



SYMBIOSIS COLLEGE OF ARTS & COMMERCE


An Autonomous College | Under Savitribai Phule Pune University
Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

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

Contents

1. Strategic Plan:
2. Perspective Plan




Principal
Symbiosis College of
Arts & Commerce, Pune-4.



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

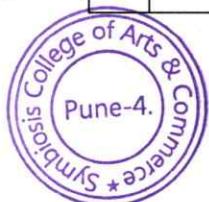
An Autonomous College | Under Savitribai Phule Pune University

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

1. Strategic Plan:

Strategic Plan (2020-2021)

1	Curriculum Design and Development	<ol style="list-style-type: none">1. Natural growth of ACCA at B.Com third year.2. Introduction of Human Resource specialisation in B.Com programme.3. Interdisciplinary approach in B.Com programme4. Conduct value addition courses and skill enhancement courses which will inculcate life-skills, values and social accountability through centre of Liberal Arts and skill development centre.
2	Implementation of UGC quality mandate	<p>Implementation of UGC quality mandate:</p> <ol style="list-style-type: none">1. Deeksharambh : An induction program for the newly admitted First Year students to familiarize them to the college environment and facilities, develop bond with fellow students and teachers, sensitize them towards issues of social relevance and imbibe human values so as to become responsible citizens2. Guru Dakshata : An induction program to sensitize and motivate the faculty to adopt learner centered approaches, ICT integrated learning and new pedagogic approaches to teaching-learning assessment tools in higher education.3. LOCF: It specifies what graduates completing a particular programme of study are expected to know, understand and be able to do at the end of their programme of study.4. Jeevan Kaushal: It offers life skill courses in the areas of Communications Skills, Professional Skills, Leadership & management skills and Universal human Values5. CARE: It is committed to ensure high standards in



Principal
Symbiosis College of
Arts & Commerce, Pune-4.

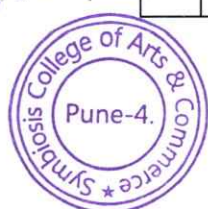


SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

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

		<p>research, provide guidance to faculty in terms of suggesting/ vetting journals for publication, etc.</p> <p>6. Examination Reforms in Higher Education: It intends to ensure consistency, transparency and enhancing credibility of examination and evaluation system through reforms such as Rubric Development, Question Bank and Mapping of external assessment with Course Outcomes</p>
3	Teaching Learning	<ol style="list-style-type: none"> 1. Adherence to the Academic Calendar 2. Follow Outcome Based Education with more focus on course outcomes and programme specific outcomes. 3. Adopt different student centric methodologies such as case studies, problem solving learning, participative learning, experiential learning etc. 4. Conduct faculty training for online teaching and evaluation. 5. Provide e-resource to students for enhancing the learning experience.
4	Examination and Evaluation	<ol style="list-style-type: none"> 1. Implement Online Open book examination format for conducting exams using google classroom. 2. Implement detailed procedure and system incorporating all required checks and balances. 3. Conduct training sessions of UG faculty, PG faculty and admin staff.
5	Administrative and Governance	<ol style="list-style-type: none"> 1. To conduct a review to suggest reforms related to administrative procedures and work distribution. 2. Conduct Academic and Administrative Audit (AAA). 3. Conduct Training Programme for professional development of the Non-Teaching Staff in the following



Principal
Symbiosis College of
Arts & Commerce, Pune-4.



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

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

		<p>areas:</p> <ul style="list-style-type: none"> . Basic Communication in English a. Disaster Management and Personal Development Skills b. Soft and Technical Skill Development c. Yoga Session
6	Research	<ol style="list-style-type: none"> 1. Inculcating research skills by imparting skills sets required for research to students and teachers. 2. Promoting research through CSS projects, 3. Funding the research projects through CSS with a view to promote research among teachers.
7	Student career development	<ol style="list-style-type: none"> 1. Conducting workshop to prepare students for online selection process of companies (due to pandemic). 2. Conducting session by the coordinators to help the students to have a thorough understanding of the placement process. 3. Maintaining good rapport with the companies consistently visiting college for placement and connecting with new companies for more placements. 4. Providing mentoring by industry experts through sector specific industry readiness sessions. 5. Organizing financial literacy sessions on aspects of banking, financial planning, budgeting, etc. 6. Organizing international skill convention to deliberate contemporary issues related to skilling the students. 7. Conducting courses imparting domain specific skills, critical skills and soft skills. 8. Utilisation of RUSA funds.
8	Entrepreneurship	1. Undertaking Innovation and Entrepreneurship



Principal
Symbiosis College of
Arts & Commerce, Pune-4.



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

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

	and Incubation	<p>endeavours to foster an entrepreneurial ecosystem in the college and provides the students with a platform for starting their own ventures with a vision of infusing innovative and entrepreneurial acumen among the students.</p> <ol style="list-style-type: none">2. Conducting workshop and seminars in areas like Entrepreneurship Development, branding, IPR, etc.3. Providing in-depth guidance to students to convert their ideas into business.4. Conducting activities such as business plan competition, Alumni Entrepreneur's Talk, Global Entrepreneurship Summit, etc.5. Utilisation of RUSA funds.
9	Optimum Fund Utilisation	<ol style="list-style-type: none">1. Utilisation of the amount sanctioned under RUSA Component-8.2. Submitting the Accounts for the Utilization of Rs. 15,00,000/- towards the Autonomy Grant to be received from UGC.3. To utilise UGC CPE grant.
10	International Collaboration	<ol style="list-style-type: none">1. Conducting International seminar in collaboration with foreign university.2. Sending students for semester exchange programmes.3. Conducting online talks/lectures on relevant subjects for students of foreign university.4. Undertaking joint online learning endeavour with foreign universities with objective to foster intercultural learning and information literacy.5. To reach out International students for admission.




Principal
Symbiosis College of
Arts & Commerce, Pune-4.



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University


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

2. Perspective Plan

Perspective Plan (2021-2022)

- Implementation of Outcome Based Education system (OBE) across all the undergraduate and postgraduate programmes. With respect to revised Bloom's Taxonomy, articulating course outcomes aligning them with PO, PSO and GA for all undergraduate and postgraduate programmes.
- Introduction of B. Com integrated with CIMA at first and second year level. This programme has the objective of providing professional education recognized at professional level.
- Encourage teachers to publish research papers in UGC care listed journals, Scopus and other peer reviewed journals.
- Publish the student research journal with the aim of rewarding quality research work of undergraduate and postgraduate students as well as encouraging them to become research oriented.
- Publish a news bulletin in Commerce with the aim to encourage students to publish the research articles on the current economic trends.
- Publish a thematic based news under Humanities.
- Introducing M.Com Programme with Sustainable Business Development and Business Technology Management specialisation.
- Introduce student mentorship program for the undergraduate and postgraduate students to provide them guidance regarding personal, career, academic and other related matters.
- To strengthen the Centre for the Study of Society (CSS) by undertaking short term and long-term research projects with the intention to understand the societal concerns and challenges and in order to provide comprehensive policy measures to resolve these issues.
- Organize workshops for the Faculty Development on statistical tools for research, formulation of Course Outcomes and Program Specific Outcomes, etc.
- Provide e-books in the database of the library with the aim to have a wide collection of books for faculty and students.




Principal
Symbiosis College of
Arts & Commerce, Pune-4.



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

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

- Organize an induction program Deeksharambh for the newly admitted First Year students to familiarize them with the college environment and facilities, develop bond with fellow students and teachers, sensitize them towards issues of social relevance and imbibe human values so as to become responsible citizens.
- Initiate extension activities such as creating awareness about issues faced by the marginal groups and availing various government schemes among underprivileged women.
- Bringing together industry experts, corporate trainers, professionals, academia and students on to one platform to address skill gaps, enhancing employability skills to keep pace with changing dynamics of digital business.
- Nurturing entrepreneurial mindset amongst students, and guide them to identify business opportunities to build their own startup.
- Exploring the possibility for offering consultancy and taking exploratory steps for providing consultancy services.
- Strengthening National Service Scheme (NSS) with the intention to inculcate the bond of patriotism, national integration, brotherhood, communal harmony among volunteers through various activities and undertake various government initiatives.
- Conduct an elaborate induction program for the newly joined faculty for orienting them towards work environment and culture.
- Encourage students participation in sports, cultural activities and extracurricular activities.
- Enhancing technology for administrative and academic purposes.

✍



Principal
Symbiosis College of
Arts & Commerce, Pune-4.