

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)

Part – A

1. Details of the Institution

1.1 Name of the Institution

Symbiosis College of Arts and Commerce

1.2 Address Line 1

S. B. Road

Address Line 2

Pune-411004

City/Town

Pune

State

Maharashtra

Pin Code

411004

Institution e-mail address

symbiosiscollege@gmail.com

Contact Nos.

020-25653903

Name of the Head of the Institution:

Dr. Hrishikesh Mukund Soman

Tel. No. with STD Code:

020-25653903

Mobile:

+91 9371019988

Name of the IQAC Co-ordinator:

Mobile:

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHCOGN 18879) _____ ID **8639** _____

1.4 Website address:

Web-link of the AQAR:

For ex. <http://www.ladykeanecollege.edu.in/AQAR201213.doc>

1.5 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	A	85.60	2004	2009
2	2 nd Cycle	A	3.43	2011	2016
3	3 rd Cycle				
4	4 th Cycle				

1.6 Date of Establishment of IQAC : DD/MM/YYYY

1.7 AQAR for the year (for example 2010-11)

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

- i. AQAR _____ 2011 - 2012 _____ (23/04/2014)
- ii. AQAR _____ 2012 - 2013 _____ (23/04/2014)
- iii. AQAR _____ (DD/MM/YYYY)
- iv. AQAR _____ (DD/MM/YYYY)

1.9 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.10 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

1.11 Name of the Affiliating University (for the Colleges)

Savitribai Phule Pune University,
Pune (Maharashtra)

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence UGC-CPE

DST Star Scheme	<input type="text" value="N.A"/>	UGC-CE	<input type="text" value="N.A"/>
UGC-Special Assistance Programme	<input type="text" value="N.A"/>	DST-FIST	<input type="text" value="N.A"/>
UGC-Innovative PG programmes	<input type="text" value="N.A"/>	Any other (<i>Specify</i>)	<input type="text" value="N.A"/>
UGC-COP Programmes	<input type="text" value="N.A"/>		

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="07"/>
2.2 No. of Administrative/Technical staff	<input type="text" value="01"/>
2.3 No. of students	<input type="text" value="N.A."/>
2.4 No. of Management representatives	<input type="text" value="N.A."/>
2.5 No. of Alumni	<input type="text" value="N.A."/>
2.6 No. of any other stakeholder and community representatives	<input type="text" value="N.A."/>
2.7 No. of Employers/ Industrialists	<input type="text" value="N.A."/>
2.8 No. of other External Experts	<input type="text" value="02"/>
2.9 Total No. of members	<input type="text" value="10"/>

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders:	No.	<input type="text"/>	Faculty	<input type="text"/>			
Non-Teaching Staff	<input type="text"/>	Students	<input type="text"/>	Alumni	<input type="text"/>	Others	<input type="text"/>

2.12 Has IQAC received any funding from UGC during the year? Yes No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

- ▶ Foundation Course and Orientation Programme for F.Y.B.A and B.COM Students
- ▶ Encouraged Department of Accountancy to organise seminar, workshops, foundation course in accountancy and a twelve-day practical session on Tally.
- ▶ Department of Economics and Banking organized Dr. V.M. Dandekar Memorial Lecture Series on 25th February, 2014, at the Vishwabhavan.
- ▶ Syllabus restructuring through Respective Board of Studies
- ▶ Career Guidance and Counselling through Placement Cell
- ▶ Create a culture of collaboration-International Initiatives

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Outcome/Accomplishments
Teaching and Learning Process	Innovative Teaching Learning Pedagogy <ul style="list-style-type: none"> ▶ 'Costeo Semena'- Dept of Accounting and Costing ▶ Marketing Quiz Competition

	<ul style="list-style-type: none"> ◆ Smart Marketing Competition ◆ Marketing exhibition ◆ Psyphoria – Dept of Psychology ◆ Epiphany- Dept. of English ◆ Bankonomics – Dept of Banking & Economics ◆ A Social Entrepreneurship event ‘Spandan’
Evaluation	<ul style="list-style-type: none"> ◆ Continuous Evaluation through <ul style="list-style-type: none"> ➤ Online Exam ➤ Assignments ◆ Semester End Examination ◆ Introduction of e-learning module of 1 Credit for Special Papers of B.A, and B.Com.
Research Capabilities	<p>Faculty members attended Forty International , National and State level Conferences</p> <p>Thirty-Two papers were presented in International and National Conferences</p> <p>Twenty-Six Papers were published in various journals</p>
Educational and Industrial Visits	<p>Nineteen Educational Visits, Study Tours and Field Trips were organized.</p> <p>Few major visits:</p> <ol style="list-style-type: none"> 1. Visit to the plant of Volkswagen at Chakan 2. Visit to Symbi Hills 3. Visit to Dahanu for the Chikoo Utsav. 4. Visit to Ankur Vidya Mandir 5. Visit Mharatha Chamber of Commerce Industry and Agriculture 6. Visit to Bombay Stock Exchange by Dept of Economics and Banking &

	<p>Dept of Accounting and Costing</p> <ol style="list-style-type: none"> 7. Visit to Reserve Bank of India 8. Visit Experiencing Ecosystem at Mahalunge Hill 9. Visit to Prabhat Talkies 10. Visit a Theatre Space in Pune 11. Visit Ajanta - Ellora to study civilization 12. Visit to Jadhavgad, Saswad, 13. Visit to Khujuraho. 14. Visit to FTII. 15. Visit to Art Galleries and Museums in Mumbai. 16. Visit Chambeli Village, Konkan. 17. Study tour to Wai, Panchagani MIDC was organized on 22nd January 2014. 18. Visit to handmade paper factory in the premises of Agriculture college Pune was organized on 4th February 2014. 19. Visit to 'Stew Art...specialty restaurant' and an innovative entrepreneurial venture was organized on 11th March 2014.
Workshops	<p>Twenty - Three workshops / seminars were organised on the following topics:</p> <ol style="list-style-type: none"> 1. 'Recent Trends in Costing' 2. River Rejuvenation in Maharashtra 3. "Kirloskar -Vasundhara Environmental Festival" 4. Advertising & Culture 5. Marketing & Branding of Mahindra trucks & buses Ltd. 6. Data Analysis with Excel. 7. "Evolution of the Dot-Introduction to Visual 8. Creative Writing & writing for the Media & Graphic Novel. 9. ,"Leadership skills". 10. Ismita dhankar on her books 11. Creative and artistic thinking 12. Cartoon making 13. Warlie Painting

	<p>14. Non-violent Communication</p> <p>15. Art and Freedom – International Conference</p> <p>16. Make Up workshop</p> <p>17. Haiku workshop</p> <p>18. How to overcome temptations?</p> <p>19. Meditation and concentration</p> <p>20. Why should you have an ideal</p> <p>21. Self-development</p> <p>22. Crea Tea-vity- a three hours workshop on creativity</p> <p>23. Thinking skills’ workshop</p>
Activities planned to be organized under Environment awareness and National Service Scheme	<ul style="list-style-type: none"> ♦ 900 students worked for Symbi-Hill conservation ♦ 220 students participated in rice transplantation ♦ 150 students participated in Traffic Survey ♦ Blood Donation Camp 300 Bottles of blood donated ♦ Participation in AIDs Awareness Rally ♦ 100 Students Participated in River Clean Up Abhiyan ♦ NSS students Participated in winter Camp.
Value Based Programs.	<ul style="list-style-type: none"> ♦ Symbiosis Centre for Human Excellence organised 9 lectures. ♦ 100 students participated in one-day seminar on “Human Excellence”
Placements	Eleven Companies visited our college and 52 Students got placed out of 198
International Initiatives	International Seminar on Art and Freedom in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany.

** Attach the Academic Calendar of the year as Annexure.*

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

The AQAR 2013-2014 was approved by the Governing Body of symbiosis College of Arts and Commerce (Autonomous) in its meeting held on 23rd April 2015.

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	01			
UG	03			
PG Diploma				
Advanced Diploma				
Diploma			01	
Certificate			24	02
Others				
Total				
Interdisciplinary				
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	04
Trimester	
Annual	

1.3 Feedback from stakeholders* (On all aspects) Alumni Parents Employers Students

Mode of feedback : Online Manual Co-operating schools (for PEI)

**Please provide an analysis of the feedback in the Annexure*

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

- The college was granted an Academic Autonomy in 2012- 2013. This is the second year of the Autonomy and the complete syllabi of the Second Year B.A. , B.Com and M.Com Part II is changed from the University of Pune curriculum to Autonomous. Similarly the Annual pattern is changed to the Semester pattern for the said courses.
- Yes there was revision of Syllabi for Faculty of Arts and Commerce.
- SYBA, SYBCOM and M.Com Sem-3 & 4 syllabi was revised and restructured by respective Board of Studies.
- Revised syllabi was approved by Board of Studies, Academic council and Governing body.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

No.

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
33	20	12	-	01

2.2 No. of permanent faculty with Ph.D.

11

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
15	4	12	0	0	0	01	1	33	5

2.4 No. of Guest and Visiting faculty and Temporary faculty

20

11

5

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	25	13	2
Presented papers	21	11	
Resource Persons	2	2	4

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- Effective use of technology in course delivery
- Group Projects
- Games and Role Plays
- Case studies
- Workshops
- Field Trips and Educational Tours
- Continuous Evaluation

2.7 Total No. of actual teaching days during this academic year

184

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

Online MCQ & Assignments

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

34

2.10 Average percentage of attendance of students

75 %

2.11 Course/Programme wise distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	First Class %	Higher Second %	Second %	Pass %
B.A.	121	6.6	50.41	19.00	9.09	4.13
B.Com	794	15.36	41.30	15.11	9.82	4.53
B.Sc. (Comp Sci)	39	00	2.56	5.12	12.82	7.69

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	01
UGC – Faculty Improvement Programme	01
HRD programmes	
Orientation programmes	01
Faculty exchange programme	
Staff training conducted by the university	
Staff training conducted by other institutions	
Summer / Winter schools, Workshops, etc.	03
Others	

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	27	1		
Technical Staff	13	4		

Criterion – III**3. Research, Consultancy and Extension**

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- There is a Positive Environment in College for Research and Development
- Encouragement and Support by Academic Committee to write research papers in reputed journals
- Granting of Duty Leave for attending National and international Conferences
- Reimbursement of Registration Fees and Approval of Travel Grant
- Access to Digital Data Base

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.4 Details on research publications

	International	National	Others
Peer Review Journals	2	3	1
Non-Peer Review Journals	4	4	2
e-Journals	1	1	1
Conference proceedings	5	2	1

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges Autonomy CPE DBT Star Scheme

INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number	01				
Sponsoring agencies	Hildersham University Germany				

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs :

From Funding agency From Management of University/College
 Total

3.16 No. of patents received this year

Type of Patent	Number	
National	Applied	
	Granted	
International	Applied	
	Granted	
Commercialised	Applied	
	Granted	

3.17 No. of research awards/ recognitions received by faculty and research fellows Of the institute in the year

Total	International	National	State	University	Dist	College

3.18 No. of faculty from the Institution who are Ph. D. Guides
 and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level
National level International level

3.22 No. of students participated in NCC events:

University level State level
National level International level

3.23 No. of Awards won in NSS:

University level State level
National level International level

3.24 No. of Awards won in NCC:

University level State level
National level International level

3.25 No. of Extension activities organized

University forum College forum
NCC NSS Any other

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

-
-

Criterion – IV**4. Infrastructure and Learning Resources**

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	1 Acre	-		1 Acre
Class rooms	22	-		22
Laboratories	05	-		05
Seminar Halls	03			03
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	01			
Value of the equipment purchased during the year (Rs. in Lakhs)		□		
Others				

4.2 Computerization of administration and library

SCAC library is computerised and fully automated. 'Libsuite' library management software is used for library operations. OPAC is available. All library documents are barcoded and indexed.

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	8844	82200511.00	62	548997.82	8906	82749508.82
Reference Books	20248		743		20991	
e-Books	...	...	...	...	...	...
Journals	32	339401.00	32	72352.00	32	411753.00
e-Journals	...	...	...	...	...	...
Digital Database	6	1215710.00	6	292865.00	6	1508575.00
CD & Video	336	126964.00	8	748.00	344	127712.00
Others (specify)	...	...	...	...	...	...

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	267	215	8 Mbps	267	00	28	24	00
Added	00	00	00	00	00	00	00	00
Total	267	215	8 Mbps	267	00	28	24	00

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

<ul style="list-style-type: none"> • WI-FI enabled Campus, • Technology enabled classrooms • Digital Data Base

4.6 Amount spent on maintenance in lakhs :

i) ICT	872750
ii) Campus Infrastructure and facilities	670749
iii) Equipments	306819
iv) Others	27863
Total :	1878181

Criterion – V**5. Student Support and Progression**

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

1. The College publishes its updated prospectus every year with Detailed information on

- Course Structure:(B.A.,B.Com And M.Com)
- Add On Courses-Liberal Arts
- Fee Structure
- Credit System
- Examination Rules
- Infrastructure
- Library
- Disciplinary Rules
- Scholarships & Freeships
- Statutory Committees
- Curricular And Extra-Curricular Associations
- Important Application Forms
 - I. Association Registration Form
 - II. Bonafide Certificate
 - III. Anti-Ragging Affidavit Format

2. The College Publishes its College Magazine-Mosaic every year.

It includes:

- Faculty achievements and co curricular pursuits
- Departmental and Association Reports
- List of Annual Prize winners
- Creative Expressions(Articles, Poems, Art Gallery, Photographs)

3. The College website for disseminating information are:

www.symbiosiscollege.edu.in

These websites facilitate online admissions besides keeping students abreast of important dates for examination, fees, practical submissions; other important notices are uploaded and displayed on website.

5.2 Efforts made by the institution for tracking the progression

The Institution and Exam Department tracks the progression through

Continuous Evaluation:

- Online Exams
- Assignments
- Semester end exam

Term end and annual examination

Journal submission and viva

Important Circulars displayed

5.3 (a) Total Number of students

UG	PG	Ph. D.	SCLA
2656	221		76+61=137

(b) No. of students outside the state

807

(c) No. of international students

275

Men	No	%		Women	No	%
	1603	55.69			1275	44.30

Last Year(2012-13)						This Year(2013-2014)					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
2240	131	05	198	00	2574	2206	118	07	183	00	2514

Demand ratio

Dropout %

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

- Foundation Course and Orientation Programme for F.Y.B.A and B.COM Students(Career guidance and Personality Development Programme at entry level)
- Career Guidance Workshops by industry experts
- Soft skill training Sessions

No. of students benefitted

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
11	198	52	00

5.8 Details of gender sensitization programmes

Gender sensitization is done through Cells like NSS and Students Welfare Board along with activities like, publications, films and documentary screening Nirbhaya Kanya Abhiyan, rally's etc .

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	3	6000
Financial support from government	111	590095
Financial support from other sources	29	440023
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: _____

Criterion – VI**6. Governance, Leadership and Management**

6.1 State the Vision and Mission of the institution

“Symbiosis will be the preferred destination for all who aspire to excel.”

“Our mission is to pursue knowledge through academic, co-curricular and extra-curricular activities and develop the learners’ personality with a strong value base.

We are committed to maintaining a balance between theory and practice. We endure to facilitate the learners to gain knowledge and experience enabling them to achieve meaningful individual development and the wellbeing of society at large.”

OBJECTIVES OF THE INSTITUTION

- To impart knowledge of various subjects to learners under Arts, Commerce and Computer Science Studies, to the under graduate programmes. And also through post graduate programmes in Commerce of University of Pune.
- To develop students as responsible citizens.
- To inculcate communication and study skills.
- To give awareness of environment and social ethos.
- To prepare our students to take up significant responsibilities in trade and commerce, industry and various professions

6.2 Does the Institution has a management Information System

Yes

Admission Oriented MIS-online admissions

Office and administration is totally computerized

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

Curriculum Development:

- Academic Autonomy provided in designing courses to suit the current market needs and to make the course content more industry and profession oriented.
- Participation of Industry experts and Alumni in designing course structure syllabi
- Relevant and challenging courses Designed by respective Board of Studies.
- Multi-disciplinary and Interdisciplinary approach introduced in the course Structure.
- Strengthened liberal arts educational programme by making it interdisciplinary at a holistic learning process.
- Restructured the examination and evaluation pattern.

6.3.2 Teaching and Learning

The College believes creating a dynamic learning environment .The learning spaces in our campus aims at empowering students. The faculty of the college is interactive, innovative and are continuously improving their teaching-learning pedagogy. Some highlights of the teaching-learning pedagogy are stated below:

- Active Learning and Team work
- Effective Use of Audio Visual Aids
- Class Presentations
- Class Discussions
- Industrial Visits
- Exhibitions
- Surveys
- Projects
- Case Studies
- Question and Answer sessions
- Educational Trips
- Industrial Visits
- Guest Lectures
- Workshops

6.3.3 Examination and Evaluation

Continuous Evaluation: First Year B.A, B.COM and M.COM Students

- Assignments
- Mid semester exams-online exams
- Semester End Exams

Term end and Annual Exams for Second and Third Year B.A, B.COM students (University Pattern)

6.3.4 Research and Development

The College always motivates and encourages faculty members of all departments to write quality research papers. The teaching staff is encouraged to take research projects. The staff members are permitted to attend and participate in National and International Conferences, seminars, workshops. The Academic Committee of the College comprising of all the Heads of Departments of all streams and Headed by the Principal are instrumental in creating a positive environment for research and academic growth.

- The Committee motivates teachers to participate in research-based activities such as Ph.D, M.Phil, writing research papers and articles and organizing seminars and conferences.
- Students are encouraged to participate in intercollegiate paper reading and writing competitions for which they are guided and assisted by the teachers.
- It is mandatory for the M.Com. students to prepare a dissertation or project report as part of the curriculum. The concerned subject teachers co-ordinate this activity, encouraging the postgraduate students to conduct research in various aspects of Commerce.
- Teachers are encouraged to attend seminars / conferences at various levels. The college proactively assists faculty engaged in research work.
- Teachers attend workshops on Research Methodology and innovative practices in teaching.
- All notices/circulars/pamphlets regarding local, national and international seminars and conferences are displayed on the Staff Notice Board.
- Duty Leave is granted and financial assistance is provided whenever possible.
- Special mention is made of teachers' achievements in the annual College magazine and in the presentation of the Annual Report at the Annual Prize Distribution Ceremony.
- The college provides funds for organizing conferences and seminars and also to staff attending faculty development events held elsewhere

Highlights of Research and Development

Papers Presented:

- Dr. Hrishikesh Soman was invited to make a presentation at the International Conference on “Contemporary Research in Tourism and Hospitality” held in Pondicherry in February 2014.
- He was also appointed as an Adjudicator to assess Ph.D. Thesis and also invited as referee to review the viva for the same by University of Kerala and University of Mumbai.
- Invited for the 11th ITC’s National Conference, on strategic interventions in tourism: role in regional development 2014 held at Manipur University, Manipur, Imphal on 5th – 6th April 2014.
- Invited to attend International Conference on “Contemporary Research in Tourism and Hospitality: Theory, Practice and Pitfalls” 18-21 Feb 2014, Pondicherry University, Pondicherry,

6.3.5 Library, ICT and physical infrastructure / instrumentation

Academic activities

For academic activities the following infrastructure is available:

- Well equipped classrooms
- Mobile trolleys on each floor to carry the OHP and LCD to all classrooms are available with trained peons to operate the equipment.
- Reading Hall, Audio-Visual (A.V.) Hall with internet connectivity, Multi channel television facility and C.D./ D.V.D. Player.
- A new Computer laboratory, an Electronics laboratory and a language laboratory.
- Wi-Fi Campus

6.3.6 Human Resource Management

- Symbiosis management is committed to provide quality education to all who aspire for it. Therefore the college is always supported and provided with all the necessary resources.
- Education delivery is entirely trusted to the teachers and the management gives total autonomy to experiment and to implement creative ideas. The students are also free to approach the Principal and teachers with their new ideas and normally all such plans are implemented.
- The Principal shows full confidence in the ability of the faculty members, they get encouragement and feel free to experiment. New and innovative ideas are encouraged in the college.
- The Principal is proactive, supportive and initiates many activities that are important from the students' career point of view or beneficial for the college from a long term perspective
- The positive and democratic approach taken by him has resulted in us in achieving 'Academic Autonomy'.
- The Principal has taken a strong initiative in developing various academic programmes and academic exchange opportunities with various international universities.
- The open and dynamic leadership provides the required flexibility in choosing the academic courses to suit the needs of the students coming on these exchange programmes.
- Subscription to online journals and databases such as EBSCO, JSTOR,ICFAI etc. is an another example of proactive attitude towards the use of latest educational technology.
- The Principal encourages the faculty to attend faculty development programmes, refresher courses and training programmes organized by various authorities like the University of Pune.
- The entire approach of governance is inclusive and no one feels left out. There is no discrimination on the basis of caste, creed, gender and religion.
- The Principal has developed a close rapport with all levels of the staff and members can approach him to share their difficulties and problems. A just and fair approach has kept the entire working environment very positive.

6.3.7 Faculty and Staff recruitment

Ours is an autonomous college under Savitribai Phule Pune University and follows all the procedures and norms laid down by the U.G.C., Government of Maharashtra and the statutes of Savitribai Phule Pune University.

The college does have an adequate number of qualified and competent teachers to handle all courses. In case of absence due to leave, arrangements are made for ad-hoc faculty, at the earliest.

In order to attract teachers of a high standard, remuneration is salary-based and not on a clock-hour basis. The college has got the sanction of the Management for a consolidated remuneration. This has helped the college to ensure that good quality teachers are retained. There is also a provision for ad-hoc selection by appointing a local selection committee. This appointment

continues till the final selection process or the till the end of the academic year whichever is earlier.

6.3.8 Industry Interaction / Collaboration

Placement Cell:

The Placement cell of our college recognizes the importance of employability skills and industry exposure in the ever changing current economic climate. Placements are one way of providing a means by which these skills can be attained at the undergraduate level. The Cell also recognizes that our students are competing for jobs in an international marketplace and the need for our students to gain experience and exposure through career counselling. Following companies visited college for placements Deloitte, Google, Teach for India, KPMG, Viocon18, UBS Variety Solutions Metro Services, Flaming India Management Services.19 students placed. Package offered ranging between 5.8 lakhs to 1.8 lakhs.

- The academic year 2013-14 was exceptionally good and we had the highest placements this year considering the records of past few years.
- The activities of the placement cell for the year 2013-14 started with 3 days workshop on “Resume Writing, Group Discussion & Personal Interviews”. Guest lectures on topics like Career Planning & Investment Banking were organized. Mock aptitude tests were also conducted by the cell.
- Following companies visited our campus with varied profiles ranging from Audit & Accounts to Operation analysis and teaching:-

Name of Company	Profile	No. of students placed
Deloitte	Audit assistant	5
E&Y	Research analyst	5
Goldman Sachs	Operation analyst & Internship	15
KPMG	Tax pricing	7
Metro Services	Accounts	5
PWC	Audit assistant	1
TCS	Skill based openings	1
ZS Associates	Operations analyst	2
Jet Airways	Cabin crew	2
Deutsche bank	Investment banking	16
Indus management Institute	Teaching	6
Total		65

6.3.9 Admission of Students

- The College has also introduced an online admission process for the regular graduate programmes since the academic year 2007-2008. This college is the first undergraduate college to have initiated this process. The entire admission process beginning with the pre-merit forms to the declaration of merit list and also payment of fees is done online.
- For its Liberal Arts programme, the students are admitted through counselling, faculty presentations, public seminars and advertisements.

The admission process is based on the guidelines provided by the University of Pune and the reservation policy of the State Government of Maharashtra.

The unique online admission process which enables us to maintain a fully transparent system characteristics of which are given below:

- a) The pre-merit applications can be filled online providing easy access to students in the city and all over India to seek admission to this college.
 - b) The merit list is declared online.
 - c) The merit list is also displayed on the college notice board.
 - d) Special notices are displayed regarding the admission status and vacancies in the various categories.
 - e) Any discrepancy or query regarding the admission or the merit list is brought to the notice of the Admission Committee and the grievances, if any, are resolved.
 - f) The admission for foreign students, PIO / NRI, ICCR and SAARC are done through the International Student Cell of the University of Pune. The student approaches the college only when his admission is confirmed by the University and then completes the formalities of the admission process.
 - g) All information regarding the admission status is readily available.
- No donation or capitation fees is accepted by the college for admissions

6.4 Welfare schemes for

Teaching	Medical Facilities for Faculty and Annual health checkups
Non teaching	Advances to Staff and Annual health checkups
Students	Government Scholarships, Fee Concessions and Instalment Facility Medical Facilities from Health Centre Free Health Checkups Earn and Learn Scheme

- Group Insurance facility from Health Centre for Staff and Students
- Health Checkups and Free Primary Medical Help(Free of Cost)for Staff and students

6.5 Total corpus fund generated

Creation and Maintenance of Corpus is done at the level of Symbiosis Society.

6.6 Whether annual financial audit has been done Yes No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic				
Administrative				

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

In order to lay down a sustainable and trust worthy examination system for our College under Autonomy, the post of Controller of Examinations and Deputy Controller of Examinations were created during this academic year and Dr. ShirishLimaye and Mrs. Swati Chiney were appointed respectively. Mrs. Ashwini Kothari was appointed as the Teacher Co-ordinator for Autonomy Examinations.

They worked as a team along with the Principal, Vice Principal, Registrar, all the other Administrative and Teaching staff. All of them took sincere efforts to implement the examination system seamlessly under autonomy in successful manner.

Examinations under new Autonomy pattern were conducted during 2012-13 for the first time in the history of our college.

Examination Pattern Under Autonomy

General Rules

- There shall be a Semester pattern of examination.
- Degree course of B.A. and B.Com. of three years shall be divided into 6 semesters.
- The First year (F.Y.) will have 2 Semesters – Semester I and II
- The Second year (S.Y.) will have 2 Semesters – Semester III and IV
- The Third year (T.Y.) will have 2 Semesters – Semester V and VI
- The medium of instructions for examination shall be in English only.

About Evaluation

- There shall be continuous assessment and evaluation of the students during each semester.
- There shall be total of 100 marks evaluation per subject / course during each semester.
- Out of these total 100 marks, internal evaluation would be of 40 marks and external (Semester end) evaluation would be of 60 marks. (40 + 60 pattern).
- Internal 40 marks would comprise of -
 - a) 20 marks for Assignments, b) 20 marks for Mid-Semester examination.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

University promotes and supports autonomy through nominating their representatives on Governing Body, Academic Council and Board of Studies. Respective Board of Studies have a university representative who provide valuable inputs for the framing and restructuring of the curriculum.

The Savitribai Phule Pune University also make necessary provisions for the Autonomous College through updating the University Statute as per the guidelines of the UGC

6.11 Activities and support from the Alumni Association

The Alumni of our college is our special stakeholder whose interest is to see the Institute flourish and grow in stature they are one of the most responsible and important stakeholders of our campus. They share their experience and knowledge, by giving lectures, conducting workshops, facilitating placement of our students. Their contribution to a wide range of programmes have added value to institutions' academic programmes and extracurricular activities.

6.12 Activities and support from the Parent – Teacher Association

- Parents are invited for all major Functions-Sports ,Academic and Extracurricular
- Principal and Class Teachers provide effective counselling to parents and their stakeholders
- Informal Discussions with subject teachers and study material for slow learners are provided to parents
- Issue of Discipline is resolved by informing and consulting Parents

6.13 Development programmes for support staff

- The College has an efficient team of administrative Staff.
- They participate in training programmes to upgrade their skill and expertise.
- The Staff is encouraged in upgrading their educational qualification.
- The Staff has been provided financial support through the loan against salary by the Symbiosis Society.
- The Administrative Staff is provided Health Insurance facility through Symbiosis.
- Active participation in Census and Election work

6.14 Initiatives taken by the institution to make the campus eco-friendly

Garbage management system on campus: eco-friendly ways of garbage disposal for organic and inorganic waste were introduced to the students

Criterion – VII**7. Innovations and Best Practices**

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Highlights of major innovative activities that has created a positive impact on the functioning of the institution:

- Innovative, interactive and Collaborative Teaching Pedagogy
- Extensive use of technology in course delivery
- Imparting Value based education
- The Mid semester exams have been fully computerised with the in-house developed software for smooth conduct of exams
- Strengthening industry and academia interaction through Placement cell
- International Initiatives and student exchange programmes

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

Examination Reforms-Continuous Evaluation

International Initiatives and Collaborations

**Provide the details in annexure (annexure need to be numbered as i, ii,iii)*

7.4 Contribution to environmental awareness / protection

- The college offers a course in Environmental Awareness for the second year students of BA and B.Com. Under this course a number of Guest lectures and workshops were organised to create an awareness among the students. The college regularly participate in Symbi Hill project for the protection of environment. The following Guest Lectures were organized to create environmental awareness
 1. Captain Rajan Veer, spoke on “Saving Oceans,” 60 students attended
 - 2 Mr. Ravi Purandare, spoke on “Hill Conservation” 100 students attended on the symbi hill
 3. The college organised 15 field visits to Symbi Hills with 500 students.
 4. Organised one day State Level workshop on 24.1.2014 on “River rejuvenation in Maharashtra”. 100 delegates attended it.
 5. One of the organizers of “Kirloskar-Vasundhara Environmental Festival” in Jan. 2014
 6. Joint activities with NGOs like Green Hills Group, Gomukh, Panchavati & CDSA.
 7. Participation of 200 Students in “Rice Plantation Programme”

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Important Points:

- Autonomy Status Granted to College
- Curriculum Restructured and Revamped
- Examination System Reformed under Autonomy
- Academic Rigour and creativity by Faculty members
- Dynamic Teaching-Learning Environment
- Certificate Programmes, workshops, symposium and visits organised

Challenges:

- Equipping ourselves for International recognition
- Creating Distinct Academic edge as an Institution

8. **Plans of institution for next year**

- To enable commerce students acquire professional knowledge and skills in finance and accounts
- Revamp and Restructure Academic Programmes and Curriculum
- Encourage Faculty members for Professional Development-Improve Academic competency
- Interaction and International exposure through collaborations and exchange programmes with universities from other countries
- To introduce Degree with Honours Programme for B.A. and B.Com students.
- To strengthen the examination system.

Mr. Anil Adagale

Coordinator, IQAC

Dr. Hrishikesh Soman

Chairperson, IQAC

RESEARCH DATA FOR THE ACADEMIC YEAR 2013-2014.**PAPERS PRESENTED AT NATIONAL / INTERNATIONAL SEMINARS AND CONFERENCES.****• Dr. Hrishikesh Soman**

1. Presented a paper on 'Regulatory Framework for Tourism Sector' in the International conference, 'Advances in Hospitality and Tourism Marketing and Management' organized by University of Mauritius and Washington State University on 25th June 2014.
2. Invited for the 11th ITC's National Conference, on Strategic Interventions in Tourism: Role in Regional Development 2014 held at Manipur University, Manipur, Imphal on 5th – 6th April 2014.
3. Presented a paper in the International Conference on 'Management of Infrastructure' at Dehradun in 2013.
4. Presented a paper in the International Conference on 'Contemporary Research in Tourism and Hospitality' held in Pondicherry in 2014.

• Dr. Mrs. Sunayini Parchure

1. Paper Titled 'Food Inflation In India: Its Implications for Economic Growth' presented at the International Conference organised by Indian Economic Association and Goa University held on 11th and 12th November 2013.

Dr. Shirish Limaye

1. Presented research papers in national conferences organised by MES Garware College of Commerce
2. Presented research paper in national conferences organized by Shahu College of Commerce

• Mrs. Marcelle Samuel

1. Attended and wrote a Research paper on 'Role of Non Formal Education (NFE) in Inclusive Growth – A Case Study of Vigyan Ashram (VA), Pabal, Pune' in the International Conference on 'Advances in Commerce, Economics, Banking, Humanities and Social Sciences' organized by Indo Global Chamber of Commerce, Industries and Agriculture (IGCCIA) held on 26th October, 2013.
2. The paper on 'The Economic Importance of Higher Education – with special reference to Non Formal Education in India' for the 2-Day National Conference on

'The Global Economic Crisis – An Opportunity in Disguise' hosted by Sadhu Vaswani Institute of Management Studies for Girls (Affiliated to University of Pune and Approved by A.I.C.T.E.) – AN ISO 9001:2008 Certified Management Institute, on 24th and 25th January, 2014.

- **Dr. Vijay Behere**

1. Presented paper title “A study of Poverty Of Health and Health care Services in India” This International conference organized by Indo Global Chamber of Commerce& Professor Ramkrishn More College of Arts and Commerce, Pune.
2. Presented Paper entitled “ A Study of the Gap of Marketing Promotion to contribute effective Marketing promotion plan for Restaurant Industry” Organized by The Global Open university Nagaland (TGOU) & Indo Global Chamber of Commerce.

- **Dr. Aarti Wani**

1. The City and Its Song: Love and Modernity in the Cinema of 1950's at SCMS 2013, Drake Hotel , Chicago, 2013.
2. The 1950's Stardom: Popularity, Publicity and the Discourse at the Centenary of the Indian Cinema Conference, University of Otago, 3-4 October 2013.

- **Dr. Manjushri Sharma**

1. Participated in the Sixth Summit of the Global Alliance for Ministries and Departments of Peace (GAMIP) entitled “Nesting Peace: Creating Infrastructures to Sustain Diversity.” The event took place at the Centre de Conferences de Varembe, at the Palais des Nation, UN Office in Geneva, from 16to 20 Sept., 2013. Also participated in the learning event/workshop on peace on 14-15 Sept, 2013. In the conference, I delivered a poster presentation on “The Role of Civil Society in the Protection of Environment.”
2. Presented two research papers titled “Democracy and the Science of Religion” and “Harnessing youth Energy for Sustainable Development” in an UGC sponsored National conference.

- **Mrs. Swati Dixit**

1. Research paper presented on "Restoration of First Order Streams" at National level Conference organised by 'Dada Patil Mahavidyalaya, Karjat,' on " Climate Change and Human Response" on 10th & 11th October, 2013.

- **Dr. Alpana Vaidya**

1. Delivered Key Note address at the International Conference of Indigenous and Cultural Psychology at University of Surakarta, Indonesia.
2. Delivered talk at the invited Symposium at NIT, Rourkela for the National Academy of Psychologists Convention.
3. Presented paper at the National Conference at Garware College on “Counseling at Work Place”. The same
1. Paper was published in the International Journal of Innovative Research and Development. Title of the paper Happiness correlates of Personality among college students. ISSN22780211 (Online).

- **Dr. Yogini Chiplunkar**

1. Presented research paper titled “Channel Financing: An effective way to manage working capital” at an International Conference organized by IBS, Hyderabad.

- **Dr. Neelofar Raina**

1. Research Paper Titled Corporate Social Responsibility and Inclusive Growth: Study of Enabling Initiatives by Scheduled Commercial Banks in India, Presented at the International Conference organised by IEA and Goa University, held on 11th and 12th November 2013.
2. Research Paper titled Rethinking and Revisiting Financing to Micro and Small Enterprises in the Context of Global Crisis, presented at the National Conference on Global Economic Crisis: An Opportunity in Disguise 24th and 25th January, 2014 at SVIMS, Pune.

- **Mr. Anil Adagale**

1. Presented a research paper in International Conference entitled ‘ The Representation of Caste in the selected poems of Hira Bansode’ organized by Higher Education and Research Society, Mumbai.
2. Presented a research paper in International Conference entitled ‘ Demarginalization: Revival of Myths in Dalit Poetry’ organized Jamia Milia Islamia University, New Delhi.

- **Mr. Santosh Marwadikumbhar**

1. Presented Research Paper on “Role of CAG in improving auditing & accounting Profession in India” at an international conference organized by INDO Global

Chamber of Commerce(IGCCIA) at Hotel Delmon,Panjim,Goa held on 23November,2013 (ISSN: 22779302).

- **Dr. Sharayu Bhakare**

1. Outstanding research paper award at the International conference in Mumbai University for the paper titled ‘Innovations in educationInitiatives through corporate social responsibility’7th Feb 2014.
2. Presented paper titled ‘ Higher educationand CSR a pedagogical approach’ at the IJAS conference for academic disciplines at the Harvard University, USA.

- **Mrs. Shweta Kakade**

1. Presented paper on “Gender, Workplace Flexibility and Work Life Imbalance In Information Technology Employees: A Psychosocial Perspective” at 2nd National Conference of Indian Association of Positive Psychology (6th to 8th December 2014) held at ManibenNanavati Women’s College, Mumbai.

- **Mrs. Jini Jacob**

1. Attended a National Seminar organized by Sadhu Vaswani Institute of Management Studies, Pune on the Theme, ‘ Global CrisisAn Opportunity in Disguise’ which was held on 24th and 25th of January 2014. Presented a paper in the Seminar on the topic ,‘Transforming a dream into a Reality- Scaling up the HDI Record’ and won the best paper Award.

- **Mrs. Zakira Shaikh**

1. Participated and Presented research paper in International Conference on Advances and Innovations in Management, Engineering and Technology Organized by Indo Global Chambers of Commerce Industries and Agriculture (IGCCIA) (26th October 2013). **Title of the paper:**Snapdeal.com an online market place An effective tool in Achieving Customer satisfaction and Customer Life time value
2. Participated and Presented research paper in International Conference On Emerging Trends in Commerce and Social Sciences 22nd February, 2014 Organized by Prof.Ramkrishna More College of Arts and The Global Open University Commerce and Science, Pune Nagaland (TGOU) **Title of the paper:**Global Brands Achieving Customer Value through Glocal Marketing Strategy.

- **Mrs. Sucheta Shinde**

1. Presented a research paper on 'A feminist Reading of Panchatantra', in Two Days National Seminar on 'Contemporary Literary and Stylistics', organized by Dept. of English, Arts, Science and Commerce College of VidyaPratishtan, Baramati, on 7th and 8th March, 2014.
2. Presented a research paper on 'Representation of Women in the Selected Stories from Indian Mythology for Children', in Two Days International Seminar on 'An Essential Trident: Language, Literature and Communication' organized by Amity International University, Lucknow, Uttar Pradesh, on 9th and 10th December, 2013.

PUBLICATION OF BOOKS

- **Mrs. Swati Chiney**

1. Publication of a Book on 'Mercantile Laws – I' for TYBBA Semester V of Gujarat University with ISBN No. 9789383105663, by Sheth Publishers Pvt. Ltd. Mumbai.
2. Publication of a Book on 'Business Laws – I' for TYBCom Semester V of Gujarat University with ISBN No. 9789383105526, by Sheth Publishers Pvt. Ltd. Mumbai.
3. Publication of a Book on 'Business Laws – II' for TYBCom Semester VI of Gujarat University with ISBN No. 9789383497577, by Sheth Publishers Pvt. Ltd. Mumbai

- **Mrs. Vaishali Vaidya**

1. Authored a chapter in a book named "Contemporary Issues in Library & Information Science" by Atharva Publications, having ISBN number 9789384093112

RESEARCH PAPERS PUBLISHED IN NATIONAL INTERNATIONAL JOURNALS

• Dr. Mrs. Sunayini Parchure

1. Presented Research Paper Titled 'Food Inflation in India: Its Implications for Economic Growth' published in e-journal with ISSN No.0976-8262.
2. Research Paper Titled: The Recent Food Inflation In India: 'Its Roots And Route' published in International Journal of Multidisciplinary Research (IJMR) Volume II Issue 12(V) March 2014, ISSN 2277-9302. Jai Hind Education Society Pune.

• Mrs. Marcelle Samuel

1. The paper on 'Role of Non Formal Education (NFE) in Inclusive Growth – A Case Study of Vigyan Ashram (VA), Pabal, Pune' was published in the International Research Journal of Commerce, Business and Social Sciences (IRJCBSS) Vol. II, Issue 7 (III), October 2013 with ISSN: 2277-9310.
2. The paper 'The Economic Importance of Higher Education – with special reference to Non Formal Education in India' was published in 'DAWN', Journal for Contemporary Research in Management Pune/Vol.1 – Issue 1/Jan –June 2014(Bi Annual) with ISSN c. 2348 – 0092

• Mrs. Ketki Kher

1. Published a paper 'Kohonen's Topology Preserving Maps' in 'Shoryabhumi' a Peer Review International Journal with ISSN NO. 2319-720X Vol – I issue on 2nd August to October 2013.

• Dr. Manjushri Sharma

1. Research paper titled "Democracy and the Science of Religion" published in ISBN numbers are 978-93-83109-00-5
2. Research paper titled "Harnessing youth Energy for Sustainable Development" in ISBN No. 97893-83109-01-2

- **Mrs. Swati Dixit**

1. Research paper published in a book 'Challenges of Urbanization in 21st Century', Vol. 2 ISBN No.13;978-81-8069-949-8.
2. Research paper published in 'Climate Change and Human Response' ISBN no.978-93-831109-01-2 on "Restoration of First Order Streams"

- **Mrs. Sandhya Taide**

1. Published Research article in "Shoryabhumi" International Journal, New Delhi.

- **Dr. Alpana vaidya**

1. Research paper was published in the proceedings of the conference with ISBN 9789351374923. PP7680

- **Dr. Neelofar Raina**

1. Research Study on the topic "Skill Development: Does it Matter?" Study of Enabling Initiatives in Skilling Demographic Dividend, Published in Cosmos Biannual Journal on July 2013 with ISSN No:2249-6408.
2. Research Paper on the topic Skilling initiatives for undergraduate Students at the entry Level: A Case Study, Published in Journal of Commerce and Management Thought with ISSN No:0975- 623X(Print),ISSN(online)0976-478X.
3. Research Paper Titled Corporate Social Responsibility and Inclusive Growth: Study of Enabling Initiatives by Scheduled Commercial Banks in India published in e-journal with ISSN No.0976-8262.

- **Mr. Anil Adagale**

1. Presented a research paper on "The Theme of Destruction and Reconstruction in Namdeo Dhasal's poetry." In a National Seminar organized by V.P. College, Baramati, Pune.

- **Mr. Santosh Marwadikumbhar**

1. Presented Research Paper on "Role of CAG in improving auditing & accounting Profession in India" at an international conference organized by

INDO Global Chamber of Commerce(IGCCIA) at Hotel Delmon, Panjim, Goa held on 23November,2013 (ISSN: 22779302).

- **Dr. Sharayu Bhakare**

1. Published article titled ‘Technology enabled teaching-learning initiatives: A Learner Centric innovative approach in commerce curriculum’ in the Journal of Commerce and Management Thought published by DCRC University of Pune and ABEED
2. Published article titled ‘Symbiotic approach to CSR education’ in Sampada published by MCCIA,Pune Feb 2014.
3. Published paper titled ‘Revitalizing the Indian Economy through Entrepreneurial Mentoring’ in the peer reviewed compendium of International conference on Entrepreneurship and Business sustainability organized by the University of Tarumanagra (UNTAR) Indonesia(November 2013).

- **Mr. Sanjay Gaikwad**

1. Published ‘‘A Study Of Self – Concept & Group Cohesion Among High Medium &Low Achievers Of Inter University Men Hockey Players.’’ In voriorum MultiDisciplinary EResearch Journal Vol. 4, Issue – 2, Nov 2013

SEMINARS AND CONFERENCE ATTENDED BY THE FACULTY**• Dr. Hrishikesh Soman**

1. Invited to attend International Conference on “Contemporary Research in Tourism and Hospitality: Theory, Practice and Pitfalls” 18-21 Feb 2014, Pondicherry University, Pondicherry, India.
2. Attended Round Table Conference in Bangalore for ACCA Programme on 4th August 2014.

• Dr. Mrs. Sunayini Parchure

1. Attended National Research Conference ‘Exploria’ 2014 on 30th January 2014 organized by MIT School Of Management, Pune in Association with Exim Institute Pune & Deccan Chamber of Commerce Industries And Agriculture.
2. Attended and Participated Economics Conclave 2014 organised by Gokhale Institute of Politics and Economics on ‘Indian Economy Performance and Challenges Ahead’ on 14th and 15th February 2014.
3. Attended International Seminar on ‘Art and Freedom’ organized by the Symbiosis Centre for Liberal Arts on 16th and 17th September 2013.

• Mrs. Marcelle Samuel

1. Attended and Participated Economics Conclave 2014 organised by Gokhale Institute of Politics and Economics on ‘Indian Economy Performance and Challenges Ahead’ on 14th and 15th February 2014.

• Dr. Vijay Behere

1. Attended National Conference on “Role of Teachers in Promoting National Integration peace & Sustainable communal Harmony Organized by Center for Education and Development and Nehru Yuva Kandra, Pune.

• Mrs. Ketki Kher

1. Attended International workshop on “Quantitative Finance” at Symbiosis School of Banking and Finance, Pune.

• Dr. Manjushri Sharma

1. Participated in a four-day Workshop on Cross Cultural Communication conducted between January 17-20, 2014, in Dahanu.

2. Participated in a two-day course on Springs protection organized by an NGO “Grampari” at Panchgani.

- **Mrs. Swati Dixit**

1. Completed 15 days’ workshop organized by local Self- government, Maharashtra, on Research Methodology.

- **Dr. Alpana Vaidya**

1. Attended workshop on Revision of Syllabus for Second and Third year B.A. Psychology at Modern college, Shivajinagar, Pune.
2. Attended an International Workshop on “Creativity in Education –Jointly organized by Dept. of Education and Extension & Academic Staff College with Counseling for Creative Education, Finland.
3. Attended Workshop at NIMHANS, Bangalore, on – “Trainer’s Training Workshop for “Feeling Good and Doing Well”.

- **Dr. Neelofar Raina**

1. Attended Inter-Culturality International Seminar on Art and Freedom on 16th and 17th September 2013.
2. Attended and Participated Economics Conclave 2014 organised by Gokhale Institute of Politics and Economics on Indian Economy Performance and Challenges Ahead on 14th and 15th February 2014.

- **Mr. Anil Adagale**

- Attended a National Conference on “Journey of the Book” organized by Department of English, University of Pune.

- **Mrs. Nalini Sapkal**

1. Attended a 2 day ‘Economic Conclave’ on 14th and 15th February 2014 organized by Gokhale Institute of Politics and Economics, Pune.
2. Attended and coordinated in organizing Dr. V. M. Dandekar Memorial Series 2014 on ‘Can Good Economics And Good Politics Co-exist’ on 25th February 2014 by Dr Shubro Sen Director TMTTC and Mrs. Manasi Phadke on Economic and Political Ideology is there a connection?

- **Dr. Sharayu Bhakare**

1. Participated in the 'NEN Mentoring Skills Finishing School program' organised by National Entrepreneurship Network on 18-19th March 2014

- **Mrs. Jini Jacob**

1. Attended and participated in a one day seminar organized by the Department of Economics and Banking on ,” Reflections on the Indian Economy” on 19th September. The speakers were Mrs. Manasi Phadke who spoke on ‘ Tale of two Markets’ and Mr. Ajit Abhyankar on, ‘The Food Security Bill’
2. Participated in a 2 day , ‘ Economic Conclave’ on 14th and 15th February 2014 organized by Gokhale Institute of Politics and Economics, Pune.

- **Mrs. Shweta Kakade**

1. Attended International Conference on “ART AND FREEDOM” held on 16th and 17th Sept’2013 at Symbiosis College of Arts and Commerce, Pune
2. Participated in a one day workshop (14th Feb 2014) on Revision of Psychology Syllabus at S.Y.B.A. and S.Y.B. Sc level jointly organized by Modern College of Arts, Science and Commerce, Shivajinagar, Pune and Board of College and University Development (BCUD).

- **Mrs. Sucheta Shinde**

1. Attended a National Seminar on Journey of the Book: From Manuscript to Digital’ organized by Dept. of English, University of Pune on 23-24th Sept.2013.
1. Attended an International Conference on ‘Art and Freedom’, organized by Symbiosis College of Arts and Commerce, and Institute of Intercultural Communication on 16th and 17th Sept.2013.

Annexure - IV

SEMINARS / CONFERENCES ORGANISED AT COLLEGE LEVEL.

- **Dr. Mrs. Sunayini Parchure**

1. Organizing and participated in all activities of the Department of Economics and Banking namely the Dr.V.M. Dandekar Memorial Series 2014 on 'Can Good Economics and Good Politics Coexist', A one day seminar on 'Reflections on Indian Economy',

- **Mrs. Marcelle Samuel**

- Organizing and participated in all activities of the Department of Economics and Banking namely the Dr.V.M. Dandekar Memorial Series 2014 on 'Can Good Economics and Good Politics Coexist', A one day seminar on 'Reflections on Indian Economy'

- **Mrs. Swati Dixit**

1. Organised two State Level Seminar on 'Rejuvenation of Rivers in Maharashtra' in collaboration with Jalbiradari.

- **Dr. Neelofar Raina**

1. Organized and attended one day seminar on Reflections on Indian Economy on 19th September 2013.

- **Mrs. Zakira Shaikh**

1. Organized two hours' workshop on "Advertising and Culture" conducted by Ms. Priyanka Menon Faculty member at SCLA on 3rd February 2014 for S.Y.B.Com and T.Y.B.Com Marketing students.

TRAINING PROGRAMMES CONDUCTED BY FACULTY

- **Dr. Shirish Limaye**

1. Invited as a guest speaker by Department of Commerce (University of Pune) for Faculty Development Program, Orientation Program, Post Graduate Program, ComSearch 2014
2. Conducted 6 training programmes for the Shop Floor employees of Mahindra and Mahindra Co. Ltd. Chakan, Pune on Positive Attitude.
3. Delivered total approx. 70 fortnightly lectures regularly on the holy scripture Bhagwat Gita at Laxmi Narayan

4. Temple (RavivarPeth), Balbhim Temple (Deccan Gymkhna) and Yoga Center (Near DakshinMukhiMaruti Temple),ShaniwarPeth, Pune).
 5. On the 150th Birth Anniversary of Swami Vivekananda, delivered many lectures on the topic "Life and Teachings of Swami Vivekananda" in many Schools and Colleges and also in different public meetings organized in Pune and outside.
 6. Invited by Rotary Club of Gandhi Bhavan, and Rotary Club of Pune South to deliver guest lectures under Ryla Project.
- **Dr. Alpana Vaidya**
 1. Conducted workshop on “Premarital Counseling” at – Shri Shiv Chhatrapati College, Junnar.
 2. Conducted workshop on “Feeling Good and Doing Well” at – Symbiosis College of Arts & Commerce for F.Y. B.Com. Students
 3. Invited as a Subject Expert for Orientation Program of Academic Staff College, University of Pune. – Delivered Lecture on – “Feeling Good and Doing Well”.
 - **Dr. Sharayu Bhakare**
 1. Resource person for the session ‘Creating Value through Communication’ for the BBA students of Modern College of Business Studies 10thAug 2013
 2. Resource person for the session ‘Creating value through communication’ for the T YBCA students of Modern College of Business Studies on 14 Aug 2013
 3. Resource person to conduct a full day session on ‘Business Ethics: Today and Tomorrow’ in Mumbai on behalf of Business Ethics foundation Pune 25thAug 2013
 4. Resource person in “ Group Dynamics and Effective Resume Writing Skills’ for the TY BBA st Invited as a case study jury for the management fest organised by Modern Institute of Business Management Students of Modern College of Business Studies. Aug 2013
 5. Resource person panellist at the National Level conference on Livelihoods organized jointly by the Pune University and Vanrai NGO on 23rd and 24th April 2014.
 6. Invited as a case study jury for the management fest organised by Modern Institute of Business Management

**PARTICIPATION IN REFRESHER COURSES / ORIENTATION PROGRAMMES AND
FACULTY DEVELOPMENT PROGRAMME**

• **Mrs. Sandhya Taide**

1. Participated in Research Methodology Workshop for 15 days, from 27th January to 10th February 2014, jointly organised by All India Institute of Local Self Government, Pune and Dr. Babasaheb Ambedkar Research & Training Institute, Pune.

• **Mrs. Swati Chiney**

1. Participated in Research Methodology Workshop for 15 days, organised by All India Institute of Local Self Government, Pune, from 27th January to 10th February 2014.

• **Mrs. Nalini Sapkal**

1. Attended a Research Methodology workshop held from 27th Jan to 10th Feb 2014 by Dr. Babasaheb Ambedkar Research & training Institute, Pune and All India Institute of Local Self Government, Pune.

• **Mr. Santosh Marwadikumbhar**

1. Completed Orientation Course organized by Academic Staff College, University of Pune from 15th January, 2014 to 11th February, 2014.

• **Dr. Sharayu Bhakare**

1. Completed the UGC sponsored Refresher course in Commerce organised by BMCC from 16/9/2013 to 6/10/2013