



# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

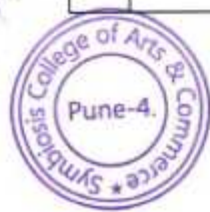
An Autonomous College | Under Savitribai Phule Pune University

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

## Symbiosis College of Arts and Commerce Internal Quality Assurance Cell

### Strategic Plan (2020-2021)

1	Curriculum Design and Development	<ol style="list-style-type: none"><li>1. Natural growth of ACCA at B.Com third year.</li><li>2. Introduction of Human Resource specialisation in B.Com programme.</li><li>3. Interdisciplinary approach in B.Com programme</li><li>4. 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.</li></ol>
2	Implementation of UGC quality mandate	<p>Implementation of UGC quality mandate:</p> <ol style="list-style-type: none"><li>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 citizens</li><li>2. 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.</li><li>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.</li><li>4. Jeevan Kaushal: It offers life skill courses in the areas of Communications Skills, Professional Skills, Leadership &amp; management skills and Universal human Values</li><li>5. CARE: It is committed to ensure high standards in research, provide guidance to faculty in terms of suggesting/ vetting journals for publication, etc.</li><li>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</li></ol>
3	Teaching Learning	<ol style="list-style-type: none"><li>1. Adherence to the Academic Calendar</li><li>2. Follow Outcome Based Education with more focus on course outcomes and programme specific outcomes.</li><li>3. Adopt different student centric methodologies such as case studies, problem solving learning, participative learning, experiential learning etc.</li><li>4. Conduct faculty training for online teaching and evaluation.</li><li>5. Provide e-resource to students for enhancing the learning</li></ol>





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		experience.
4	Examination and Evaluation	<ol style="list-style-type: none"><li>1. Implement Online Open book examination format for conducting exams using google classroom.</li><li>2. Implement detailed procedure and system incorporating all required checks and balances.</li><li>3. Conduct training sessions of UG faculty, PG faculty and admin staff.</li></ol>
5	Administrative and Governance	<ol style="list-style-type: none"><li>1. To conduct a review to suggest reforms related to administrative procedures and work distribution.</li><li>2. Conduct Academic and Administrative Audit (AAA).</li><li>3. Conduct Training Programme for professional development of the Non-Teaching Staff in the following areas:<ul style="list-style-type: none"><li>. Basic Communication in English</li><li>a. Disaster Management and Personal Development Skills</li><li>b. Soft and Technical Skill Development</li><li>c. Yoga Session</li></ul></li></ol>
6	Research	<ol style="list-style-type: none"><li>1. Inculcating research skills by imparting skills sets required for research to students and teachers.</li><li>2. Promoting research through CSS projects,</li><li>3. Funding the research projects through CSS with a view to promote research among teachers.</li></ol>
7	Student career development	<ol style="list-style-type: none"><li>1. Conducting workshop to prepare students for online selection process of companies (due to pandemic).</li><li>2. Conducting session by the coordinators to help the students to have a thorough understanding of the placement process.</li><li>3. Maintaining good rapport with the companies consistently visiting college for placement and connecting with new companies for more placements.</li><li>4. Providing mentoring by industry experts through sector specific industry readiness sessions.</li><li>5. Organizing financial literacy sessions on aspects of banking, financial planning, budgeting, etc.</li><li>6. Organizing international skill convention to deliberate contemporary issues related to skilling the students.</li><li>7. Conducting courses imparting domain specific skills, critical skills and soft skills.</li><li>8. Utilisation of RUSA funds.</li></ol>
8	Entrepreneurship and Incubation	<ol style="list-style-type: none"><li>1. Undertaking Innovation and Entrepreneurship 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</li></ol>





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		<p>entrepreneurial acumen among the students.</p> <ol style="list-style-type: none"><li>2. Conducting workshop and seminars in areas like Entrepreneurship Development, branding, IPR, etc.</li><li>3. Providing in-depth guidance to students to convert their ideas into business.</li><li>4. Conducting activities such as business plan competition, Alumni Entrepreneur's Talk, Global Entrepreneurship Summit, etc.</li><li>5. Utilisation of RUSA funds.</li></ol>
9	Optimum Fund Utilisation	<ol style="list-style-type: none"><li>1. Utilisation of the amount sanctioned under RUSA Component-8.</li><li>2. Submitting the Accounts for the Utilization of Rs. 15,00,000/- towards the Autonomy Grant to be received from UGC.</li><li>3. To utilise UGC CPE grant.</li></ol>
10	International Collaboration	<ol style="list-style-type: none"><li>1. Conducting International seminar in collaboration with foreign university.</li><li>2. Sending students for semester exchange programmes.</li><li>3. Conducting online talks/lectures on relevant subjects for students of foreign university.</li><li>4. Undertaking joint online learning endeavour with foreign universities with objective to foster intercultural learning and information literacy.</li><li>5. To reach out International students for admission.</li></ol>

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





**Symbiosis College of Arts and Commerce  
Internal Quality Assurance Cell**

**Strategic Plan and Deployment (2020-2021)**

**1. Curriculum Design and Development**

**Extract of Resolution**

**1.1 Natural growth of ACCA at B.Com third year - Resolution No : BOS-AC/2018-19/2**

Discuss and approve the syllabi of B.COM. with Specialization In Accounting and Finance (Integrated with ACCA) and pass the resolution with retrospective effect. In this meeting, CS Mahesh Athavale suggested that next time the syllabus of any course should be accepted in the BOS meeting before its actual Implementation. Meeting unanimously approved the syllabi of B.com with specialization in Accounting and Finance (Integrated program with ACCA).

**1.2 Introduction of Human Resource specialisation in B.Com programme- Resolution No : ACM/2020-21/1/5**

**Item No: 5 [ACM/2020-21/1/5]**

**To approve an additional specialization, 'Human Resource Management (HRM)' in**

**B.Com., Regular as well as Honors programme**

Principal Dr. Hrishikesh Soman put the proposal to introduce additional specialization as B.Com. with HRM as a special subject for Regular and Honours students at Second Year (S.Y.) with effect from the current academic year i.e. 2020-2021. Further he explained to the committee members that henceforth instead of having two divisions of marketing, there will be one division for Marketing and one for HRM.

**1.3 Interdisciplinary approach in B.Com programme- Resolution no: ACM/2020-21/1/7**

**Item No: 7 [ACM/2020-21/1/7]**

**To discuss the B. Com. (Interdisciplinary Studies Programme)**

Dr. Soman proposed to introduce an integrated three year programme, ' B.Com. (Interdisciplinary Studies)' with effect from the academic year 2020-21.

He explained the philosophy and structure of the programme. Under this programme 14 papers from which have been taught by the 'Center for Liberal Arts' of the college have been integrated in the regular B.Com. programme , spread across six semesters.

This programme will offer certain subjects beyond regular B.Com. and help students to get wider exposure.



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



**Liberal Arts Courses  
AY 2020-21**

**1.4 The following Liberal Arts courses impart domain specific skills, critical skills and soft skills.**

<b>Domain Specific Skills</b>	<b>Critical Skills</b>	<b>Soft Skills</b>
20th Century: Bloodiest Century in Human History (History)	Design Thinking for Innovation	Public Speaking
Advertising & Contemporary Culture (Media/Culture Studies)	Unlock your Mind: Intelligent Reading and Critical Thinking	Advertising & Contemporary Culture (Media/Culture Studies)
Comparative Mythology	Legal Awareness	Philosophy of Entertainment
Sports Psychology	Sports Psychology	Self- Discovering the World Within
Cyber Law	Philosophy of Entertainment	Learning to Unlearn
Mentioning Unmentionables	Mentioning Unmentionables	Appreciating Theatre
Legal Awareness	Problem Solving and Decision-Making Skills	
Philosophy of Entertainment	Introduction to Behavioural, Identity and Gender	
Introduction to Behavioural, Identity and Gender	Inspired Living	
Contemporary World Politics	The Romance of the Indian Train	
Intellectual Property Rights	Learning to Unlearn	
The Romance of the Indian Train	Advanced Creative Writing	
Literature and Gender	Literature and Gender	
The World of Shakespeare	Public Speaking	
French	Appreciating Theatre	
Basic Hindi		
German		
Sanskrit		
Script to Screen		



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### **Skill Development Courses**

**AY 2020-21**

**The following Skill Development courses impart domain specific skills, critical skills and soft skills.**

<b>Specific Skills</b>	<b>Critical Skills</b>	<b>Soft Skills</b>
Professional Retail Banking Skills	Smart Investor Programme	Campus to Corporate
Microsoft Excel Programme	Digital Marketing	Effective Communication Skills
	Negotiation Skills	U spark Future Ready





## **2. Implementation of UGC quality mandate**

### **Extract of Resolution**

#### **2.1 Implementation of UGC quality mandate: - Resolution No. IQAC/2020-2021/2/1**

Mr. Anil Adagale brought the notice to the members about the letter received from University Grants Commission (UGC) regarding Quality Mandate. UGC asked to take appropriate action for developing institutional implementation plan on quality mandate initiatives by constituting a Task Group of 5-10 faculty members of each activity. Mr. Anil Adagale informed that College intends to do following activities under this quality mandate initiatives and he proposed to give approval for the same.

#### **Deeksharambh : Resolution No.IQAC/2020-2021/2/2**

Dr. Sharayu Bhakare informed the members that the induction program will be organized at the beginning of the academic year for the newly admitted students of First Year B. Com and BA. from the academic year 2021-2022

IT IS UNANIMOUSLY RESOLVED THAT the proposal to initiate the 'Diksharambh' under UGC – Quality Mandate from the academic year 2021-2022 is approved with suggestions.

#### **Guru Dakshata : Resolution No.IQAC/2020-2021/2/3**

Dr. Swati Chiney briefed about Guru Dakshata initiative to be implemented from the academic year 2021-2022. The main objective of the faculty induction program is to motivate the faculty to adopt learner centric approaches, ICT integrated learning and new pedagogic approaches to teaching- learning assessment tools in higher education. The College proposes to undertake and would want to organize the following 3 modules as per the guidelines mentioned in the manual of Guru-Dakshata of UGC.

IT IS UNANIMOUSLY RESOLVED THAT the proposal to initiate the 'Guru Dakshata' under UGC – Quality Mandate from the academic year 2021-2022 is approved with suggestions.

#### **LOCF: Resolution No.IQAC/2020-2021/2/4**

Dr. Sheena Mathews briefed about the same which will be starting from 2021-2022 at First year level. The College has successfully formulated the Graduate Attributes, Programme Learning Outcomes, Course Learning Outcomes and Teaching Learning Process. The Syllabus Template used in College, collects information on Course Learning Outcomes and Teaching Learning Process.

IT IS UNANIMOUSLY RESOLVED THAT the proposal to initiate the 'Learning Outcomes Based Curriculum Framework' under UGC – Quality Mandate from the academic year 2021-2022 is approved with suggestions.

#### **Jeevan Kaushal: Resolution No.IQAC/2020-2021/2/5**

Dr. Neelofar Raina briefed about Jeevan Kaushal initiative. This initiative will be implemented from the academic year 2021-2022 for all the students studying under UG programme. The course will be optional and students will be encouraged on a continuous basis to enroll to improve their life skills and earn extra 2 credit.





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IT IS UNANIMOUSLY RESOLVED THAT the proposal to initiate the 'Jeevan Kaushal' under UGC – Quality Mandate from the academic year 2021-2022 is approved.

### **CARE: Resolution No.IQAC/2020-2021/2/6**

Dr. Aarti Wani informed the committee members that the College has constituted a task force for CARE as required by the UGC to implement its quality mandate. This CARE will help the teachers to guide about authentication of publications, journals.

IT IS UNANIMOUSLY RESOLVED THAT the proposal to initiate the 'CARE' under UGC – Quality Mandate from the academic year 2021-2022 is approved with suggestions.

### **Examination Reforms in Higher Education: Resolution No.IQAC/2020-2021/2/7**

With an intention of ensuring consistency, transparency and enhancing creditability of examination and evaluation system following reforms will be introduced from academic year 2021-2022, Dr. Yogini Chiplunkar informed that the college has changed the evaluation pattern from this academic year. With an objective of doing continuous evaluation, the College has introduced 70+30 pattern of evaluation i.e. 70 internal component and 30 externals.

IT IS UNANIMOUSLY RESOLVED THAT the proposal to introduce 'Examination Reforms in Higher Education' under UGC – Quality Mandate from the academic year 2021-2022 is approved.





### 3. Teaching Learning

#### 3.1 ACADEMIC CALENDAR FOR THE YEAR 2020-21

[https://symbiosiscollege.edu.in/assets/pdf/academic\\_calender.pdf](https://symbiosiscollege.edu.in/assets/pdf/academic_calender.pdf)

#### Extract of Resolution

#### 3.2 Follow Outcome Based Education with more focus on course outcomes and programme specific outcomes. = Resolution No : ACM/2020-21/1/4

To approve the Programme Specific Outcomes (PSOs)

Mr. Anil Adagale informed that the PSOs were approved in respective BOS Meetings. The following faculties of respective departments presented the PSOs and proposed to approve the same:

1. B.Corn.: Banking (Regular) - Dr. Marcelle Samuel
2. B.Com.: Banking (Honours) - Dr. Marcelle Samuel
3. B.Com.: Costing (Regular) - Dr. Tessy Thadathil
4. B.Com.: Costing (Honours) - Dr. Tessy Thadathil
5. B.Corn.: Finance & Accounting (Regular) - Dr. Tessy Thadathil
6. B.Com.: Finance & Accounting (Regular) - Dr. Tessy Thadathil
7. B.Com.: Entrepreneurship (Regular) - Mrs. Jasmina Kumar
8. B.Com.: Entrepreneurship (Honours) - Mrs. Jasmina Kumar
9. B.Com.: Marketing (Regular) - Dr. Hrishikesh Soman
10. B.Com.: Marketing (Honours) - Dr. Hrishikesh Soman
11. B.A. Economics (Regular) - Dr. Sunayini Parchure
12. B.A. Economics (Honours) - Dr. Sunayini Parchure
13. M.A. Economics - Dr. Sunayini Parchure
14. B.A. English (Regular) - Dr. Aarti Wani
15. B.A. English (Honours) - Dr. Aarti Wani
16. M.A. English - Dr. Aarti Wani
17. B.A. Psychology (Regular) - Dr. Alpana Vaidya
18. B.A. Psychology (Honours) - Dr. Alpana Vaidya
19. M.A. Psychology - Dr. Alpana Vaidya

#### 3.3 Student centric methods- AY 20-21

At Symbiosis College of Arts and Commerce depending upon the subject and its curriculum teachers use innovative pedagogy to make learning more effective.

To summarize: scientific reasoning, documentaries and short film screening, case study method, leadership matrix, brainstorming activities, crosswords, use of specific portals such as MCA for company law, research based discussion and debates, connect the dots, e-article and book reviews, TED talks, relevant templates (to teach business model canvas, design thinking and business plan), role plays





,creativity exercises, survey portals are used for classroom teaching.

Department	Student centric methods
Business Law and Mercantile Law	In Business Law Department students work on the MCA portal. Case Studies and Experiential Learning Method is used for Company Law. In Mercantile Law subject skill developing method - eg. legal drafting of a formal contract is given for assignment. Application of theory into practice method, eg. case-laws discussion, Court visit, sessions by professionals are organized.
Geography	In the subjects like Geography students are given map reading and scientific reasoning exercises.
Costing	Case study method is frequently used by the Costing Department. Hands on learning through internship is also a part of the department pedagogy.
Accountancy	In the Accountancy Department, the practical application of relevant accounting standards while giving accounting treatment and disclosure in annual report is explained with the help of case study method. Cases help in developing analytical skills of students. Large number of questions with variety of accounting adjustments are solved in class. This helps the students in having conceptual understanding of the topic.
Economics and Banking	In Economics and Banking Department case study method, article review and cross words are used to engage students.
Commerce	In the Commerce Department use of templates, portals such as Your story, Betterindia, TED talks and methods such brainstorming, role plays, article reviews, identifying problems and devising solutions, group discussions ,mock forums such as SAARC form a major part of teachers pedagogy.
English Department	In the English Department, students are exposed through audio-visual aids to various literary genres like play and documentaries. The values discussed in the texts are applied in the real life situations in a hypothetical manner. Podcast and videos are used for better engagement of students.
Psychology	The Psychology Department undertakes activities relevant to the subject and organize guest sessions.

### 3.4 SUMMARY REPORT OF TEACHING LEARNING RESOURCE CENTRE (TLRC) ACTIVITIES in 2020-21

In Table Format (For AAA 2020-21)

Online Teaching Training Sessions / FDPs / Workshops conducted for teachers

Sr. No.	Title of FDP / Workshop with details	Resource person and Topic	DAY AND DATE
1	'Advanced Online Teaching Tools' – 2 days FDP (30 Sr. College faculty attended)	Ms. Prajakta Deshpande and Ms. Amruta Dange – Computer and IT faculty of Symbiosis Jr. College on - 'Features in Microsoft Teams for online teaching'	Friday, 24-7-2020
		Ms. Ashwini Kothari, Computer faculty of Symbiosis Senior College – 'Other features in Microsoft Teams and few other online teaching tools'	Saturday, 25-7-2020





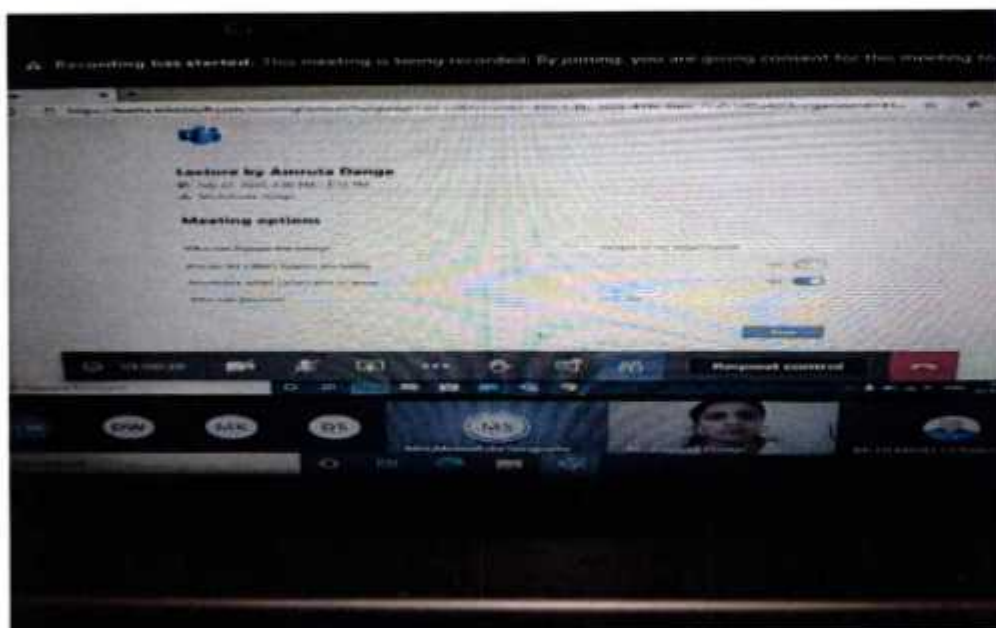
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2	<b>'Use of Microsoft Teams'</b> (30 Sr. College faculty attended)	Interactive session with Mr. Nazir Sayyad and Mr. Nitin Bhise, Technical Experts in Symbiosis College	Wednesday, 19-8-2020
3	<b>'Effectively Conducting Online Assignments' – on occasion of 'National Education Day'</b> (27 Sr. College faculty attended)	1 <sup>st</sup> Session by CA Mr. Umesh Kulkarni – 'Online Assignments'	Wednesday, 11-11-2020
		2 <sup>nd</sup> Session by Prin. Dr. Soman on the new 'National Education Policy'	Wednesday, 11-11-2020

### Photos: Glimpses of TLRC activities in 2020-21







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TLRC - FDP online session by Ms Amruta Dange on 24-7-2020



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TLRC Celebrates

**'National Education Day, 2020'**

On the Occasion of Birth Anniversary of



**First Education Minister Mr. Maulana Abul Kalam Azad**

Session - 1:

**FDP on 'Effectively Conducting Online Assignment Quiz' by CA Umesh Kulkarni**

Session - 2:

**Talk on 'National Education Policy, 2020' by Principal Dr. Hrishikesh Soman**

Time: 11.15 am to 01.15 pm

Date: 11<sup>th</sup> November, 2020



### 3.5 List of users accessing N-list database subscribed by the library- AY 2020-2021

Total Students : 362

Total Pages: 29558

S.No.	Username	Month	Year	Pages
1	abhay.kumar9765@gmail.com	4	2020	13
2	agashenehav@gmail.com	4	2020	482
3	govindp672@gmail.com	4	2020	2
4	indianruchika@gmail.com	4	2020	184
5	jesnapowath08@gmail.com	4	2020	203
6	muskankapoor64.mk@gmail.com	4	2020	215
7	nandini2892@gmail.com	4	2020	158
8	sarikawagh85@gmail.com	4	2020	684
9	sewlaniria5@gmail.com	4	2020	227
10	sharmileesarkar12@gmail.com	4	2020	9
11	supriya.m7@gmail.com	4	2020	73
12	zebakazi10@gmail.com	4	2020	1
13	anil.symbi@gmail.com	5	2020	52
14	harshitamansha@gmail.com	5	2020	68
15	hrishikeshsoman@gmail.com	5	2020	74
16	khyati.tiwari82@gmail.com	5	2020	28
17	nandini2892@gmail.com	5	2020	116
18	sachinkunchelkar@gmail.com	5	2020	140
19	sewlaniria5@gmail.com	5	2020	229
20	supriya.m7@gmail.com	5	2020	114
21	vaishalilibrary@gmail.com	5	2020	89
22	abhay.kumar9765@gmail.com	6	2020	47
23	adwutiaparajital@gmail.com	6	2020	108
24	agashenehav@gmail.com	6	2020	13
25	etehenky@gmail.com	6	2020	114
26	harshitamansha@gmail.com	6	2020	3
27	khyati.tiwari82@gmail.com	6	2020	378
28	nainaninatasha@gmail.com	6	2020	192



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29	nandini2892@gmail.com	6	2020	85
30	sachinkunchelkar@gmail.com	6	2020	110
31	sarikawagh85@gmail.com	6	2020	83
32	sewlaniria5@gmail.com	6	2020	163
33	supriya.m7@gmail.com	6	2020	43
34	varshinisuresh99@gmail.com	6	2020	3
35	zebakazi10@gmail.com	6	2020	43
36	akashraj.9912@gmail.com	7	2020	1094
37	gayatripar99@gmail.com	7	2020	9
38	joyawaris282@gmail.com	7	2020	1
39	nandini2892@gmail.com	7	2020	32
40	vaishalilibrary@gmail.com	7	2020	49
41	agashenehav@gmail.com	8	2020	470
42	monica.parikh@symbiosiscollge.edu.in	8	2020	5
43	neelofar.raina@gmail.com	8	2020	44
44	ravipai972@gmail.com	8	2020	31
45	sarikawagh85@gmail.com	8	2020	4
46	agashenehav@gmail.com	9	2020	95
47	atharvak1020@gmail.com	9	2020	3
48	bhushanpardhi009@gmail.com	9	2020	2
49	darlenemascarenhas@gmail.com	9	2020	1
50	mudit.vasuja.2000@gmail.com	9	2020	1
51	namanjain260301@gmail.com	9	2020	4
52	nemaritika8@gmail.com	9	2020	2
53	pavithrai2731@gmail.com	9	2020	12
54	ranjanmishra2001@gmail.com	9	2020	3
55	sandeepkumarmgs04@gmail.com	9	2020	2
56	sanus2592@gmail.com	9	2020	1
57	saurabhjadhavmumbai@gmail.com	9	2020	64
58	sejalmanglani18@gmail.com	9	2020	18
59	shivmishra7486@gmail.com	9	2020	2
60	shruti.khandelwal23@gmail.com	9	2020	5





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61	sopanrameshdhaale@gmail.com	9	2020	1
62	subarna1111@gmail.com	9	2020	328
63	subhammaity1702@gmail.com	9	2020	1
64	tkmp303@gmail.com	9	2020	2
65	varundeshpande187@gmail.com	9	2020	1
66	www.divyaadiani@gmail.com	9	2020	1
67	aadeshsrivastav1020@gmail.com	10	2020	4
68	aakashwamane1502@gmail.com	10	2020	1
69	aasthachauhan011@yahoo.com	10	2020	7
70	aasthakumaarr1711@gmail.com	10	2020	3
71	achalagandhi94@gmail.com	10	2020	1
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73	agashenehav@gmail.com	10	2020	178
74	akankshalikhar22@gmail.com	10	2020	4
75	akshayajaikumar@gmail.com	10	2020	3
76	amaandesai2001@gmail.com	10	2020	1
77	amrishkumar4801@gmail.com	10	2020	2
78	aniketdhongdi@gmail.com	10	2020	3
79	ankitasingh.452003@gmail.com	10	2020	1
80	anmolsingh30082001@gmail.com	10	2020	2
81	antrars0828@gmail.com	10	2020	1
82	anusayap2703@gmail.com	10	2020	5
83	anusharma22002@gmail.com	10	2020	18
84	aparnaviswakumar18@gmail.com	10	2020	5
85	armaanali354@gmail.com	10	2020	7
86	arnav.dusane@gmail.com	10	2020	1
87	artipardhi047@gmail.com	10	2020	22
88	aryatongale5@gmail.com	10	2020	2
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90	atharvak1020@gmail.com	10	2020	1
91	ayushak5939@gmail.com	10	2020	81
92	balivanshita@gmail.com	10	2020	1



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93	benitajohnleon@gmail.com	10	2020	6
94	charudattarpardeshi@gmail.com	10	2020	3
95	chaudharisanket678@gmail.com	10	2020	1
96	chetanpimpale025@gmail.com	10	2020	1
97	devanshur212@gmail.com	10	2020	3
98	dibyanigoswami100@gmail.com	10	2020	1
99	divyadeshmukh02@gmail.com	10	2020	1
100	dongresamruddhi44@gmail.com	10	2020	1
101	fitzgeraldjonathan07@gmail.com	10	2020	2
102	gargi2641@gmail.com	10	2020	1
103	gaurideshmukh254@gmail.com	10	2020	4
104	gautamjobpaul@gmail.com	10	2020	2
105	ghanishth2002@gmail.com	10	2020	7
106	goelaniket9@gmail.com	10	2020	2
107	gtaabhishek07@gmail.com	10	2020	2
108	guptaakshaysunilag.02@gmail.com	10	2020	1
109	h.smith.hs517@gmail.com	10	2020	11
110	harkeeratbedi098@gmail.com	10	2020	1
111	harshit1034@gmail.com	10	2020	6
112	hemant.thubez@gmail.com	10	2020	248
113	isha12mahajan@gmail.com	10	2020	4
114	ishikakota27@gmail.com	10	2020	1
115	jack123thayer@gmail.com	10	2020	7
116	kala.shrishti08@gmail.com	10	2020	1
117	kalkumbek65@gmail.com	10	2020	2
118	kambletri16@gmail.com	10	2020	3
119	karan080702@gmail.com	10	2020	1
120	karansharma2002@gmail.com	10	2020	1
121	khyaatisharma6@gmail.com	10	2020	2
122	kristeen201121@gmail.com	10	2020	17
123	krutinakum2608@gmail.com	10	2020	36
124	magarwal733@gmail.com	10	2020	6



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125	maheshwarianubhav8@gmail.com	10	2020	1
126	manzi.roy23@gmail.com	10	2020	1
127	maush712@gmail.com	10	2020	1
128	medhasangee@gmail.com	10	2020	1
129	meghanakedar35@gmail.com	10	2020	4
130	mmharsha01@gmail.com	10	2020	4
131	mosamipednekar59@gmail.com	10	2020	1
132	mukundkatolkar@gmail.com	10	2020	3
133	nandinipandith27@gmail.com	10	2020	2
134	nandinivengurlekar246@gmail.com	10	2020	2
135	nargishk420@gmail.com	10	2020	3
136	nbmirpuri@gmail.com	10	2020	1
137	nehaverma.neha113@gmail.com	10	2020	3
138	nemaritika8@gmail.com	10	2020	1
139	nishthaac270502@gmail.com	10	2020	3
140	nitheshkadam962@gmail.com	10	2020	4
141	pahujarytham@gmail.com	10	2020	3
142	pareekakansha16@gmail.com	10	2020	2
143	pavithraiye2731@gmail.com	10	2020	22
144	poornimaak03@gmail.com	10	2020	13
145	prathameshpada2@gmail.com	10	2020	1
146	prathmeshjagadale2802@gmail.com	10	2020	10
147	pritimarshivane532@gmail.com	10	2020	14
148	priyankagangawane2420@gmail.com	10	2020	5
149	priyanshugoyal08@gmail.com	10	2020	3
150	priyanshumukherjee48@gmail.com	10	2020	1
151	radhikadwivedi00@gmail.com	10	2020	6
152	rahulaluva2002@gmail.com	10	2020	1
153	rishi.choudhary080@gmail.com	10	2020	1
154	riyakhanelwal18.rk@gmail.com	10	2020	62
155	rkamal2002@gmail.com	10	2020	16





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156	rohityadav6917@gmail.com	10	2020	1
157	rohtbansode@gmail.com	10	2020	2
158	ronitgupta3636@gmail.com	10	2020	3
159	rushabh03pawar@gmail.com	10	2020	1
160	rutujac204@gmail.com	10	2020	73
161	rutuvarade23@gmail.com	10	2020	3
162	sachinsb1804@gmail.com	10	2020	6
163	sakshijha1501@gmail.com	10	2020	1
164	sakshisanas@gmail.com	10	2020	1
165	salonichincholkar@gmail.com	10	2020	2
166	salvishruti444@gmail.com	10	2020	55
167	samridhiverma9717@gmail.com	10	2020	4
168	samrktk19@gmail.com	10	2020	6
169	samuelvarma@icloud.com	10	2020	1
170	sandeepkumarmgs04@gmail.com	10	2020	1
171	sanus2592@gmail.com	10	2020	1
172	sarthakmehrotra29@gmail.com	10	2020	46
173	sathemayank3@gmail.com	10	2020	5
174	sejalmanglani18@gmail.com	10	2020	1
175	sekhri.shubhi@gmail.com	10	2020	16
176	sharjilmukadam00@gmail.com	10	2020	4
177	shfali2021@gmail.com	10	2020	9
178	shivrajmehetre111@gmail.com	10	2020	2
179	shivrajsankpal@gmail.com	10	2020	5
180	shreya.sardesai015@gmail.com	10	2020	3
181	shristiagarwal2509@gmail.com	10	2020	12
182	shrutibajaj892@gmail.com	10	2020	1
183	shubhamgoel7947@gmail.com	10	2020	3
184	siddharthkeshan1@gmail.com	10	2020	2
185	singtanishka123@gmail.com	10	2020	1
186	smriti.212002@gmail.com	10	2020	1
187	sonakshithapa100@gmail.com	10	2020	2



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188	soumya25822@gmail.com	10	2020	1
189	subhammaity1702@gmail.com	10	2020	4
190	subm.upadhyay@gmail.com	10	2020	1
191	sudeepmulay5457@gmail.com	10	2020	8
192	surajindrale@gmail.com	10	2020	1
193	suryawanshibhavana4@gmail.com	10	2020	1
194	suyashsutar2010@gmail.com	10	2020	2
195	tanveersingh5506@gmail.com	10	2020	1
196	tanyakant2001@gmail.com	10	2020	5
197	tatveshtakkamore9766@gmail.com	10	2020	1
198	tkmp303@gmail.com	10	2020	55
199	vaishnavijagtap268@gmail.com	10	2020	1
200	vaishnavikenjarla3@gmail.com	10	2020	13
201	vaishnavikhandelwaljpr@gmail.com	10	2020	1
202	varundeshpande187@gmail.com	10	2020	1
203	vikipatil71@gmail.com	10	2020	2
204	visakhrl@yahoo.com	10	2020	5
205	vishnudaga1110@gmail.com	10	2020	6
206	vishulokhande2000@gmail.com	10	2020	3
207	www.divyaadiani@gmail.com	10	2020	1
208	yashrok2015@gmail.com	10	2020	1
209	ym24242424@gmail.com	10	2020	8
210	yuliyamf03@gmail.com	10	2020	3
211	yuvrajsahabarora03@gmail.com	10	2020	1
212	zainabnm48@gmail.com	10	2020	1
213	agashenehav@gmail.com	11	2020	199
214	anmolgupta728@gmail.com	11	2020	53
215	bhaktinikumbh2000@gmail.com	11	2020	318
216	hemant.thubez@gmail.com	11	2020	178
217	himani.patle2003@gmail.com	11	2020	2
218	ishitanrn@gmail.com	11	2020	7



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219	khushivettukad14@gmail.com	11	2020	3
220	krutinakum2608@gmail.com	11	2020	1305
221	mahajandron@gmail.com	11	2020	1
222	manzi.roy23@gmail.com	11	2020	1
223	nadiamusavicollege@gmail.com	11	2020	2
224	nandinipandith27@gmail.com	11	2020	1
225	paridgohil@gmail.com	11	2020	1
226	preeti.saraf02@gmail.com	11	2020	5
227	pritimarshivane532@gmail.com	11	2020	2
228	riyashah1910@gmail.com	11	2020	1
229	rohityadav6917@gmail.com	11	2020	7
230	samridhiverma9717@gmail.com	11	2020	1
231	sardadhiresh@gmail.com	11	2020	2
232	sejalmanglani18@gmail.com	11	2020	107
233	sekhri.shubhi@gmail.com	11	2020	1
234	shrutu02@gmail.com	11	2020	4
235	subarna1111@gmail.com	11	2020	565
236	utkarsh.cvexi@gmail.com	11	2020	4
237	ym24242424@gmail.com	11	2020	3
238	991980101a@gmail.com	12	2020	1
239	aastha.anshuman@gmail.com	12	2020	3
240	aasthachauhan011@yahoo.com	12	2020	2
241	acsah.mariam@gmail.com	12	2020	245
242	agnesangelinej@gmail.com	12	2020	7
243	ahmad456.falah@gmail.com	12	2020	1
244	akashisushmita@gmail.com	12	2020	1
245	anee.jain.12345@gmail.com	12	2020	3
246	aneeshawilson5@gmail.com	12	2020	2
247	ankitasingh.452003@gmail.com	12	2020	2
248	arpityyy213@gmail.com	12	2020	3
249	ashish16mishra02@gmail.com	12	2020	4
250	atharvat22@gmail.com	12	2020	3





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251	bhaktinikumbh2000@gmail.com	12	2020	164
252	chakrabortykalpajyoti@gmail.com	12	2020	4
253	chhabbisachin@gmail.com	12	2020	10
254	darshanapaskanthi@gmail.com	12	2020	4
255	deepasumbria555@gmail.com	12	2020	2
256	dheleshailesh@gmail.com	12	2020	2
257	dolassumedha@gmail.com	12	2020	1
258	gungunarora480@gmail.com	12	2020	1
259	harshitasachan@gmail.com	12	2020	3
260	hemant.thubez@gmail.com	12	2020	298
261	ishikaupadhyaya@gmail.com	12	2020	286
262	ishitanrn@gmail.com	12	2020	4
263	joshiaditi0311@gmail.com	12	2020	1115
264	kaustubhpkumbhalwar@gmail.com	12	2020	18
265	krutinakum2608@gmail.com	12	2020	346
266	kunalgholap1502@gmail.com	12	2020	14
267	lakshmy.priya.01@gmail.com	12	2020	4
268	lakshyawhabi@gmail.com	12	2020	3
269	manojga87.6@gmail.com	12	2020	13
270	moumitasantra1998@gmail.com	12	2020	2
271	nehag0205@gmail.com	12	2020	1
272	nehakumar9998@gmail.com	12	2020	2196
273	nehap1107@gmail.com	12	2020	71
274	nitheshkadam962@gmail.com	12	2020	3
275	prakritiguglani@gmail.com	12	2020	228
276	prarthanaswain98@gmail.com	12	2020	1
277	prerona.chak@gmail.com	12	2020	1
278	rasikaterdal17@gmail.com	12	2020	508
279	sakshikachi47@gmail.com	12	2020	85
280	salvishruti444@gmail.com	12	2020	172
281	samridhiverma9717@gmail.com	12	2020	1
282	sewlaniria5@gmail.com	12	2020	1969



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283	shainabraham2001@gmail.com	12	2020	1
284	shankaranath1104@gmail.com	12	2020	47
285	shfali2021@gmail.com	12	2020	1
286	siddhantnp28@gmail.com	12	2020	2
287	simran.joshi12@gmail.com	12	2020	418
288	subarna1111@gmail.com	12	2020	510
289	tanvi.bapat95@gmail.com	12	2020	1
290	turkbelle08@gmail.com	12	2020	2
291	udamlerohan@gmail.com	12	2020	2
292	udaydbhandari@gmail.com	12	2020	1
293	vedantkaple@gmail.com	12	2020	35
294	vishantkumar1412@gmail.com	12	2020	4
295	vrishabhkarkhele@gmail.com	12	2020	15
296	yashgajmal2018@gmail.com	12	2020	1
297	ym24242424@gmail.com	12	2020	1
298	agnesangelinej@gmail.com	1	2021	1
299	anee.jain.12345@gmail.com	1	2021	2
300	anushre27@gmail.com	1	2021	2
301	artipardhi047@gmail.com	1	2021	2
302	arya.krishna2000@gmail.com	1	2021	2
303	benitajohnleon@gmail.com	1	2021	6
304	bhaktinikumbh2000@gmail.com	1	2021	51
305	counselor@symbiosiscollege.edu.in	1	2021	1
306	darshanapaskanthi@gmail.com	1	2021	40
307	hemant.thubez@gmail.com	1	2021	175
308	hmadhura28@gmail.com	1	2021	687
309	ishikakota27@gmail.com	1	2021	1
310	ishikaupadhyaya@gmail.com	1	2021	324
311	joshiaditi0311@gmail.com	1	2021	1344
312	krutinakum2608@gmail.com	1	2021	363
313	lakshyawhabi@gmail.com	1	2021	14
314	monica.parikh@symbiosiscollege.edu.in	1	2021	1



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315	nandinipandith27@gmail.com	1	2021	24
316	nehakumar9998@gmail.com	1	2021	130
317	nishwamuft1@icloud.com	1	2021	1
318	nitheshkadam962@gmail.com	1	2021	3
319	prathmeshjagdale2802@gmail.com	1	2021	12
320	rasikaterdal17@gmail.com	1	2021	562
321	sakshikachi47@gmail.com	1	2021	2
322	sewlaniria5@gmail.com	1	2021	3028
323	shainabraham2001@gmail.com	1	2021	1
324	silviasarkar27@gmail.com	1	2021	1
325	simran.joshi12@gmail.com	1	2021	99
326	sobiya.khan145@gmail.com	1	2021	1
327	vedantkaple@gmail.com	1	2021	80
328	vedprahladka@gmail.com	1	2021	18
329	anil.symbi@gmail.com	2	2021	101
330	bhaktinikumbh2000@gmail.com	2	2021	59
331	hemant.thubez@gmail.com	2	2021	19
332	ishikaupadhyaya@gmail.com	2	2021	160
333	ishitanrn@gmail.com	2	2021	2
334	joshiaditi0311@gmail.com	2	2021	84
335	krutinakum2608@gmail.com	2	2021	35
336	sarthakmehrotra29@gmail.com	2	2021	448
337	sekhri.shubhi@gmail.com	2	2021	1
338	sewlaniria5@gmail.com	2	2021	1197
339	simran.joshi12@gmail.com	2	2021	6
340	subarna1111@gmail.com	2	2021	1
341	vishnudaga1110@gmail.com	2	2021	3
342	aartiwani@gmail.com	3	2021	48
343	acsah.mariam@gmail.com	3	2021	2
344	atharvat22@gmail.com	3	2021	1
345	bhaktinikumbh2000@gmail.com	3	2021	22
346	bijuhalcione@gmail.com	3	2021	1





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347	hemant.thubez@gmail.com	3	2021	192
348	hmadhura28@gmail.com	3	2021	13
349	ishikaupadhyaya@gmail.com	3	2021	1
350	ishitanrn@gmail.com	3	2021	93
351	joshiaditi0311@gmail.com	3	2021	15
352	karkineha814@gmail.com	3	2021	1
353	krutinakum2608@gmail.com	3	2021	153
354	nehakumar9998@gmail.com	3	2021	1
355	prathmeshjagadale2802@gmail.com	3	2021	7
356	sakshits0328@gmail.com	3	2021	1
357	sewlaniria5@gmail.com	3	2021	12
358	simran.joshi12@gmail.com	3	2021	31
359	subarna1111@gmail.com	3	2021	4
360	tkmp303@gmail.com	3	2021	66
361	vaishalilibrary@gmail.com	3	2021	1
362	yoginikulkarni070@gmail.com	3	2021	3



## 4. Examination and Evaluation

### 4.1 Examination AY 2020-21

The regular semester end and backlog exams of the academic year of UG and PG courses were started on 8<sup>th</sup> May 2021. Online Open book examination format was used for these exams. And these exams were conducted using google classroom. Due to covid pandemic there was a lockdown in Pune and college admin staff as well as teachers were working from home during the period of examinations. So, after taking the review of the covid situation, the college decided to give priority to health and safety of staff and teachers. And, it was decided to conduct these online exams from Home. For this a detailed procedure and system incorporating all required checks and balances was devised. To explain all the details of the process, separate meetings/training sessions of UG faculty, PG faculty and admin staff were conducted. In true sense we conducted these exams online as all subject teachers, custodian, senior supervisors, teacher coordinators and supporting office staff worked from home for these exams. With their support and cooperation these exams were successfully concluded on 4<sup>th</sup> June 2021 without any challenge or difficulty as such. Before the beginning of these exams a timeline was prepared to declare the results in 40 days from the conclusion of the examination. And so far we have followed this timeline and hopefully in the next 4-5 days our results will be out.

### Extract of Resolution

#### 4.1 Implement Online Open book examination format for conducting exams using google classroom -[ACM/2020-2021/1/6]

#### 4.2 To approve the revised examination pattern w.e.f. 2020-2021

Dr. Yogini Chiplunkar, Controller of Examination put the proposal to approve the revised examination pattern w.e.f. 2020-2021. She explained that with an objective of doing continuous assessment and evaluation of the students and as recommended by UGC, college has introduced 70+30 Pattern of evaluation for First Year B.A., B.Com. students i.e. 70 internal components and 30 externals. This decision was taken in Examination Committee meeting held on 13.8.2020.

- There shall be total of 100 marks evaluation per subject/course during each semester.
- The total of 100 marks would consist of 3 components as given below:
  - (i) Component 1 – Internal for 50 marks This would comprise of a combination of minimum 2 or more assignments/activities/book reviews/quiz/competitions/article reviews, presentations etc.
  - (ii) Component 2 - Internal for 20 marks. This would comprise of a Mid semester examination
  - (iii) Component 3 – Semester End examination for 30 marks

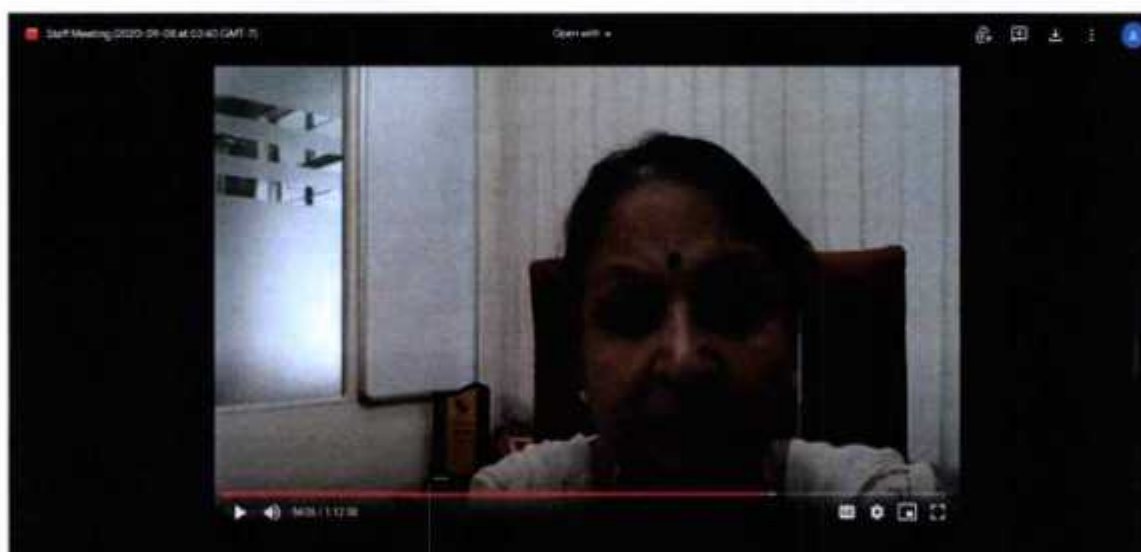
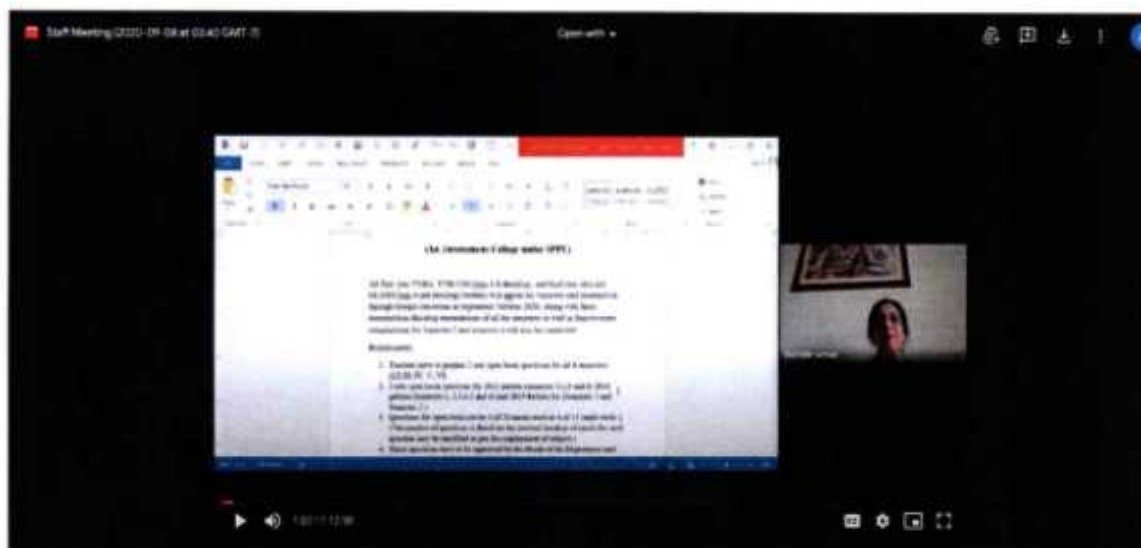
The College has also made separate passing in each of these components mandatory with minimum 40 marks in each component. Accordingly, a student will have to score: a minimum of 20 Marks out of 50 in internal assessment, a minimum of 8 marks out of 20 from Mid Semester Examination a minimum of 12 marks out of 30 in semester end examination and a total of 40 marks out of 100 in order to pass in each subject. If the student does not pass in any one component, he will be considered as 'fail' and he will be treated as backlog student for that particular component.







### 4.3 Online Open book examination- Teacher Training Session- AY 20-21



#### Extract of Resolution

#### 4.4 Implement revised examination pattern 7030-[ACM/2020-2021/1/7]

Dr. Yogini Chiplunkar, Controller of Examination briefed about execution of examination on account of covid 19 situation. Due to Covid, the colleges in Maharashtra were closed from 14th March 2020. As per the decision of Government of Maharashtra and Savitribai Phule Pune University, first and second year students of UG and 1st year students of PG were promoted. The examination of Final year UG and PG students and backlog examinations of UG and PG all semesters along with improvement examinations of semester 2 and 4 were conducted between 25th September 2020 to 9th November 2020 through Google classroom. These online examinations were conducted using Open Book examination mode. For this following process was followed :

- Detailed Instructions about all aspects of examinations given to students through website
- Students to appear for OBE through Google classroom







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- Teachers prepared 2 sets of question papers (for all applicable patterns)
- Uniform template given by exam section for creating Google classroom
- Google classrooms were created by teachers for OBE and Assignments
- Question papers approved from HODs
- All the google classroom codes were compiled and put it on the website and students joined the classroom.
- Teachers prepared Confirmation form and uploaded on classroom, students after joining the class filled the form
- Teachers uploaded question papers in pdf and prepared google form for accepting responses.
- After receiving answer-papers, with the help of admin staff absentees were finalized.
- Softcopy of marks sent to exam section for result preparation.

In the current academic year, the examinations of semester 1,3,5 of UG, semester 3 of PG and backlog examinations (October 2020) of all semesters of UG and PG were conducted using same process between 10th January 2021 to 4th February 2021.

And as currently also College have continued online teaching as per decision of Maharashtra Government and Savitribai Phule Pune University, for April 2021 semester end examinations of UG and PG, same process will be followed. Tentative dates of this examination have been announced and put on the website and these examinations will be conducted between 8th May 2021 to 4th June 2021.



## 5. Administrative and Governance

### Extract of Resolution

#### 5.1 To conduct a review to suggest reforms related to administrative procedures and work distribution- [IQAC/2020-2021/2/1]

To update on the implementation of the CAQA Report.

Mrs. Gandhali Parulekar, Registrar briefed about the implementation of CAQA Report. The CAQA committee submitted its report on 29<sup>th</sup> January 2021 and had a detailed discussion with the Principal and Registrar. After consequent meetings some changes were made regarding office administration:

- revised work distribution has been prepared for the office staff and communicated to them in the meeting held on 8<sup>th</sup> March 2021. The same was implemented from 15<sup>th</sup> March 2021.
- The office staff has been asked to give a weekly work report to the Registrar which included their weekly completed and pending works and also planned work in the coming week. It is also expected to write the time required to complete the pending work if any.
- In order to trace the time and flow of the incoming letters and bills in the office, as suggested by the committee, the form to be attached to each letter and bill. The same system has been implemented w.e.f. 18<sup>th</sup> March 2021. The inward, outward section has been given the responsibility of tracking the movement of the document.
- The PG and UG examinations earlier were handled by different sections now been clubbed under one umbrella of the examination section. So, henceforth all examinations of Senior College will be handled by the Examination Section. For the examination work, Honours/ACCA co-ordination will work under examination section for these courses.
- The SOP regarding planning, conducting of the events, various purchases under these events was circulated to the staff.
- The administration section has been doing digitalization of all old and important documents.
- The Peons' duties were reviewed and reshuffling was done among the Peons and Library Attendants.
- For seamless communication the committee has suggested for EPABX machine for which quotations from vendor has been called. The EPABX system will be purchased in the coming financial year. Also the notice regarding the timings of office and phone calls has been displayed on the College website for the sake of the students and outsiders.

The meeting of the entire administrative staff as well as department wise meetings will be held in the month of April to discuss the general as well as department specific recommendations given by CAQA and to implement them in the coming financial year.

#### Suggestion:

Automation like ERP system, admission system etc. should be concentrated for the smooth conduct of office administration.



Principal 29  
Symbiosis College of  
Arts & Commerce, Pune-4.





## **5.2 Conduct Academic and Administrative Audit (AAA)**

### **Report for Academic and Administrative Audit 2020-21**

REFERENCE: Mail from the Symbiosis College of Arts and Commerce, dated 20th October, 2021 requesting Prin. V. R. Shirkurkar former Principal, Parvatibai Chowgule College, Margao, Goa and Prin. C. N. Raval former Principal BMCC, Pune to constitute their committee for conducting Academic and Administrative Audit of the College for the academic year 2020-21. The committee met at Symbiosis College of Arts and Commerce for this purpose on 27<sup>th</sup> and 28<sup>th</sup> October 2021. All the Criterion heads made their presentations before the committee.

#### **THE REPORT**

This report is an outcome of the Committee's reflections on key observations of the state and functioning of the academic programmes of the college, its departments and its administrative, infra structure systems gleaned from the interactions with the Prin. Hrishikesh Soman, Dr. Anil Adagale, the IQAC Chairman, the heads of departments, the criterion heads and administrative personnel, including those from finance, the IT cell of the College were instrumental for this exercise.

#### **OBSERVATIONS AND KEY FINDINGS OF THE COMMITTEE:**

The Committee's observations are premised on the recognition that an autonomous college system is expected to help develop both competent and transformative human resources capable of serving society far into the future when radically new emerging issues would require solutions and approaches not visualized in the current architectures of knowledge and new skills. Critical elements of its academic design, as an autonomous college, must therefore, necessarily focus on creating deep conceptual foundations and fostering habits of mind capable of fashioning new creative patterns of knowledge, especially in the context of the National Education Policy, to address new issues arising on the horizons of businesses and industry, locally and globally. Indeed, this is the underlying principle behind all educational enterprises acquiring greater significance at progressively higher levels of abstraction, synthesis, and creative adaptations. In turn, it spells out the inalienable function of an autonomous college not only in designing the requisite academic curricula and its delivery structures, but equally significantly, the learning environment for an adventure of ideas and accessory administrative units.





# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

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CRITERION	OBSERVATIONS
<b>1. Curricular Aspects</b>	<ol style="list-style-type: none"> <li>1. Highlight employability/ entrepreneurship/ skill development, Professional Ethics, Gender, Human Values, Environment and Sustainability, Human Values and link it to the local, regional, national and global requirements reflected into the Curriculum</li> <li>2. Suggestions given by stakeholders are incorporated while introducing the new course / program.</li> <li>3. Develop a structured mechanism to obtain feedback on curriculum.</li> <li>4. Upload the feedback analysis on curriculum along with ATR on the college website.</li> <li>5. Link the placement data with Internationalization of curriculum.</li> <li>6. Indicate the percentage of revision in curriculum as compared to the previous year.</li> </ol>
<b>2. Teaching-Learning and Evaluation</b>	<ol style="list-style-type: none"> <li>1. Demand ratio to be calculated category wise.</li> <li>2. Demand ratio to be calculated considering full time Faculty of both Grant-in-Aid and appointed by Symbiosis Society.</li> <li>3. Measures to increase the enrolment of category students need attention.</li> <li>4. Develop a mechanism to identify the slow and advanced learners.</li> <li>5. Provide Remedial Coaching to slow learners.</li> <li>6. Procure software for the mapping of COs with POs</li> <li>7. Teaching Plan should have the following information Semester, course, course code, Academic year and execution of the plan.</li> </ol>
<b>3. Research, Innovations and Extension</b>	<ol style="list-style-type: none"> <li>1. Devise a research policy and upload it on the college website.</li> <li>2. Ethics committee should be formed</li> <li>3. Initiate action to generate revenue from consultancy.</li> <li>4. Increase the participation- number of students in extension activities.</li> <li>5. Increase the number of research projects to be undertaken by both students and faculty.</li> <li>6. Collect the data from Entrepreneurs who are the recent alumni of the college.(last five years)</li> <li>7. Use geo-tagged photos for all the activities conducted by the college.</li> <li>8. Organise National / International workshops / seminars</li> <li>9. Collect documentary evidences for extension activities.</li> <li>10. Increase number of MoUs with National and International Bodies and Institutions.</li> </ol>
<b>4. Infrastructure and Learning Resources</b>	<ol style="list-style-type: none"> <li>1. Mapping of requirement of Classroom with facilities available.</li> <li>2. Use Geo-tagged photographs showing utilization of infrastructural facilities.</li> <li>3. Infrastructural facilities may be uploaded on the college website in a tabular format.</li> <li>4. Obtain auditor's certificate for utilization of the budgeted amount for Library, Maintenance and Infrastructure</li> </ol>



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	<p>augmentation duly signed by the CA and Head of Institution, every year.</p> <ol style="list-style-type: none"><li>Usage of library to be increased and more e-books to be procured.</li><li>Devise IT policy and Maintenance policy</li><li>Document rent agreements for sports facilities used by the college.</li></ol>
<b>5. Student Support and Progression</b>	<ol style="list-style-type: none"><li>Devise a Promotion Policy for scholarship and free ship.</li><li>Create funds for needy and category students from alumni, corporate, parents and teachers.</li><li>Each department should conduct activities related to career counselling and maintain the record</li><li>Increase students' representation on academic and administrative committees</li><li>Collect data for sports participation in the tabular format on the basis of State/National/International level.</li><li>Create a separate page for Alumni contribution on the college website by increasing their participation.</li></ol>
<b>6. Governance, Leadership and Management</b>	<ol style="list-style-type: none"><li>Prepare Committee Manual defining powers and responsibilities</li><li>Prepare Perspective Plan</li><li>Elaborate the strategy for syllabus framing and revision</li><li>Devise career growth plan for teachers appointed on Non-grant basis through society scale.</li><li>Prepare policy for mobilisation of funds from various sources.</li><li>Devise policy on teacher's appraisal, feedback and teachers training</li><li>Obtain SPPU approval for the newly appointed teachers.</li></ol>
<b>7. Institutional Values and Best Practices</b>	<ol style="list-style-type: none"><li>Green audit may be conducted at college level once in two years.</li><li>Devise a policy and mechanism to obtain feedback, analysis of feedback and ATR for every activity conducted by the college.</li><li>Make the campus more supportive for disabled students in terms of use of infrastructure.</li><li>Academic Calendar to be updated with all activities of the college</li><li>Define clearly institutional distinctiveness of the college</li><li>Provide geo-tagged photos, timing for all activities.</li></ol>





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## SWOC ANALYSIS


<b>STRENGTHS</b> <ul style="list-style-type: none"> <li>Renowned college accredited with A Grade.</li> <li>Relevant curriculum, use of ICT</li> <li>Young and dedicated staff</li> <li>Autonomy</li> <li>Good funding from the UGC</li> </ul>	<b>WEAKNESSES</b> <ul style="list-style-type: none"> <li>Decreasing enrollment of social category students</li> <li>Limited Research publications, research projects by faculty.</li> <li>Limited collaborations and related activities.</li> </ul>
<b>OPPORTUNITIES</b> <ul style="list-style-type: none"> <li>Fund mobilization needs attention, through all possible sources.</li> <li>Yet to explore alumni potential for college development.</li> <li>Collaborations with other higher educational institutes possible.</li> </ul>	<b>CHALLENGES</b> <ul style="list-style-type: none"> <li>Developing Research culture</li> <li>Improving student participation in all activities.</li> <li>Developing Committee manual and various policies.</li> <li>Increasing functional MOUs</li> <li>Developing SOPs for academic and co-curricular activities.</li> </ul>

## RECOMMENDATIONS AND SUGGESTIONS

1. Prepare Manual and SOP for all activities.
2. Devise Policies for Research, Consultancy, IT, Maintenance, Scholarship, Fund mobilization
3. Strengthen research of the faculty and publication
4. Separate utilization certificate for Maintenance, Library funds and Infrastructure.
5. Strengthen more inclusive Feedback systems.
6. Devise a Perspective Plan
7. Organise and increase the participation of both teaching and non-teaching staff in training programmes.
8. Increase number of MoUs for collaborative and extension activities.
9. Increase the funding from various sources for college development

  
**Dr. Vinayak Shirgurkar**  
External Peer Team Expert

  
**Dr. Chandrakant Rawal**  
External Peer Team Expert

  
**Dr. Hrishikesh Soman**  
Principal





### 5.3 Conduct Training Programme for professional development of the Non-Teaching Staff in the following areas:

#### Training programs for Administrative staff -

##### Effective English Communication

To enable administrative staff to develop their skills four training programs were organized such as effective communication, disaster management, soft skill and technical skills and yoga, to utilize the available time during work from home more effectively. These were online training programme organized in the month of April, 2020.

Dates (from-to) (DD-MM-YYYY)	Title of the professional development/ administrative training programs organised for teaching staff (Professional development/ administrative training programs)	No. of participants
19.04.2021 to 30.04.2021	Basic Communication in English	31
20.04.2021 to 30.04.2021	Disaster Management and Personal Development Skills	11
20.04.2021 to 30.04.2021	Soft and Technical Skill Development	8
20.04.2021 to 30.04.2021	Yoga Session	2



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The list of people who attended the training programme is provided below.

English Communication Training Batch 3, Session CLASS 2				
Sr.no	Name	Designation	Institute	Contact no
1	Supriya Deoghare	Coordinator	SIOM	9890645419
2	Gandhali Parulekar	Registrar and AO	SCAC	9822032835
3	Archana Jagdish Thakur	Junior Clerk	SCAC	9423585696
4	Shankar Dnyanoba Gavhane	Asstt. Librarian	SCAC	9689902375
5	Sakharam Ingulkar	Assistant Coordinator	SCAC	8308990943 / 9763300000
6	Sandeep Tukaram Pawar	Senior Accountant	SCAC	7720035228
7	Varsha Mohan Budhner	Deputy Accountant	SCAC	8554078939
8	Snehal Kulkarni	PA To Principal	SCAC	9822351949
9	Shailendra Meninath Waghmare	Senior Coordinator	SCAC	9850089246
10	Jasno Elizabeth John	Office Assistant	SCAC	9818716077
11	Ganesh Narayan kadu	Assistant Accountant	SCAC	9765080055
12	Bhakti Lahoti	Office Assistant	SCAC	8806607658
13	Anuja Gaurav Sonavane	office Assistant	SCAE	+919096595462
14	Kiran Saswadkar	Coordinator	SCCE	9011903636
15	Aniket Bolade	Sr. Office Assistant	SCCE	9370621564
16	Naresh Prasad Singh	Office Assistant	SCCE	7499163826
17	Snehal Shinde	Assistant Coordinator	SCEW	8669977052
18	Dr. Prajakta Mukundraj Nagane	Medical Officer - Incharge	SCHC	8800558344
19	Dr. Vaishali Machhindra Kambale	Medical Officer - Incharge	SCHC	9923104327
20	Dr. Manjusha Vikrant Pate	Medical Officer	SCHC	8275201135



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Emails of Admin staff who attended the training programme -

## 1 and Timing from 9:30 am - 11:00 am

Email ID	Timings	Batch	Session
<a href="mailto:exams@siom.in">exams@siom.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:registrar@symbiosiscollege.edu.in">registrar@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:archana.thakurj@gmail.com">archana.thakurj@gmail.com</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:shankargavhane@gmail.com">shankargavhane@gmail.com</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:sakharam.ingulkar@symbiosiscollege.edu.in">sakharam.ingulkar@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:sandeep.pawar@symbiosiscollege.edu.in">sandeep.pawar@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:varsha.budhner@symbiosiscollege.edu.in">varsha.budhner@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:patoprincipal@symbiosiscollege.edu.in">patoprincipal@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:shailendra.waghmare@symbiosiscollege.edu.in">shailendra.waghmare@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:jasno.john@symbiosiscollege.edu.in">jasno.john@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:ganesh.kadu@symbiosiscollege.edu.in">ganesh.kadu@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:bhakti.lahoti@symbiosiscollege.edu.in">bhakti.lahoti@symbiosiscollege.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:director_scae@siu.edu.in">director_scae@siu.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:coordinator@scce.edu.in">coordinator@scce.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:boladeaniket6@gmail.com">boladeaniket6@gmail.com</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:nareshrampukar.singh@gmail.com">nareshrampukar.singh@gmail.com</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:scwv.hradmin@siu.edu.in">scwv.hradmin@siu.edu.in</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:mo.eltis@schcpune.org">mo.eltis@schcpune.org</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:drvaishali.kambale@schcpune.org">drvaishali.kambale@schcpune.org</a>	9:30 am - 11:00 am	Batch 3	Session 1
<a href="mailto:drmanjusha.pate@schcpune.org">drmanjusha.pate@schcpune.org</a>	9:30 am - 11:00 am	Batch 3	Session 1





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## Training programmes for Class - IV

List of employees who attended the above training programme -

### Basic Communication in English

Sr. No.	Name	Inst.	Month	Year
1	Shrikant Yashwant Kulkarni	SCAC	April	2021
2	Sunil Shivhari Khutwad	SCAC	April	2021
3	Santosh Sopan Rasal	SCAC	April	2021
4	Sanjay Vishwanath Raut	SCAC	April	2021
5	Kiran Dnyaneshwar Barmukh	SCAC	April	2021
6	Pramod Pradip Kadam	SCAC	April	2021
7	Prateek Shirish Gaikwad	SCAC	April	2021
8	Jayant Sadashiv Pawar	SCAC	April	2021
9	Ananta Nathu Shedge	SCAC	April	2021
10	Prabhakar Raghunath Lambe	SCAC (Grant-In-Aid)	April	2021
11	Dashrath Ganu Jondhale	SCAC (Grant-In-Aid)	April	2021
12	Hanumant Ganapat Deshmukh	SCAC (Grant-In-Aid)	April	2021
13	Deepak Ananta Londhe	SCAC (Grant-In-Aid)	April	2021
14	Suryakant Vitthal Chive	SCAC (Grant-In-Aid)	April	2021
15	Naresh Namdeo Nindane	SCAC (Grant-In-Aid)	April	2021
16	Umesh Deoram Kadam	SCAC (Grant-In-Aid)	April	2021
17	Nivrutti GanaPat Chikane	SCAC (Grant-In-Aid)	April	2021
18	Chandrakant Mangesh Chavan	SCAC (Grant-In-Aid)	April	2021
19	Sudhakar Babu Joshi	SCAC (Grant-In-Aid)	April	2021
20	Saurabh Surendra Bhide	SCAC (Grant-In-Aid)	April	2021
21	Vijay Nagu Dongare	SCAC (Grant-In-Aid)	April	2021
22	Kalu Soma Titkare	SCAC (Grant-In-Aid)	April	2021
23	Rajesh Shankar Choure	SCAC (Grant-In-Aid)	April	2021
24	Ashok Ghanshyam Sambarwal	SCAC (Grant-In-Aid)	April	2021
25	Sudhakar Kisan Vase	SCAC (Grant-In-Aid)	April	2021
26	Ramesh Kisan Vairagar	SCAC (Grant-In-Aid)	April	2021
27	Madan Mohan Waghmare	SCAC (Grant-In-Aid)	April	2021
28	Sarjerao Subrao Jadhav	SCAC (Grant-In-Aid)	April	2021
29	Vijay Dattoba Dalvi	SCAC (Grant-In-Aid)	April	2021
30	Balasaheb Annasaheb Bhosale	SCAC (Grant-In-Aid)	April	2021
31	Sunil Gulab Mungase	SCAC (Grant-In-Aid)	April	2021



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### Disaster Management & Personal Development

S. No.	Name	Inst.	Month	Year
1	Sanjay Vishwanath Raut	SCAC	April	2021
2	Jayant Sadashiv Pawar	SCAC	April	2021
3	Kiran Dnyaneshwar Barmukh	SCAC	April	2021
4	Balasaheb Annasaheb Bhosale	SCAC (Grant-In-Aid)	April	2021
5	Ramesh Kisan Vairagar	SCAC (Grant-In-Aid)	April	2021
6	Umesh Deoram Kadam	SCAC (Grant-In-Aid)	April	2021
7	Naresh Namdeo Nindane	SCAC (Grant-In-Aid)	April	2021
8	Prabhakar Raghunath Lambe	SCAC (Grant-In-Aid)	April	2021
9	Suryakant Vitthal Chive	SCAC (Grant-In-Aid)	April	2021
10	Sarjerao Subrao Jadhav	SCAC (Grant-In-Aid)	April	2021
11	Saurabh Surendra Bhide	SCAC (Grant-In-Aid)	April	2021



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### Soft & Technical Skill Development

Sr. No.	Name	Inst.	Month	Year
1	Sanjay Vishwanath Raut	SCAC	April	2021
2	Kiran Dnyaneshwar Barmukh	SCAC	April	2021
3	Jayant Sadashiv Pawar	SCAC	April	2021
4	Saurabh Surendra Bhide	SCAC (Grant-In-Aid)	April	2021
5	Balasaheb Annasaheb Bhosale	SCAC (Grant-In-Aid)	April	2021
6	Prabhakar Raghunath Lambe	SCAC (Grant-In-Aid)	April	2021
7	Sarjerao Subrao Jadhav	SCAC (Grant-In-Aid)	April	2021
8	Suryakant Vitthal Chive	SCAC (Grant-In-Aid)	April	2021

### Yoga

Sr. No.	Name	Inst.	Month	Year
N00319	Sanjay Vishwanath Raut	SCAC	April	2021
N00052	Prabhakar Raghunath Lambe	SCAC (Grant-In-Aid)	April	2021





## 6. Research

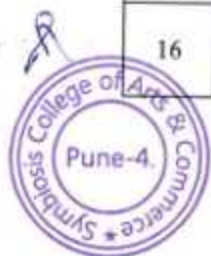
6.1 Inculcating research skills by imparting skills sets required for research to students and teachers.

### Students' Research Journal 'Emerge'

[https://symbiosiscollege.edu.in/assets/pdf/Research%20Journal\\_Emerge\\_Final%20Printing%20\(2\).pdf](https://symbiosiscollege.edu.in/assets/pdf/Research%20Journal_Emerge_Final%20Printing%20(2).pdf)

#### List of Project Report submitted by Students-A.Y. 2020-2021

Sr. No.	Full Name of the Guide	Name of the Program	Specialization	Title of Thesis Project
1	PRACHI PRASAD	BCOM	Entrepreneurship	THE EFFECTS OF CREATIVITY & INNOVATION ON THE ENTREPRENEURIAL PERFORMANCE OF FAMILY BUSINESS IN INDIA
2	ALKA ARORA	BCOM	Entrepreneurship	Effects of creativity & innovation on the entrepreneurial performance of family business in India
3	Mr Shekhar Paranjape	BCOM	Costing	Can Cryptocurrency be the future of Universal Integrated Banking System?
4	Mr. Mohit Kumar Shrivastav	BCOM	Banking	Impact of Credit Risk Management on the Profitability of Commercial Banks in India
5	Dr Sheena Mathews	BCOM	Banking	FUNDAMENTAL ANALYSIS OF SELECT NBFCs STOCK (2010-2020)
6	Mohit Kumar Shrivastav	BCOM	Banking	A STUDY ON THE IMPACT OF MERGERS AND ACQUISITIONS IN INDIAN BANKING SECTOR
7	Prof. Nalini Sapkal	BCOM	Banking	NPA OF PSB's IN INDIA
8	Dr. Sheena Mathews	BCOM	Banking	A study on consumers' choices in the digital payment system
9	Dr. Neelofar Raina	BA	Economics	An Analytical study of Employment in India (with reference to Jobless Growth)
10	DR. Neelofer Raina	BCOM	Banking	Comparative Study of Financial Parameters of scheduled commercial banks in India (2015-2020)
11	Dr. Tessy Thadathil	BCOM	Costing	A Cross-Sectional Study to Evaluate Inherent Sedentary Behaviour in College Students in Kerala
12	Mrs. Diya Devare	BCOM	Banking	India's Transition to Cashless Economy with Special Reference to Demonetization & Covid-19
13	Ms. Nalini Sapkal	BCOM	Banking	Internet Banking in India
14	Mr. Mohit kumar shrivastav	BCOM	Banking	A study of CRM in Banking sector
15	Ms. Diya Devare	BCOM	Banking	SEBI AND INVESTORS PROTECTION
16	Ms Kashmira Behere	BCOM	Banking	An Analytical study of the Impact of Demonetization on the banking sector in India





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17	Mrs. Alka Arora	BCOM	Entrepreneurship	A comparative study on challenges faced by men and women entrepreneurs.
18	Ms. Vidhi Kalra	BCOM	Banking	FINANCIAL SCAMS IN INDIA: AN EMPIRICAL STUDY
19	Prof. Kashmira Behere	BCOM	Banking	A Comparative Study of E-Banking Services of HDFC Bank & State Bank of India (SBI)
20	Dr. Mohit Kumar Shrivastav	BA	Economics	Impact Of Fed Tapering on Indian Economy
21	Dr. Neelofar Raina	BCOM	Banking	An analytical study of institutional intervention by select scheduled commercial banks in transforming MSME landscape in India (2015-2020).
22	Ms. Vidhi kalra	BA	Economics	Consumer behaviour for green products: pre and post covid analysis
23	Ms. Kashmira Behere	BCOM	Banking	A Study on the behavioral pattern of Retail investors with special reference to youth of India.
24	Dr. Jini Jacob	BCOM	Banking	IMPACT OF RATE OF INTEREST ON LOAN REPAYMENT IN RATNAKAR BANK LIMITED BANK AND UTKARSH MICROFINANCE BANK FROM THE PERSPECTIVE OF BORROWERS
25	Mrs. Nalini Sapkal	BCOM	Banking	Personal Finance Literacy among youth in Chennai, Kolkata, Mumbai and Delhi
26	Dr Jini Jacob	BCOM	Banking	Analysis Of Nifty50 and Bank Nifty on the Indian stock markets (February 2020-March 2021)
27	Ms. Vidhi Kalra	BCOM	Banking	IMPACT OF INTEREST RATE ON LOAN REPAYMENT IN MICROFINANCE INSTITUTIONS WITH REFERENCE TO ASIRVAD MICROFINANCE LIMITED
28	Ms Vidhi Kalra	BCOM	Banking	A Comparative Study on Green Banking Initiatives of Public and Private Sector Banks in India
29	Ms. Diya Devare	BA	Economics	TAX BUOYANCY OF INDIA - AN ANALYSIS OF PRE-GST AND POST-GST PERIOD
30	Dr. Jini Jacob	BA	Economics	The Economics of Colours: A Study of Consumer Behaviour of Young Adults Influenced by Product Packaging Colour
31	Dr Sheena Mathews	BA	Economics	An exploratory study on the workings of three handicraft manufacturing MSMEs from three West-Indian States
32	DR TESSY THADATHIL	BCOM	Costing	EMPIRICAL STUDY ON THE VARIABLES THAT AFFECT TOURIST SATISFACTION AT VAGAMON HILL STATION
33	Dr. Mohit Kumar Shrivastav	BA	Economics	Impact of Fed tapering on Indian Economy
34	Mohit Kumar Shrivastav	BA	Economics	Impact of Fed tapering on Indian Economy
35	Dr. Jini Jacob	BA	Economics	The Economics of Colours: A Study of Consumer Behaviour of Young Adults





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				Influenced by Product Packaging Colour
36	Ms. Vidhi Kalra	BA	Economics	Consumer Behavior towards Green Products: Pre and Post Covid Analysis
37	Dr. Neelofar Raina	BA	Economics	An Analytical study of Employment in India (with reference to Jobless Growth)
38	Ms. Diya Devare	BA	Economics	Tax Buoyancy of India: An analysis of pre gst and post gst period.
39	Madhupreeta Nayak	BA	Economics	An exploratory study on the workings of three handicraft manufacturing MSMEs from three West-Indian States
40	Abhishek Singh	BCOM	Costing	Study on stress and it's management among undergraduate college students of India in the pandemic
41	Proff. Sarika Wagh	BCOM	Costing	Study of Stress and it's Management among Undergraduate College Students of India in the Pandemic.
42	Mrs. Sarika Wagh	BCOM	Costing	Study on disposal of Covid-19 biomedical waste by residents of Pune city.
43	MS. TEJASWINI SHEVATE	BCOM	Marketing	TO STUDY THE CONSUMER AWARENESS AND PERCEPTION TOWARDS VR/AR IMMERSIVE ENVIRONMENT IN MARKETING
44	Ms. Tejaswini Shevate	BCOM	Marketing	Comsumer adoption of online food delivery apps post covid-19
45	Prof. Sarika Wagh	BCOM	Costing	"Do grades do justice to students knowledge"
46	Mrs. Pinki Sagar Chaugule	BCOM	Marketing	"THE STUDY OF INFLUENCER MARKETING ON GENERATION Z BUYING BEHAVIOUR WITH SPECIAL REFERENCE TO INSTAGRAM"
47	Mrs. Pinki Sagar Chaugule	BCOM	Marketing	The Adverse Impact of Television Advertising on Body Image in Adults.
48	Dr. Zakira Shaikh	BCOM	Marketing	Spirituality- The New Marketing Gadget
49	Dr. Zakira Shaikh	BCOM	Marketing	impact of misleading advertisements on consumer buying behaviour with reference to food and beverage industry
50	Dr. Zakira Shaikh	BCOM	Marketing	The study to determine changing roles and skills of 21st century marketers
51	Dr. Nilesh Waghmare	BCOM	Costing	The Increase in Money Phishing due to rise in Digital Payments
52	Dr. Nilesh Waghmare	BCOM	Costing	The increase in money phishing scams due to the rise of digital payments in India
53	Dr. Zakira Shaikh	BCOM	Marketing	THE IMPORTANCE OF DIGITAL MARKETING IN SALE OF FASHION BRAND
54	Prof. Sarika Wagh	BCOM	Costing	Do grades do justice to student's knowledge?
55	Dr. Zakira Shaikh	BCOM	Marketing	Role Of Social Media Influencer In Tourism Marketing
56	Ms Tejaswini shevate	BCOM	Marketing	Sales strategy of BPCL ( How its becomes India's no 1 petroleum company)
57	Ms. Tejaswini shevate	BCOM	Marketing	Study on consumer awareness and perception toward artificial intelligence in brick and mortar model
58	Dr zakira shaikh	BCOM	Marketing	Study of factors influencing purchase intention of pharmaceutical products
59	Dr. Zakira	BCOM	Marketing	To study the impact of meme marketing on





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	Shaikh			customer behaviour and traffic generation
60	Ms. Tejaswini shevate	BCOM	Marketing	Consumer perception towards online shopping In groceries and clothing
61	Mrs. Tejaswini Shevate	BCOM	Marketing	A study of consumer perception toward buying apple products
62	Dr. Zakira shaikh	BCOM	Marketing	Role of artificial intelligence in determining the buying behavior of customers :- A case study on Zara.
63	Dr. Nilesh Waghmare	BCOM	Costing	Financial Side of the sport's Organization
64	Yogini Chiplunkar	BCOM	Costing	A STUDY ON HOUSEHOLD SPENDING, SAVINGS AND INVESTMENTS DURING THE PANDEMIC
65	Dr. Nilesh Waghmare	BCOM	Costing	The increase in money phishing scam due to the rise of digital payments in India
66	Prof. Pinky Chaugule	BCOM	Marketing	Study on the impact of vocal for local on Indian Customers
67	Pinki sagar Chaugule	BCOM	Entrepreneurship	Customer Relationship Marketing and its influence on buying decisions
68	Mrs. Pinki Sagar Chaugule.	BCOM	Entrepreneurship	A study on How relationship marketing influences customers buying decision.
69	Mr. Shekhar Paranjape	BCOM	Costing	Analysing the Impact of Make in India on Manufacturing Sector
70	Dr. Shubhada Tamhankar	BCOM	Costing	Womens right in rural area
71	Dr. Tessa Thadathil	BCOM	Costing	Impact of 4R Strategy on the Profitability of Public Sector Banks
72	Mrs. Sarika Wagh	BCOM	Costing	A STUDY ON ECO-TOURISM AND ITS SUSTAINABILITY IN INDIA
73	Mrs. Sarika Wagh	BCOM	Entrepreneurship	Role of Behavioural fianance in Investors decision making: Comparative study between India and Germany.
74	Mrs. Sarika Wagh	BCOM	Entrepreneurship	ROLE OF BEHAVIOURAL FINANCE IN INVESTORS DECISION MAKING: COMPARATIVE STUDY BETWEEN INDIA & GERMANY
75	Prof. Shekhar Paranjape	BCOM	Costing	Analysis of the Consumer Preference: Online Versus Offline Shopping
76	DR. TESSY THADATHIL	BCOM	Costing	IMPACT OF SOCIAL MEDIA MARKETING ON HOME-BASED BUSINESSES
77	Mrs Monica Parikh	BCOM	(ACCA)	Relationship between Stock Market and Economic Development
78	CMA MONICA PARIKH	BCOM	(ACCA)	EFFECTS OF OTT PLATFORMS ON INDIAN ENTERTAINMENT INDUSTRY
79	Mrs. Monica Parikh	BCOM	Costing	Impacts of the OTT platforms on Indian entertainment industry
80	Mrs. Monica Parikh	BCOM	(ACCA)	Impact of Shrinkflation on Indian Consumer
81	CMA Monica Parikh	BCOM	(ACCA)	A Study on the Evolution of Corporate Annual Reports to Facilitate Investment Decision Making Amongst Retail Investors
82	CMA MONICA PARIKH	BCOM	(ACCA)	CHANGES IN HEALTH HABITS OF PEOPLE DURING COVID-19
83	CMA Monica	BCOM	(ACCA)	Analysis of the Impact of the Internet on



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	Parikh			the Academic and Professional Awareness of the Youth of Pune
84	Dr. Sharayu Bhakare	BCOM	Costing	Influence of Social media on the productivity of the workforce during the pandemic
85	Shekhar Paranjape	BCOM	Costing	ANALYSIS OF THE CONSUMER PREFERENCE: ONLINE VERSUS OFFLINE SHOPPING
86	Dr. Nilesh Waghmare	BCOM	Costing	Impact of Digital Marketing on Cost and Market Reach of Startups
87	Mrs Sarika Wagh	BCOM	Costing	A Study on Eco-tourism and its sustainability in India
88	Dr Tessy Thadathil	BCOM	Costing	ARE MEASURES TAKEN BY THE INDIAN GOVERNMENT TO HANDLE THE COVID 19 SITUATION EFFECTIVE?
89	Dr. Tessy Thadathil	BCOM	Costing	THE IMPACT OF 4R STRATEGY ON THE PROFITABILITY OF PUBLIC SECTOR BANKS
90	Dr. Tessy Thadathil	BCOM	Costing	DOES MEDIA REPORT FAIRLY? DOES IT CROSS THE LINE BETWEEN REPORTING THE NEWS AND CREATING THE NEWS?
91	Dr. Nilesh Waghmare	BCOM	Costing	'COST OF REVIVAL TO LARGE-SCALE HOTELS IN INDIA AFTER THE COVID-19 PANDEMIC AND THEIR EFFECT ON THE PROFITABILITY OF SUCH HOTELS'
92	Dr.Sharayu Bhakare	BCOM	Costing	Impact of covid-19 on physical activity of youth
93	DR. NILESH WAGHMARE	BCOM	Costing	AN EVALUATIVE STUDY ON UNION AND SELECTED STATES' TAX POLICIES OF PETROLEUM PRODUCTS
94	Dr. Tessy Thadathil	BCOM	Costing	Impact Of Social Media Marketing On Home-Based Businesses
95	Dr. Nilesh Tukaram Waghmare	BCOM	Costing	Study of Consumer Behaviour Towards Change in Price of Instant Food Products
96	Dr. Nilesh T. Waghmare	BCOM	Costing	A study on Public perception towards GST
97	Dr. Nilesh T. waghmare	BCOM	Costing	The Financial Side of Sports Organization
98	Dr. Nilesh T. Waghmare	BCOM	Costing	An Analytical study of investment in different class of people
99	Dr. Tessy Thadathil	BCOM	Costing	A study and analysis of Covid 19 Vaccination drive in India
100	Dr. Yogini Chiplunkar	BCOM	Costing	A study on household spending, savings and investment behaviour during the pandemic
101	Dr. Nilesh Waghmare	BCOM	(ACCA)	An analytical study on the various business practices of selected digital payment apps
102	Dr. Tessy Thadathil	BCOM	Costing	Work Readiness of BCom Graduates as perceived by Employers in the Financial Sector
103	Dr. Aarti Wani	BA	English	Fleabag: A New Anti-heroine
104	Mr. Anil Adagale	BA	English	The Rebirth of Spoken Word as a form of Revolution





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105	KHUSHI VETTUKAD	BA	English	The comics medium : A coalescence of Art and Literature
106	Dr. Hilda David	BA	English	The queer subcultural explosion of polyamory and its representation in Sense8
107	Dr. Subarna Bhattacharya	BA	English	Understanding Masculinity - A Reading of a Contemporary Anime - Haikyuu
108	Yojana Prashant Gawande	BA	English	Tracing the hero's journey in Banana Fish

### 6.2 Promoting research through CSS projects,

[https://symbiosiscollege.edu.in/assets/pdf/Research\\_Projects.pdf](https://symbiosiscollege.edu.in/assets/pdf/Research_Projects.pdf)

Ref. No. SCAC/ 703/2021

Date:- 16/07/2021

#### TO WHOMSOEVER IT MAY CONCERN

#### CSS Project Completion

This is to certify that Dr. Yogini Chiplunkar has successfully completed a Research Project titled - A Study of Financial Literacy Among Members of Women Self- Help Groups (SHG) in Pune City for the Centre for Study of Society (CSS) established by the Symbiosis College of Arts and Commerce as a part of schemes undertaken under 'College With Potential for Excellence' (Under UGC XIIth Plan).

This project has been jointly done by Dr. Yogini Chiplunkar and Dr. Shubhada Tamhankar.

The CSS Project was successfully completed on 18<sup>th</sup> August 2020.

(Dr. Hrishikesh Soman)  
Principal





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Ref. No. SCAC/ 699 /2021

Date:- 16/07/2021

### TO WHOMSOEVER IT MAY CONCERN

#### CSS Project Completion

This is to certify that Ms. Nalini Sapkal has successfully completed a Research Project titled - Earn and Learn Scheme and its correlation with the academic performance of the students (2014-18) for the Centre for Study of Society (CSS) established by the Symbiosis College of Arts and Commerce as a part of schemes undertaken under 'College With Potential for Excellence'(Under UGC XIIth Plan).

This project has been jointly done by Ms. Nalini Sapkal and Dr. Jini Jacob.

The CSS Project was successfully completed in 27<sup>th</sup> December 2020.

(Dr. Hrishikesh Soman)  
Principal



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### 6.3 Funding the research projects through CSS with a view to promote research among teachers.

SCAC/315/2019

Date-28/02/2019

To,

Dr. Aarti Wani

Symbiosis College of Arts & Commerce

Pune.

#### Sub- Sanction of Minor Research Project (MRP Project) under SCAC project based Innovative Research.

Dear Madam,


This has reference to the Research Review Committee (RRC) to discuss and sanction the Minor Research Project (MRP Projects) under SCAC project based Innovative Research.

We are glad to inform you that your project on "Gender, Modernity and Travel: Mapping Women's Travel Writing of 19<sup>th</sup> century India" has been approved and sanctioned by the RRC meeting held on Friday 15<sup>th</sup> February 2019.

The total grant for the MRP is approved and sanctioned for an amount of Rs. 300000/-

The first installment of this Grant will be released shortly.

We wish you all the best.

  
Dr. Hrishikesh Soman

Principal



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SCAC/ 314 /2019

Date-28/02/2019

To,

Mr. Anil Adagale

Symbiosis College of Arts & Commerce

Pune.

**Sub- Sanction of Minor Research Project (MRP Project) under SCAC project based Innovative Research.**

Dear Sir,

This has reference to the Research Review Committee (RRC) to discuss and sanction the Minor Research Project (MRP Projects) under SCAC project based Innovative Research.

We are glad to inform you that your project on Ethnographic Study of Ritual Theatres of Maharashtra has been approved and sanctioned by the RRC meeting held on Friday 15<sup>th</sup> February 2019.

The total grant for the MRP is approved and sanctioned for an amount of Rs. 300000/-

The first installment of this Grant will be released shortly.

We wish you all the best.

  
Dr. Hrishikesh soman

Principal





## 7. Student career development

- 7.1 Conducting workshop to prepare students for online selection process of companies (due to pandemic).**
- 7.2 Conducting session by the coordinators to help the students to have a thorough understanding of the placement process**

### Placement Cell Workshop Report

#### Day 1:

The first day of the workshop was on Resume and CV writing. Devaki guided the students on how they could effectively write award winning resumes. She threw light on what we can and what we cannot include in our resumes. Moreover, the difference between a CV and a Resume was highlighted by her. At the end of the program, a Question & Answer round was conducted so that the queries and doubts of the students could be addressed. It was a very interactive session and the students were certainly able to benefit out of it.

#### Day 2 :

The second day of the workshop was on Group Discussions. The speakers guided on how to tactfully handle a Group Discussion. They highlighted the importance of displaying respectful behaviour, one's ability to add valuable insights on the topic and diplomatically steer the discussion towards a productive conclusion which evidently pronounces the skills of communication and team-working ability in the candidate.

#### Day 3 :

Third day of the workshop was on Personal Interview. The Speaker explained on how to handle the most important part of any selection procedure. Speaker emphasized on various aspects in order to crack any interview, and what one should do before, during and after their interview. Also highlighted the importance of having a positive body language, researching about the company/ industry and to ask questions to the interviewer about the job/organization which shows our genuine interest in role. Speaker also explained the significance of being properly dressed in a formal attire and looking presentable.



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



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**7.3 Maintaining good rapport with the companies consistently visiting college for placement and connecting with new companies for more placements.**

### List of Companies for Student Placement

List of Companies						
Name of the Companies	2017-18	2018-19	2019-20	2020-21	2021-22	TOTAL
DELLOITE	YES	YES	YES	YES	YES	5
DEUTSCHE BANK	YES	YES	YES	YES	YES	5
EY	YES	YES	YES	YES	-	4
HONEYWELL	YES	YES	YES	-	-	3
ICICI	YES	-	YES	YES	-	3
NORTHERN TRUST	YES	YES	YES	YES	YES	5
CREDIT SUISSE	-	-	YES	YES	YES	3
TRESVISTA	-	-	YES	YES	YES	3
CAREER DOSE	-	-	YES	-	-	1
TEACH FOR INDIA	-	-	YES	YES	-	2
FEDERAL BANK	-	-	YES	YES	-	2
ElasticRun	-	-	-	YES	-	1
SKS BUSINESS SERVICES	-	-	-	YES	-	1
CAPGEMINI	-	-	-	YES	-	1
XCTIV HEALTHCARE	-	-	-	YES	-	1
GOMO GROUP	-	-	-	YES	YES	2
ECOHOLICS	-	-	-	YES	-	1
IncubXperts	-	-	-	YES	-	1
CFOLOGIC SERVICES	-	-	-	YES	-	1
TOP HIRE	-	-	-	-	YES	1
BUSINESS DEVELOPMENT	-	-	-	-	YES	1
HDFC	-	-	-	-	YES	1



**7.4 Providing mentoring by industry experts through sector specific industry readiness sessions.**

**SYMBIOSIS CENTRE FOR SKILL  
DEVELOPMENT INDUSTRY  
READINESS TRAINING PROGRAM  
20-22**

TRAINING PROGRAMS	1. RETAIL SECTOR
	2. BANKING SECTOR
	3. TELECOM SECTOR
	4. SKILL BASED TRAINING ON PYTHON PROGRAMMING
	5. STATISTICAL TOOLS FOR DATA ANALYSIS

**REPORT FOR RETAIL SECTOR**

**Trainers :** Trainer 1 : **Mr.Rishi Kapal**, Stanford Leader and Global Strategist

Trainer 2 : **Mr.Harshit Gupta**, Digital Marketing Strategist & Growth Hacker

Date	Topics	Details
24th February 2021	Types of Retail	Discussed the skills required for a career in retail. Case studies and real life events led learning and development about online, offline, O2O, Multi Brand, Mom and Pop, Exclusive Stores, Large format retail.
25th February 2021	Distribution Models	The distribution models of how a product starts from the factory, goes through national and regional channels to eventually land in front of the customer. How does primary, secondary and tertiary sales happen and accounted for.
26th February 2021	Pricing Structures	The demonstration and simulation of pricing calculator was done. Students developed their own pricing models with the use of the pricing calculator. Pricing for sell in, sell out, sell thru and liquidation support was explained.





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26th February 2021	Marketing Management	Integrated marketing skills for retail including store promotion, merchandise management, advertising, PR and publicity, sales promotion, personal selling and digital media management was explained
27th February 2021	GDPI	Students were trained on how to attend a group discussion and an interview. With examples the do's and don'ts of these two very important processes were explained.
1st March 2021	Mock GD/Aptitude Test	A mock group discussion was conducted which was evaluated and detailed observations have been shared. An aptitude test was also conducted
2nd March 2021	Mock PI	Each student was asked to share his/her resume. A mock personal interview was conducted for each student individually. Feedback on resume and on the interview was shared. This mock interview was evaluated and marks have been shared.

### REPORT FOR TELECOM SECTOR

**Trainers :** Trainer 1 : **Mr.Rishi Kapal**, Stanford Leader and Global Strategist

Trainer 2 : **Ms.Shruti Parmar**, Soft Skills Trainer

Date	Topic	Details
26th February 2021	GDPI	Students were trained on how to attend a group discussion and an interview. With examples the do's and don'ts of these two very important processes were explained.
27th February 2021	Types of telecom ecosystems	The skills required for careers in telecom were shared. The ecosystem comprises devices, infrastructure, chipsets, services and OVM. The topic was covered with relatable real life case studies and practices related to the telecom ecosystem verticals.



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1st March 2021	Core and Mobile Value added services	The three aspects of technology, services and their impact was explained, with use cases and analysed on what skills will be required to develop career in this telecom segment
2nd March 2021	Mock GD/Aptitude Test	A mock group discussion was conducted which was evaluated and detailed observations have been shared. An aptitude test was also conducted
	Regulatory requirements and ecosystems	The Indian telecom ecosystem is governed by strict laws and practices. The role of TRAI, AUSPI, ICA and TDSAT was shared, explained and made cognizant on how the law regulates telecom ecosystems
3rd March 2021	Key Players and impact on economy	The key players in the telecom ecosystem, services and their impact on Indian economy was enumerated. Telecom is the backbone of careers and employment, education, health, energy, ecommerce and its relevance to the growth of the country was detailed out.
4th March 2021	Mock PI	Each student was asked to share his/her resume. A mock personal interview was conducted for each student individually. Feedback on resume and on the interview was shared. This mock interview was evaluated and marks have been shared.



## REPORT FOR BANKING SECTOR

**Trainers :** Trainer 1 : **Ms.Jyoti Kappal**, Founder of TeenzClap Futureworks Trainer 2 : **Ms.Sangeeta M**, BFSI Expert

Date	Topic	Details
25th February 2021	Overview of Banking Sector	On the first day a basic overview of the banking sector was given. The role of a bank, role of the regulator. Retail liability products like current account, savings account, fixed deposit and recurring deposits were discussed in detail. Examples for the above were shared. Students were encouraged to visit the website of the bank to see the exact products that are being offered. This helped them to connect the classroom learning to actual products available
26th February 2021	Delivery channels and Sales processes	Alternate delivery channels were discussed through an activity. Importance of customer centricity for the service provider was discussed. The basics of the sales process and how sales can be achieved by providing good customer service was emphasised. Real life cases were discussed. Some role plays were also performed.
1st March 2021	Mutual Funds	This was the day devoted to bank as a distributor of third party products - Mutual Funds. Mutual funds were introduced to students - definition, types, advantages and tax implications. It was topped up with how mutual funds can be cross sold to existing clients. Second part of the session was for understanding future of banking and robo advisory. How technology has impacted the banking sector and what are the new opportunities available to students. This module also helped students to know the skills that they need to acquire to be successful in banking.
2nd March 2021	Mutual Funds(Contd.) and Financial Planning	First part of the session took the students thru some websites where they learned how search for a mutual fund and how to evaluate it. The concept of financial planning and how each customer's requirement is different was explained with examples. Students also were introduced to the concept of goal based investing keeping in mind the risk taking capacity of the investor and the return that is expected from the instrument. Next the students appeared for an aptitude test.





3rd March 2021	GDPI	Students were trained on how to attend a group discussion and an interview. With examples the do's and don'ts of these two very important processes were explained. This followed by a mock group discussion which was evaluated and detailed observations have been shared.
4th March 2021	Mock PI	Each student was asked to share his/her resume. A mock personal interview was conducted for each student individually. Feedback on resume and on the interview was shared. This mock interview was evaluated and marks have been shared.

## REPORT FOR SKILL BASED TRAINING ON PYTHON PROGRAMMING

**Trainer : Ms.Ditty Varghese**, Assistant Professor, Don Bosco Institute of Technology

Date	Topic	Details
24th February 2021	Basics of Python Programming	We covered all the necessary programming constructs of python like Data types, Control Statements, Functions, Advanced data structures like lists, dictionaries etc and OOPs concepts that equips students with knowledge required for logic building and getting introduced to current technology like Data Science, Analytics etc.
25th February 2021	Basics of Python Programming(Contd.)	We covered all the necessary programming constructs of python like Data types, Control Statements, Functions, Advanced data structures like lists, dictionaries etc and OOPs concepts that equips students with knowledge required for logic building and getting introduced to current technology like Data Science, Analytics etc
26th February 2021	Sample Python Programs	This session included sample programs for understanding the application of the programming constructs taught in class and making them understand better with it.



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1st March 2021	Coding Assignments	This session included micro challenges and coding assignments given in between the session to help students develop an aptitude for programming in general.
2nd March 2021	Python Projects	Challenges like building health potion game, mad libs game, basic calculator, basic security system which identifies known users, movie booking simulation and designing your own language translator were some of the python projects discussed and implemented in these sessions.

3rd March 2021	Python Projects(Contd.)	Challenges like building health potion game, mad libs game, basic calculator, basic security system which identifies known users, movie booking simulation and designing your own language translator were some of the python projects discussed and implemented in these sessions.
4th March 2021	Q&A Session and Summary of Sessions	Question and Answer Session related to Python Programming was conducted. Apart from this, A summary of all Topics of all sessions was presented to students.

### REPORT FOR STATISTICAL TOOLS FOR DATA ANALYSIS

**Trainer : Dr. Tessy J. Thadathil**, Vice Principal, Symbiosis College of Arts and Commerce

Date	Topic	Details
25th February 2021	Statistical Methods and Survey	Basics of Statistical methods were taught to students. These included functions of basic arithmetic operators in Microsoft Excel. Apart from this, a survey was conducted among students in order to know their knowledge on statistical tools.
1st March	Use of Statistical Methods and its Functions	Students were taught how Statistical methods constitute a powerful tool in modern sciences. How this tool is primarily used to detangle and whether the observed differences, relationships or congruences are meaningful.



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2nd March 2021	Different Tests on Excels	Students were taught different sorts of tests present in excel. Some of them include t-test, simple correlation, regression analysis etc.
4th March 2021	Use Of Anova	This session included the use of Analysis of variance, or ANOVA, which is a statistical method that separates observed variance data into different components to use for additional tests.
5th March 2021	Samples of Statistical Techniques	Students were provided with detailed descriptions of the experimental design and provided samples for practice so as to make students understand statistical techniques and how to work on data..
9th March 2021	T Test (Cont.d)	This session included the sample testing of The t-test which is used for the purpose of hypothesis testing in statistics. An example was taken in order to determine a significant difference between the means of two groups.





**7.5 Organizing financial literacy sessions on aspects of banking, financial planning, budgeting, etc.**

**TRAINING ON FINANCIAL LITERACY/AWARENESS**

**With Mr. Kanchan Kulkarni**

**Organized by:**

**SYMBIOSIS CENTRE FOR SKILL DEVELOPMENT**

**2020-21**

The Centre for Skill Development organized an online training session on 'Financial Literacy/Awareness' funded by RUSA 2.0 held over a period of five days, commencing from 22<sup>nd</sup> of February to 25<sup>th</sup> February, 2021. The programme was inaugurated by Dr. Hrishikesh Soman, Principal, Symbiosis College of Arts and Commerce, presided by professors Dr. Sheena Matthews and Dr. Neelofar Raina. The Speaker for the event was Mr. Kanchan Kulkarni, ex-regional head (Maharashtra state), ICICI Bank Ltd.

DAY 1 : FINANCIAL COMPETENCIES

DAY 2 : BASIC BANKING

DAY 3 : BASIC BANKING [CONTINUED]

DAY 4 : TECHNOLOGICAL INNOVATIONS IN BANKING

DAY 5 : SOCIAL SECURITY SCHEMES :

**Feedback:**

- Knowledgeable session
- Wonderful session with an excellent resource person
- All the sessions were very informative
- It was a wonderful event. Overall, I enjoyed this event sessions very much.
- Learnt so much on both the days, it was great to attend the skill convention
- Amazing event, all the speakers were really motivating.
- Amazing!! Opened my eyes. Gave me a lot of information. And this will guide me throughout my life
- I really enjoyed and learned a lot of new things. Hope to see this type of event in future more. Thank you so much for organizing such a good event.
- Amazingly coordinated event with great insights from speaker
- Great learning experience and self-awareness by attending the online quiz. Very informative session.
- Loved the variety of topics that were discussed, and got to learn a few new things. Also had the chance to polish off some old knowledge and skills.



Thus, we can conclude that Training on Financial Literacy as a whole was lauded by all participants and guests as we can see that for every session more than half of the population rated 5 on 5. The convention has immensely helped the participants in understanding the financial and economic landscape of our country.

### 7.6 Organizing international skill convention to deliberate contemporary issues related to skilling the students.

Sr.No	Committee Name	Members	Student Coordinators	Duties of Committee
1	Core Committee	1)Dr. Hrishikesh Soman 2)Dr. Neelofar Raina 3)Dr. Sheena Matthews 4)Mr. Anil Adagale 5)Ms.Tejaswini Shevate		Overall Coordination for the program.
4	Technical Committee	1)Mr. Anil Adagale 2)Dr. Neelofar Raina 3)Mr. Nazir Syed 4)Mr. Nitin Bhise	Sahil Advani Samuel Verma Dipra Malhotra Anuj Kumar Parlisha Shah Prachi Bhagat	Coordination with the student's technical team for display of PPTs,Teaser's Video,Testimonials Video and other event videos.
5	Compering Committee	1)Dr.Tessy Thadathil 2)Dr.Neelofar Raina 3)Dr. Jini Jacob 4)Ms.Tejaswini Shevate	(Day-1) Dipra Malhotra Nissi Babu Parlisha Shah Sahil Advani  (Day-2) Nissi Babu Dipra Malhotra Parlisha Shah Sahil Advani	Introduction of Esteemed Speakers,Teachers and Principal along with a Q&A session with speakers.
6	Creative Committee	1)Dr. Neelofar Raina 2)Ms.Tejaswini Shevate	Dipra Malhotra Manaswi Diwan Sonali Baid Amisha Janyani Prachi Bhagat Samuel Varma	Coordination with the student's creative team for creation of introductory and speakers' posters.
7	Registration Committee	1)Dr. Neelofar Raina 2)Mr. Anil Adagale 3)Mrs.Vaishali Vaidya 4)Dr. Sheena Matthews	Nissi Babu Abhay Mayekar Nikita Jetithor Shruti Binayakya Neeraj Harisinghani	Guiding the registration student committee for creation of registration google forms and invitation memos.



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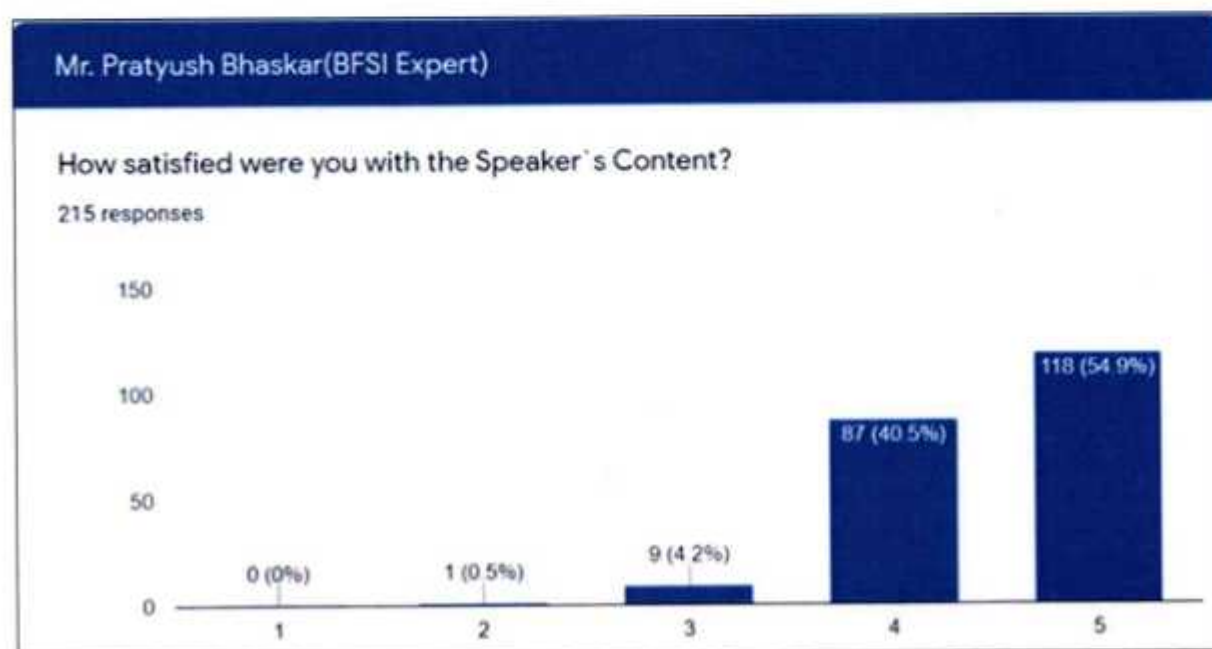
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8	<b>Certificate and Feedback Committee</b>	1)Dr. Neelofar Raina 2)Mrs.Vaishali Vaidya 3)Dr. Sheena Matthews 4)Mr. Anil Adagale	Abhay Mayekar Nissi Babu Nikita Jetithor Shruti Binayakya Neeraj Harisinghani	Distribution of E-certificates to all participants and feedback google forms.
9	<b>Report Writing</b>	Dr. Neelofar Raina	Jyotika Sabhurwal Sawab Jallu Vinita Sulakhe Ishani Sinha	Compilation of detailed reports for the event.

### Guest Speakers:

Speakers	Details
Mr. Pratush Bhaskar	BFSI Expert - A Lifeskill called Financial Planning
Mr. Shagata Mukherjee	Behavioral Economics - Behavioral Skills & Decision Making
Ms. Rupali Patil	Social Impact Consultant- Social Sector Impact: The Soul & Technique
Mr. Tapan Mody, Copywriter,	Copywriter, Creative Director & Career Coach - Unschooling - The School of Application
Mr. Aditya agarwal	Unfolding obstacles to take a leap forward.
Ms Mitha sengupta	Not Just IQ and EQ, but LQ
Ms. Saryu sahajpal	Accountability and Ownership
Ms. Urvashi prasad	relevance of skills in Higher education

### Feedback Analysis

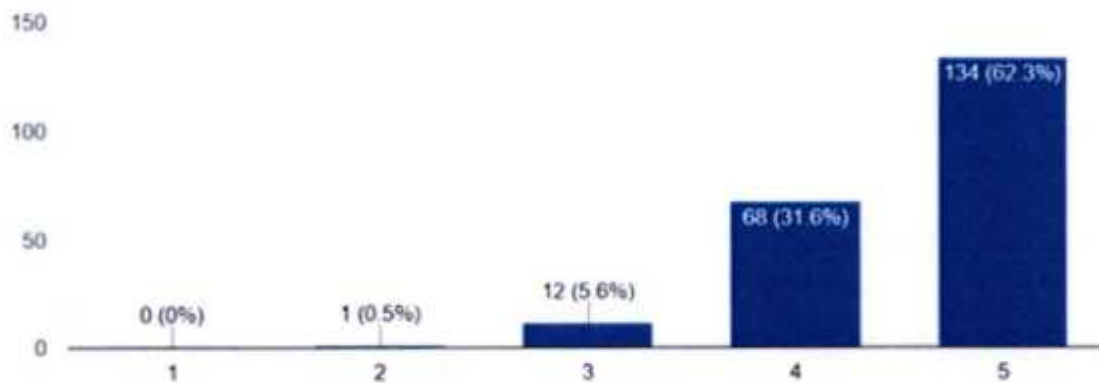






### How satisfied were you with the Speaker's Delivery?

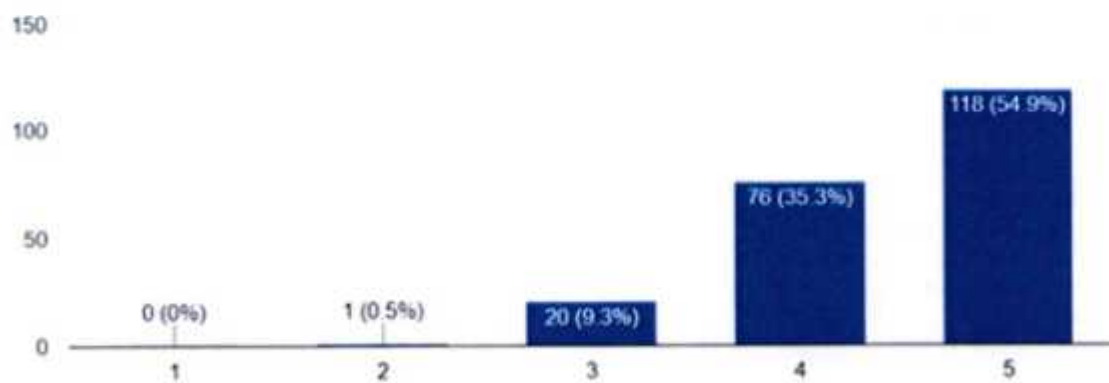
215 responses



### Mr. Shagata Mukherjee(Behavioural Economist)

### How satisfied were you with the Speaker's Content?

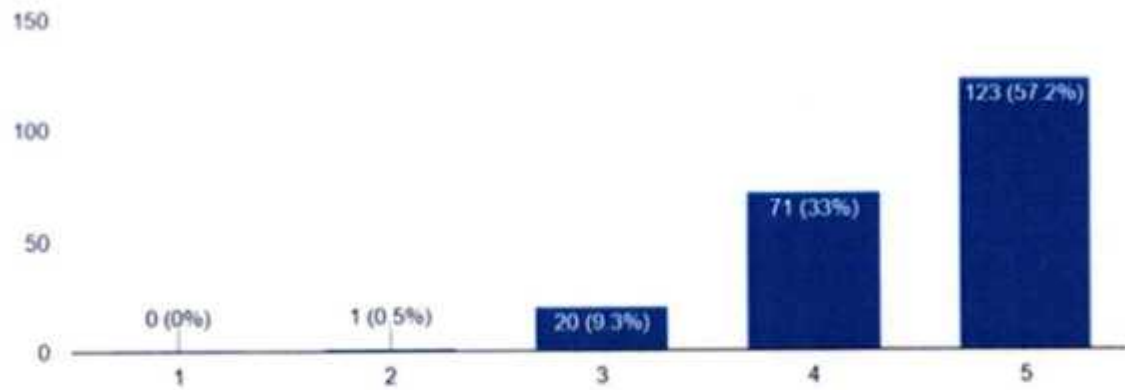
215 responses





How satisfied were you with the Speaker's Delivery?

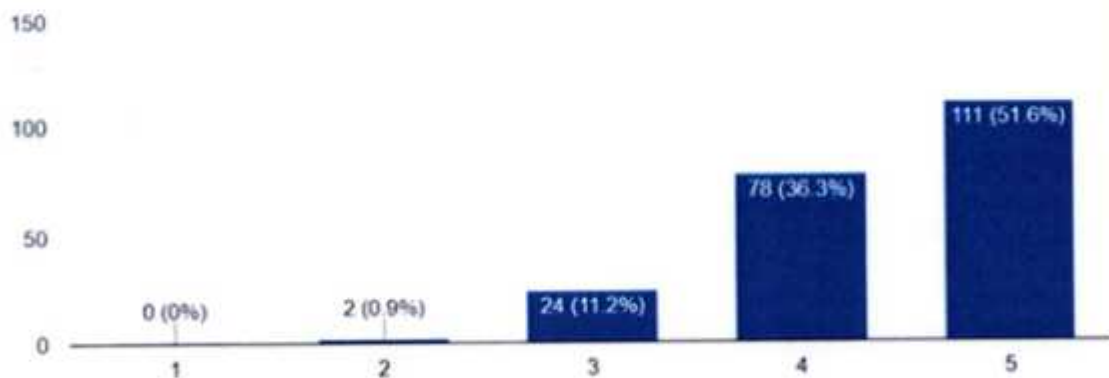
215 responses



Ms. Rupali Patil(Social Impact Consultant)

How satisfied were you with the Speaker's Content?

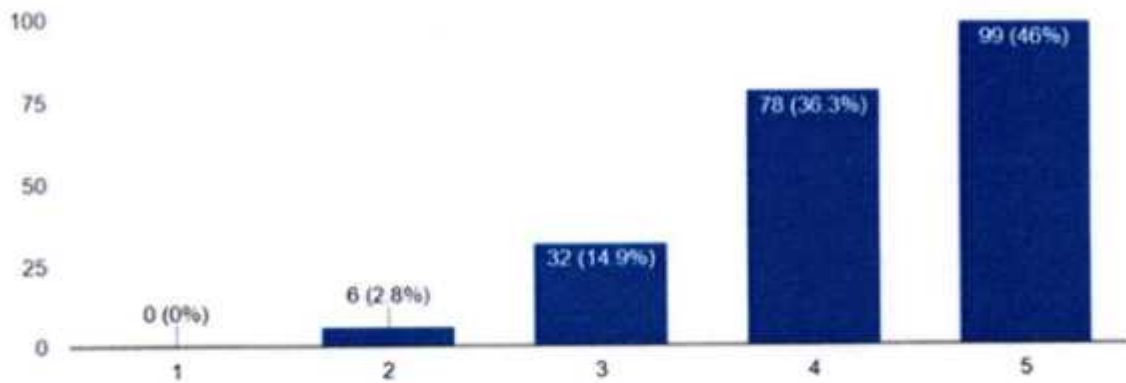
215 responses





### How satisfied were you with the Speaker's Delivery?

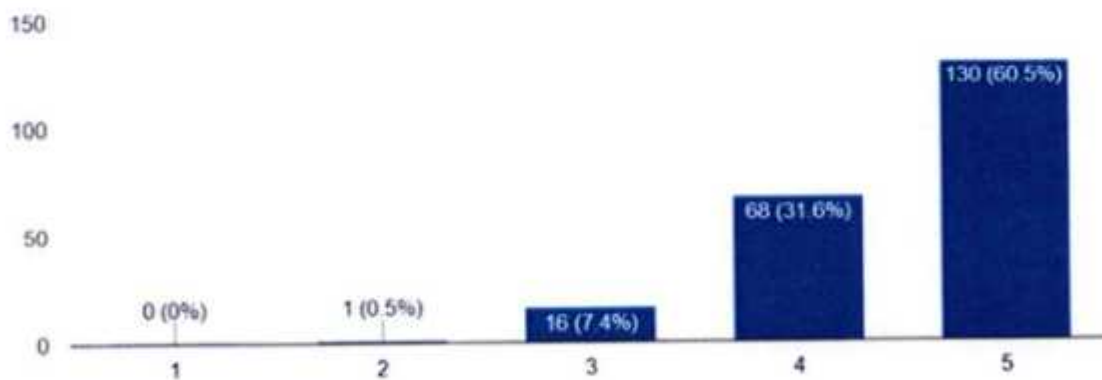
215 responses



### Mr. Tapan Mody(Copywriter, Creative Director , &Career Coach)

### How satisfied were you with the Speaker's Content?

215 responses

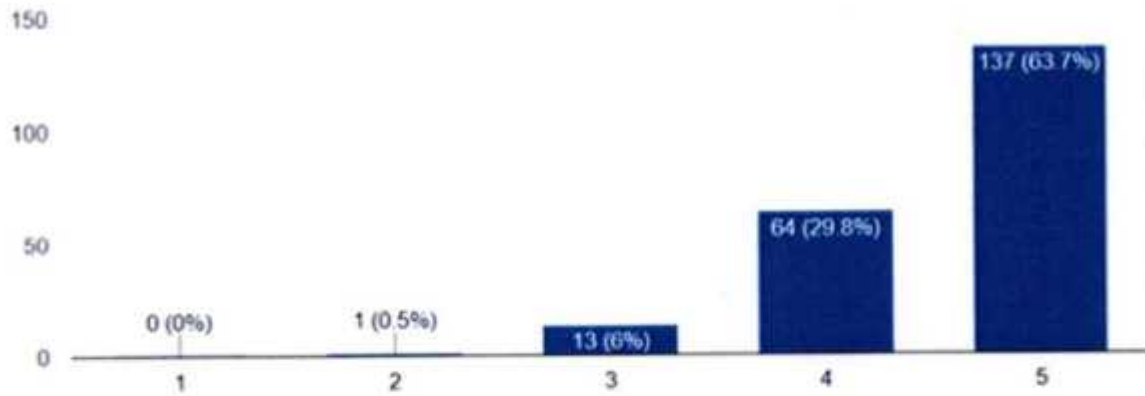






### How satisfied were you with the Speaker's Delivery?

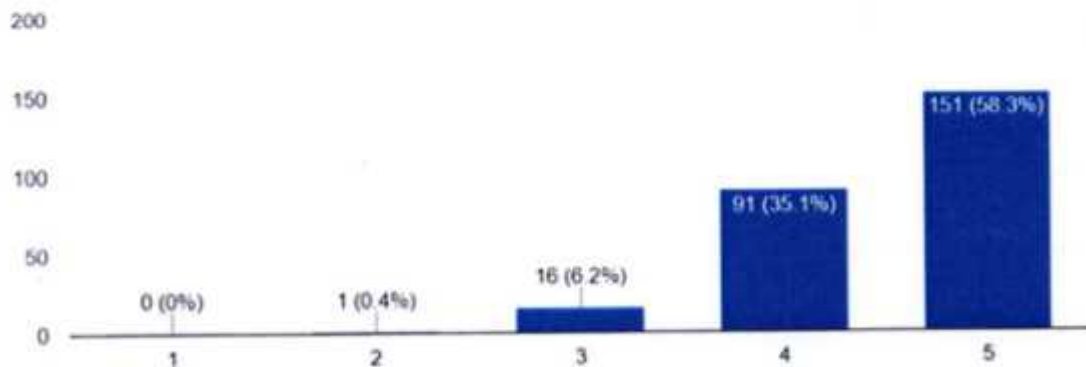
215 responses



### Mr. Aditya Agarwal(Founder and Managing Director of SA Glass)

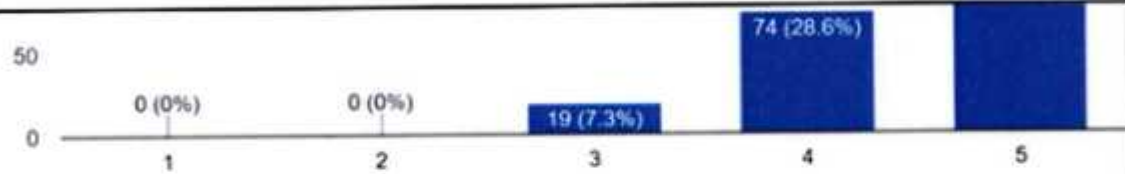
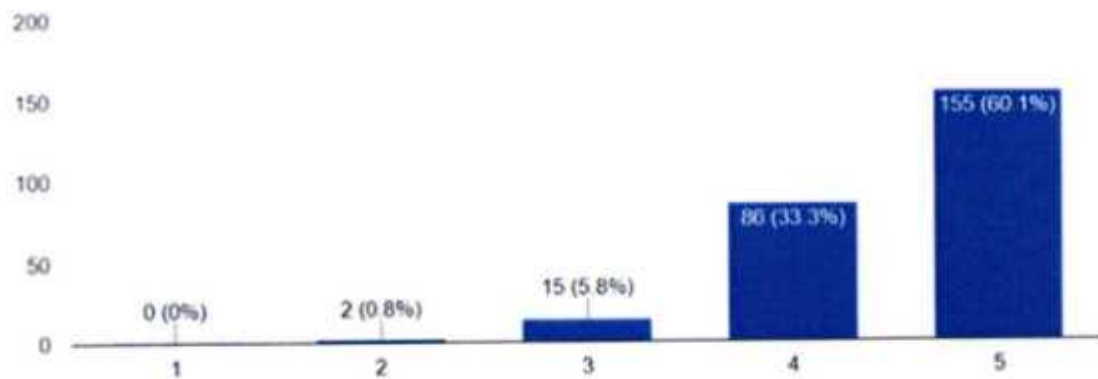
### How satisfied were you with the Speaker's Content?

259 responses



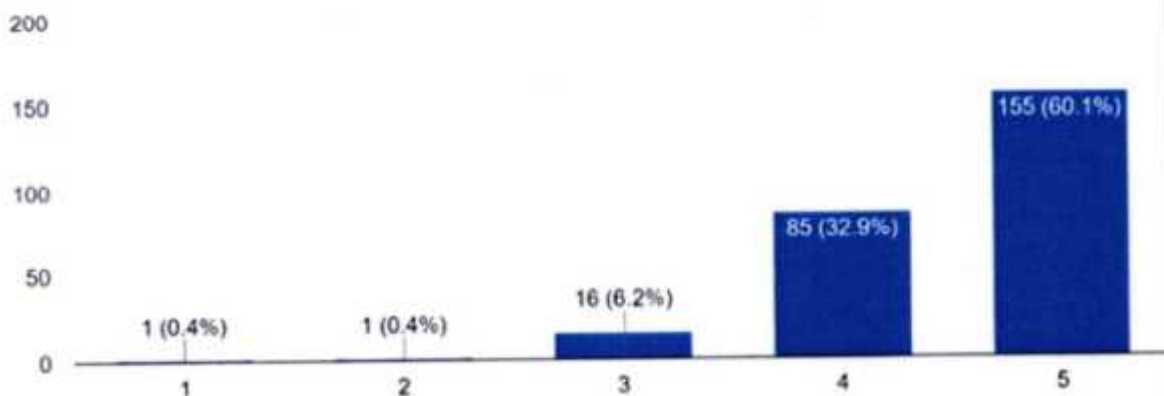
### How satisfied were you with the Speaker's Content?

258 responses



### How satisfied were you with the Speaker's Delivery?

258 responses





**7.7 Conducting courses imparting domain specific skills, critical skills and soft skills.**

**Skill Development Courses**

**AY 2020-21**

The following Skill Development courses impart domain specific skills, critical skills and soft skills.

Specific Skills	Critical Skills	Soft Skills
Professional Retail Banking Skills	Smart Investor Programme	Campus to Corporate
Microsoft Excel Programme	Digital Marketing	Effective Communication Skills
	Negotiation Skills	U spark Future Ready

**Report on Training and Workshop**

EVENT NAME	<b>TRAINING AND WORKSHOP PROGRAM</b>
TRAINING WORKSHOPS	<b>1. CERTAINTY ABOUT UNCERTAINTY</b> <b>2. DIGITAL ETIQUETTES- CREATING WOWS USING TECHNOLOGY</b> <b>3. HOW TO WRITE A GOOD RESEARCH PAPER</b> <b>4. AKSHAYPATRA- THE STOCK MARKET TRAINING YANTRA</b>
	<b>CERTAINTY ABOUT UNCERTAINTY</b> <b>Date : 5th March, 2021 (Friday)</b> <b>Timings : 2:00 p.m. - 4:00 p.m. IST</b>





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DATES AND TIMINGS OF THE TRAINING & WORKSHOP PROGRAM	<p>DIGITAL ETIQUETTES- CREATING WOWS USING TECHNOLOGY  <b>Date</b> : 5th March, 2021 (Friday)  <b>Timings</b> : 2:00 p.m. - 4:00 p.m. IST</p>
	<p>HOW TO WRITE A GOOD RESEARCH PAPER  <b>Date</b> : 6th March, 2021 (Saturday)  <b>Timings</b> : 11:00 a.m. - 1:30 p.m. IST</p>
	<p>AKSHAYPATRA- THE STOCK MARKET TRAINING YANTRA  <b>Date</b> : 6th March, 2021 (Saturday)  <b>Timings</b> : 2:00 p.m. - 4:30 p.m. IST</p>
ESTEEMED TRAINERS	<p>CERTAINTY ABOUT UNCERTAINTY  Trainer - <b>Dr. Soman Hrishikesh M.</b>, Principal  , Symbiosis College of Arts and Commerce</p>
	<p>DIGITAL ETIQUETTES- CREATING WOWS USING TECHNOLOGY  Trainer - <b>Ms. Antara Bhadury</b>, BFSI Specialist and Corporate Trainer</p>
	<p>HOW TO WRITE A GOOD RESEARCH PAPER  Trainer - <b>Dr. Shirish Limaye</b>, Retired Professor</p>
	<p>AKSHAYPATRA- THE STOCK MARKET TRAINING YANTRA  Trainer - <b>Mr. Purv Shah</b>, Stock Consultant &amp; Financial Markets Trainer</p>




## 7.8 Utilisation of RUSA funds for SDC and CIE.


### RUSA Fund Utilization-AY 2020-21

Symbiosis College of Arts & Commerce College  
 S.B. Road Pune -411004

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 2020-21  
 Under RUSA 2.0 Component I: Enhancing Quality and Excellence in Select Autonomous Colleges \*



Receipt	Amount	Payment	Amount
Opening Balance		<b>Revenue Expenditure</b>	
BANK OF MAHARASHTRA RUSA 5072	9,092,591.50	Bank Charges	70.80
		Rent paid to Others	
		Stage Decoration & Electricity	67,215.00
Interest Received on RUSA Grant	184,782.00	Photography Expenses	25,188.00
		Advertisement Exps.	
		Food & Refreshment Exps.	111,793.00
		Honorarium	197750
		Tours & Travelling Expenses	78,239.00
		MRP Expenses	
		Printing & Stationary Exps.	19,270.00
		Library Books	0.00
		Auditorium Charges paid	83,900.00
		Memento & Prize Exps.	43098
		Duties & Taxes	0.00
		I.T. Expenses Licence for Administration	1,899,900.00
		Electrical Installation	100,000.00





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## Symbiosis College of Arts & Commerce College

S.B.Road Pune -411004

### RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 2020-21

Under RUSA 2.0 Component B Enhancing Quality and Excellence in Select Autonomous Colleges



Receipt	Amount	Payment	Amount
		By Asset	
		Computer & Software	2,011,432.00
		Office Equipment	1,579,350.00
		By Closing Balance	
		BANK OF MAHARASHTRA RUSA 3972	2,863,807.70
Total	9,276,983.50	Total	9,276,983.50

Date:-04.08.2021

Pune

Principal  
Symbiosis College of  
Arts & Commerce, Pune - 4

Chartered Accountant

For Sharad Shah & Co.  
Chartered Accountants  
FRN : 10052192  
[Sharad A. Shah]  
Partner  
MRN : 017459

UDIN - 21057403ARAAOP3314





## 8. Entrepreneurship and Incubation

### Events & Activities

Sr. No	Events & Activities	Date
1	National Webinar on Innovation and Intellectual Property Rights	10th February 2021
2	2 Days Workshop on Entrepreneurship Development for Postgraduate Students	12th & 18th February 2021
	Vyapaar Vichaar - Business Plan Competition for Postgraduate Student	12th March 2021
3	Connect X - Alumni Entrepreneur's Talk Show	16th February 2021
	Connect X - Young Turks	20th February 2021
4	Young Pioneer 2.0 - National Level Business Plan Competition	25th February 2021
5	Quizophile- Quiz for Entrepreneurial Mind	25th February 2021
6	Seeding Entrepreneurs Success (SYMBIZ 2.0 - Global Entrepreneurship Summit)	26th & 27th February 2021
7	Workshop: Branding	26th February 2021
8	Workshop: Converting your Art into Business	04th March 2021
9	Indradhanu - Promoting Art Entrepreneurship	05th March 2021
10	National Level Research Paper Competition	09th March 2021



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



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### A. National Webinar on Innovations & Intellectual Property Rights

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**FUNDED BY RUSA 2.0**  
**NATIONAL WEBINAR ON**  
**Innovations & Intellectual Property Rights**

10th Feb 2021 | 10.15am - 4.00pm

**SPEAKERS**

SCAN TO REGISTER



**DR. AMIT KUMAR TIWARI**  
Professor & Head-  
Intellectual Property,  
Mentor of change,  
NITI Aayog, Government  
of India.

**DR. BIJAY KUMAR SAHU**  
Head Intellectual  
Property Facilitation  
Cell, National Research  
Development  
Corporation,  
Government of India.

**MR. AMOL CHAPHEKAR**  
Managing Director at  
Oyo Inc. &  
SonaEmmo Pvt.Ltd.

**MRS. POOJA VISHAL MAULIKAR**  
Examiner of Patents & Design  
Rajiv Gandhi National Institute  
of Intellectual Property  
Management, Government of  
India.

**MR. GOKUL NARAYAN**  
Chief Operations  
Officer, Asian School of  
Cyber Laws.



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**INSTITUTIONS  
INNOVATION  
COUNCIL**

**CENTRE FOR INNOVATION  
AND ENTREPRENEURSHIP**

In Association with  
**RAJIV GANDHI NATIONAL INSTITUTE OF  
INTELLECTUAL PROPERTY MANAGEMENT, GOVERNMENT OF INDIA**

**FUNDED BY RUSA 2.0**  
**NATIONAL  
WEBINAR ON**  
**Innovations &  
Intellectual  
Property Rights**

**Wed, 10<sup>th</sup>  
February 2021**  
**10.15 am to 4.00 pm**

✓ No registration fee  
✓ Certificates for attendees



Scan to register  
for the webinar

☎ Atharva D: +91 77740 61616 | Smit P: +91 88061 64611

Speaker	Details
Dr. Amit Kumar Tiwari	Topic- Scenario of IPR in India, Professor & Head-Intellectual Property Mentor of change (Innovation, Incubation, Entrepreneurship & Start-ups), NITI AYOG, Government of India.
Dr. Bijaykumar Sahoo	Topic- IP Management & Technology Transfer Head Intellectual Property Facilitation Cell, National Research Development Corporation, Govt. of India.





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Mrs. Pooja Vishal Maulikar	Topic- Intellectual Property Rights & Patent Process Examiner of Patents & Design Rajiv Gandhi National Institute of Intellectual Property Management
Amol Chaphekar	Topic- Case study in Innovations & IP Managing Director at Ovo Inc., Partage Limited
Mr. Gokul Narayan	Topic- Exploring The World Of Trade Secrets & Trademarks Chief Operations officer, Asian School of Cyber Laws

## B. 2 DAYS WORKSHOP ON ENTREPRENEURSHIP DEVELOPMENT FOR PG STUDENTS

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**CENTRE FOR INNOVATION AND ENTREPRENEURSHIP**

**Workshop on ENTREPRENEURSHIP DEVELOPMENT**

**FUNDED BY RUSA 2.0**

**DAY - 1**  
**FRIDAY, 12th FEBRUARY, 2021**

**Speaker**  
**Mr. Rohit Lalwani**  
Podcaster, Teacher, Entrepreneur  
Community Liaison, World Design Organization

**Topic -**  
Entrepreneurship Eco-system  
and Identifying Opportunities  
10:30 am to 12:00 pm

**FOR POST GRADUATE STUDENTS**

**Speaker**  
**Mr. Sajid Khetani**  
Strategy + Innovation Consultant  
Design Thinking Practitioner

**Topic -**  
Design Thinking for Idea  
Generation  
12:15 pm to 1:45 pm

**Speaker**  
**Mrs. Neeta Deshpande**  
Owner, Banjara Natural Fabrics of India

**Topic -**  
Entrepreneur's Success  
Story  
2:00 pm to 3:30 pm

\* E-PARTICIPATION CERTIFICATES  
\* NO REGISTRATION FEE

SCAN TO REGISTER

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**CENTRE FOR INNOVATION AND ENTREPRENEURSHIP**

**Workshop on ENTREPRENEURSHIP DEVELOPMENT**

**FUNDED BY RUSA 2.0**

**DAY - 2**  
**THURSDAY, 18th FEBRUARY, 2021**

**Speaker**  
**Mr. Advait Kurlikar**  
CEO, Upstream Management  
Consultants Pvt. Ltd.

**Topic -**  
Business Plan Preparation  
and Pitching  
10:30 am to 12:00 pm

**FOR POST GRADUATE STUDENTS**

**Speaker**  
**Dr. Suchitra Ponde**  
Faculty, PUNBA  
Start-up Consultant and Mentor

**Topic -**  
Registering a Start Up -  
Financial and Legal Aspects  
12:15 pm to 1:45 pm

**Speaker**  
**Mr. Rohit Lalwani**  
Podcaster, Teacher, Entrepreneur  
Community Liaison, World Design Organization

**Topic -**  
Business Modelling  
2:00 pm to 3:30 pm

\* E-PARTICIPATION CERTIFICATES  
\* NO REGISTRATION FEE

SCAN TO REGISTER

Speaker	Details
Mr. Rohit Lalwani	Session on 'Entrepreneurship Eco- system and Identifying Opportunities'
Mr. Sajid Khetani	Session on 'Design Thinking for Idea Generation'





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Mrs. Neeta Deshpande	Session on ' <i>Entrepreneurship Success Story</i> '
Mr. Advait Kurlekar	Session on ' <i>Business Plan Preparation and Pitching</i> '
Dr. Suchitra Pendse	Session on ' <i>Registering a Start Up</i> '

### C. CONNECT X - ALUMNI ENTREPRENEURS TALK SHOW

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**CENTRE FOR INNOVATION AND ENTREPRENEURSHIP**  
PRESENTS  
**CONNECT X**  
YOUNG TURKS FUNDED BY RUSA 2.0

**DIKRAJ PARWAN**  
FOUNDER  
INTERSTORM

**URJA NEURGAONKAR**  
FOUNDER  
YOUNG POINT TECHNOLOGIES

**ANUJA ZENI**  
FOUNDER  
ANUSHREE CREATIONS

**MEGHNA TONGIA**  
FOUNDER  
MEGHA

**PROFESSOR IN-CHARGE**  
DR. SHARAYU BHAKARE

For Details Contact  
**SHOURYA MATHUR**  
+91 73208 42419

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**CENTRE FOR INNOVATION AND ENTREPRENEURSHIP**  
PRESENTS  
**CONNECT X**  
TUESDAY 16TH FEB. 2021  
3 P.M - 6 P.M  
@ MICROSOFT THEATRE

**SPEAKERS** FUNDED BY RUSA 2.0

**MANUJ PANDYA**  
OWNER  
LORDS OF LIFE (BAND)

**VIKRANT SINGH**  
OWNER  
KITEFLY FITNESS STUDIO

**ROCKY POKHAWALA**  
OWNER  
ROCKY POKHAWALA ENTERTAINMENT PVT. LTD.

**ABHINAV BULDOI**  
FOUNDER  
PHOTO MOBILE

**TEACHER IN-CHARGE -**  
DR. SHARAYU BHAKARE

**SHOURYA MATHUR**  
+917320842419

### Certificate of Participation

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**CONNECT X - ALUMNI TALK SHOW**  
FUNDED BY RUSA 2.0

**CERTIFICATE OF APPRECIATION**

This is to certify that \_\_\_\_\_ has participated in the **CONNECT X - ALUMNI TALK SHOW**, held on 16th & 20th February, 2021 organized by SCAC, Centre for Innovation and Entrepreneurship (CIE).

**Dr. Sharayu Bhakare**  
CIE Head

**Dr. Hrishikesh Soman**  
Principal

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**CONNECT X - YOUNG TURKS**  
FUNDED BY RUSA 2.0

**CERTIFICATE OF APPRECIATION**

This is to certify that \_\_\_\_\_ has participated in **CONNECT X - Young Turks** as a Member of Organising Team, held on 20th February, 2021 organized by SCAC, Centre for Innovation and Entrepreneurship (CIE).

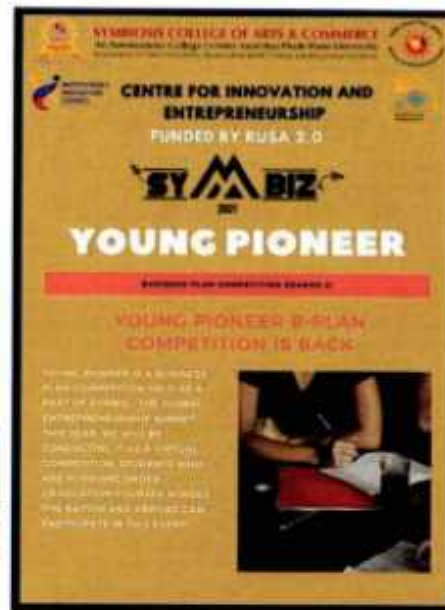
**Dr. Sharayu Bhakare**  
Convener

**Dr. Hrishikesh Soman**  
Principal



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## D. NATIONAL WEBINAR ON SEEDING ENTREPRENEURIAL SUCCESS



Theme: 'Seeding Entrepreneurial Success'

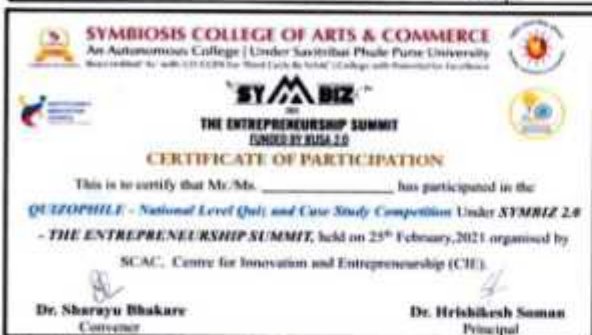




# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

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Certificate of participation

## E. INDRADHANU – PROMOTING ART ENTREPRENEURSHIP

**SYMBIOSIS COLLEGE OF ARTS AND COMMERCE**  
CENTRE FOR INNOVATION AND ENTREPRENEURSHIP

**INDRADHANU**  
Promoting Art Entrepreneurship

**OPEN MIC CHAI POETRY & MUSIC**

4th MARCH, 2021  
5:30 PM

JOIN US FOR AN EVENING FILLED WITH MUSICAL MUSICIANS AND POETS WHO'LL TRANSPORT US TO FAR OFF LANDS.

Guest  
**ADITYA NARAYAN**  
Performance Poet  
Student of Master in Comparative Literature  
Edinburgh University, Scotland

**PRIZES**  
1st INR 2500  
2nd INR 1500  
3rd INR 1000

Participation CERTIFICATES will be provided  
THANKS IN ADVANCE TO ALL PARTICIPANTS

Contact  
Aarpya-9423428078 Priyanka-9453304374

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Centre for Innovation and Entrepreneurship

presents  
**VIRTUAL INDRADHANU**  
PROMOTING ART ENTREPRENEURSHIP

FUNDED BY RUSA 2.0  
ART EXHIBITION AND COMPETITION

**SPECIAL GUESTS**  
MR. ANIL PURDHIT & MRS MADHURI PURDHIT  
Well known Artists

5TH MARCH 2021 | 4 PM  
CONNECT WITH US ON TEAMS

Free registration  
Participation certificates will be provided

**PRIZES**  
1st INR 2500  
2nd INR 1500  
3rd INR 1000

CONTACT - ANJANA ZENI - 942324451 SARSHI POPUL - 829709286





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## Certificate of Participation



## F. Inter-Collegiate Research Paper Competition





## SYMBIOSIS COLLEGE OF ARTS & COMMERCE

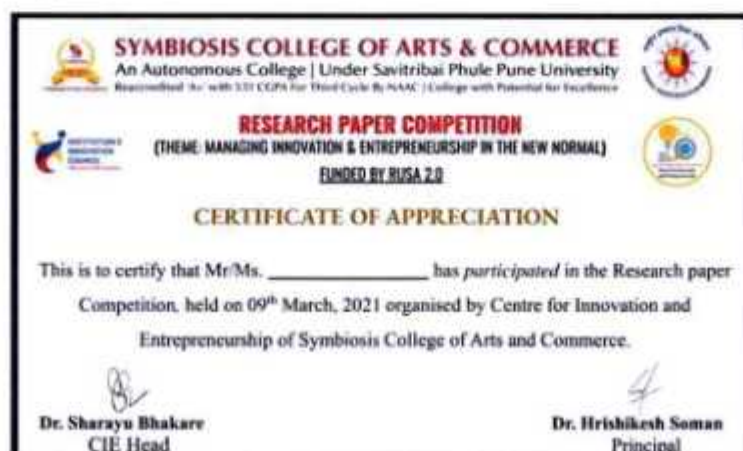
An Autonomous College | Under Savitribai Phule Pune University

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### Attendees of Research Paper Competition:

Names	Names
Arnab Roy M.N Venkataramana	M.N Venkataramana
Shweta Sanjeev Dalvi	Priyanka Raghav
Aditi Polkam	Vaishnavi Rahul Kawashte.
Yukta Jayraj Dusane	Sakshi Popli
Nandita Patra	Arpitha Anand
Mehak Mittal	Mahima Srivastava
Raj Baban Ghodke	Asmita Khule
Jyoti Ratnani	Chaitanya Vijay Gaikwad
Ramandeep Kaur	Sakshi Popli
Hariti Rajshree	Nikita Bhaurav Jadhav
Priya Pandey	Anurag Upase
Roshan Shukla	Isha Bharat Kale
Sadaf, Zameer, Shaikh	Susmita Kaginkar
Neha, Sanjay, Agarwal	Hrishikesh Ganjewar
Ashwini	Akanksha Sawant
Shelfali Singh	Anusil Das
Harsha Dulera	Parul Mehta
Gaurree Raynukddas	Aratrika Chakraborty
Sujit Tambe	Apurva Gupta, Pratik Nihal
Dr. Gauri Prabhu	Jagruti Kothavade
Danisha Das	Aarya
Apurva Hardikar	

### Certificate of Participation





## SYMBIOSIS COLLEGE OF ARTS & COMMERCE

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### 9. Optimum Fund Utilisation

SACC\ 385 \2022

Date: -08<sup>th</sup> March 2022

To,

The Joint Secretary  
University Grants Commission  
Western Regional Office  
Ganeshkhind,  
Pune-411007

**Sub: - Submission of Utilisation Certificate of Autonomy Grant for the year 2020-2021.  
(Receivable Rs.15,00,000/-)**

We have enclosed herewith the Utilisation Certificate duly signed by Chartered Accountant, for the Autonomy Grant of Rs.15,00,000/- (Rupees Fifteen Lakhs Receivable).

Also we have enclosed herewith the other related documents, certificates for finalization of Autonomy grant Account. You are requested to accept the same and release the grant amount at the earliest.

Thank You  
Yours sincerely

(Dr. Hrishikesh Soman)  
Principal

Symbiosis College of  
Arts & Commerce, Pune - 4.

Encl.: As above



28/3/2022



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



## SYMBIOSIS COLLEGE OF ARTS &amp; COMMERCE

S. B. Road Pune -411004

## INCOME &amp; EXPENDITURE ACCOUNT FOR AUTONOMY GRANT FOR THE YEAR 2020-2021

Income	Amount	Expenditure	Amount
Grant Receivable	912,576.00	Guest & Visiting Faculty	70,922.00
		Orientation and retraining of teachers / Capacity Building for teachers	0.00
		Re-designing of Courses & development of teaching & learning material/Upgradation of Syllabus	52,658.00
		Workshops & Seminars	0.00
		Examination Reforms	59,768.00
		Office Equipments teaching aids & Laboratory equipments	0.00
		Furniture for Office, Classrooms, Library & Laboratories	0.00
		Library Equipments, Books & Journals	46,431.00
		Expenditure on meetings of the governing body & Committees	22,700.00
		Renovation and repairs not leading to construction of a new building	479,434.00
		Extension Activities	181,683.00
		Development of Area Study Programme	0.00
Net Surplus	0.00		0.00
<b>TOTAL</b>	<b>912,576.00</b>	<b>TOTAL</b>	<b>912,576.00</b>

Pure  
08.03.2022

Chartered Accountants  
FRN 100937W  
(1982-1984)  
Partner  
SINGAPORE

4



## SYMBIOSIS COLLEGE OF ARTS & COMMERCE

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### ANNEXURE VIII

#### Utilization certificate

It is certified that the amount of Rs.9,12,576/- (Rupees Nine Lakhs Twelve Thousand Five Hundred Seventy-Six only) against the total grant of Rs.15,00,000/- (Rupees Fifteen Lakhs only) sanctioned to Symbiosis College of Arts & Commerce S.B. Road Pune - 411004 by the University Grants Commission towards XI<sup>th</sup> / XII<sup>th</sup> plan under Autonomous College Scheme has been utilized for the purpose for which it was sanctioned and in accordance with the terms and conditions as laid down by the commission.

**If as a result of check or audit objection, some irregularities are noticed at a later stage, action will be taken to refund, adjust or regularize the objected amount.**

4  
(Dr. Hrishikesh Soman)  
Principal

Symbiosis College of  
Arts & Commerce, Pune - 4.

For Sharad Shah & Co.  
Chartered Accountants  
FRN:109931W

(Jay S. Shah)  
Partner  
MRN:138798



# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

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## UTILIZATION CERTIFICATE

Name of Institute:	Symbiosis College of Arts & Commerce Pune
Name of the Scheme under which Grant sanctioned :	Autonomous College Scheme
Sanction Order No. & Date under which Grant was sanctioned :	F-27-12/12(WRO) dt.14.02.2014
Amount Sanctioned(Rs.):	15,00,000/-

### Management Responsibility:

Management is responsible for preparing and maintaining all accounting and other relevant supporting records and documents. The management is also responsible for ensuring that the Trust complies with all the conditions of grant and that the proceeds were used for specified purpose.

### Practitioner responsibility:

Practitioner responsibility is to check the following:

- Details have been extracted properly from the books of accounts.
- The documentary or other evidence to check utilization of grant given to the Trust

### Opinion:

We have verified the books of accounts, relevant records and based on the information & explanations provided by the Institute we certify that out of Rs.15,00,000/- (Rupees Fifteen Lakhs only) of grants-in-aid sanctioned in favour of Symbiosis College of Arts & Commerce Pune of which Rs. NIL has been received and Rs.NIL on account of unspent balance of the previous year, a sum of Rs.9,12,576/- (Rupees Nine Lakhs Twelve Thousand Five Hundred Seventy-Six Only.) has been utilized for the year 2020-2021 till date for the purpose for which it was sanctioned and that the balance of Rs. NIL remaining unutilized at the end will be adjusted towards the grant-in-aid payable during the next year. Rs.9,12,576/- is receivable.

### Restriction on Use:

The above certificate is for the purpose of giving assurance to the aforesaid Origination/Authority with regards to utilization of the aforesaid utilization of Grant sanctioned. Accordingly, we do not accept or assume any liability or any duty of care for any other purpose or any other person to whom this certificate is shown or into whose hands it may come without our prior consent in writing.

4  
PRINCIPAL  
Signature (Head of the Organization)  
Symbiosis College of Arts & Commerce, Pune-411004.

Signature (CFO)

For Sharad Shah & Co.  
Chartered Accountants  
FRN: 109931W  
Auditor  
UDIN: 22138798AFRNUL7718  
Place: Pune  
Date: 26/02/2022  
MCN: 138798





## 10. International Collaboration

### 10.1 Conducting International seminar in collaboration with foreign university.

#### International Initiatives 20-21

##### Activities

1. An online conference on Information Literacy & Democracy was conducted on 19th and 20th June 2020 by Hildesheim University Germany. Dr Tessy Thadathil conducted a session along with Dr Joachim Griesbaum & Ms Sophie Marz on **Learning intercultural aspects of information literacy: An experiential experiment involving German and Indian students.**
1. The Institute of Information Science and Language Technology University of Hildesheim Germany and Symbiosis College of Arts & Commerce Pune conducted a collaborative course on Intercultural perspectives of Information Literacy where 7 German and 14 Indian students participated and this was funded by the German Academic Exchange Service DAAD and the Federal Ministry of Education & Research. This was from Nov 2020 to Jan 2021
2. Dr. Joachim Griesbaum, Dr Tessy Thadathil & Ms Sophie Marz contributed an article on Learning Intercultural aspects of Information Literacy which was published in the Quarterly dossier on Internationalization of Higher education of the Symbiosis eXpress IntlEd on **'Advancing Internationalisation through Blended Learning'** October 2020, This contribution reports on a joint learning endeavour of the Symbiosis College of Arts & Commerce and the Institute of Information Science and Language Technology at the University of Hildesheim, carried out in the winter 2019-20
3. Online students conference was organised on Intercultural Perspectives of Information Literacy on 30<sup>th</sup> Jan 2021 organised jointly by Hildesheim University and Symbiosis College of Arts & Commerce
4. A webinar was conducted on April 27<sup>th</sup> 2021 by Ms Philomena Leung of Macquarie University Australia for the students of ACCA on career advice for ACCA students
5. A Talk was conducted on December 2, 2020 at 6:30 PM IST. titled, "Harry and Leta Hollingworth: The Husband and Wife who Saved Coca-Cola." by Anita M. Meehan, Ph.D. Professor Emeritus, Kutztown University of Pennsylvania PA Director for Penn HUB, PA-India Higher Education Initiative
6. A talk was conducted on **"The Birth of Intelligence Testing"** on 16<sup>th</sup> DECEMBER, 2020. by Anita M. Meehan, Ph.D. Professor Emeritus, Kutztown University of Pennsylvania PA Director for Penn HUB, PA-India Higher Education Initiative
7. Siddhi PADTURE  
Manager – Campus France, Pune. conducted a session on Higher Education Opportunities in France on 22/01/2021 at 11 am
1. In collaboration with Symbiosis College of Arts and Commerce and the Kutztown University of Pennsylvania a Mini Lecture Series was conducted using the online Zoom platform on 23<sup>rd</sup>, 25<sup>th</sup> and 30<sup>th</sup> March 2021. Various topics from the field of Psychology were presented by the esteemed faculty from Kutztown University of Pennsylvania and Symbiosis College of Arts and Commerce, Pune, India. The purpose of this initiative





was to help the students of both the institutes to know about various fields of Psychology. The following topics were discussed-

- **“Establishing the Therapeutic Relationship: An Overview of Irvin Yalom's Approach to Psychotherapy”**,
- **“Eastern and Western Conceptualization of Happiness”**,
- **“Big 5 and Alternative 5 Factor Models of Personality”**
- **“The Brain and Memory: An Overview of the Neuropsychology of Memory”**

Prof. Dr. Gregory Shelley, Chair Department of Psychology Kutztown University, Pennsylvania, Prof. Dennis Rains, from Kutztown University, Pennsylvania, and Prof. Dr. Alpana Vaidya from Symbiosis College of Arts and Commerce, Pune, India conducted the lectures for the students.

1. 4 of our liberal arts students are on a year long student exchange program to Hildesheim University under Erasmus Plus and their names are  
Noopur Patil, Siddharth Keshan, Sanyukta Shrotri, Janhavi Rathod
  1. Dr. Shubhada Tamhankar was invited by Kedge Business School, Marseille France as visiting faculty to deliver 30 hours of teaching at the International seminar from March 15 to Mar 19<sup>th</sup>, 2021. Her topic was “Ecopreneurship and Green Business Model “
  2. A guest lecture was conducted on “Liberal Arts In The USA” by Mr. Mihir Singh on 18<sup>th</sup> February 2021
  3. Our college collaborated with the Varna University of Management, Bulgaria for the 5th International Ph.D. Seminar held from 7th-10th September 2020. The seminar was organized in online mode and received an overwhelming response from the Ph.D. scholars and students. The following 3 students of our college received the Best Research Paper Award:
    - 1.Komal Dhiwar- MA guided by Dr.Marcelle Samuel
    - 2.Anya Jamwal- TY B.Com guided by Dr.Tessy Thadathil
    - 3.Gururaj Sharma-TY B.Com guided by Dr. Sharayu Bhakare
- Principal Dr.Hrishikesh Soman addressed the participants on the topic 'Research in Academics'. Seminar Convenor was Dr.Sharayu Bhakare.





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## 10.2 Sending students for semester exchange programmes.

### German Exchange Program-AY 2020-21

Compose

Mail

- Inbox 237
- Starred
- Snooded
- Sent
- Drafts 16
- More

Chat

No conversations  
Start a chat

Spaces

Meet

Forwarded message

From: Nilda David <nilda.david@symbiosiscollege.edu.in>  
Date: Thu, Jan 8, 2020 at 11:37 AM  
Subject: German Exchange Programme  
To: <tessy.thadathil@symbiosiscollege.edu.in>  
Cc: <sangeetha.nair@symbiosiscollege.edu.in>

Dear Tessy,

Following are the details of the students, who have been selected for the German Semester Exchange Programme:

1) Sanyukta Milind Shrotri  
Email id: <sanyukta.shrotri@gmail.com>  
Contact no: 91123841239921177484  
Class: FYBA Div: G  
Roll No: 3069  
Passport: Yes

2) Siddharth Kishan  
Email id: <siddharthkishan1@gmail.com>  
Contact No: 9623364966  
Class: SYBA Div: G  
Roll No: 3208  
Passport: No

3) Anupriya Patil  
Email id: <anupriya.patil@gmail.com>  
Contact No: 8408820338/9968130311  
Class: SYBCom Div: F  
Roll No: 6208  
Passport: Yes

Warmly,  
Nilda

The information contained in e-mail messages sent using systems of Symbiosis College of Arts & Commerce, Pune is intended only for the use of the individual or entities to whom it is addressed. If you are not the intended recipient, you should not disseminate, distribute or take any action in reliance upon the information. If you have received this communication in error, please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or take any action. If you are not the named addressee you should not disseminate, distribute or take any action. Please do not





### 10.3 Conducting online talks/lectures on relevant subjects for students of foreign university.

#### KEDGE International

From: International seminar <[international.seminar@kedgebs.com](mailto:international.seminar@kedgebs.com)>  
Sent: Wed, 13 Jan 2021 21:41:50  
To: "sk.tamhankar@gmail.com" <[sk.tamhankar@gmail.com](mailto:sk.tamhankar@gmail.com)>  
Cc: International seminar <[international.seminar@kedgebs.com](mailto:international.seminar@kedgebs.com)>  
Subject: **KEDGE International Seminar** > Professor Teaching opportunity 15-19 March - Navigating in times of crisis

Good afternoon Tamhankar,

Wishing you first a Happy New year, for you, and your Family !

I seize the opportunity of this message, full of hopes at the eve of a new start, to inform you our international seminar will be done in March.  
Should you want to apply, please send a **syllabus to me please, the same as last year is ok. But with a covid dimension**. It would be appreciated by our faculty member

International Seminars continue at **KEDGE** Business School with an online format. It will take place in **March, from Mon.15 to Fri.19**. The topics will remain focused on **Navigating in times of crisis**; a perfect theme for our students to get essential keys for their professional life.

Our seminars aim to teach our master students a specific field (e.g., *Corporate Social Responsibility, (I)HRM, Finance, Marketing, Operations Management, Strategy*) that we do not necessarily have within our school. It would be interesting for our students to be **taught a class with a topic in relation with the Covid-19 virus** in order for them to understand the new world we are living in.

Based on a collaborative work, our students are eager to learn more about a trendy specialty which will serve them well for their professional future.

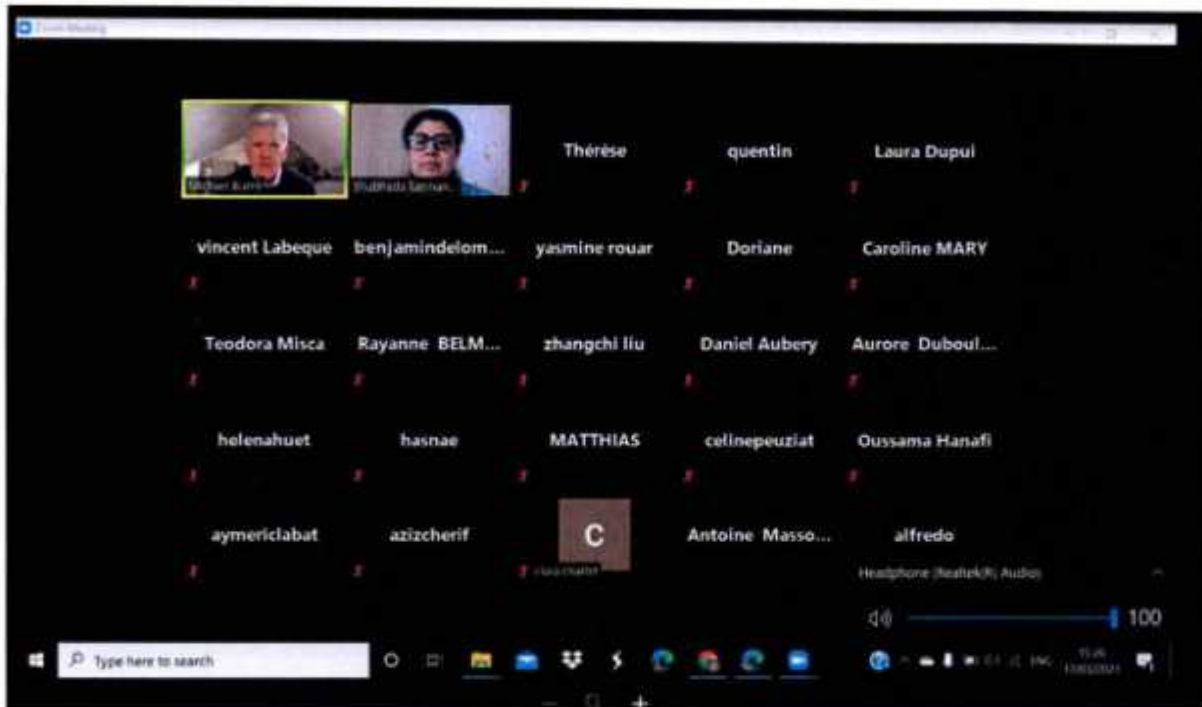
If you are available for **next spring 2021**, and if you are willing to be part of this professional and human adventure, please send to [international.seminar@kedgebs.com](mailto:international.seminar@kedgebs.com) your **résumé**, as well as the **syllabus of your course in AACSB format** (matrix and example attached) **by January 25, 2021**.

Should you have a colleague at your faculty interested in teaching online with us, feel free to forward them this message.



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## KEDGE Online International Seminar





## Mini Lecture Series between the Kutztown University and Symbiosis College of Arts and Commerce - Report

In collaboration with Symbiosis College of Arts and Commerce and the Kutztown University of Pennsylvania Mini Lecture Series was conducted using the online Zoom platform. Various topics from the field of Psychology were presented by the esteemed faculty from Kutztown University of Pennsylvania and Symbiosis College of Arts and Commerce, Pune, India.

The purpose of this initiative was to help the students of both the institutes to know about various fields of Psychology. The following topics were discussed-

1. "Establishing the Therapeutic Relationship: An Overview of Irvin Yalom's Approach to Psychotherapy".
2. "Eastern and Western Conceptualization of Happiness",
3. "Big 5 and Alternative 5 Factor Models of Personality"
4. "The Brain and Memory: An Overview of the Neuropsychology of Memory"


Prof. Dr. Gregory Shelley, Chair Department of Psychology Kutztown University, Pennsylvania, Prof. Dennis Rains, from Kutztown University, Pennsylvania, and Prof. Dr. Alpana Vaidya from Symbiosis College of Arts and Commerce, Pune, India conducted the lectures for the students. (Highlights of what each lecture consisted of is separately attached).

All the lectures were well received by the students from both countries. Both student bodies got to experience lectures conducted by professors from the opposite institution.

I am sure, in this world of globalization and technological advancement, initiatives like these will help the students from both countries to gain cross-cultural understanding and knowledge about the advances in Psychology.

I am sure, this initiative will strengthen the bond between the Symbiosis College of Arts and Commerce, Pune, India, and the Kutztown University of Pennsylvania, USA. We look forward to many more programs including research opportunities in the future.

Our special thanks to Symbiosis International Initiatives Centre and authorities of Kutztown University, Pennsylvania, for getting us connected to the Department of Psychology. Sincere gratitude to Principal, Dr. Hrishikesh Soman, Vice Principal Dr. Tessy for all the support. Lastly, I would like to thank the students of the Psychology department of Kutztown University, Pennsylvania, and students from the Department of Psychology Symbiosis College of Arts and Commerce, Pune for their active participation.

  
Professor Dr. Alpana Vaidya  
Head, Department of Psychology







**10.4 Undertaking joint online learning endeavour with foreign universities with objective to foster intercultural learning and information literacy -[ACM/2020-2021/1/4]**

**Extract of Resolution**

Programme Specific Outcome for B.Com. (Interdisciplinary Studies)

Dr. Hilda David explained the Programme Specific Outcome for B.Com. (Interdisciplinary Studies)

as follows:

PSO-1 A blend of subjective and objective thinking attained through exposure to various disciplines

PSO-2 A capability to appreciate and critically analyse issues from the point of view of different disciplines and their perspectives.

PSO-3 The ability, knowledge and comprehension to face real world issues and problems which are many times interlinked and cannot be understood in isolation.

PSO-4 An interdisciplinary research aptitude.

PSO-5 An ability to synthesize and integrate original, creative, and unconventional thinking, with a sensitivity towards issues concerning values and ethics.

Dr. Hilda David further informed to the committee members that as B.Com. Interdisciplinary course

was started newly in 2020-2021, 6 courses were introduced. Out of these six, 3 courses were revised

little bit from the current academic year. In the next semester 8 new courses were introduced.



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### Transnational Learning Scenario:

### Intercultural Perspectives on Information Literacy

### The Class of 2020-21





## Certificate of participation

of the Joint Learning Endeavor

### "Intercultural perspectives on information literacy"

in winter term 2020/2021

A joint online learning endeavour was carried out in the winter term of 2020/2021 by Symbiosis College of Arts & Commerce, Pune and the Institute of Information Science and Language Technology at the University of Hildesheim, Germany. The purpose of the learning scenario was to foster intercultural learning and information literacy.

Students individually had to learn about basics of scientific literacy and collaboratively constructed knowledge on one of four research topics, namely "Information behaviour in Corona times", "What I believe is surely true: How to correct cognitive errors to promote an open mind", "The Impact of the pandemic on the education sector", "How to cultivate information literacy in rural environments". To learn about basics of scientific literacy, students had to build a common ground on prerequisites and skills with regard to academic work. For the collaborative knowledge construction on a specific research topic, students had to search, read, summarize and reflect on the state of the art literature and conduct interviews with local users. Finally, on January 30<sup>th</sup> 2021 students shared the group's knowledge with the "world" in an online conference.

We hereby confirm that **Girme, Ishita** participated in the Joint Learning Endeavor "Intercultural perspectives on information literacy" in winter term 2020/2021.

Dr. Tessy Thadathil  
Symbiosis College of  
Arts and Commerce, India

Prof. Dr. Joachim Griesbaum  
University of Hildesheim

Sophie März  
University of Hildesheim

Dr. Jini Jacob  
Symbiosis College of  
Arts and Commerce, India

Theresia Woltermann  
University of Hildesheim





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## ONLINE CONFERENCE INFORMATION LITERACY AND DEMOCRACY (IDE): CITIZENS, SEARCH METHODS AND ANALYTICAL ALGORITHMS IN POLITICAL OPINION FORMATION JUNE 2020

ONLINE CONFERENCE  
INFORMATION LITERACY AND DEMOCRACY (IDE):  
CITIZENS, SEARCH METHODS AND ANALYTICAL ALGORITHMS IN POLITICAL OPINION FORMATION

19<sup>th</sup>-20<sup>th</sup> JUNE 2020



### THURSDAY, 18<sup>th</sup> JUNE 2020 (GERMAN)

02:00 p.m. Eröffnung der Tagung  
04:00 p.m. Diskussionsrunde  
»Informationskompetenz und Demokratie konkret:  
Handlungsbereitschaft und Handlungsansätze«  
Online Diskussion  
»Informationskompetenz Aufbau im Bildungssystem«

### FRIDAY, 19<sup>th</sup> JUNE 2020

02:00 p.m. Welcoming & opening session  
02:45 p.m. Break  
03:00 p.m. »Views on and the shape of information literacy«  
Johanna Rivano Eckerdt  
Lund University, Sweden  
04:00 p.m. Break  
04:15 p.m. »Artificial intelligence and its application in information and media  
literacy education«  
William Cope & Mary Kuhlartz  
University of Illinois, USA  
05:30 p.m. Poster presentations  
Closure of the 1<sup>st</sup> conference day

time zone: CEST

### SATURDAY, 20<sup>th</sup> JUNE 2020

01:00 p.m. Opening session of the 2<sup>nd</sup> conference day  
01:15 p.m. »Information literacy for a functioning democracy in the post-  
truth era«  
Serap Kutlanoğlu  
Hacettepe University Ankara, Turkey  
02:15 p.m. Break  
02:30 p.m. Workshop  
»Learning intercultural aspects of information literacy: An  
experiential experiment involving German and Indian students«  
Tessy Thaduthi, Francis Jarman, Sophie Marz & Joachim Griesbaum  
Symbiosis College Of Arts & Commerce, Pune & University of  
Hildesheim, Germany  
03:30 p.m. Break  
04:00 p.m. »Media and information literacy as self-disruption«  
Miro Hilbert & Emir Vajzović  
University of Sarajevo, Bosnia and Herzegovina  
Closure of the conference

time zone: CEST

### CONTACT

University of Hildesheim

Project team Information Literacy and Democracy (IDE)  
E-mail: [infodem@uni-hildesheim.de](mailto:infodem@uni-hildesheim.de)

<https://informationskompetenz.blog.uni-hildesheim.de/>

The project is part of the »Future Discourses« initiated by the Ministry of Science and Culture of Lower Saxony and is funded by the Niedersächsischen Vorab.

**10.5 To reach out foreign students for admission.**

- ✓ Non-Resident Indian (NRI)
2. Check the basic Eligibility
3. Fill up the application form and pay the initial application amount
4. Scanned documents to be uploaded at the time of online application
5. SCIE will verify the documents and will issue an offer letter
6. The student needs to pay the registration fees after receiving offer letter to get provisional admission letter.
7. The foreign National student (except Nepal & Bhutan) is expected to procure VISA on the basis of provisional admission letter and arrive in India with all relevant documents.
8. Upon arrival in India SCIE will verify the original documents and issue a letter confirming admission of the said student addressed to the College
9. The student will approach College with the letter of confirmation where he/she will be given login id password and will be asked to fill up the admission form and pay the tuition fee. Once the tuition fee is paid, the admission will conclude.

**International student's help desk:**

Symbiosis Society through Symbiosis Center for International Education(SCIE) provides necessary assistance to all the foreign students taking

admission in various programs.

**SCIE** has international Student's council



SYMBIOSIS COLLEGE OF ARTS AND COMMERCE

Senapati Bapat Road, Pune 411 004, Maharashtra, India

Tel: +91-020-29853903 | Email: [info@symovest.com](mailto:info@symovest.com)

For More Information Visit [www.spartanaccollege.edu](http://www.spartanaccollege.edu)

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(An Autonomous College)

Center for Applied Public Policy Studies (CAPPS) Publications

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