.Y.B.Com Marketing students by Dr. Madhura. P.
- Research Methodology workshop was organized on 10th Sept 2012 for T.Y.B.Com students conducted by Prof. Sairaj Patki.
- 2012-2013: Organised the workshop on case studies conducted by Mr. Richie Varghese & Ms. Sonam Dharmadhikari alumni of our college
- Organised workshop on “Advertising and Culture” conducted by Ms. Priyanka Menon Faculty member at SCLA on 3rd February 2014 for S.Y.B.Com and T.Y.B.Com Marketing students
- Organised workshop on “Marketing and Branding of Mahindra Trucks and Buses Ltd. “ by Mr. Rajeev Malik, CMO of Mahindra Trucks and Buses Ltd. on 1st March 2014 in A.V. Hall for S.Y.B.Com and T.Y.B.Com Marketing students
- Organised workshop on ‘Targeting N-Gen-The Youth of India’ conducted by Mr. Rajeev Malik, CMO of Mahindra Trucks and Buses Ltd. on 3rd January 2015 for F.Y, S.Y and T.Y. B.Com Marketing students.
- Organised workshop on ‘Branding and Marketing’ conducted by Mr. Julian Thadathil, founder member of Advertising Agency ‘Brand Fibre’ on 11th September 2015 for F.Y, S.Y and T.Y. B.Com Marketing students.

33. List the teaching methods adopted by the faculty for different programmes.

- Faculties conduct various interactive class discussions on the current topics related to the subject
- Debate competition, paper presentation, case study methods, article review methods and business and marketing quizzes are organized to improve the knowledge and learning ability of the students
- Simulation method of teaching is adopted by the faculties by organizing various commercial exhibitions cum competition for the students in the field of their specialization
- Degree with Honours Programme students undertake research projects. In the academic year 2014-15 the research projects were compiled in the form of a ‘College Research Journal’
- Documentaries and short case studies are discussed in the class.

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- The departmental curriculum objectives are achieved through various assignments and projects given to the students.
- Experts from academics and industry are invited to share their knowledge and experience through guest lectures, open discussions and workshops.

35. Highlight the participation of students and faculty in extension activities.

Nil

36. Give details of “beyond syllabus scholarly activities” of the department.

The Department of Marketing continuously keeps a track of various emerging trends in marketing and constantly includes activities that are relevant to the subject through various events and exhibitions. Some of these activities include:

- Organised marketing exhibition for F.Y.B.Com Marketing students “Step Towards Marketing” on 19th September 2011
- Organised Annual Marketing Week for T.Y.B.Com, S.Y.B.Com and F.Y.B.Com Marketing students on 6th, 7th and 8th February 2012
- Organised Annual Marketing Week 2013 from 11th Feb. 2013 to 16th Feb. 2013 for T.Y.B.Com and S.Y.B.Com marketing students
- Organised Marketing quiz competition on 4th September 2013.
- Organised Smart Marketing Competition on 7th October 2013.
- Organised Marketing exhibition on 15th January and 16th January 2014 for S.Y.B.Com and T.Y.B.Com Marketing students
- 12 students of S.Y.B.Com volunteered for the Chikoo Utsav 2014 at Dahanu, between January 30- February 02, 2014. This Social Marketing festival exposed students towards community based marketing and equipped them with skills in event management
- Organised one day Marketing food Festival Competition ‘PaapiPait’ on 6th January 2015 for S.Y.B.Com Marketing students
- Organised one day Marketing Exhibition cum Competition ‘Brand Street’ for T.Y.B.Com Marketing Students on 15th September 2015. Students manifested their talent through marketing various brands of products and services.
- Organised annual marketing food fest competition ‘PaapiPait’ on 5th February 2016 for S.Y.B.Com marketing students.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Nil

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.

STRENGTHS

- As an autonomous college the department has the liberty to frame its own syllabus according to the need of the market
- The department has a strong student teacher rapport which makes teaching learning process effective and interactive
- Interdisciplinary and experiential education at B.Com Degree with Honours Programme
- The marketing subject is dynamic in nature which in turn creates an environment for faculty and students to learn, grow and develop
- E-Module Learning enables students to enhance their knowledge

WEAKNESS

- Large number of students in class
- Delay in appointing permanent faculty due to government policy

OPPORTUNITIES

- Diverse learning resources for enhancing academic excellence.
- To promote new growth with focused attention on student needs
- To improve teaching and learning infrastructure

CHALLENGES

- As the students are from different cultural and educational backgrounds it becomes a challenge for the faculty members to design the curriculum which serves a global teaching and learning process
- Achieving a competitive edge with respect to innovation in syllabus, various co-curricular and extra-curricular activities
- To create a benchmark for other colleges and institution by creating and building Value Based Learning environment



39. Future plans of the department.

- To conduct more extension activities in collaboration with NGOs and conducting various social marketing activities which benefit students and society
- To create more conducive environment for faculty and students research
- To organise national and international conferences
- To device more core papers for Degree with Honours Programme students



DEPARTMENT OF POLITICAL SCIENCE

1. Name of the Department & its year of establishment

Department of Political Science- 1992

2. Names of Programs / Courses offered (UG.)

Sr. No.	Program	Name
1	UG	B.A.(Regular)

3. Interdisciplinary courses and departments involved

NIL

4. Annual/ semester/choice based credit system

Semester pattern.

5. Participation of the department in the courses offered by other departments

NIL

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Asst. Professors	00	00

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience
Dr. Manjushree Sharma	M.A, Ph. D	Associate Professor	Political Science	23

8. Percentage of classes taken by temporary faculty – programme-wise information

Nil

**9. Programme-wise Student Teacher Ratio**

The college offers B.A. programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ratio
B.A.	342	11 (8 + 3 CHB)	31 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Dr. Manjushree Sharma has received the following travel grants for attending international conferences:

Sr. No.	Details of Grant	Sponsoring Agency	Place visited	Month & Year	Amount Received
1	Travel Grant to participate in the conference	Asia Pacific Peace Research Association	Japan	October 2011	Air ticket was refunded
2	Travel Grant to participate in conference	International Peace Research Association	Turkey	August 2014	\$ 500

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil



13. Research facility / centre with

- state recognition
- national recognition
- international recognition

Nil

14. Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research papers in peer reviewed journal (2011-12 to 2015-16)		Total
	International	National	
Dr. Manjushree Sharma	2	--	
Total	2	--	2

- Chapter(s) in Books

Sr. No.	Faculty	Title of the Book & Name of the Chapter	Name of the Publisher	ISBN No.	International / National / State / University
1	Dr. Manjushree Sharma	Religious Plurality, Gandhian Thought	IMH-New Delhi	ISBN NO.81-85983-26-7	National

Books with ISBN numbers with details of publishers–
Nil

15. Details of patents and income generated –

Nil

16. Areas of consultancy and income generated

Dr. Manjushree Sharma offered the consultancy to Symbiosis Centre for Distance Learning for designing the Certificate courses in the area of Political Science. She has also designed a course on ‘Indian Constitution’ for Symbiosis School of Economics.

17. Faculty recharging strategies (Refresher /Orientation/FDP)

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	Research Papers presented & participation in seminars (2011-12 to 2015-16)		Total
	International	National	
Dr. Manjushree Sharma	08	09	17
Total	08	09	17

18. Student projects

- percentage of students who have done in-house projects including inter-departmental
- percentage of students doing projects in collaboration with industries / institutes

Not applicable

19. Awards / recognitions received at the national and international level by

Title of Award/Recognition	Name of Faculty/ Student	Year
Selected as a council member for the International Peace Research Association	Dr. Manjushree Sharma	2011 -2012
Chosen as the Chief Convener for the Indigenous People's Right Commission of the International Peace Research Association	Dr. Manjushree Sharma	2015 – 2016

20. Seminars/ Conferences/Workshops organized and the source of funding (national /international) with details of outstanding participants, if any.

Nil

21. Student profile course-wise:

Name of the Course (refer question no. 2)	Applications received (2015-16)	Selected (2015-16)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93

* the selected candidates include in-house students (30) at the B.A level.

22. Diversity of Students

(Undergraduate – BA)

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available

24. Student progression 2014-2015

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	0 %
from other universities within the State	0%
from other universities from other States	100%

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Nil

27. Present details about infrastructural facilities

Library -

The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility



Total number of class rooms – 27 classrooms

Class rooms with ICT facility – 27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories - Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students to know about their needs.

30. Does the department obtain feedback from

- faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?
- students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?
- alumni and employers on the programmes and what is the response of the department to the same?

The college has formalized the method of taking feedback from students. Besides, the department also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

31. List the distinguished alumni of the department (maximum 10)

Not Applicable

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department has organised following lectures for the enrichment of the students:



No.	Topic	Enrichment program	Guest	Date
1	Talk on Hiroshima Nagasaki and World Peace	Guest lecture	Dr. Kazuhiko Okuda, Japan	2011
2	Leadership Qualities	Guest lecture	Mr. Edor Ben Abba, Israel	2011
3	Different Facets of Gandhian Thought	Study tour	Various experts of Gandhian Thought	2013
4	Research Methodology in Social Sciences	Guest lecture	Prof. Stuart Gordon, Michigan University USA	2013
5	Career in Armed Forces	Guest lecture	Alumni Students (Now serving in the Indian Army)	2013
6	Proceedings of the Parliament	Study tour to Rajya Sabha and Lok Sabha	Rajya Sabha and Lok Sabha members	2015
7	Youth and Politics	Study tour to JNU, Delhi	Prof. Vaidya, HOD Geography Department, JNU	2015
8	Behind the Scenes of NEWS	Visit to Rajya Sabha TV	Experts of Rajya Sabha TV	2015
9	Reservation in India	Guest lecture	Mr. Ajit Abhayankar	2016
10	Kashmir Issue and Indo-Pak Relations	Guest lecture	Mr. Vijay Kunjir	2016

33. List the teaching methods adopted by the faculty for different programmes.

- Lecture-discussion method
- Guest lectures
- Use of Power Point Presentations
- Screening of Films
- Study Tour
- Visits
- Student Presentations
- Viva of individual students

34. How does the department ensure that program objectives are constantly met and learning outcomes monitored?

- Result analysis
- Employability
- Student progression

35. Highlight the participation of students and faculty in extension activities.

- Students attended camp on Gandhian Philosophy and visited Vardha as part of field visit and social work
- Student also participated in Students Parliament
- There is an annual tree plantation activity for second year students who work with the NGO 'Green Hills'

Faculty has worked with various NGOs involved in diverse fields. She is also a member of International Peace Research Association. She has presented research papers, has participated in discussion and interactions as a member of this association, with likeminded scholars in the same field.

36. Give details of “beyond syllabus scholarly activities” of the department.

- Students are given beyond the syllabus innovative topics, which gives them wide spectrum and includes comparative study, observation and innovation in their assignments
- Department also conducts an activity named 'Round Table' in which current issues are discussed with experts in the field
- Eight days study tour was organised in Delhi which included activities like visit to the Parliament (Rajya Sabha and Lok Sabha), Rashtrapati Bhawan and Parliament Museum. It aimed at raising awareness on Democratic processes of the Nation. Students also visited JNU University and discussed about the subject, papers, syllabus and methodology of teaching
- Gandhian Philosophy is one of the ideologies in the syllabus and selected students are sent to the 'Institute of Gandhian Studies' to learn the insights of Gandhian thought. In the Gandhian Philosophy camp, academic sessions are conducted by renowned experts and practitioners of Gandhian Thought
- Students also attended International Conference 'India's Look East – Act East Policy' at SIU, Lavale, Pune, where ambassadors from various countries like Japan, Nepal, and Bangladesh shared their views and ideas

37. State whether the program/ department is accredited/ graded by other agencies. Give details.

Nil

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

STRENGTHS

- Highly qualified research oriented faculty
- Diverse and motivated students
- Freedom to design new curriculum to suit the requirements of the students
- Use of ICT in teaching – learning pedagogy
- Fine blend of co and extra-curricular activities

WEAKNESS

- Specialisation in Political Science not offered
- Unable to motivate students to become more articulate in Political Affairs in Domestic and International Issues

OPPORTUNITIES

- To start specialisation in Political Science
- To introduce innovative programmes
- To undertake research projects
- To start a Gandhian Study Centre

CHALLENGES

- To cope with the changing scenario
- To enhance the employability skills of the students

39. Future plans of the department.

- To introduce specialization at UG
- To enhance faculty and student research
- To organize international level conferences
- To motivate students to appear for competitive exams like UPSC, State Public Service commission and various agencies of United Nations
- To encourage students become more research oriented

**DEPARTMENT OF PSYCHOLOGY****1. Name of the Department & its year of establishment**

Department of Psychology–1992

B.A. Psychology (General) – 1992

B.A. Psychology (Specialisation) – 2008

2. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.)

Sr. No.	Programme	Name
1	UG	B.A. (Regular)
2	UG	B.A. (Honours)

3. Interdisciplinary courses and departments involved

- The courses offered for B.A. Degree with Honours Programme are interdisciplinary in nature
- The department introduced Sports Psychology under liberal arts.

4. Annual/ semester/choice based credit system

Semester pattern

5. Participation of the department in the courses offered by other departments

Nil

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/ Asst. Professors)

	Sanctioned	Filled
Professors	00	00
Associate Professors	01	01
Assistant Professors	01	01 (Non-grant)

7. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

NAME	Qualification	Designation	Specialization	No. of years of experience	No. of Ph.D. students guided for the last 4 years
Dr. Alpana Vaidya	M.A., M.ED., M.P.M., DPC, SET, M. Phil., Ph.D.,	Associate Professor & Head Department of Psychology	Industrial Psychology, Education & Management	24 years	Currently 5 students are registered for Ph.D.
Dr. Sairaj Patki	M.A. SET, Ph.D.,	Assistant Professor	Clinical Psychology	5 years	-
Ms. Samhita Karmalkar	M.A.	Assistant Professor	Clinical Psychology		-

8. Percentage of classes taken by temporary faculty – programme-wise information

Year	Total Work load of department	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2011-2012	40	20	20	50%
2012-2013	45	20	25	55.55%
2013-2014	45	20	25	55.55%
2014-2015	45	20	25	55.55%
2015-2016	45	20	25	55.55%

Total Number of Lectures per week = 45 (B.A.)

9. Programme-wise Student Teacher Ratio

The college offers B.A. programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17:

Programme	Enrolled students	Teachers	Student-teacher ration
B.A.	342	11 (8 + 3 CHB)	31 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Faculty	Title of the Project	National / International	Sponsoring Agency	Total Grants received
Dr. Alpana Vaidya	“Translation of HEXACO PI-R in Marathi”	National	UGC	1.25 Lakh
Dr. Alpana Vaidya	“Riddle me this: Gender schemas, cultural variation, and a classic riddle”.	International	Boston University-USA.	Nil
Dr. Alpana Vaidya	Personality, Friendship and Sincerity and Life satisfaction	International	Institute of Psychology at Polish Academy of Sciences.	Nil

Sr. No.	Details of Grant	Sponsoring Agency	Place visited	Dates	Amount received
1	Travel Grant for the International Conference – for delivering keynote address	BCUD, SPPU	INHA University South Korea	July 2012	58,000

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / centre with

- state recognition
- national recognition
- international recognition

Nil

**14. Publications:**

Name of Faculty	Research Papers (2011-12 to 2015-16)		Total Publications
	International	National	
Dr. Alpana Vaidya	08	07	15

* Books with ISBN numbers with details of publishers

Sr. No.	Faculty	Title of the Book	Name of the Publisher	ISBN No.	International / National / State / University
1	Dr. Alpana Vaidya	Social Psychology	Pearson Publication, New Delhi	ISSN 978-81-317-3215-1	International

- Conference Proceedings

National Seminar on *Health and Well-Being*, December 2014 (Department of Psychology) ISBN- 978-81-921046-3-8

15. Details of patents and income generated -

Nil

16. Areas of consultancy and income generated

The faculty of the department offers consultancy in the form of guest lectures to various colleges and institutions and forums, as well as by being on examination committees and on the Board of Studies of other institutions/Universities.

The details are as follows:

Dr. Alpana Vaidya –

- Resource Person – Adarsha College
- Soft skills- Shiv Chatrapati College, Junnar
- Invited as an expert to frame syllabus of First Year B.A. Psychology (SPPU)
- Invited as subject expert for Ph. D. Course work proposal presentation in October, 2012, at S. N. D. T. University.
- Delivered lectures on soft skills, counseling, communication skills under the SPPU Extension activity.
- Conducted workshop on counseling in October 2012, at Pratibha College, Sanghavi, Pune.

17. Faculty recharging strategies (Refresher /Orientation/FDP)

The faculty upgrade themselves through the participation in various seminars and conferences and present research papers. The details are as follows:

Name of Faculty	International Invited talk	Presentation of Research Papers (2011-12 to 2015-16)			Faculty Development Program
		International Keynote speaker	National	State	
Dr. Alpana Vaidya	09	03	01		

18. Student projects

Nil

19. Awards / recognitions received at the national and international level by**Awards**

- Received an award on University of Pune Foundation Day for the “Best Innovation in Teaching”, in February 2013. This award was received at the hands of an eminent scientist Dr. Raghunath Mashelkar.

Recognition

- Invited to deliver Key note address at the International conference of AAICP at Solo city, Indonesia on the topic - Personality, Stress and Coping, Social support and Happiness among College Students, in January 2014
- Invited to deliver Keynote address at the International Conference of AAICP at National Taiwan University, Taiwan on the topic- Beauty, happiness and social support, in September 2014

20. Seminars/ Conferences/Workshops organized and the source of funding (national International) with details of outstanding participants, if any.

The department organised UGC Sponsored National Seminar on “Health and Wellbeing” on 19th and 20th December, 2014.

Resource persons were invited from different parts of the country. A video conference session was also organised through which the resource persons presented their papers.

Following are some of the resource persons invited for the conference -

Dr. Sam Manickam – JSS Medical Hospital

Dr. Lilawati Krishan – IIT Kanpur

Dr. Prakash Padakanya- Mysore University

Dr. L.N. Suman- Nimhans

Dr. Shamshad Ahmed- Marywood University, USA.

Dr. Richard Behun- Marywood University, USA

Mr. Amol Warti- HR Manager- Thermax

21. Student profile course-wise:

Name of the Course (refer question no. 2)	Applications received (2015-16)	Selected (2015-16)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.A.	525	35	98	77.27	87.93

* the selected candidates include in-house students (30) at the B.A level.

22. Diversity of Students

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	14.17	53.59	30.71	15.68
2012-2013	17.82	52.02	32.08	15.89
2013-2014	25.00	55.67	32.96	11.35
2014-2015	25.66	57.99	32.91	9.09
2015-2016	21.80	59.10	33.13	07.76
2016-2017	N.A.	59.64	35.67	04.67

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The Departmental data is not available

24. Student progression

The Departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	100%
from other universities within the State	-
from other universities from other States	-

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.

Nil

27. Present details about infrastructural facilities**Library-**

The college has a central library and the department does not have a separate departmental library

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms -

27 classrooms

Class rooms with ICT facility–

27 classrooms with LCD projector and Internet facility

Students' laboratories–

2 Computer laboratories with 168 computers

Research laboratories –

One laboratory with nine cubicles for conducting practicals. The laboratory has psychometric tests and apparatus required for conducting practicals at undergraduate level.

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

During the previous NAAC visit the need for introducing specialization in Psychology was stressed by the students. Accordingly specialization in Psychology was introduced in the year 2008-2009.

The college has formalized a mechanism to obtain feedback from the students and other stakeholders. Besides, the faculty also interacts with the students informally to know about their needs. The student felt the need to pursue 'Honours' degree which enables in-depth study in their chosen field. This prompted the college to introduce 'Degree with Honours Programme'. The students can choose this programme along with their regular degree with addition 22 credits.

30. Does the department obtain feedback from

a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

b. students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

c. alumni and employers on the programmes and what is the response of the department to the same?

The college has formalized the method of taking feedback from students. Board of studies of the department consists of Alumni, industry expert, and subject expert. The feedback is taken from all and accordingly the

courses are introduced. Besides, the department faculty also interacts with the students, alumni and employers informally and their suggestions and recommendations are well taken and incorporated in revision of curriculum, improvement of teaching – learning and evaluation.

31. List the distinguished alumni of the department (maximum 10)

Give their achievement /profile

- Mansi Kulkarni- Studying M.PHIL. in Forensic Psychology at M.S. University Baroda.
- Gauri Patki – Working in HR department in Accenture.
- Parul Tyagi –Completed M.A. (Clinical Psychology)
- Nivedita Divgi – Working with “ Syndergis”. It is an open school for Special Children
- Buneshte Hakamaneshe – Pursuing M.A. from Mumbai University
- Anandita Ghosh- Completed M.A. From Christ College, Bangalore and working in “Masum” an NGO
- Suchika Sisodia – Completed M.A. from IIPR
- Asim Bhagwan – Entrepreneur – Started Gym.

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department has organised following lectures for the enrichment of the students

No.	Topic	Enrichment program	Guest	Date
1	Health and Wellbeing	UGC Sponsored National Seminar	i. Dr. Lilawati Krishnan – IIT Kanpur ii. Dr. Prakash Padakanya- Mysore University iii. Dr. L.N.Suman- Nimhans iv. Dr. Shamshad Ahmed- Marywood University, USA. v. Dr. Richard Behun- Marywood University, USA vi. Mr. Amol Warti- HR Manager- Thermax	December, 2014
2	Psychometric Testing	Guest lecture	Dr. Medha Kumthekar	March, 2015
3	Genogram- Assessment and an Intervention Tool	Workshop	Dr. Shamshad Ahmed from Marywood University, USA	December, 2015

33. List the teaching methods adopted by the faculty for different programmes.

- Lecture-discussion method
- Seminar
- Use of Power Point Presentation
- Screening of films
- Visits
- Projects
- Student Presentations

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

In order to meet the programme objectives the syllabus is updated. The department has introduced the courses such as Health Psychology, Abnormal Psychology, Psychological Testing and so on.

Along with the theoretical foundation, students pursuing Degree with Honours Programme undergo an internship. The students looking forward to pursue Clinical Psychology at the Master's level benefit from internship in hospitals such as Dinanath Mangeshkar Hospital whereas, students who are interested in working in the industry are encouraged to take up the internship in company. The students also visit Ankur Vidya Mandir as part of the field visit, where they help children with special needs. The students also conduct group testing sessions and present it in the form of group testing project.

Other measures for monitoring learning outcomes:

- Result analysis
- Employability
- Student progression

35. Highlight the participation of students and faculty in extension activities.

- Dr. Alpana Vaidya is actively involved in the extension activities of the SPPU, whereby she delivers the lectures for the students and for the senior citizens (*Jeshth Nagrik Kaksha*).

She is also actively involved in the Rotary International activities. She is a charter member of Rc. Sarasbaug.

- The Department had organised a bake sale during the departmental fest 'Psyphoria 2014' on the 12th and 13th of February 2014, in which the students raised money for the NGO Cochlea Pune by selling homemade cupcakes and cookies.

Counseling cell

Under the UGC sponsored grant, Symbiosis College of Arts and Commerce has established a Career Guidance and Counseling Cell to

address to the wide concerns of students. The Counseling cell is a part of the Department of Psychology.

The objectives of the Counseling Cell are:

- To provide students a safe place to vent, and express their feelings and thoughts without being judged. The counselor acts as an unconditional support, encouraging students to fearlessly express their innermost thoughts and feelings
- To provide various psychometric tests to students who wish to understand their personality type, aptitude etc.
- To offer career guidance to students, throwing light on the various options available to them in the course of their career
- To provide information to students on the scope and relevance of any area irrespective of their field of interest
- To help students acquire appropriate social skills. Anger management etc. being a part of the social skills a student is trained for
- To help students alter maladaptive behavior to more healthy ways of reacting and behaving in stressful situations

A counselor was appointed in September 2014, to manage and develop the Counseling Cell in the college. Students approach her with a variety of issues ranging from emotional, behavioural, psychological and career related issues. The Counseling Cell is receiving a very good response, as students are coming forward to ask for guidance and assistance. Positive feedback about their experiences has been received.

36. Give details of “beyond syllabus scholarly activities” of the department.

- At the department various activities are organized that are beyond syllabus
- For example, field visit to Ankur Vidya Mandir which is an based on the Inclusive Education. This helps the students to understand the importance of Inclusive Education and how an attempt is made to integrate the mentally challenged students with the normal children.
- In addition, Internships are made as compulsory component of the honors program. This helps to bridge the gap between theory and practical. The students do internship at Hospital and industry depending on their interest.
- In addition, National conference on Health and Wellbeing was organized which was sponsored by UGC. This helped the students to know about the latest research trends in the field of Health Psychology and Positive Psychology.
- Every year the department organises “Psyphoria” a departmental fest. Through this event the students are given an opportunity to use the

skills learnt in Psychometric Testing. In addition, they organize various psychological games. The amount generated through registration is donated to the NGO.

- In addition, guest lectures are also organized of the experts.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths

- Highly qualified Research oriented faculty
- Diverse and motivated students
- Freedom to design new curriculum to suit the requirements of the students
- Use of ICT in teaching – learning pedagogy
- Fine blending of co and extra-curricular activities
- Research laboratory to supplement theory with research
- Psychometric test and psychology apparatus to provide skills related to psychometric testing

Weakness

- Large number of students in class

Opportunities

- To introduce innovative programmes
- To design and develop skill based courses
- To undertake research projects
- To introduce various diploma courses such as mindfulness, counseling etc.

Challenges

- To cope with the changing scenario
- To enhance the employability skills of the students

39. Future plans of the department.

- To introduce PG in psychology
- To enhance faculty and student research
- To organise International level conferences
- To introduce various diploma courses such as mindfulness, counseling etc.
- To introduce short term courses to help students become a professional psychologist

**DEPARTMENT OF STATISTICS AND COMPUTER APPLICATIONS****1. Name of the Department & Year of establishment:**

Department of Statistics and Computer Applications - 2003

2. Names of Programmes / Courses offered:

Sr. No.	Programme	Name
1.	Undergraduate Programme	B.Com. (Regular)

3. Interdisciplinary courses and departments involved :

- The department framed the Syllabus for Research Methodology for the Degree with Honours Programme
- Tally Practicals are conducted for the Accountancy students.

4. Annual/ semester/choice based credit system :

Semester System

5. Participation of the department in the courses offered by other departments:

Nil

6. Number of teaching posts sanctioned and filled (Professors/Associate Professors/Asst. Professors)

	Sanctioned	Filled
Professor	00	00
Associate Professors	00	00
Asst. Professors	01	01
Clock-Hour Basis	01	01

7. Faculty profile with name, qualification, designation, specialisation(D.Sc./D.Litt./ Ph.D./M.Phil., etc.)

Academic Year 2015-16

Name	Qualification	Designation	Specialization	No. of Years of Experience
Mrs Ketki Kher	M.Sc. M.Phil, A.D.C.S.S.A.	Head of Department and Assistant Professor	Mathematics, Statistics	23
Mrs. Ashwini Kothari	M.Com. DTL Certificate Course in Tally, MSCIT	Visiting Faculty	Computer Applications, Tally Software	5

8. Percentage of classes taken by temporary faculty – programme-wise information (2015-16)

Year	Total Work load of departments	Total workload of Permanent faculty	Lectures delivered by Temporary Faculty	
			Number	Percentage (%)
2015-2016	28	20	8	28.57%

Total Number of Lectures in the Department of Statistics and Computer Applications per week = 28 (B.Com) out of which 8 lectures are taken by temporary faculty. i.e. 28.57%

9. Programme-wise Student Teacher Ratio

The college offers B. Com programme and the student teacher ratio is as follows for the entire college for the academic year 2016-17

Programme	Enrolled students	Teachers	Student-teacher ratio
B.Com.	2288	29 (26 + 3 CHB)	79 : 1

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled.

The administrative staff is common for the entire college. There is no separate allocation for the department.

Details	Sanctioned	Filled
Non-teaching staff	46	39
Technical staff	20	18

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.

Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received

Nil

13. Research facility / Centre

- state recognition
- national recognition
- international recognition

Nil

14. Resarch Publications:

- Number of papers published in peer reviewed journals (national / international)

Name of Faculty	Research Papers in Peer Reviewed journals (2011-12 to 2015-16)		Total Publications
	International	National	
Mrs. Ketki Kher	1	1	2

15. Details of patents and income generated:

Nil

16. Areas of consultancy and income generated:

The faculty of the Deapartment are a part of the Board of Studies of St.Meera's College ,Pune and D.G.College of Commerce,Satara.

17. Faculty recharging strategies:

The college encourages faculty to attend workshops, seminars, conferences, and Faculty Development Programmes.Information of programmes attended by faculty in the department from 2011-12 to 2015-16. Is given below.

F.D.P	International Level	National Level	State Level	University Level
2	3	6	2	2

- The department has organised a FDP on 'Research Methodology' in association with Staff Academy for the inhouse faculty from 23rd June 2011 to 1st July 2011 to familirise the faculty about Quantitative techniques and research skills

18. Student projects

- Percentage of students who have done in-house projects including inter-departmental:
Nil
- Percentage of students doing projects in collaboration with industries / institutes:
Nil

19. Awards / recognitions received at the national and international level by
Nil

- Doctoral / post doctoral fellows:
Nil

20. Seminars/ Conferences/Workshops organized and the source of funding (national / international)

Nil

21. Student profile course-wise:

Name of the Course	Applications received (2015-2016)	Selected* (2015-2016)		Pass percentage (April 2016)	
		Male	Female	Male	Female
B.Com.	2870	432	330	85.89	91.07

* the selected candidates include in-house students (258) at the B.Com level

22. Diversity of students

Undergraduate – B.Com.

Name of the Course (refer question no. 2)	% of students from the College**	% of students from the State	% of students from other States	% of students from other countries
2011-2012	41.98	69.67	18.95	11.36
2012-2013	32.83	65.91	22.91	11.17
2013-2014	36.52	66.51	28.41	5.06
2014-2015	40.66	62.47	33.50	4.02
2015-2016	32.67	62.82	35.14	03.03
2016-2017	N.A.	55.90	41.56	02.53

** The data is of first year only

From the academic year 2016-17, the college has changed the admission policy to enroll the students through Merit List only and the preferential admission to In-house students of our 'plus-2' section has been done away with.

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

The departmental data is not available

24. Student progression

The departmental data is not available

25. Diversity of staff

Percentage of faculty who are graduates	
of the same parent university	100%
from other universities within the State	Nil
from other universities from other States	Nil

26. Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period:

Nil



27. Present details about infrastructural facilities

Library:The college has a central library and the department does not have a separate departmental library.

Internet facilities for staff and students –

12 Mbps Internet Lease line and Wi-Fi facility

Total number of class rooms– 27 classrooms

Class rooms with ICT facility – 27 classrooms with LCD projector and Internet facility

Students' laboratories – 2 Computer laboratories with 168 computers

Research laboratories – Nil

28. Number of students of the department getting financial assistance from College.

Department wise data is not available.

29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

Nil

30. Does the department obtain feedback from

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?

The Faculty is involved in framing the curriculum for the various courses offered under Autonomy. The feedback is also taken from the faculty through departmental meetings and Board of Studies.

b. Students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?

On the basis of feedback given by the students,e-learning componentwill be added to the syllabus. Also some innovative teaching methods will be introduced.

Guest lecturers and workshops are organized.

c. Alumni and employers on the programmes and what is the response of the department to the same?

The Board of Studies Meeting is represented by the teaching faculty and an expert from the industrial field. Their suggestions are incorporated.

31. List the distinguished alumni of the department

- CA Shubhankar Limaye
- CA Amey Sane
- CA Saransh Dey
- Pratik Ghosh, Forbes Marshal
- Shreyas Bagmar, Assistant Manager, Delloitte
- Akanksha Sharma, Audit In- Charge, Delloitte
- Prachi Dhumal, Audit Assistant, Delloitte

32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

- Workshop on Tally was conducted in 2011
- Three Days mathematics festival “MATHEX” was organised from 27th Aug 2012 to celebrate National Mathematics Year 2012 in the memory of great mathematics genius Shrinivas Ramanujan.
- The highlights of the programme
 - Dance ballet by Nrupa Soman on the theme “ From Finite to Infinite”
 - Guest Lecture by Dr.Vivek Monterio on “Making Math from K.G. to P.G.”
 - Quiz and Poster Competetion.
- Every Year a workshop on Data Analysis with MS.EXCEL is organized for students.
- SPSS practicals were conducted for Honours students in 2014-15
- Debate competition on Hacking and cybercrimes in 2015-16

33. List the teaching methods adopted by the faculty for different programmes.

- Assignments are application oriented.
- Computer based practical.
- Workshops are conducted.

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?

- Through continuous evaluation system under autonomy.
- The analysis of the results of midsemester and semester examinations .
- Informal feedbacks in the class.

35. Highlight the participation of students and faculty in extension activities.

Nil

36. Give details of “beyond syllabus scholarly activities” of the department.

- Workshop on Data Analysis is organized every year.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details.

Not Applicable

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths	<ul style="list-style-type: none">• Qualified Staff• Continuous knowledge upgradation• Students learn quantitative techniques• Students have computer based practicals• Learner centric teaching
Weaknesses	<ul style="list-style-type: none">• The subject is only at F.Y. level• Research projects are not taken up• Consultancy work is limited• Large number of students in class
Opportunities	<ul style="list-style-type: none">• We can explore the fields like Data Sciences• We can take up extension activities• Introduction of more courses• Integration of skilled based learning• Use of Mathematical and Statistical Softwares
Challenges	<ul style="list-style-type: none">• Integration of advanced courses in Mathematical Sciences with Commerce• To have more choice based credits• To have courses with interdisciplinary approach• To have more activities for students• To have exchange programmes

39. Future plans of the department**Teaching-Learning**

- Introducing of two interdisciplinary courses on Time Series Analysis and Optimisation
- New courses under Choice-Based Credit programme
- Student and Faculty Exchange Programmes at National and International levels

Research

- Enhancing Research Publications, reference books, chapters in edited books
- Minor and Major Research Projects
- Research publication
- Student Research Publications
- Organizing National and International Conference and Seminars
- Mathematical and Statistical softwares

ICT in Education

- Enhancing use of technology by introducing e-modules.
- Incorporating technology in internal evaluation.
- Access to free courses through Virtual Classroom and Video Conferencing



Skill-based / Industry-Academia linkages

- Integrating Skill Development courses.

Extension Activities

- Collaborations with Government Organizations and NGOS for teaching Mathematics to disadvantaged students

POST ACCREDITATION INITIATIVES

The Peer Team visited the college on 7th & 8th February 2011. **The college was reaccredited with a score of 3.43 by NAAC in 2011.**

Over the last five years, the college has undertaken a number of initiatives to enhance the educational programs and also strengthened the administrative systems. Many of the initiatives are in response to the recommendations made by the peer team.

Recommendations of Peer Team and Action taken:

- **Research and publications to be improved**
 - The college has established a Research Committee
 - National and international publications have seen substantial increase in number
 - Research project introduced in the Degree with Honours Programme
 - Faculty on editorial boards of International Journals
 - Process of establishing 'Research Centre' for M.Phil and Ph.D in Commerce
 - Travel grants from UGC, ICSSR etc. for participating in International Conferences
 - Joint international research project
 - Publication of books and chapters in edited books
- **Consultancy Services for generating resources**
 - The college offered the expertise available with us to other colleges, in areas such as Quality Education, Autonomy, Curriculum Development and Value Education
 - The faculty also conducts MDP's and corporate training programmes for leading corporates and industries
- **Academic Autonomy for flexibility in curriculum**
 - The college was conferred the Autonomy w. e. f. academic year 2012-13.
 - The college has redesigned and restructured the educational programmes focusing on:
 - i. Rigorous, contemporary and innovative curriculum
 - ii. Strengthening specialisations
 - iii. Degree with Honours Programme
 - iv. Transparent, continuous and innovative evaluation
 - v. Enhanced use of technology in academic delivery and evaluation

- **More PG Courses**

- The college under Autonomy has taken the initiative to introduce Post Graduate Programmes in Economics and English
- Using the freedom and flexibility afforded by Autonomy, the PG programmes in Economics and English are designed to include contemporary, relevant and rigorous curriculum.

- **Foreign Languages in Arts Faculty**

- The college has only one division in the Arts faculty and there are two language options i.e. Hindi and French
- The college has started certificate courses in French and German under SCLA
- The Symbiosis Society has an Institute of Foreign languages i.e. SIFIL where interested students can pursue courses in foreign languages

- **Library facilities - Augmentation**

- There has been a substantial increase in the number of titles in the library.
- The college has augmented the learning resources by adding more e-books, e-journals and subscription to various e-databases like CMIE, N-List, EBSCO.
- The college has introduced e-learning component for the specialization subjects and the college has established e-learning center for students to have access to the e-learning resources.

- **Entrepreneurial Cell**

- The college has offered Entrepreneurship as a subject of specialisation for Commerce under Autonomy
- The college has established an Entrepreneur Development Cell
- The Center is instrumental in conducting activities like workshops, interaction with entrepreneurs, visits to enterprises, social entrepreneurship fests etc.

- **Enhancing Placement Activities**

- Despite being a conventional college, there is a very active Placement Cell.
- Reputed corporates like Deloitte, KPMG, PWC, Ernst & Young, Google, Goldman Sachs, Teach for India and others have been visiting and recruiting our students over the years
- The number of students placed have shown a consistent improvement over the last 5 years



The other developments of the college are:

- **College with Potential for Excellence (CPE)**
The college has been awarded College with Potential for Excellence under the UGC XIIth Plan.
- **Deen Dayal Upadhyay KAUSHAL Kendra**
The college has submitted a proposal under the KAUSHAL scheme of UGC and intends to offer Certificate and Diploma courses in 'Trades of IT and ITes' and 'Entertainment Business Management'
- **Rashtriya Uchchatar Shiksha Abhiyan (RUSA)**
The college has applied under the RUSA to Savitribai Phule Pune University in April 2014





Certificate of Compliance



SYMBIOSIS COLLEGE OF ARTS AND COMMERCE

An Autonomous College, Under the Savitribai Phule Pune University (ID.NO.PU/PN/AC/051/(1983))

Founder: Prof. Dr. S. B. Mujumdar, M. Sc., Ph. D. (Awarded Padma Bhushan and Padma Shri by President of India)

Certificate of Compliance

This is to certify that **Symbiosis College of Arts and Commerce** fulfils all norms

1. Stipulated by the affiliating University and/or
2. Regulatory Council/Body [such as UGC, NCTE, AICTE, MCI, DCI, BCI, etc.] and
3. The affiliation and recognition [if applicable] is valid as on date.


In case the affiliation / recognition is conditional, then a detailed enclosure with regard to compliance of conditions by the institution will be sent.

It is noted that NAAC's accreditation, if granted, shall stand cancelled automatically, once the institution loses its University affiliation or Recognition by the Regulatory Council, as the case may be.

In case the undertaking submitted by the institution is found to be false then the accreditation given by NAAC is liable to be withdrawn. It is also agreeable that the undertaking given to NAAC will be displayed on the college website.

Date: 25th October 2016
Place: Pune




Dr. Hrishikesh Soman
Principal

PRINCIPAL
Symbiosis College of
Arts & Commerce, Pune-411004





Annexure – I: U.G.C. recognition of 2(f)

(8)

by
22/8
Mr. Kishan Chandra
note & file.

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110002.

No. F.B-41/87(CPP-I)

Dated July 1989.

**SYMBIOSIS COLLEGE OF
ARTS & COMMERCE**
PHONE - 411004.

To

The Registrar,
Poona University,
Poona

Inward No. 362
Date 23/8/89
Receiver's Sign. [Signature]

Sub: List of Colleges prepared under Section 2(f) of the
UGC Act, 1956-Inclusion of New Colleges.

Sir,

I am directed to refer to your letter No. Dev/C-16/1817
dated 26.4.89 on the above subject and to say that the name
of the following college has been included in the above list
under Non-Govt. colleges teaching upto Bachelor's Degree:

Name of the College	Year of Estt.	Remarks
Symbiosis Society's College of Arts and Commerce, Poona- 411004. (On temporary affiliation upto June, 1989) Mr. G.S. Gurucharanlal	1983	The College is not eligible to receive central assistance under Sec. 12(B) of the UGC Act, 1956 till it is granted permanent affiliat- ion by the concerned University.

The indemnity Bond and other documents in respect of the
above college have been accepted by the Commission.

Yours faithfully,

[Signature]
(Kishan Chandra)
Under Secretary

Copy forwarded to:-

1. The Principal, Symbiosis Society's College of Arts and
Commerce, Poona-411004.
2. The Secy, EOI, M/HRD, (Deptt. of Edn.) T-14 Sec. N. Delhi.
3. All Officers/Sections in the UGC Office.
4. Accounts (G) Section
5. Guard file.

[Signature]
(J.P. MITTAL)
SECTION OFFICER

**Annexure – II: U.G.C. recognition of 12(b)**

SYMBIOSIS COLLEGE OF
ARTS AND COMMERCE
PUNE
1286
15/4/96
10/4/96
RECEIVED
UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110002.

TRUE COPY

ENCLOSURE NO 4

No.F.O.-41/87(CPP-I)

The Deputy Registrar,
(Planning and Development)
University of Pune,
Pune-411007.

Sub: Declaring a College fit to receive assistance
under Section-12-B of the UGC Act, 1956.

Sir,

I am directed to refer to your letter No.PU/Dev./C-16/10422-23 dated 17.11.95 on the above subject and to say that it has been noted that the Symbiosis Society's College of Arts and Commerce, Pune has been granted permanent affiliation by the Poona University. Accordingly, Symbiosis Society's College of Arts and Commerce, Pune which already stands included in the list of colleges maintained under Section 2(f) of the UGC Act, 1956, is declared fit to receive assistance from the UGC, and other central sources in terms of Rules framed under Section-12-B of the UGC Act, 1956.

Yours faithfully,
(B.S. NAHATA)
Secretary

Copy to:-

1. The Principal, Symbiosis College of Arts and Commerce, Pune-411004.
2. Joint Secretary, UGC Office, Industrial Chemical Laboratory, Near Pocha University, Campus, Pune-411007.
3. The Secretary, Govt. of India, Ministry of Human Resource Development (Deptt. of Education), New Delhi.
4. Incharge Computer Cell, UGC.
5. S.O., Accounts 'G' / S.O.-CD-II, UGC, New Delhi.
6. All Officers/Sections in the UGC Office.
7. Guard file.

PRINCIPAL
Symbiosis Society's College of
Arts & Commerce, Pune-411004.

PRINCIPAL
Symbiosis College of
Arts & Commerce, Pune - 4

PRINCIPAL
Symbiosis Society's College of
Arts & Commerce, Pune 411004

(D.D. MEHTA)
Section Officer

PTO

Fit to receive
Noted
Pac
12/4
17/4/96



Annexure – III: Certificate of NAAC Accreditation (2004): Ist Cycle



Annexure – IV: Peer Team Report (2004)

**Peer Team Report on
Institutional Accreditation of
Symbiosis Society's College of Arts and Commerce**
Senapati Bapat Road, Pune, Maharashtra 411004
(28-30 November 2003)

Section 1: Preamble

The Symbiosis Society's College of Arts and Commerce, Pune, was established in the year 1983 and is affiliated to Pune University and was recognized under 2(f) in 1989 and under 12(B) in June 1996 by the UGC. It is located in an urban area and has the faculty of Arts (English, Geography, Economics, Psychology, French, Hindi, Political Science), faculty of Commerce (Accountancy, Commerce, Economics and Banking, PG Commerce, Statistics) and the faculty of Science (Computer Science, Electronics, Mathematics, Statistics) offering 3 undergraduate programmes and one post-graduate programme. The college has an area of 1 acre, in which the infrastructure facilities are located aesthetically constructed in an ambience of greenery providing the necessary focal point for quality higher education to students coming from different parts of the country as well as from other countries.

As of today student enrolment in the undergraduate programmes is 2823 and the students' strength for the Master's degree in Commerce is 217. It is noteworthy to mention the fact that a number of students from various Third World countries primarily from Asia and Africa providing an international character and meaning to the quality of education in this college. This unique feature of the college is in conformity with SYMBIOSIS, etymologically deriving its roots from the Greek language – meaning thereby - 'living together for mutual benefit.' The primary objective of this higher institution of learning is to impart education by encompassing such values as quality, excellence, equity and social justice, access and relevance. In a sense, the thrust is to create an academic ambience balance and perspective generating knowledge and

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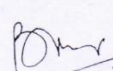
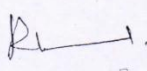
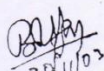
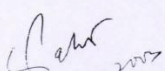
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information for students and moulding their personalities and through self-dependence and self-confidence in the world's most populist democracy. The students' strength at the undergraduate and postgraduate levels reflects the vision and mission of the college. The mission involves pursuit of knowledge through a mixture of academic, co-curricular and extension activities creating a new breed of students with a dynamic and forward looking approach to problems and issues. In respect of the vision, a culture of excellence in the domain of arts and commerce as envisaged to eventually branch out in the conventional and distance mode in these areas of studies.

The NAAC team visited the Symbiosis Society's College of Arts and Commerce on 28th, 29th and 30th of November 2003 to make appropriate recommendations for assessment and accreditation by valuating the Self-study Report submitted by the college in September 2003. The NAAC constituted a Peer team consisting of Professor V.T.Patil, former Vice- Chancellor, Pondicherry University, (Pondicherry) as Chairperson, Dr. R.K.Bharti, Senior Professor, Faculty of Commerce, Dr. Hari Singh Gour Vishwavidyalaya, Sagar, (Madhya Pradesh) and Dr. Rajan Varughese, Director, Off-Campus Academic Centre, School of Distance Education, Mahatma Gandhi University in Mar Thoma College for Women, Perumbavoor (Kerala) for the assessment and accreditation of the institution.

During the course of visit of the Peer team on three successive days held intensive and extensive discussion with various authorities of the college in Pune, the Principal, Management, Members of the Steering Committee, Heads of Departments and teachers therein, students, parents, alumni and the non-teaching staff. The Peer Team also visited the various infrastructure facilities available on the campus that included visit to classrooms, laboratories, computer center, library, sports complex, etc. On the 3rd day of the visit validation of the documents was done in a professional and functional manner to give weight and substance to the findings/recommendations of the Peer team.

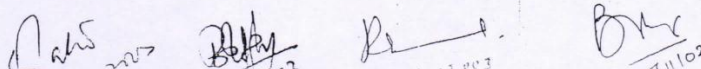


The broad conclusions of this in-depth assessment of various systems, processes, procedures etc. specify, that this college is multi-lingual, multi-cultural, and multi-ethnic an unique feature in itself. This institution provides a platform for students from different areas within and outside the country form a community of interest within the portals of the systems. In an atmosphere of academic freedom, students and faculty are encouraged to interact with each other on the assumption that a elite higher institute of learning like this college, is a place where there is a daily contest of ideas but not conflict of ideas, that knowledge increases in an exponential manner and teachers and students, academic administrators, and management have the invidious task of continuously moving forward for continuous improvement achieving the goal of excellence. In such an atmosphere responsibility is strongly supported by responsible authority, that is dynamic, innovative and positively oriented towards the future. Such lofty ideals are supported by certain moralistic value based ideals like no capitation fees and donations from students.

Section 2: Criterion wise Analysis

Criterion I: Curricular Aspects

The programme options available in the college are Bachelor of Commerce, Bachelor of Arts, Bachelor of Computer Science and Master of Commerce. All these four programmes represent, in a certain measure appropriate time-framed, horizontal mobilities with reference to elective options. We were informed by the Principal and Heads of Departments that the syllabi is revised once every three years, but in any case, in conformity with the Pune University norms. The Peer team was also informed that earnest attempts are under way to link up and modify the existing syllabi in the four programmes with the UGC model curriculum in the concerned subjects from the next academic year. It was also informed that the college has taken energetic steps in curriculum designing by incorporating innovative additional inputs such as in-house courses after the conceptualisation. It is therefore, not surprising that



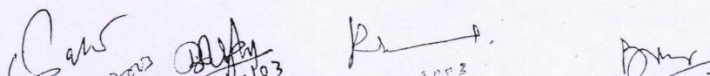
the College is able to give a modular dimension to its courses within the ambit of an inter-disciplinary culture.

Many of the teachers are members of the various Boards of Studies of the Pune University and some of them have even participated in the revision of syllabus on psychology. During the course of the visit of the peer team many teachers informed that they have actively participated in workshops and seminars held in various subjects for restructuring and modernisation of course curricula.

During the course of the Peer team's in-depth interaction with the faculty of the college, it was evident that the teachers used the course syllabi as a base for their interaction with students, but in most cases they went beyond the syllabus to give a dynamic orientation to curriculum development enhancing the qualitative learning process.

Criterion II: Teaching-learning and Evaluation

The students in this college are generally selected through a process of structured/special tests, interviews and through a close perusal of their academic records. It is commendable to note that a combination of objective tests and group discussions, oral presentations, open book tests and the standard normal routine tests constitute the nuts and bolts parts of the admission process. The college has adopted the healthy practice of encouraging every teacher to prepare his annual teaching plan and to stick to it in the course of the academic year as a part of the teaching schedule. It is indeed praiseworthy that the college has been using learner-centred methods of admission rather than teacher inspired and teacher generated methods. This practice is in tune with the contemporary method of teaching-learning and evaluation. The total number of working days, teaching days, ratio of permanent and part-time/temporary staff, teaching and non-teaching staff appeared to be satisfactory. As a follow up

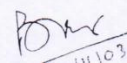
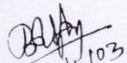
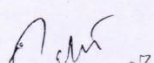


measure the teachers made it a point during the admission and counselling process, to educate them properly about the teaching-learning and evaluation methods. This is very well reflected in the performance of the students and consequently the drop out rate is very low, reflecting on the high quality of the students as well as on the proven competence of the teachers. Coupled with this, the college provides ample opportunity to teachers to participate in conferences, seminars, workshops and symposiums. This is evident from the fact that 11 teachers benefited from refreshers courses, 3 from orientation courses and 32 others from the faculty development programme by ICFAI University during the last two years. In these years two members also of the faculty received teaching awards. The Peer team noted the many innovative methods employed to supplement the existing or conventional lecture method. These include case study methods, group discussions, charts, graphs and maps, while in the Master's degree course in Commerce such innovations as management games, role play, mock annual general meetings, etc. are applied.

The teaching-learning programmes were examined by the Peer team very closely and the team comments the participative mechanism developed by almost every department of the college. The students are motivated by the teachers using diverse innovative techniques like emphasis on project-works, book-reviews, hands on training, brain-storming sessions, T-group, round table discussions, fish-bowl consultation etc. We believe, this kind of a scenario provides ample opportunity for the faculty for professional advancement and overall academic progress of the college.

Criterion III: Research, Consultancy and Extension

The college has made sincere efforts to promote research among teachers by providing funds to research projects, or sanctioning study leave for continuing their higher studies in other institutions. Many of the teachers are engaged in research activities and some of them have published a number of standard text books to meet the extant needs of the students.

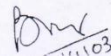

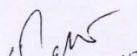


The college has undertaken vibrant extension activities for the last many years. Through social work and medical camps health and hygiene awareness is created amongst the community. Adult education, eradication of illiteracy, blood donation, AIDS and environment awareness camps are organized with the help of students. Tree plantation on a continuing basis has created a green environment on the college campus. Teachers and students actively participate in these programmes and some have secured prizes/recognition from the Atur Foundation and other patrons and teachers. It is also noteworthy that the college has been planning extension activities by linking up with NGO's and GO's. For all such constructive activities the college provides infrastructural facilities, financial resources and manpower support.

The faculty has strived to create a research culture among the students by encouraging independent/free thought by giving them challenging assignments pertaining to on-going themes of great concern to the society, like surveys of slums, market surveys for brand identification, etc.

Criterion IV: Infrastructure and Learning Resources

The college has adequate library and computer facilities which gives access to students and teachers. As a pragmatic measure, the college employs outside agencies for routine maintenance and overall cleanliness. The excellent infrastructure facilities are used optimally so that it benefits students and teachers. The college library has 21471 titles (books) and adequate number of periodicals. In the last two years the college has added 2500 books and 7 new periodicals which is commendable. The Advisory Committee monitors and advises on the functioning of the library to make it an effective instrument for increasing knowledge of students and teachers.



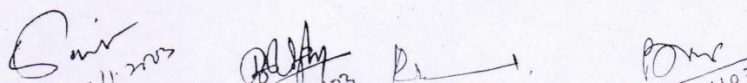
Six departments of the college are equipped with computer hardware and are maintained by outsourcing maintenance services. Appropriate infrastructure facilities are available in the sports and physical education Center. The track record of the college at the University in sports and games is satisfactory. Six students were selected as University blues in various sports, while three other students were selected at the national level.

The Symbiosis Society's spacious Girls Hostel accommodates selected national/international students. The hostels are kept clean and the students are ensured the necessary academic environment to pursue their studies effectively and successfully. The parent body maintains separate hostel for boys and girls, which cater to the accommodation needs of students in a successful manner. In all the activities mentioned above, the students and staff are clearly aware of the inadequacy of space and the need to improvise for using the existing space intensively and extensively.

The campus is kept clean, beautiful and pollution free which has gone a long way in inculcating discipline among students, creating a very conducive atmosphere for learning. The Peer team visited the library which has an open access system with a healthy mix of sixty to seventy percent books with a reference/advanced orientation while the remaining are text books catering to the needs of the students. The library is poised for quick growth since the UGC has provided a grant of Rs. 11,09,760 under the Xth plan.

Criterion V: Student Support and Progression

With respect to Students' Support and Progression, the available data clearly indicates that it is sufficient and adequate for the purpose. 98% of the students appear for the qualifying examination after the mandatory period of study, which means that virtually there is no drop out or it is minimum. A data base is in the process of being created on the performance of students in various



competitive examinations like UGC, GATE, etc. Approximately six hundred and fifty of the students have obtained references, transcripts, recommendation letters for pursuing higher studies in foreign universities. The college publishes its updated prospectus annually without any delay. Financial aid to students is provided by Central and State Government and other institutions. The Government of India Scholarship is provided to 39 students which includes students from Mizoram, Nagaland, Bhutan and also scholarships under the ICSR and National Talent Scheme. This is one of the few colleges which has an employment cell, with an excellent potential for campus interviews by various firms and institutions. The college Alumni association is functional and it enables former students to keep in touch with their alma mater. Special care is taken to provide needed services to foreign students who stay in hostels.

The Health Center provides excellent facilities to ensure the physical health of the students and the faculty. Every student at the entry point undergoes a thorough medical check up which ensures conformity to the dictum of 'a healthy mind in a healthy body'. In this context the team was particularly impressed by the fact that facilities for Yoga are available. We recommend that the Yoga facilities be further upgraded since Yoga is an original and distinctive contribution of India to the rest of the world.

The cafeteria provides good quality snacks and food to the employees of the college and it enables the students to mix freely with each other thereby creating a bond of fraternity among themselves. The functioning of the NSS unit is satisfactory. The students of the college have performed well in sports and other extra curricular activities. In fact, one student of the college received the Arjuna Award (1996) and also had the distinction of participating in the Olympics. One another student was recipient of the Chatrapati Shivaji Award. All in all, the student support services of the college are very progressive and positively oriented, keeping in view the best interests of the students.

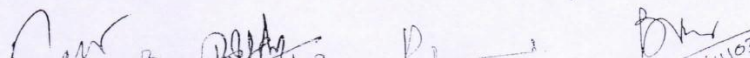
Criterion VI: Organisation and Management

The Peer team was able to assess the internal coordinating and monitoring mechanism of the college and it was found that an appropriate built-in mechanism sustains the all-round development of the institution. A special committee prepares the academic calendar and the professional development programmes are an annual feature for the non-teaching staff. The tuition and other fee structure in government and self-financing courses have not been changed during the last three years. There are other progressive practices like viable internal academic audit mechanism, welfare programmes, provision of loans to teaching and non-teaching staff and a grievance redressal cell constituting recognized healthy practices. Additionally and in compliance with sound financial practices, all major items required for the college are purchased by the Central Purchase Committee appointed by the Managing Committee.

Through imaginative and effective resource mobilization and management the financial position of the institution is sound. In terms of organization and management, the team is of the opinion that the Principal through her dynamism, has coordinated the activities of all the units of the college in a transparent, progressive and effective manner.

Criterion VII: Healthy Practices

The institution has developed deep sensitivity to changing educational and market demands by emphasizing creativity, originality and innovation. The college has consciously developed a mechanism for internal quality control. One very innovative programme of the college is the Twinning agreement with other institutions where the responsibility of the teaching-learning process is shared between two institutions through a written agreement or by a MOU or through the process of student exchange programmes between the college and other



institutions. The college has branched out into the area of self-financing courses. Keeping in view the philosophy and ideology of Symbiosis, value based education has given a new shape, thrust and dimension emphasizing character-building among students. The authorities of the college hope that a new breed of self-confident, competent, skillful, forward-looking students will emerge out from the portals of the college through such constructive programmes and activities,. All these activities are fine tuned to a goal oriented approach by promoting transparent and transferable skills like the capacity to learn, communicate and to work independently.

The following best practices are identified :

- * Students are admitted purely on merit without collecting any donations/capitation fees.
- * Students' population of the college represents a healthy mix from all parts of the country as also from various Afro-Asian nations. This unique and distinct ambience makes the college a microcosm of the macrocosm, that is India.
- * The teaching-learning methodology emphasizes learner-centred education which is part of the contemporary ethos of higher education involving close interaction between teachers and students through participative knowledge sharing.
- * The Twinning Programme and the 'Student Exchange Programme' enables cross fertilization of ideas between the college and other higher institutions of learning in India and abroad.

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- * A number of departments have made substantial contribution by linking the college with societal concerns via the University-Industry-linkage paradigm.
- * The human mind is like a parachute, it works only when it is open. This is reflected by the spirit of academic freedom, transparency and openness in the teaching-learning process of the college.

Section 3: Overall Analysis

On the whole, the Symbiosis Society's College of Arts and Commerce has emerged as a center of higher education, attracting students from far and wide. Even though the unit cost of education per student is higher, the college is placed in high ranking in several circumstances, in view of the excellent infrastructure facilities and deep rooted practices anchored in excellence. The fact is that it has been able to attract students and increase its annual intake substantially. The present limitations of space for additional programmes is only a temporary hurdle since the Principal informed that the 45 acres of land has been acquired by the parent body which will fructify in the near future. The basis of multi-cultural character of the institution may generate heterogeneous forces which may act as a confluence for all-round development of the institution. The Peer team hastens to say that this need not be a source of worry or concern for the authorities of the Symbiosis Society's College of Arts and Commerce, since the teachers, students, the Principal and the management have built tremendous amount of goodwill among the public and within themselves. Today this institution is a shining example of institutional excellence trying to fly very high maintaining and sustaining the existing tradition of excellence. In a period of rapid growth of an institution, freedom and authority must go, hand in hand, with responsibility and accountability and in the case of this institution, a fine balance has been attained. Given these issues of concern, there is no place for complacency and the Peer team

[Handwritten signatures and dates: 2/03, 10/03, 11/03]


members are convinced that culture of Symbiosis in the realm of higher education has come to stay and is deeply embedded in the reality of Indian soil. The college can look forward to a future of sustained growth and eventually emerging as a national and international institution of excellence.

The members of the Peer team thank the Principal, management, teachers, non-teaching staff and students for their cooperation and support.

Name and signature of the members of the peer team

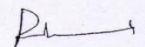
1. Dr. V. T. Patil

Chairperson
(Former Vice-Chancellor,
Pondicherry University,
Keshavnagar,
Dharwad -7
Karnataka.)


20/11/03

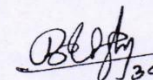
2. Dr. R. K. Bharti

Member,
(Senior Professor,
Faculty of Commerce,
Dr. Harisingh Gour University,
Sagar, Madhya Pradesh)


30-11-2003

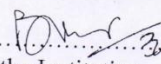
3. Dr. Rajan Varughese


Member,
(Director, off.-Campus Academic Centre,
School of Distance Education,
Mahatma Gandhi University,
Mahatma College for Women,
Perumbavoor, Kerala)


30/11/03

I have gone through the report and agree with the evaluation of the peer team.

Date – 30/11/2003


30/11/03
Head of the Institution


30/11/03

Annexure – V: Certificate of NAAC Accreditation (2011): IInd Cycle

Annexure – VI: Peer Team Report (2011)

National Assessment and Accreditation Council, Bangalore

PEER TEAM REPORT ON

Institutional Assessment and Re-Accreditation of

SYMBIOSIS COLLEGE OF ARTS & COMMERCE
Senapati Bapat Road, Pune – 411 004,
Maharashtra

Dates of Visit:

7th to 8th February, 2011



National Assessment AND Accreditation Council

Symbiosis College of Arts & Commerce, Pune, Maharashtra

Page 1



National Assessment and Accreditation Council, Bangalore

P.O. Box. No. Nagarbhavi, Bangalore- 560-072

PEER TEAM REPORT ON SYMBIOSIS COLLEGE OF ARTS AND COMMERCE, Pune, Maharashtra		
Section I - General		
1.1	Name & Address of the Institution	SYMBIOSIS COLLEGE OF ARTS AND COMMERCE, Pune, Maharashtra
1.2	Year of Establishment	1983
1.3	Current Academic Activities at the Institution (Numbers)	
	• Faculties / Schools	3
	• Departments / Centres	18
	• Programmes / Courses offered	4
	• Permanent Faculty Member	34
	• Permanent Support Staff	56
	• Students	3002
1.4	Three major features in the institutional context	<ul style="list-style-type: none"> • Co-education grant-in-aid College affiliated to Pune University • Committed Management and Staff • Catering the needs of International/Urban/Rural area students.
1.5	Dates of visit of the Peer Team	7 th & 8 th February 2011
1.6	Composition of the Peer Team which undertook the onsite visit	
Chairperson		Prof.Rathore, L.S. Former Vice Chancellor, Jai Narain Vyas University, 29, Bhagat-Ki-Jothi Pali Road, Jodhpur – 342 005, Rajasthan
Member Co-coordinator		Dr.V.Sujatha, Principal,Cauvery College for Women, Annamalai Nagar, Tiruchirapalli – 620 018, Tamil Nadu
Member		Dr.Gautam Sanyal, Professor and Dean, Dept. of Computer Science, National Institute of Technology, Durgapur – 713 209, West Bengal



National Assessment and Accreditation Council, Bangalore

Section II: CRITERION WISE ANALYSIS	
2.1 Curricular Aspects:	
2.1.1 Curricular Design & Development:	<ul style="list-style-type: none"> The academic programs offered are in line with the objectives and goals of the college. Vision and Mission of the college clearly expressed. College offers 3 UG, 1PG and 3 Years Diploma in Liberal Arts.
2.1.2 Academic flexibility:	<ul style="list-style-type: none"> Limited Academic Flexibility due to University. Institution offers 6 add-on courses
2.1.3 Feedback on Curriculum	<ul style="list-style-type: none"> Limited formal feedback mechanism exists, collected from some stake-holders. Institution uses ICT and other social network for collecting feedback Feedback is communicated to the University.
2.1.4 Curriculum update	<ul style="list-style-type: none"> The syllabus updates well within University frame work. Faculty participation exists in curricula update.
2.1.5 Best Practices in Curricular aspects (If any):	<ul style="list-style-type: none"> Initiatives exist to introduce different valued added courses. Centre for Liberal Arts are initiated.
2.2 Teaching- Learning & Evaluation:	
2.2.1 Admission Process and Student Profile:	<ul style="list-style-type: none"> Admission is based on purely merit basis and also as per on the rules and regulations of the affiliating University. Admission process is transparent through College website etc. Good representation to different category students. Student representation from 37 countries is commendable.
2.2.2 Catering to the diverse needs:	<ul style="list-style-type: none"> Initiatives exists for remedial and foundation courses in some subjects. Suitable guidance for slow/weak learners is initiated. Mentoring system initiated, followed by allotting small group of students to each teacher.
2.2.3 Teaching-Learning Process:	<ul style="list-style-type: none"> Well defined structured academic calendar of the University is followed. ICT enabled audio-visual with conventional teaching method exists. Lesson plans, assignments, project work, field visit and experiential learning initiated by the teachers.

Symbiosis College of Arts & Commerce, Pune, Maharashtra

Page 3

National Assessment and Accreditation Council, Bangalore

2.2.4 Teacher Quality:	<ul style="list-style-type: none"> Committed and highly dedicated faculty and staff members. Recruitment process in tune with norms laid down by UGC, Govt. Policy and affiliating university.
2.2.5 Evaluation Process and Reforms:	<ul style="list-style-type: none"> Teachers follows evaluation methods prescribed by the University. Student grievances redressal mechanism exists. Continuous internal assessment system is followed.
2.2.6 Best Practices in Teaching-learning and Evaluation (If any):	<ul style="list-style-type: none"> Initiatives are taken for different International collaboration activities. On line admission process exists. Symbiosis Centre for Liberal Arts for imparting and Interdisciplinary Education System exists. Theater surveys, simulation exercises as medium of exercises.
2.3 Research, Consultancy & Extension:	
2.3.1 Promotion of Research:	<ul style="list-style-type: none"> Teachers are encouraged to present papers and participate in conferences with partial financial support. Teachers are encouraged for procuring higher qualification. Research collaboration with different organization is initiated.
2.3.2 Research and Publications Output:	<ul style="list-style-type: none"> Limited publications exist in some departments. Efforts need to be improved to receive research grants from different organization. Some books published by the faculty members.
2.3.3 Consultancy:	<ul style="list-style-type: none"> Consultancy services are only honorary basis. Teachers need to be courage to offer consultancy services and generate resources.
2.3.4 Extension Activities:	<ul style="list-style-type: none"> Satisfactory extension activities exist. Some departments have participated in the out-reach activities. College has NSS and other activities.
2.3.5 Collaborations:	<ul style="list-style-type: none"> Limited collaboration activities with International universities are initiated. Institute collaborates with Green Hill Group and NGO for field visits.
2.3.6 Best Practices in Research, Consultancy and Extension (If any):	<ul style="list-style-type: none"> 3 minor ongoing research projects are initiated



National Assessment and Accreditation Council, Bangalore

2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities for Learning:	<ul style="list-style-type: none"> Adequate infrastructure facilities are created for providing conducive teaching-learning ambience. Good number of Servers and Computer systems. College has good Vishwa Bhavan Auditorium and few seminar halls for different activities.
2.4.2 Maintenance of Infrastructure:	<ul style="list-style-type: none"> Campus is well maintained. Adequate budget is available. Maintenance activities are managed by a separate department.
2.4.3 Library as a Learning Resource:	<ul style="list-style-type: none"> Central library is automated partially with Barcode System. Internet and reprographic facilities exists. More reference books need to be added.
2.4.4 ICT as Learning Resources:	<ul style="list-style-type: none"> Institute has made provision of internet facilities for learning purpose. Internet bandwidth needs to be enhanced. College uses LCDs and other media for teaching learning processes supported by N-computing devices.
2.4.5 Other Facilities:	<ul style="list-style-type: none"> Hostel facility exists for boys and girl students. Medical facilities are available to staff and students. Institute has good Gymnasium and Canteen facility Healthcare, Swimming pool, SPA for students.
2.4.6 Best Practices in the development of Infrastructure and Learning Resources (If any):	<ul style="list-style-type: none"> Full Power back up exists for the College. College has good museum for learning history. Fire Extinguisher is installed in each floor.
2.5 Student Support and Progression:	
2.5.1 Student Progression:	<ul style="list-style-type: none"> Student's representation from various social categories exists. Placement activities exist. Student progression is satisfactory.
2.5.2 Student Support:	<ul style="list-style-type: none"> Carrier guidance schemes are in place. Meritorious students from economically weaker sections and students of disadvantaged communities are given fee concessions. Students need to be encouraged for appearing competitive examinations.
2.5.3 Student Activities:	<ul style="list-style-type: none"> Students participation exists in various Co-curricular and extracurricular activities in National level. Alumni association is in place.

Symbiosis College of Arts & Commerce, Pune, Maharashtra

Page 5

National Assessment and Accreditation Council, Bangalore

2.5.4 Best Practices in Student Support and Progression (If any):	<ul style="list-style-type: none"> • Student receive award in different sports activities. • Student council exists as per University Act. • Medical Insurance scheme exists for all students.
2.6 Governance and Leadership:	
2.6.1 Institutional Vision and Leadership:	<ul style="list-style-type: none"> • Dedicated and committed Management. • Vision and Mission statements are in tune with the objectives of the higher education and national core values.
2.6.2 Organizational Arrangements:	<ul style="list-style-type: none"> • Good leadership exists in all levels. • Structured organizational set up with accountability and responsibilities. • Implementation of decisions through different committees which meet regularly. • Resolutions of meetings are well documented.
2.6.3 Strategy development and deployment:	<ul style="list-style-type: none"> • Perspective institutional plan for next 5/10 years exists. • Initiatives are taken for creating best academic environment. • Functioning of MIS prevails for information exchange between different department/section.
2.6.4 Human Resource Management:	<ul style="list-style-type: none"> • Teacher evaluation by students is in practice. • Self appraisal of teachers exists. • Career growth plans for staff is in place. • Different welfare scheme is in place for faculty and staff.
2.6.5 Financial Management and Resource Mobilization:	<ul style="list-style-type: none"> • Good financial Management in place. • The College accounts are audited regularly. • Corpus fund needs to be created.
2.6.6 Best Practices in Governance and Leadership (If any):	<ul style="list-style-type: none"> • Good Governance and Leadership with total commitment.
2.7 Innovative Practices:	
2.7.1 Internal Quality Assurance System:	<ul style="list-style-type: none"> • IQAC is in place to monitor the activities. • Student participation in Institute committees needs to be strengthened.
2.7.2 Inclusive practices:	<ul style="list-style-type: none"> • Personal counseling exists for the overall development from psychology department. • College has awards for students. • Efforts are initiated for taking care of disadvantaged students.
2.7.3 Stakeholder Relationships:	<ul style="list-style-type: none"> • Various stake-holders are taking interest in the development of the college. • Overall satisfaction from student community exists.

*National Assessment and Accreditation Council, Bangalore*

Section III: OVERALL ANALYSIS	
3.1 Institutional Strengths:	<ul style="list-style-type: none">• College has 5/10 years perspective plan.• Well maintained infrastructure with wireless connectivity.• Dedicated loyal faculty and low attrition rates.• Motivated, talented and disciplined students.• Healthy financial status.• Optimum utilization of common facilities.
3.2 Institutional Weaknesses:	<ul style="list-style-type: none">• Limited say in curriculum design and development.• Less research and consultancy activities.• Lack of outdoor facilities for sports and games.• Student-Teacher Ratio.
3.3 Institutional Opportunities:	<ul style="list-style-type: none">• Good conducive academic environment.• Scope for tie-up with Foreign Universities and student exchange programmes.• Good relationship with stakeholders
3.4 Institutional Threats:	<ul style="list-style-type: none">• Competition from autonomous nearby colleges.• Weak placement activities will affect admission.• Only one PG programme exists.

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National Assessment and Accreditation Council, Bangalore

Section IV: Recommendations for Quality Enhancement of the Institution

- Publication and Research output of teachers need to be improved.
- The College may take necessary steps to offer consultancy services for generating resources.
- Institute takes initiative for academic autonomy for flexibility in curricula in all courses.
- More number of PG courses need to be offered.
- Foreign languages may be incorporated as optional in Arts faculty.
- Library facilities need to be augmented by adding more titles.
- Entrepreneur development cell may be established.
- Potential exists for enhancing placement activities.

I have gone through the Report and verified for factual errors.

Signature of the Principal & seal

PRINCIPAL

Symbiosis College of
Arts & Commerce, Pune-411004

Signature with date

Name

1. Chairperson

L. S. Rathore - 1.1.11/11

2. Member Co-ordinator:

V. Chajatha
8.2.2011

3. Member:

8/2/11



**Annexure – VII: UGC letter of conferment of Autonomous status**

① 011-23222595

UGC Website : www.ugc.ac.in

Dr. Manju Singh
Joint Secretary

No.F. 22-1/2011(AC)

The Registrar,
University of Pune
Pune-411 007

Sub:- Conferment of fresh autonomous status on Symbiosis Society's College of Arts & Commerce, S.B. Road, Pune-411004 affiliated to University of Pune, Pune-411 007

Sir,

I am pleased to inform you that the Commission at its meeting held on 18th October, 2011 considered the report of Expert Committee constituted by the UGC which visited Symbiosis Society's College of Arts & Commerce, S.B. Road, Pune-411004 affiliated to University of Pune, Pune-411 007.

Based on the recommendations of the Expert Committee, the Commission has AGREED to confer autonomy to the college as per details given below:-

Sl. No.	Name of the College	Period of conferment of autonomous status from the academic years
1.	Symbiosis Society's College of Arts & Commerce, S.B. Road, Pune-411004	2012-2013 to 2017-2018

The University of Pune, Pune-411 007, may now go ahead and issue necessary orders in this regard by endorsing a copy of the same to this office for our records. The admissible grant under the scheme will be released to the College as per its eligibility, according to the norms as laid down in the XIth Plan Guidelines by the Joint Secretary & Incharge, UGC, Western Regional Office, Ganeshkhind, Pune-411007.

Yours faithfully,

(Manju Singh)

Contd..

Symbiosis College of Arts & Commerce Pune - 411 004.	
Inward No.:	646
Date: 15.11.2011	Sign:



: 2 :

Copy to:-

1. The Secretary, Govt. of Maharashtra, Department of Higher Education Secretariat, Mumbai(Maharashtra)
2. The Dean, ~~University of Pune, Pune-411 007~~
3. ~~The Joint Secretary & Incharge, UGC, Western Regional Office, Ganeshkhind, Pune-411007.~~
- ✓ 4. The Principal, Symbiosis Society's College of Arts & Commerce, S.B. Road, Pune-411004
5. The Under Secretary, BSR Section, UGC, New Delhi.
6. Meeting Cell.
7. Concerned file
8. Guard File.


Manj Singh
(Manju Singh)

**Annexure – VIII: University (SPPU) letter of conferment of Autonomous status**

(13)

पुणे विद्यापीठ

दूरध्वनी क्रमांक :
०२०-२५६९१२३३
२५६०१२५७
२५६०१२५८
२५६०१२५९



शैक्षणिक विभाग
गणेशखिड, पुणे-४११००७.
टेलिग्राफ : 'युनिपुणे'
फॅक्स : ०२०-२५६९१२३३
वेबसाइट : www.unipune.ac.in
ई-मेल : dyracademic@unipune.ac.in
दिनांक : ७३/०६/२०१२

संदर्भ क्र. : सीए/४८७


मा. प्राचार्य,
सिंबायोसिस सोसायटीचे,
कला व वाणिज्य महाविद्यालय,
सेनापती बापट रोड,
पुणे-४

विषय : स्वायत्तता दर्जा देण्याबाबत....

महोदय,

विद्यापीठ अधिकार मंडळाने घेतलेल्या निर्णयानुसार आपणास कळविण्यात येते की, विद्यापरिषदेने शिफारस केल्यानुसार सिंबायोसिस सोसायटीचे, कला व वाणिज्य महाविद्यालय, सेनापती बापट रोड, पुणे-४ या महाविद्यालयास विद्यापीठ अनुदान आयोग, नवी दिल्ली यांनी स्वायत्तता दर्जा दिल्याचे पत्र क्र.एफ.२२-१/२७११(एसी), दि. ३ नोव्हेंबर २०११ विचारात घेऊन, सदर महाविद्यालयास विद्यापीठाने कायम संलग्नीकरण दिलेल्या विद्याशाखांसाठी महाराष्ट्र विद्यापीठ अधिनियम १९९४ कलम २८ (झेड) अन्वये शैक्षणिक वर्ष २०१२-१३ पासून पाच वर्षासाठी स्वायत्तता दर्जा देण्यास मान्यता देण्यात येत आहे.

कळावे,

आपला,

कुलसचिव


व्यवस्थापन परिषद ठराव क्र.म:८३/२९०५१२ दि.२९/०५/२०१२
प्रत माहिती व योग्य त्या कार्यवाहीसाठी :

१. मा. वित्त व लेखा अधिकारी २. मा. परीक्षा नियंत्रक, परीक्षा विभाग
३. सहाय्यक कुलसचिव, शैक्षणिक प्रवेश विभाग
४. कक्षाधिकारी, डाटा प्रोसेसिंग युनिट ५. कक्षाधिकारी, शैक्षणिक पात्रता विभाग

Mokashe/2012-13 Letter.docx

Copy to : Nandke
Swigutkar
RMAK
Pamulekar
Gop
18/6/12

4/18/12

Symbiosis College of Arts & Commerce
Pune - 411 004.
Inward No.: 844
Date: 18-6-2012 Sign: 





Declaration by the Head of the Institution



SYMBIOSIS COLLEGE OF ARTS AND COMMERCE

An Autonomous College, Under the Savitribai Phule Pune University (ID.NO.PU/PN/AC/051/(1983))
Founder: Prof. Dr. S. B. Mujumdar, M. Sc., Ph. D. (Awarded Padma Bhushan and Padma Shri by President of India)

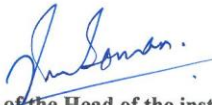
Declaration by the Head of the Institution

I certify that the data included in this Self-Study Report (SSR) are true to the best of my knowledge.

This SSR is prepared by the institution after internal discussions, and no part thereof has been outsourced.

I am aware that the Peer team will validate the information provided in this SSR during the peer team visit.




Signature of the Head of the institution
PRINCIPAL
Symbiosis College of
Arts & Commerce, Pune-411004

Place: Pune

Date: 25th October 2016