



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

**INTERNAL QUALITY
ASSURANCE CELL
(IQAC)**

**ANNUAL QAULITY
ASSURANCE REPORT (AQAR)
ACADEMIC YEAR
2014-2015**

Submitted to



**NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL
BANGALORE**

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The Annual Quality Assurance Report (AQAR) of the IQAC Academic Year 2014 - 2015

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:

Mobile:

020-25653903

Name of the IQAC Co-ordinator:

Mr. Anil Adagale

Mobile:

+91 9011927575

IQAC e-mail address:

iqac@symbiosiscollege.edu.in

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

1.4 Website address:

www.symbiosiscollege.edu.in

Web-link of the AQAR:

www.symbiosiscollege.edu.in/AQAR2014-15.doc

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

1.6 Date of Establishment of IQAC :

DD/MM/YYYY

01-7-2006

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

2014-15

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 _____ 2013-2014 _____ (20/06/2015)
- 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 UGC-CE

UGC-Special Assistance Programme DST-FIST

UGC-Innovative PG programmes Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="05"/>		
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="08"/>		
2.10 No. of IQAC meetings held			
2.11 No. of meetings with various stakeholders:	No.	<input type="text" value="05"/>	Faculty <input type="text" value="02"/>
	Non-Teaching Staff	<input type="text" value="02"/>	Alumni <input type="text" value="01"/>
	Students		Others <input type="text"/>
2.12 Has IQAC received any funding from UGC during the year?	Yes	No	
If yes, mention the amount	<input type="text" value="3,00,000 /-"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2.13 Seminars and Conferences (only quality related)			
(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC			
Total Nos.	<input type="text"/>	International	<input type="text"/>
		National	<input type="text"/>
		State	<input type="text"/>
		Institution Level	<input type="text"/>
(ii) Themes	<input type="text"/>		

2.14 Significant Activities and contributions made by IQAC

- ♦ The IQAC plays an active role in internalising a culture of quality within the institution. This culture is maintained and sustained by several initiatives taken by the Cell through the year. During the academic year 2014-15, the members of the IQAC were actively involved in the compilation of the Self Study Report for the third cycle of NAAC reaccreditation.
- ♦ Orientation sessions were conducted for the faculty and periodical Meetings / discussions with department faculty representatives were conducted to collate the data pertaining to various activities of the departments. The writing process was carried out by the different committees
- The IQAC has been involved in preparing many reports like CPE, KAUSHAL highlighting the activities of the college. IQAC was instrumental in providing an opportunity to participate in Capacity building programmes regularly organised for both teaching and non-teaching staff. The IQAC, through its activities, has been an agent of change in the institution ensuring efficient performance of academic and administrative tasks.

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
To prepare and submit the Proposal for Colleges with Potential for Excellence	The proposal is submitted to UGC.
To initiate the process of starting new PG programme i.e. M.A. in Economics	The programme structure for MA in Economics is created
To initiate the process of starting new PG programme i.e. M.A. in English	The programme structure for MA in English is created
To obtain overall feedback from students	The feedback is collected and analysed for future development
To revise the programme structure of Degree with Honours programme	The Life –Skill course was introduced for 2015-16 batch of students pursuing Degree with Honours programme
Industrial Visits	Various industrial visits were planned and executed
Experiential Learning	The departments were encouraged to organise various annual fests to offer experiential learning
Research publication	Faculty were motivated to present and publish the research articles in national / international seminars and journals respectively
National Seminar	Department of Psychology has organised National level seminar on ‘Health and Well Being’
Implementation of Semester system for	Semester pattern was introduced at third year

third year of B.A. & B.Com	replacing annual pattern of Savitribai Phule Pune University
Recruitment of teaching and non teaching staff	Guest and Visiting faculty were appointed along with administrative staff as per the requirement

Note: Academic Calendar is attached in Annexure - 1

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 suggestions recommended in the future plans of the previous AQAR 2013 – 2014 were**
- Skill oriented workshops and courses were planned.
- Revamp and Restructure Academic Programmes and Curriculum of third year B.A. and B.Com
- Faculty members participated in Professional Development-Improve Academic competency
- Interaction and International exposure through collaborations and exchange programmes with universities from other countries
- New programme Degree with Honours Programme for B.A. and B.Com students was successfully launched.
- Examinations reforms were introduced.

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	02			
PG Diploma				
Advanced Diploma				
Diploma			01	
Certificate		09	34	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	03
Trimester	
Annual	

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

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

*Note: Feedback Analysis is attached in Annexure - 2

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 Third year of the Autonomy and the complete syllabi of the Third Year B.A., B.Com is changed from the Savitribai Phule Pune University curriculum to Autonomous. Similarly the Annual pattern is changed to the Semester pattern for the said courses.
- The revised syllabi were duly approved by the respective Board of Studies.
- Revised syllabi were also approved by Academic council.

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(Principal)	00

2.2 No. of permanent faculty with Ph.D.

12

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
00	05	00	00	00	00	00	00	00	5

2.4 No. of Guest and Visiting faculty and Temporary faculty

26 (SCLA)

08 (M.Com)

05 (Adhoc)

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	09	12	02
Presented papers	15	12	01
Resource Persons	02	04	03

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 187

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	Pass percentage	Grades					
			O	A	B	C	D	E
B.A.	91	90.11	6.59	26.37	45.05	12.09	0.00	0.00
B.Com	611	92.14	10.64	32.73	38.30	8.67	1.80	0.00
M.com	91	81.32	6.59	25.27	45.05	4.40	0.00	0.00

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

The IQAC encourages research, publications, paper presentations and participation in international / national / regional workshops, conferences and symposia. The ongoing policy of reviewing and redesigning curriculum/ syllabi once in three years helps in keeping pace with the changing trends in higher education and societal needs. Faculty members are motivated to design contemporary, skill based and value-added courses. Rigorous review of the functioning of the various units of the College is a part of quality enhancement/sustenance measures such as:

- Restructuring the curriculum once in three years

- Periodical review of the teaching-learning process at the end of each semester
- Feedback from students on curriculum, teaching, learning and evaluation

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	
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.	01
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	05	00	05
Technical Staff	14	03	00	03

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			01	
Outlay in Rs. Lakhs			1,25,000	

3.4 Details on research publications

	International	National	Others
Peer Review Journals	25	05	01
Non-Peer Review Journals			
e-Journals			
Conference proceedings	02	18	0

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	2014-15	UGC	1,25,000	

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	01			
Sponsoring agencies /Collaborative University	Hildesheim University Germany	UGC			

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
01	01	02				

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

5

14

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

01

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

JRF

SRF

Project Fellows

Any other(FIP)

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	<input type="text"/>	College forum	<input type="text"/>	
NCC	<input type="text"/>	NSS	<input type="text" value="10"/>	Any other <input type="text"/>

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

- The students of S.Y. B.Com (Dept of Business Practices) collected foodstuff, clothing, blankets, footwear etc. which was sent as relief during the Kashmir floods in September. More than 40 large boxes were dispatched by air to Srinagar.
- Throughout the year our students participated in various Inter collegiate competitions such as MALHAR, IMPULSE, ASTITVA, ENTHUSIA, JALLOSH, THARSEO IV, GUSTO, MIT-SOM, NIEM etc; in various categories such as group dancing, solo dancing, duet dancing, singing, duet singing, sufi- singing, English singing, Jamming, Photography, Collage, Business plan, debate, Event Management etc.
- **Mulla Mutha river cleanliness Abhiyan:** On 31st Aug. 2014. 100 Students of NSS attended this Abhiyan with the help of Pune Municipal Corporation and University of Pune jointly. Shri Jitenra Singh, Minister of Youth affairs and Sports, Government of India was the chief guest of honor at this function.
- **Road Safety Abhiyan:** Students rally was organized on this occasion. Students took pledge of using helmets, seat belts and helping road accident victims. Our college organized many lectures and role play, posters competitions, Essay writing on these topics with the help and guidance of Traffic police department and R.T.O. Department.
- **Teachers Day Programme:** On 5th September 2014, the NSS students celebrated Teachers Day, by felicitating all the teachers by presenting them bouquets and shreephals. The felicitation ceremony was followed by cultural program presented by students.
- **Swatchha Bharat Abhiyan:** 2nd Oct 2014. 185 volunteers participated in the abhiyan. They cleaned the roads, college's campus and also created awareness about waste disposal management through posters and slogans.
- **Blood Donation Camp:** In collaboration with various hospitals and blood banks a 'Blood donation' camp was organized at the college. It received overwhelming response as around 235/- bottles of blood were donated from our college. All the donors received a blood donation certificate.
- **Special Winter Camp:** Under N.S.S. banner a 7 days Winter Camp was organized at DARVALI, Tal. Maval. Dist. Pune this camp was inaugurated by Dr. Ravindra Pardeshi Principal, Ferguson College, Pune.

- **Rakshabandhan Programme:** This year the Rakshabandhan programme was carried out by tying Rakhis to Ushatai Lokhande Charitable, Trust, Kamsheth children. After the program the boys sang patriotic songs and showcased their talents to our students NSS students taught the children's on how to make greeting's cards, vessels, office files, Christmas trees, and craft works etc, Boys also taught computer, drama, dance and various games.
- **Ahinsha Day Program:** On account of International Ahinsa day different competitions were organized like Debate, Elocution, Essay, Painting, etc. All NSS students actively participated in this program.
- **Voter's Day Maha Rally:** 100 NSS Volunteers participated in the rally to create awareness about voter's rights.
- **Vighnharta Sevakupkram:** In collaboration with the Vighanharta Sevak Upkram the NSS members volunteered to help the police department with various security measures and road safety patrolling during the ten days of Ganesh Utsav. They received certificate and award for their involvement during the same. They also participated in the 'Donate your Ganesh Murti activity'.
- **Sidhi Seva Samiti:** The NSS members of our college participated for the cause of Eye Donation by displaying posters. The poster contained valuable information and information about eye donation.
- **Rice Plantation:** 2015 was the 5th successful year of participation of our college in the Rice Plantation program. Around 220 students participated in the program organized in Vinzar village in August month. The main motive of this program is to help farmers overcome labour scarcity during the monsoon season, when plantation is at its peak. Our students interacted with the local farmers and got to experience the hardships a farmer faces in his daily life.

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:2014-2015

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	8906	87,49,508	20	3720	8926	95,93,904
Reference Books	20991		828	8,40,676	21819	
e-Books	32	411,753	3	80,352	35	4,92,105
Journals	262995	15,08,575	Renewal of Subscription	3,03,248	262995	18,11,823
e-Journals	12552				12552	
Digital Database	6				6	
CD & Video	344	127,712	215	20,600	559	1,48,312

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	33.47
ii) Campus Infrastructure and facilities	14.04
iii) Equipments	10.98
iv) Others	7.50
Total :	59.24

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 is:

www.symbiosiscollege.edu.in

This website 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
2407	210	NA	209+144=353

(b) No. of students outside the state

726

(c) No. of international students

223

Men	No	%	Women	No	%
	1353	51.70		1264	48.30

Last Year(2013-14)						This Year(2014-2015)					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
2206	118	07	183	00	2514	2286	98	6	150	00	2540

Demand ratio

Dropout % = **Negligible**

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
- Dept of Economics and Banking organised a Guest lecture on ‘Careers in Economics’ by Mr. Milind Date.on 4th of March, 2015
- The counseling cell has received a tremendous response.
- Many students have become more aware of the role counseling can play in their lives. About 15 students have had sessions with the counselor from July 2015 till date so far following issues are dealt with.
- ☞ Career related stress, and career guidance
- ☞ Coping with anxiety and stress
- ☞ Handling depression
- ☞ Catharsis and healing emotional pain
- ☞ Support during critical situations (Suicide and self harming behaviour)
- ☞ Behaviour modification – Anger Management and Assertiveness Training
- ☞ Dealing with change in environment (especially for students who shift base)

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
14	200	95	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	2	10100=00
Financial support from government	68	4,02,795=00
Financial support from other sources		
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

VISION

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

MISSION

“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

- 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
- 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- Multiple Choice Questions offline exams
- Semester End Exams

6.3.4 Research and Development

The College always motivates and encourages faculty members of all departments to write quality research papers. The teaching staffs are 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 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 teacher 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

6.3.5 Library, ICT and physical infrastructure / instrumentation

For academic activities the following infrastructure is available:

- Well equipped classrooms with LCD facility
- Reading Hall with e-learning facility
- Audio-Visual (A.V.) Hall with internet connectivity
- Multi channel television facility and C.D./ D.V.D. Player.
- A Computer laboratory
- Psychological 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 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 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 till the end of the academic year whichever is earlier.

6.3.8 Industry Interaction / Collaboration

Placement Cell:

The College placement cell had an exuberant year with a number of globally recognized companies visiting the campus for selecting final year students almost every 15 days. The cell has organized CV/Resume building sessions at a regular interval for students to keep a track of the Industry needs and skills required. The academic year 2014-15 was indeed a mile stone year for the placement cell, with almost 95 plus students already placed with leading MNC's across India. The placement cell takes pride in informing you that with the first batch of Autonomy the overall placement rate has doubled and many new companies had shown interest to recruit our students. The following is the list of recruiters on campus, **Deloitte, Ernst and Young, PWC, KPMG, Grant Thornton Goldman Sachs, Godrej, Amazon, PRGX, Teach for India, Metro Accounting Services Delphian Logic Pofomansu, ZS Associates**

The highest package offered was from Deloitte which stands at Rs. 4.5 LPA CTC and the lowest package offered was 2.2LPA CTC. Students have been placed in varied job roles like, Audit assistant, Operational Analyst, Logistics and Supply chain management trainee, Content writers, Fellowship by TFI and many more. The Placement cell envisions higher placement record with quality jobs and higher pay package for the prospective final year students.

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 are done at the level of Symbiosis Society.
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6.6 Whether annual financial audit has been done Yes No

6.7 Whether Academic and Administrative Audit (AAA) has been done? No

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

6.8 Does the University/ Autonomous College declare 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. Shirish Limaye and Mrs. Swati Chiney were appointed respectively. Mrs. Ashwini Kothari was appointed as the Teacher Co-ordinator for Autonomy Examinations.

Dr. Vivek Sane has taken charge of Controller of Examination and he will be assisted by Mrs. Yogini Chiplunkar as Dy. CoE and Mr. Santosh Marwadikumbhar as Asst. CoE in the academic year 2014-2015.

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 from 2012-13.

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.
- Research Project was introduced as obligatory component for Degree with Honours Programme.

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 has university representatives 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

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
- Projects/internships undertaken at the UG level.
- Introduction of Skill Development courses which enhance employability.
- Introduction of Interdisciplinary courses to impart broad based learning

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

- The Programme structure of M.A. Economics and English is prepared to introduce the PG programme for the BA students.
- The College applied for College with Potential for Excellence to UGC
- Research Committee is augmented to boost the research output.
- The teachers are encouraged to undertake Minor Research Projects under UGC and SPPU

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

- Use of ICT in Academics and Administration
- International Initiatives and Collaborations

** The details are enclosed in Annexure No. 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 activities were organized to create environmental awareness
 - **Lions club Environmental awareness walk:** NSS volunteers participated in the rally in huge numbers. Pamphlets about environmental awareness were also distributed on the occasion.
- **Rice Plantation:** 2015 was the 5th successful year of participation of our college in the Rice Plantation program. Around 220 students participated in the program organized in

Vinzar village in August month. The main motive of this program is to help farmers overcome labour scarcity during the monsoon season, when plantation is at its peak. Our students interacted with the local farmers and got to experience the hardships a farmer faces in his daily life.

- **Rohida Trek:** Organized in July. Rohida, also known as Vichitragad Fort stands 4472 ft. above the sea level in the Western Ghats, 20 miles southeast of Pune. About 100 students went for the trek. They travelled the tough way up and made it to the top and learnt the basic trekking skills.
- **Jalbiradari 2015 “Maat Dushkalavar”**
January 23rd, 2015: Kirloskar Vasundhara has been organizing Jalbiradari workshops in association with Symbiosis College of Arts and Commerce for the last six years. This year more than 100 delegates from different parts of Maharashtra walked in and shared their experiences of working for environment. The delegates included farmers, NGOs, students from different colleges of Pune, and social workers. The main organizer of the event was Mr. Sunil Joshi (Jalbiradari, Maharashtra). Another important guest Mr. Haribhau Bagde, Speaker of Vidhan Sabha Assembly expressed his views on the subjects being discussed. Major emphasis was put on drought prone areas and ongoing projects on water conservation. We are proud to have successful association with Jalbiradari Group for the last six years. Recently Mr. Rjendra Singh, ‘water man of India’ who visited our college in 2013 was awarded with “the Noble Prize for Water”.
- **Symbiosis Green Hill project:** February 2nd- February 9th: Symbi Hill Work was a part of ‘Environmental Studies’. The students went to the Symbi Hill and did the plantation work under the guidance of Mr. Purandare and Mr. Chopde. There was an unexpected stream of enthusiasm among the students while watering the plants, manuring them, digging the potholes, spreading coconut shells and much more. Each day the work was done for two hours in the morning. It is an activity conducted every year by the college. This year, the main focus was on cutting the dried coconuts and spreading them under the sun. Later these coconuts were used as manure for plants and most importantly to make charcoal out of it. At the end of each day, Mr. Purandare shared his valuable knowledge about environment conservation.
- **Mountaineering Course:** Paras Diwan from S.Y. B. Com got an opportunity to be a part of this adventurous game and achieve a professional degree in it. He has done advance mountaineering course from Himalayan Mountaineering Institute, situated in Darjeeling. In this course he could successfully climb up to the highest point which was 17400 ft above the sea level.

7.5 Whether environmental audit was conducted?

Yes No

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

<p>STRENGTHS</p> <ul style="list-style-type: none"> • A holistic educational experience • Broad-based curriculum with emphasis both on knowledge building and skills development. • Highly qualified faculty, committed to student welfare • Reputation at both national and international levels • A strong focus on high quality, student-centred teaching-learning processes committed and dedicated faculty • Several opportunities for students to develop and enhance their creative potential and individual talent 	<p>WEAKNESS</p> <ul style="list-style-type: none"> • High number of students in each class • Delay in governmental approval for starting new programmes • Delay in governmental approvals for filling up staff vacancies • Being Arts and Commerce college, have less opportunity for grants from various governmental agencies.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Expanding opportunities for undertaking Multi-disciplinary and interdisciplinary research activities at both national and global levels. • Increased opportunities to develop and establish new and innovative programmes to meet the new and growing demands of society 	<p>CHALLENGES</p> <ul style="list-style-type: none"> • Over emphasis on vocationalization of higher education in future policy making • Perception that all educational processes should be directed towards preparing students for jobs • To achieve balance between theory and practice • Growing competition from the professional UG/PG programmes to the conventional education like B.A. /B.Com /M.Com

8. Plans of institution for next year (2015-2016)

- To enable commerce students acquiring professional knowledge and skills in finance and accounts
- To start Symbiosis Centre for Skill Development and organise skill development workshops.
- To apply for the KAUSHAL scheme under UGC.
- 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 organise International Conference in Interdisciplinary area
- To strengthen 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

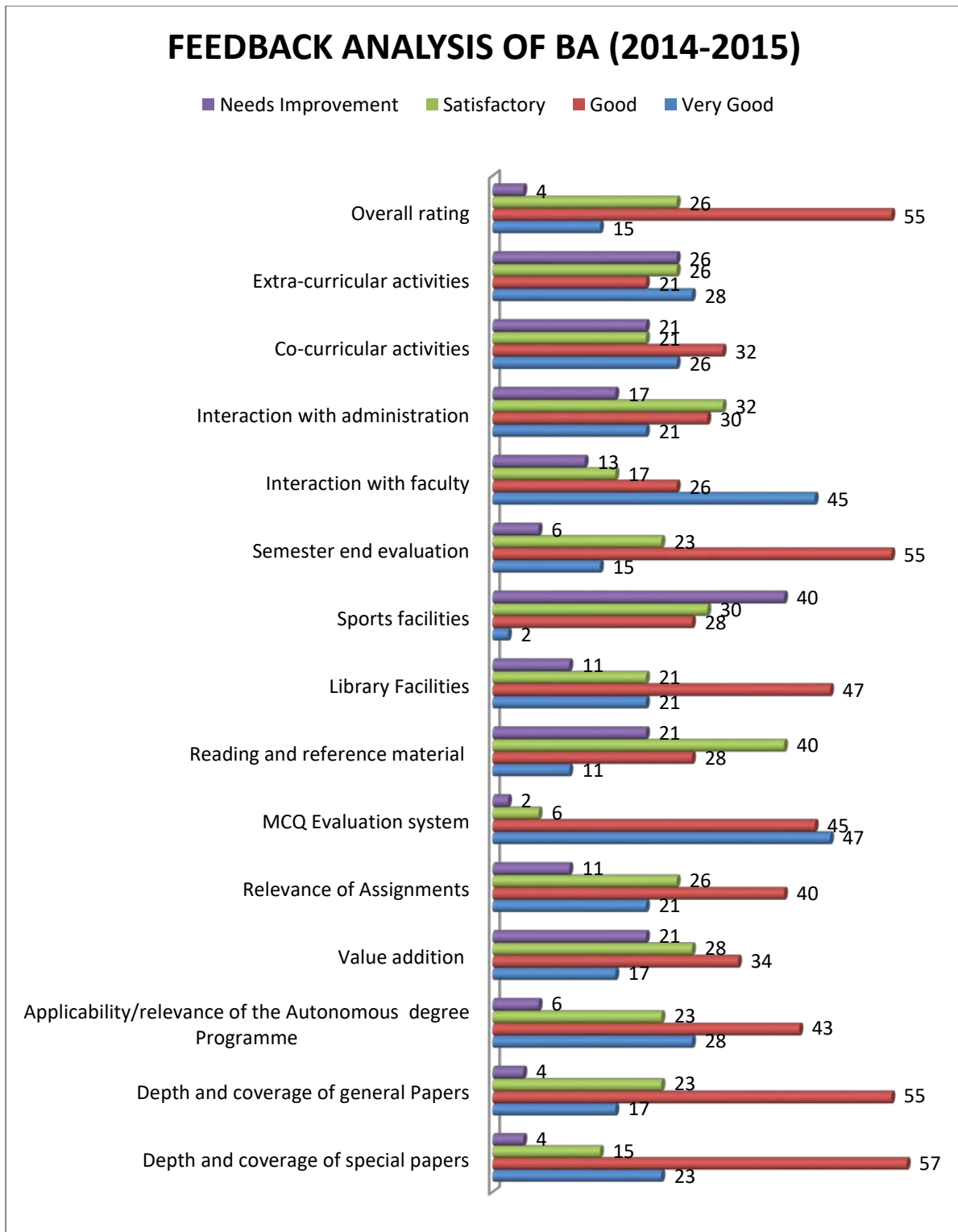
ACADEMIC CALENDER

MONTH	WEEK	EVENT / ACTIVITY
June	First week	<ul style="list-style-type: none"> • Commencement of Admission Process
	Second week	<ul style="list-style-type: none"> • Admission Process UG (continues)
	Third week	<ul style="list-style-type: none"> • Monday 16th June – College Reopens for faculty & Staff Meeting
	Fourth Week	<ul style="list-style-type: none"> • Preparation of the Time - Table
July	First week	<ul style="list-style-type: none"> • Foundation Course for F.Y. students • Principal's Address • Commencement of Teaching for Second & Third Year
	Second Week	<ul style="list-style-type: none"> • Commencement of First Year Teaching
	Third Week	<ul style="list-style-type: none"> • Admission Process PG
	Fourth week	<ul style="list-style-type: none"> • Marathi Natya Mandal's 'Symbiosis Karandak' (Marathi Play Reading) Intercollegiate competition • Seminar by Departments of Economics, Banking, Accounts & Costing on 'Interim Union Budget'
August	First week	<ul style="list-style-type: none"> • Foundation Day of College Celebrations on 1st Aug. • Commencement of Teaching for PG
	Second week	<ul style="list-style-type: none"> • Environmental Association – 'Rice plantation drive' at Vinzar village
	Third week	<ul style="list-style-type: none"> • Liberal Arts' International Conference on 'Diversity' • Mid-Semester Autonomy exams
	Fourth week	<ul style="list-style-type: none"> • English Dept. - Guest lecture on 'Mapping of Indian Literature' • Mid-Semester Autonomy exams
September	First week	<ul style="list-style-type: none"> • Teachers Day Celebrations on 5th Sept. by Arts Circle, NSS • Mid-Semester Autonomy exams
	Second week	<ul style="list-style-type: none"> • Prof. Ali Akbar Memorial Lecture series – Guest Lecture by Accountancy & Costing Departments
	Third week	<ul style="list-style-type: none"> • Eco-Banking Departments – Paper writing & presentation competition for students
	Fourth week	<ul style="list-style-type: none"> • Eco-Banking Departments - visit to BSE • Backlog termend exams under Pune University • Semester Autonomy exams
October	First week	<ul style="list-style-type: none"> • 2nd Oct. – Swachha Bharat Abhiyan – by NSS • Backlog annual exams under Pune University • Semester Autonomy exams
	Second week	<ul style="list-style-type: none"> • Staff Meeting • Semester Autonomy exams
	Third week	<ul style="list-style-type: none"> • Backlog Semester Autonomy exams

		<ul style="list-style-type: none"> • Tuesday, 21st Oct. – Last Working Day for faculty
	Fourth week	<ul style="list-style-type: none"> • Diwali vacation
November	First week	<ul style="list-style-type: none"> • Diwali vacation
	Second week	<ul style="list-style-type: none"> • Diwali vacation
	Third week	<ul style="list-style-type: none"> • Wednesday, 19th Nov. College reopens for faculty
	Fourth week	
December	First week	<ul style="list-style-type: none"> • Staff Meeting
	Second week	<ul style="list-style-type: none"> • Seminar by Centre for Human Excellence
	Third week	<ul style="list-style-type: none"> • Psychology Department – 2 Days National Seminar on ‘Health & Wellbeing’
	Fourth week	<ul style="list-style-type: none"> • NSS winter camp
January	First week	<ul style="list-style-type: none"> • Marketing Dept.- ‘Marketing Week’ • Business Administration Dept. – ‘Workshop on Marketing Philosophy for Business’
	Second week	<ul style="list-style-type: none"> • Entrepreneurship Cell – ‘Spandan fest’
	Third week	<ul style="list-style-type: none"> • Annual Gathering – Arts Circle, NSS, Students Council • Eco-Banking Depts – Bankonomics Fest & Dandekar Memorial Guest lecture series
	Fourth week	<ul style="list-style-type: none"> • Geography Dept. – JalBiradari Project • Mathematics & Statistics Dept. – Workshop for students on Data Analysis with Excel
February	First week	<ul style="list-style-type: none"> • Accounts & Costing Depts. – Costeo Semana fest & Workshop on ‘Business Ethics’ • Inter Collegiate Debate competition ‘Waxing Eloquent’ • Mid-Semester Autonomy exams
	Second week	<ul style="list-style-type: none"> • English Dept. – Guest lecture on ‘Music & Protest’ • Environmental Club – ‘Symbi Hill Project’ • Mid-Semester Autonomy exams
	Third week	<ul style="list-style-type: none"> • Business Law Dept. – 3 days Seminar on Legal Awareness • NSS & Rotary Club – Seminar on Personality Development • Mid-Semester Autonomy exams
	Fourth week	<ul style="list-style-type: none"> • Annual Prize Distribution Function • Psychology Dept. – 2 Days Workshop on Psychological Testing
March	First week	<ul style="list-style-type: none"> • Indo-French Cultural Exchange Program
	Second week	<ul style="list-style-type: none"> • Seminar by Departments of Economics, Banking, Accounts & Costing on ‘Union Budget’
	Third week	<ul style="list-style-type: none"> • Business Law Dept. – Guest Lecture ‘Corporate Governance’ • Centre for Human Excellence – Visit to VISMAY ashram • Semester Autonomy exams
	Fourth week	<ul style="list-style-type: none"> • Sports Prize Distribution • Alumni Entrepreneurs Meet

		<ul style="list-style-type: none"> • FY BA/BCom University of Pune annual exams • Semester Autonomy exams
April	First week	<ul style="list-style-type: none"> • M.Com. Convocation Function • Semester Autonomy exams
	Second week	<ul style="list-style-type: none"> • SY, TY BA/BCom University of Pune annual exams • Semester Autonomy exams
	Third week	<ul style="list-style-type: none"> • Semester Autonomy exams • M.Com Felicitation Program
	Fourth week	<ul style="list-style-type: none"> • Thursday, 30th April – last working day for faculty
May	First week	<ul style="list-style-type: none"> • Friday, 1st May – Maharashtra day celebration • Summer vacation
	Second week	<ul style="list-style-type: none"> • Summer vacation • Indo-French Cultural Exchange program
	Third week	<ul style="list-style-type: none"> • Summer vacation
	Fourth week	<ul style="list-style-type: none"> • Summer vacation

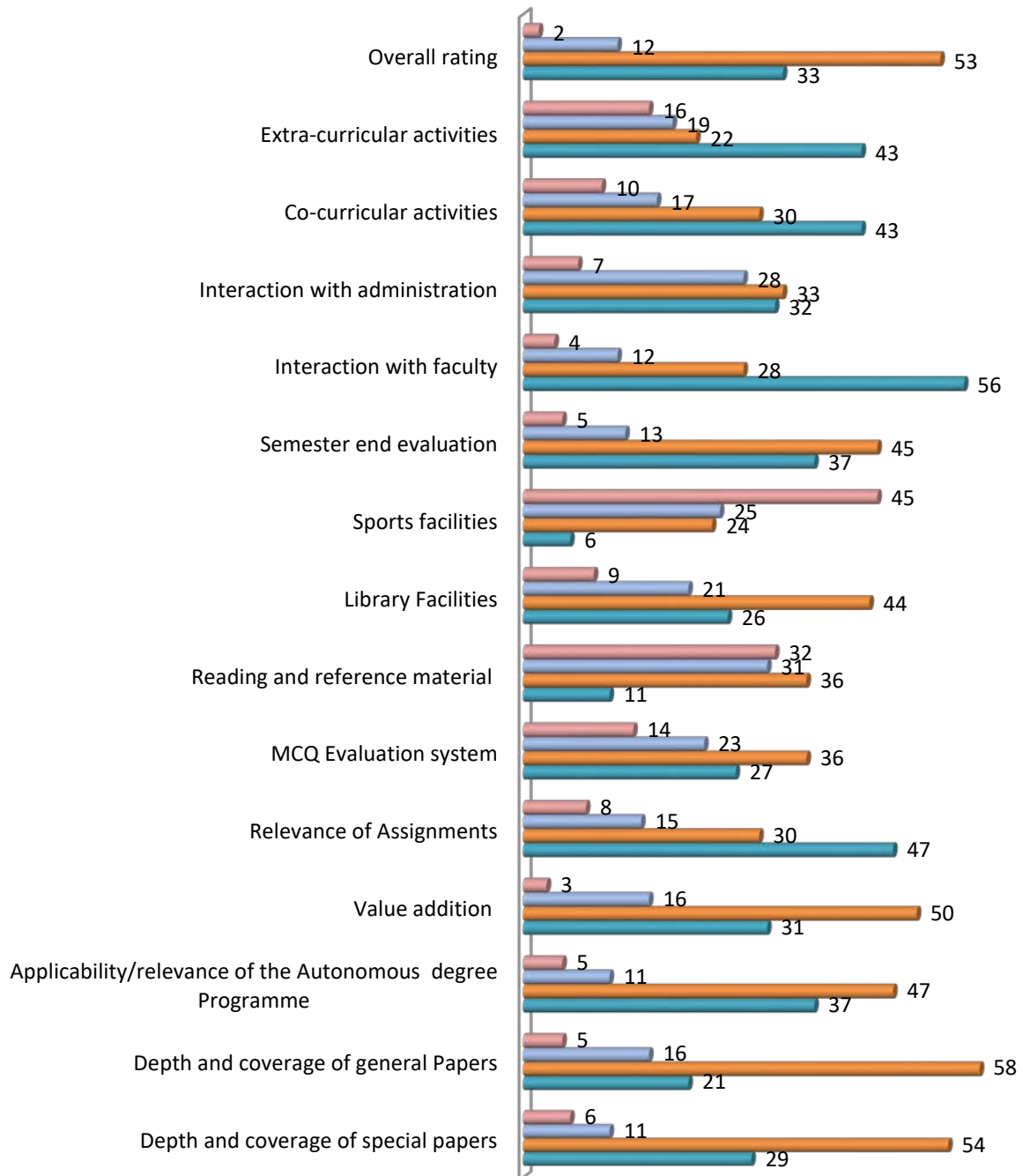
FEEDBACK ANALYSIS – B.A.



FEEDBACK ANALYSIS – B.Com

FEEDBACK ANALYSIS OF B.Com (2014-2015)

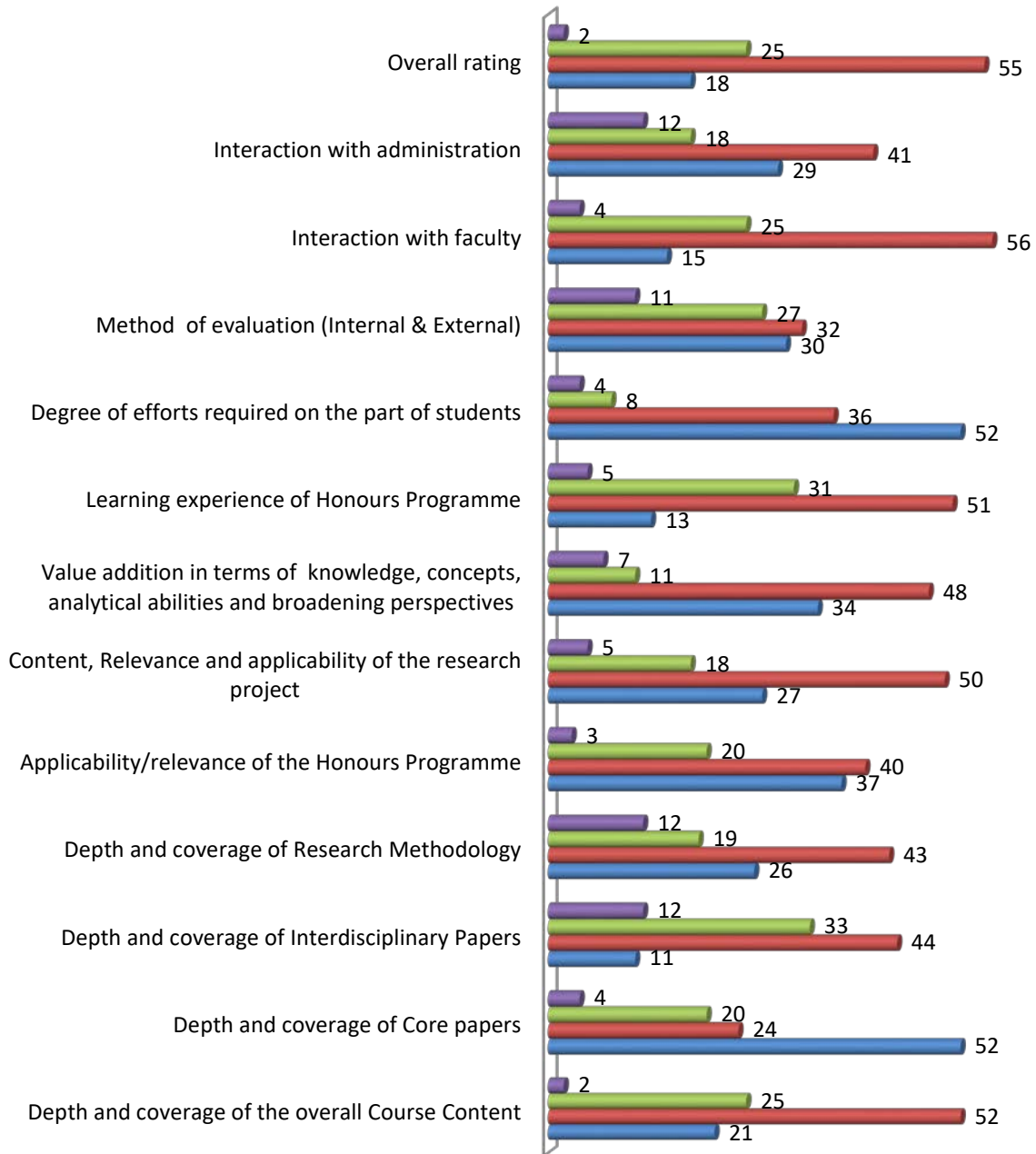
Needs Improvement Satisfactory Good Very Good



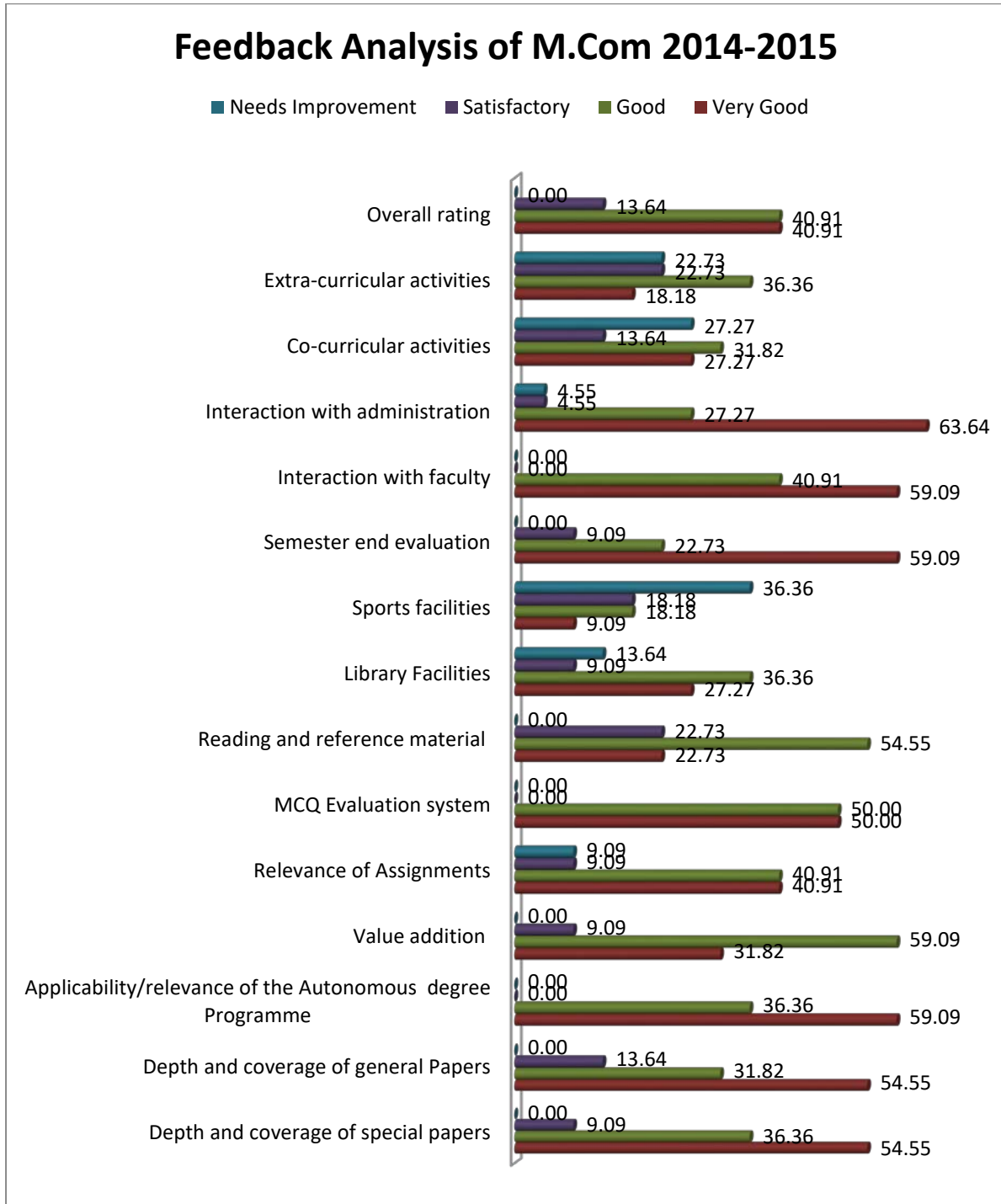
FEEDBACK ANALYSIS – BA/BCom (Honours)

**FEEDBACK ANALYSIS OF BA/BCOM (HONOURS)
2014-2015**

■ Needs Improvement ■ Satisfactory ■ Good ■ Very Good



FEEDBACK ANALYSIS – M.Com



BEST PRACTICE # 1**1. Title of the Practice****INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)****2. Objectives of the Practice**

- To stimulate, develop and maintain students' interest in academics
- To advance independent learning skills and to provide opportunities for students to work individually and collaboratively
- To enable both students and teachers to have worldwide accessibility to a wide variety of educational resources
- Rapid and cost effective world-wide communication
- To promote staff professional development by providing them access to new curriculum materials
- Greatly increased skills in Literacy, particularly in being able to read and appraise critically and then communicate what is important to others

3. The Context

- E- Learning
- Use of LCDs and internet facility in every classroom
- Classroom communication through social media(Whatsapp Groups and Facebook)
- Use of Plasmas and Public Announcement Systems to circulate communication
- Wi-Fi facility
- E-library
- Online Admissions
- Intercom facility
- Teaching PubLAN
- Biometric system
- Examination pattern (MCQs)
- Use of Tally/ TDS / Payroll software

4. The Practice

The use of Information and Communication Technology is an integral part of the National Curriculum and is a key skill for everyday life. The 21st century is recognized as the age of knowledge and therefore it is only natural that new technologies, ICT (Information and Communication Technology) above all, are in the focus. ICT has brought a range of new terms in the education like: e-learning, distance education, virtual classrooms, etc.

The most important benefit from ICT in education is improved learning outcomes. It provides necessary skilled workforce for the knowledge society which will enable us to boost the cost/benefit ratio. It also helps to speed up learning process and also make it economically feasible. Finally, while quality learning does require substantial effort from students and teachers, the process itself could be much easier and more pleasant.

Symbiosis College of Arts and Commerce believes in moving ahead with times. The College firmly believes that ICT is the need of the hour. As such, it has adopted the following practices to encourage use of ICT in both administrative and learning processes:

- The College makes use of **E-Learning techniques** to provide reading material to the students. Papers which are important from the examination point of view are uploaded on the college website and it is easily accessible to all students. This helps in introducing the practice of reading and analyzing published papers amongst the students.
- The Department of Costing at Symbiosis has created personalized websites for the students. All lectures are uploaded on YouTube which is accessible all round the world.
- The teachers make **use of LCDs** for PowerPoint Presentations, Projectors and the Internet Facilities available in every classroom to make learning easy and interesting.
- Classroom communications using social media (Facebook and Whatsapp groups) are an integral part of the College. All subject related information is posted using these mediums which provides easy accessibility to all students.
- The College makes **use of Plasmas and Public Announcement Systems** to circulate information regarding examinations, curricular and extra-curricular activities amongst the students.

- (Wireless Fidelity) **Wi-Fi facility** has been made available to all students on the college premises. This helps the student community to widen their academic horizon.
- The College also provides **E-library** facility for the students. This is very helpful for the students as it enables them to view variety of reading material.
- All **Admission procedures** in the College are conducted online. The identity cards of every student are also generated online.
- **Intercom facility** is used by faculty for communication between various departments and the Symbiosis Society.
- The College has created a **Teaching PubLAN** (Public Local Area Network) to provide easy access of vital information regarding teaching to all teachers. This facility is not only available to the teaching staff but also the administrative staff.
- The **Biometric System** has been introduced in the College to maintain attendance records of teaching and administrative staff.
- **Multiple Choice Question (MCQ) examinations** are conducted online for all students. Also, the exam for ACCA (Association for Chartered Certified Accountant) is conducted online which makes use of a special server and these exams are conducted according to international timings.
- The College makes use of **Tally/ TDS / Payroll** software to keep records of accounts of staff members

5. Evidence of Success

The introduction of ICT has played a significant role in all round development of the students. It has the following advantages-

- Reduced burden on administrative staff
- Improved quality of learning
- Transparency in administrative processes
- Reduction in time and cost
- Micro level data regarding students available at the tip of fingers
- Environmental friendly (paperless work) teaching and administrative processes

6. Problems Encountered and Resources Required

- Not useful for underprivileged students
- Not all students are familiar with the technology used in class

- Financial resources
- Traditional methods of teaching are important as well
- graphs
- Less of human interactions

BEST PRACTICE # 2

1. Title of the practice: Symbiosis centre for Liberal arts- Think, Evolve, Express

2. Objective:

- Expose the students to real life situations connected to the subject they are taught.
- To enable students to express themselves in a non-judgemental environment without bias or prejudice.
- To sensitise students to social and community issues where they can have direct impact in the change.
- To trigger right and left brain thinking so that students have balance way of looking at world outside.

3. Context:

4. The practise: its uniqueness in the context of Indian Higher Education

- Teacher student ratio is 1:15
- Compatibility
- Flexibility in Teaching methodology
- Continuous assessment process
- 18 credits for Diploma
- 3 credits for certificates
- Flexibility in completion of course
- Can be done along with graduation
- No age bar
- Up gradation of course outline/structure
- Implementation of new ideas of students
- Initiative taken by the teachers for exposure
- International conferences
- Foreign exchange programme
- Outdoor leadership programme

5. Evidence of success:

- Students ratio has increased
- Number of Faculty has increased – 10 to 29

- In 2006 we started with three fields i.e. Humanities and Social sciences and Literature and Language and Sciences. In 2012 we have added one more field i.e. Performing Arts to give this programme a holistic picture.
- Since 2006 we have introduced 25 new courses in all the four fields of SCLA programme.
- SCLA has conducted four student exchange programmes and three International conferences (Interculturality, Art and Freedom and Diversity) in collaboration with the University of Hildesheim.
- 10th and 11th Sept 2012 -Interculturality
- 16th and 17th Sept 2013 –Art and Freedom
- 21st and 22nd Aug 2014 -Diversity
- SCLA started with – number of courses and presently thirty six courses have taken off.
- SCLA has introduced courses like Ecological History of India and Outdoor Leadership Studies which is not found in many colleges.

INNOVATIVE PRACTICES:

- To create innovative multi-disciplinary educational programs which inspire students to develop creative thinking.
- Provides opportunity to students to develop opinions, attitudes, values and beliefs based on their own perceptions and understanding of issues as they see them.
- **Holistic approach**-Humanities and Social sciences, Literature and language, Science and Performing Arts
- Learning through discussion rather than instruction (more dialogues than monologues)
- Outcome of class teaching – for example In the **Creative writing** class students are putting together a book on crime fiction and poems written by them in class. The book of verse '**Sarir E Khamma**' an outcome from the students of **Music and poetry class**
Students of the **Photography** class made a small video of the centre.
Students from **Cyber law** and **Legal Awareness** are taken to visit prison, police station, attend court sessions, giving them a real life exposure to happenings in their course. On regular base Moot court sessions are held.
Appreciating Theatre students have to do a research with artists (actors, playwrights, musicians, costume and makeup designers etc.) during the Purshottam Karandak competition at Bharatnatya Mandir.
Art History students are taken to National Modern art gallery, Mumbai to study and understand the various techniques used by painters in their paintings.
- Outdoor Research- Kashmir, Khajuraho, Bijapur, Ajanta & Ellora
- Cultural exchange programmes

- Faculty responsible for revising courses and updating it annually
- Students are exposed to classical dance form by workshops conducted by renowned personalities like Mamta Maharaj Ji
- The centre regularly updates students on happenings via e-mail and attendance is checked on weekly basis.
- A new course Outdoor Leadership was introduced enabling students to understand the connection between man and nature.
- The Centre constantly introduces new courses

RESEARCH DATA FOR THE ACADEMIC YEAR 2014-2015.**PUBLICATION OF RESEARCH PAPERS BY FACULTY****Dr. Shirish Limaye, Head, Department of Accountancy**

1. Published paper titled 'Innovative Practices in Performance Evaluation' under the theme of Human Resource Management practices in Higher Education Institutions (HEI), on 18-19th September, 2014, **ISBN 978-81-924180-2-5**. (Bangalore)
2. Published paper titled 'An Innovative Experiment in Quality Management' under the theme of New Approaches to Business Excellence, on 26th September, 2014, in a research journal PARINDYA ,the MIBM research journal, **ISSN 2347-2405**. (NIBM, Pune)
3. Published paper titled 'Expectations of Students and Teaching plan of teachers' under the theme of Management opportunities and challenges, on 26th and 27th September, 2014, KRSCMS Management Journal Issue 2015 **ISSN 2230-8068**. (KRSCMS Management College)
4. Abstract published titled 'Application of Rational Emotive Therapy(RET) for work stress management', under the theme of Innovations in services; strategies for Global Business Excellence, on 13-15th January, 2015. (ITM University Gwalior, MP, India)
5. Published paper titled 'Man Making Education' under the theme of Challenges in Education for Nation Building, on 16th January, 2015. **ISBN 978-93-83993-96-3**. (Dr. Sudhakar Jadhavar Arts and Commerce College, Pune)
6. Published paper titled 'Aadersha Samaj Jeevanasathi Shrimad Bhagwad Gitetil Daivi Gun: Abhayam', under the theme of Changing Dimensions of Commerce Education in Globalised Era, on 13-14th February, 2015. **ISBN 978-93-84916-63-3**. (S.G. Kalbhor College, Loni, Pune)
7. Published several articles in Vaishnav Darshan magazine.
8. 'Rational Thinking Process for an Entrepreneur' (English) in Quest, April' 15.
9. 'Teaching Plan' (English), in BMCC, April' 15.

Dr. Vivek Sane, Head, Department of Marketing.

1. Research paper titled 'Core Competence and Diversification' published in the compendium of International Conference organized by International Association of ACADEMICIAN and Researchers, North Chapter on 6th October, 2014.
2. Research paper titled 'Emergence of Service Sector and Management Challenges' published in the compendium of International Conference organized by K. J Somaiya College of Arts, Commerce, and Science, Kopargaon on 30th September, 2014.
3. Research paper titled 'Analytical Study of Joint Ventures in India' published in the journal of International Conference jointly organized by International Association of ACADEMICIAN and Researchers and Indo Global Chamber of Commerce.
4. Research paper titled 'Analytical Study of Shopping Motives of Young Customers for Selected Product Categories with References to Organized Retailing in Select Metropolitan Cities in India.' Organized by Procedia Social and Behavioral Sciences.

Ms. Marcelle Samuel, Head Department of Banking

1. Published research paper titled 'Enhancing Capabilities for Wellbeing through Non Formal Education (NFE)' in the proceedings (ISBN - 978-81-921046-3-8) of the UGC sponsored National Seminar on 'Health and Wellbeing' at the Symbiosis College of Arts and Commerce, on 19th and 20th December, 2014.

Dr. Aarti Wani, Head Department of English

1. 'The 1950s Stardom : Popularity, Publicity and Discourse of Love', Film International, Vol 12, No 1, 2014, pp.51-61
2. 'Love in the Time of Pigs', Economic & Political Weekly, Vol. XLIX, No.12, March 22,2014, pp 73-74

Dr. Hilda David, Associate professor, Department of English

1. 'The Suppressed Male Dancer in Mahesh Dattani's Play *Dance Like a Man*' in the book *The Theatre of Mahesh Dattani, 2015*
2. 'The Art of Communication and its Barriers with reference to Environmental Communication', International Research Journal of Humanities and Environmental Issue, 2015

Dr. Manjushri Sharma, Associate Professor, Head Department of Political Science

1. Presented and published research paper titled 'River Policy and Sustainable Development' in the National Seminar (ISBN No. is 978-0-9921545-9-2) organized by D.B.F Dayanand College of Arts and Science at Solapur, 19th September, 2014
2. Presented and published research paper titled 'Exigency Of Mental Well being for successful Democracy' (ISBN No. - 978-81-921046-3-8) in the National Seminar organized by Symbiosis College of Arts & Commerce.

Mrs. Swati Dixit, Assistant Professor, Head Department of Geography

1. Published article in the book 'Dr. Satish Thigle: Non-Govermental Individual' published by Dr. Satish Thigle Gaurav Samiti
2. Published paper titled 'Students Initiative for Preparation of ESR for Sustainable Development of Pune city' presented at the National Level Seminar Organised by DBM Dayanand College of Arts & Science, Solapur on 19-20 Sept.2014 (ISSN No. 0971-6785/ ISBN: 978-0-9921545-9-2)
3. Published paper titled 'Ophthalmic Wellbeing; Roll of Vision 2020 & NPCB in Eradication of Blindness in Rural India' (ISBN No. - 978-81-921046-3-8) presented at the National Seminar organized by Symbiosis College of Arts & Commerce on 19-20 Dec. 2014

Mrs. Swati Chiney, Associate Professor, Department of Business Law

1. Research paper titled 'Laws and Policies ensuring Senior Citizens Well-being : Need of the Hour' presented and published in the proceedings((ISBN No. - 978-81-921046-3-8) of National Seminar on 'Health and Wellbeing' organized by the Psychology Department of Symbiosis College of Arts & Commerce, Pune.
2. Research paper titled 'Recognition of Human Rights of Senior Citizens, an upcoming area of concern' published in ISBN numbered Proceedings of National Seminar, published by Yashwantrao Chavan Arts & Commerce College, Islampur.

Dr. Alpna Vaidya, Head Department of Psychology

1. Research paper titled 'Life Skills for Good Health and Wellbeing: Interventions for personal effectiveness among youth' (co-authored by Dr. Manisha Saxena) published in the proceedings (ISBN No. - 978-81-921046-3-8) of the National Seminar on 'Health and Wellbeing' organized by the Psychology department of Symbiosis College of Arts and Commerce.
2. Published paper titled 'Behavioral and academic issues among adolescents and its relation to stress and coping and remedial measures' in the proceedings (ISBN No. - 978-81-921046-3-8) of the National Seminar on 'Health and Wellbeing' organized by the Psychology department, SCAC.
3. Paper published in Asia Pacific Journal of Management and Enterprise titled 'Inclusive Education- Case study of Ankur Vidya Mandir'
4. Paper published in the International Journal of Innovative Research and Development titled 'Happiness correlates of personality among college students'.
5. Paper published in the International Journal of Literature and Art studies, titled 'Emotional Intelligence and Belief in a Just World among engineering students'.

Dr. Yogini Chiplunkar, Assistant Department of Accountancy

1. Published research paper titled 'Wellness Industry - Towards Healthy Growth' in the proceedings (ISBN No. - 978-81-921046-3-8) of National conference on 'Health and Wellbeing' organized by Symbiosis College of Arts & Commerce, Pune.

Dr. Neelofar Raina, Assistant Professor, Department of Economics & Banking

1. Published research paper titled 'An Analytical Study: Inclusive Approach to Banking by SCBs as a Key Driver for Inclusive Growth', in Dawn, EBSCO Data Base (ISSN 2348-0092)
2. Published research paper titled 'Quality Enhancement in Higher Education through Innovative Teaching Pedagogy and Learner Centric Based Approach' in the proceedings of the National Level Seminar on IQAC held at Semiliguda College, Odisha
3. Published research paper titled 'Financial Literacy and Credit Counseling a Demand-side Solution to Financial Inclusion (A Study of Initiatives by Select Scheduled Commercial Banks in India)' in Journal of Commerce & Management Thought Vol. 5-4, 2014, DOI : 10.5958/0976-478X.2014.00013.5
4. Published research paper titled 'Rural Health Care System in India: Status and Analysis' in the proceedings (ISBN No. - 978-81-921046-3-8) of the National Conference on 'Health and Wellbeing' organized by Department of Psychology on 19th & 20th December 2014.

Mr. Anil Adagale, Assistant Professor, Department of English

1. Published research paper titled 'Reinterpretation of Myths in selected Marathi Dalit Poetry' in International Journal of English Language, Literature and Humanities. (IJELLH) Volume II, Issue V, September 2014, ISSN 2321-7065.
2. Published research paper titled 'Semiotics of Dalit Feminism' in the European Research Journal, International Peer-Reviewed Open Access Journal Vol. II, Issue 6/ September 2014, ISSN 2286-4822, Impact Factor: 3.1.
3. Published a research paper titled 'Utopia And Dystopia of Dalit Poetry' in Lang Lit An International Peer-Reviewed Open Access Journal, ISSN 2349-5189, Vol. 1 Issue - 2, November 2014.

4. Published a research paper titled 'Ambekarism and Modern Marathi Dalit Poetry' in **Lang Lit** An International Peer-Reviewed Open Access Journal, ISSN 2349-5189, Vol. 1 Issue – 3, February 2015.
5. Published a research paper titled 'Namdeo Dhasal: An Exponent of Dalit Protest' in **CILH: Contemporary Issues in Language and Humanities**, International Peer Reviewed Journal, ISSN 2249-9792, Vol. 5 Issue – 1, February 2015. RNI NO: MAHENG/2011/46776
6. Published research paper titled 'Literature and Mental Well Being' in the proceedings of journal ((ISBN No. - 978-81-921046-3-8) of the National Seminar organized by the Department of Psychology, Symbiosis College of Arts and Commerce
7. Published research paper on 'Protest Against Untouchability in Dalit Poetry' in **IJELR International Journal of English Language, Literature and Translation Studies**, ISSN – 2349-9451, Vol- II, Issue I.
8. Published a chapter titled 'De-marginalization: Revival of the Myths in Dalit Poetry' in a book 'Dalit Literature & Historiography Ed.by Saroj Mahananda Pragati Publications, New Delhi. ISBN - 97881S788173071492 , 2014

Mr. Santosh Marwadikumbhar, Assistant Professor, Department of Accountancy.

1. Presented and published research paper titled 'Utility Values of M-Marketing in Near Future' in the proceedings of International conference organized by Sinhadgad institute of Management on 12th to 14th February, 2015 (ISBN:978-81-910118-9-0).
2. Presented and published research paper titled 'Finding Tax Exempted Investing Routes' in the proceedings of International conference organized by Symbiosis Center For Management Studies on 23rd to 24th February, 2015 (ISBN:978-1-63415-553-3).

Dr. Sharayu Bhakare, Assistant Professor, Department of Commerce

1. Published research paper titled 'Higher education and CSR- a pedagogical approach' in the International Journal of Teaching and Education. ISSN 2156-6266 (Jan 2015)
2. Published paper titled "Unique Information and Communication technology (ICT) based Initiatives for Sustainable Rural Development' in the e-journal of Bombay Management Association. ISBN 978-81-927496-0-0.
3. Published paper titled 'Leadership with Conscience' in 'Paridnya' the MIBM research journal. ISSN 2347-2405.
4. Published paper titled 'Rural Entrepreneurship- Catalyst of Change' in 'Novel Research Kaleidoscope', Volume 3, Issue 2, ISSN 2277-1263 (August 2014).
5. Paper published 'Technology Related Teaching-Learning Initiatives: A Learner Centric Innovative Approach to Commerce Curriculum' Journal of Commerce and Management Thought (ISSN 0975-623X) peer reviewed, International.

Mrs. Jini Jacob, Assistant Professor, Department of Economics

1. Published paper titled, 'The Higher Education System in India and its impact on the Economic Well Being of the Country' in the proceedings ((ISBN No. - 978-81-921046-3-8) of the UGC sponsored National Seminar on ' Health and Well Being' organized by the Department of Psychology , Symbiosis College of Arts and Commerce held on 19th and 20th December 2014 .

Mrs. Zakira Shaikh, Assistant Professor, Department of Marketing

1. Paper titled 'To Analyze Corporate concern towards improving Consumer Health and Wellbeing by offering health related brands' published in the proceedings (ISBN No. - 978-81-921046-3-8) of National Seminar organized by the Department Of Psychology, SCAC (UGC Sponsored) on 19th-20th December 2014.

Mr. Sanjay Gaikwad, Physical Director, Gymkhana Department

1. Published paper titled 'Study Of Psychological And Physiological Variable Among Athletes ' in Variorum-Multi Disciplinary E-Research Journal (ISSN 0976-9714) Volume -05 Issue II Feb 2015

Mrs. Alka Arora, Assistant Professor, Department of Commerce

1. Published research paper titled 'A study on Quality of life of India vs China' in the proceedings (ISBN No. - 978-81-921046-3-8) of the UGC sponsored National level seminar on 'Health and Wellbeing' at Symbiosis College of Arts and Commerce

**PRESENTATION OF RESEARCH PAPERS BY FACULTY AT
INTERNATIONAL/NATIONAL/STATE LEVEL SEMINARS/WORKSHOPS/
CONFERENCES**

Dr. Sunayini Parchure

- Presented a Research Paper on 'The Concept of Well Being in Economics from GDP to GNH' for publication in journal (with ISBN number) of conference proceedings of the UGC sponsored Two Day National Seminar on 'Health & Well Being' organized by The Department of Psychology of the college.

Dr. Vijay Behere

- Presented paper titled 'Herd Mentality' at the International Conference on Impact of Political Refurbish with Reference to Commerce, Economics and Social Science organized by International Association of Academicians.
- Presented paper titled 'Corporate examples (growing with masses)' at International Conference on Paradigm shift in Commerce Engineering Technology and Social Science organized by K.J. Sotariya college of Arts and Commerce and science Mohiniraj Nagar, Kopargaon

Dr. Manjushri Sharma

- Presented two research papers in 6-days International Conference titled 'Religious fundamentalism and science of Democracy' and 'Observation and lessons from Gond People' organized by Sakarya University in Turkey, 10th -15th August 2014 Also chaired one of the sessions in the conference.
- Presented a research paper in 2-days National Conference titled 'River Policy and Sustainable Development' organized by D.B.F Dayanand College of Arts and Science at Solapur, 19th -12th September 2014
- Presented a research Paper in 3-days National Conference titled 'Gonds and Nazira

Forest' organized by 36th Indian Geography Congress at University of Rajasthan, Jaipur, 17th -19th November 2014

- Presented a research Paper in 2-days International Conference titled 'Implementation of Gandhian Philosophy' organized by Ratnagiri Sub-Centre, University of Mumbai in association with ICSSR-WRC, Mumbai on the theme of "Ethical Prospects: Economy, Society and Environment(ICEPESE-2015)", at Ratnagiri, 13th -14th March 2015

Mrs. Swati Dixit

- Presented paper titled 'Students Initiative for Preparation of ESR for Sustainable Development of Pune city' at National Seminar Organized by DBM Dayanand College of Arts & Sc. Solapur, 19-20 Sept.2014
- Presented paper titled 'Vision 2020: Impact on Blindness Eradication in Rural India' National Conference, Organized by University of Rajasthan, Jaipur, 17-19 Nov. 2014
- Presented paper titled 'Coal Making from Sugarcane Trash' National Seminar organized by Bharati Vidyapeeth University's Y.M.College Pune. 3 March 2015
- Presented paper titled 'Social Environment & Changing Pattern for Acceptance of Eye care Treatment in North-West Part of Pune'. International Conference organized by Ratnagiri Sub Centre, Univ. of Mumbai, 13-14 March 2015.

Mrs. Swati Chiney

- Research paper presented at National Seminar on 'Promotion of Ethics and Human Values' organized by Yashwantrao Chavan Arts & Commerce College, Islampur on 14th March 2015

Dr. Alpana Vaidya

- Presented paper at the Global Psychology Symposium

Dr. Yogini Chiplunkar

- Presented a research paper in the International conference on 'Emerging Trends in Business' organized by Christ University, Bangalore.
- Presented a research paper in the National conference on 'Health and Wellbeing' organized by Symbiosis College of Arts & Commerce, Pune

Dr. Neelofar Raina

- Presented research paper at the International Conference 'I3 Sutra to Unlock India's Potential' held on 23rd and 24th January,2015 at SVIMS, Pune.
- Attended and participated in National Seminar on College and Industry Interface sponsored by UGC held on 5th and 6th of December 2014, Organized by M.P.Mahavidyalaya,Pune

Mr. Anil Adagale,

- Presented research paper titled 'Protest Against Class and Caste System in the poetry of Namdeo Dhasal' in International Conference on Fourth World Literature and Culture at Higher Education and Research Society, Mumbai.
- Presented research paper titled 'The Voice of Marginality in Marathi Dalit Women's Poetry' in International Conference on Marginalisation and Indian

English Literature at Bharati Vidyapeeth University's Yashwantrao Mohite College, Pune.

- Presented research paper titled 'The Theme of Destruction and Reconstruction in Namdeo Dhasal's poetry' in National Seminar on Contemporary Literary and Stylistic Theories at Vidya Pratishthan's Arts, Science and Commerce College Baramati.
- Presented research paper titled 'Theme of Exploitation and Protest in Marathi Dalit Poetry' in National Seminar on Thematic Aspects of Post Modern Fiction in Indian English Literature on 23rd & 24th Feb 2015 at Mahatma Phule Arts, Science and Commerce, Panvel Dist Raigad.
- Presented research paper titled 'Caste, Hegemonic Culture and Dalit Poetry' in National Seminar on Cultural Studies: Exploration in the Forms of Power held on 26th and 27th March 2015 at Modern Education Society's Nowrosjee Wadia College, Pune.
- Presented research paper titled 'Feminist Reading of Modern Marathi Dalit Poetry Rendered in English' in State Level Seminar on Multiculturalism in Indian English Literature held on 9th March 2015 at Pravara Education Society's, Arts, Science and Commerce College.

Mrs. Vaishali Vaidya

- Presented paper titled 'Preservation & Digitization of the Intellectual property of an Institution: A Case Study' at the International Conference Library Space & Content Management for Networked Society (IC-LISCOM 2014) organized by DVK Central Library, Dharmaram Vidya Kshetram, Bangalore, during 18-20 October 2014.
- Presented paper titled 'Read to Rid: Ascertaining recreational, therapeutic, and developmental effects of reading habit on a person's life' at the National Conference on 'Health & Well-being' organized by Symbiosis College of Arts & Commerce on 19th & 20th December 2014.

Mr. Sanjay Gaikwad

- Presented research paper titled 'Should Kids Lift Weight' at the National Conference 2015 organized by Chandrashekhar Agashe College Of Physical Education.(Subject Was Trends, Issues And Future Of Physical Education And Sports)
- Presented paper titled ' Stress In Day To Day Life –Affecting Sports' in the UGC sponsored National seminar on 'Health And Well Being' organized by Symbiosis College Of Arts And Commerce.
- Presented research paper titled 'Healthy Lifestyle And Global Future Of Sports Science' in the National Conference Of Physical Education organized by Mulund College Of Commerce, Mumbai.

**DETAILS OF THE RESOURCE PERSONS & RESEARCH AWARDS AT
INTERNATIONAL / NATIONAL / STATE LEVEL SEMINARS / WORKSHOPS /
CONFERENCES**

Dr. Sunayini Parchure

- Chairperson for a technical session on 'Monetary Policy in the Present Context in India' at the UGC sponsored National Seminar held at Poona College of Arts, Commerce and Science on 6th, February 2015

Dr. Shirish Limaye,

- Chief Guest for Prize Distribution function organized by Tambe Academy, Icchalkaranji, Kolhapur (29th June, 2014)
- Invited as a guest speaker on many occasions for Orientation, Refresher Courses (27th October, 2014) "Service to Man is Service to God") and Course Work programme for Ph.D. students) organized by Savitribai Phule University of Pune, Pune (19th August, 2014)
- Guest of Honor for State level seminar on Challenges and Opportunities for Indian Economy held on 16th and 17th January, 2015 organized by Dr. Sudhakar Jadhavar Arts and Commerce College, Pune.
- Invited to conduct training programs at Mahindra and Mahindra, Chakan, Pune on several occasions. (30th June, 2014)
- Guest speaker for 4 times in Youth Forum (25th May, 14, 16th Nov. 14, 4th Jan. 15, 22nd Feb. 15) and 5 times in Residential Youth Conventions (27th April, 2014, 27th Dec. 2014, 31st Jan. 2015, 1st March, 2015, 22nd March, 2015) organized by Ramakrishna Math, Pune.
- Delivered fortnightly guest lectures on Bhagwad Gita at three places Anand Yoga, Laximinarayan Temple and Balbhim Temple and have conducted nearly 72 lectures.
- Delivered a guest lecture for M.Com. students at B. M. College of Commerce (30th Sept. 2014) and at Symbiosis College of Commerce (12th September, 2014)
- Delivered a guest lecture for Hospital Staff of Walawalkar Charitable Hospital, Dervan, Chiplun. (14th Nov. 2014)
- Invited as a Chief Guest for by Pune Stock Exchange for inauguration of their Investor's Training Program held on 9th February, 2015.
- Delivered a guest lecture on Human Excellence at Vishwakarma Institute of Business Management, Pune. (27th July, 2014)
- Invited for conducting Faculty Development Program at Kaveri College of Commerce, Karve Road, Pune (22nd August, 2015)
- Invited by Saint Mira College of Commerce to deliver a guest lecture for their students on Swami Vivekananda's Message to the Youth. (28th August, 2014)
- Invited by Rotary Club of Pune South to conduct a guest lecture for Nandadeep School Students on 'Determination' (10th Nov. 2014), then at Nutan Vidyalaya (18th Nov. 2015) then at Ambawane Rural School (12th December, 2014)
- Delivered a guest lecture at Modi Ganapati Charitable Temple, Narayan Peth, Pune on 'Bhakta Lakshane from Bhagwad Gita'.

- Judged One Act Play Competitions organized by Muktangnan English Highschool, Pune. (21st Nov. 2014)
- Delivered a guest lecture at Baburoji Gholap Commerce College under Skill Development Program one on 4th December, 2014 and another on 14th January, 2015
- Delivered a guest lecture on Swami Vivekananda's Message to the Youth at D.Y.Patil College of Engineering (12th January, 2015 morning 11 to 12 noon)
- Delivered a guest lecture on Secret of Concentration at Icchalkaranji, for the devotees of Ramakrishna-Vivekananda Bhavadhara Kendra on 12th January, 2015.
- Delivered a guest lecture at Anantrao Pawar College of Engineering, Shahu College Campus, Pune on Swami Vivekananda's Message to the Youth (20th January, 2015)
- Delivered guest lectures at Youth Conventions organized by Ramakrishna Math at Kada (18th January, 2015), Bhadole (18th August, 2014), Aurangabad (19-20th December, 2014), Wai (24th August, 2014)

Dr. Vivek Sane

- Invited as guest speaker for Corporate Lectures at Wipro, Godrej by Symbiosis Centre of Corporate Education.
- Guest faculty at Symbiosis Institute of Management Studies for the Subject Strategic Management.
- Called as Chair Person by Psychology Department of Symbiosis College of Arts and Commerce for the Symposium on 'Health and Wellbeing at Workplace' on 19th December, 2014.
- Delivered a guest lecture on the topic 'Personality Development' for the Students of NSS at Symbiosis College of Arts and Commerce.
- Delivered a guest lecture on the topic 'Recent Trends in Service Sector' for the students of M. Com at Symbiosis College of Arts and Commerce.

Dr. Vijay Behere

- Appointed as a member of the State Youth Awards Selection committee, director, sports and youth affairs Maharashtra state for the year 2014-2015
- Appointed as Pune city zonal coordinator for NSS and also as Cultural Coordinator for state and national level festivals.

Dr. Ketki Kher,

- Board of Studies for Mathematics and Statistics(St. Mira's College, Pune)

Dr. Aarti Wani

- Awarded the Charles Wallace India Trust visiting research fellowship at the Institute of Advanced Studies in Humanities, University of Edinburgh. Tenable from February 2015 to May 2015.

Mrs. Swati Dixit

- Awarded the 'Best Research Paper Oral Presentation', Third Prize for the paper titled 'Social Environment & Changing Pattern for Acceptance of Eye care Treatment in North-West Part of Pune' at International Conference organized by Ratnagiri Sub Centre, Univ. of Mumbai, 13-14 March 2015.

Dr. Alpana Vaidya

- Received first prize for the book coauthored on Social Psychology – Published by Pearson Publishing company.
- Reviewer for the Journal of Literature and Art Studies, David Publishing Company, USA.
- Delivered Keynote address at the AAICP, Taiwan.
- Received funding from UGC for Minor Research Project.
- Research project guide for the Master's students – MS Psychotherapy and Counseling.

Dr. Yogini Chiplunkar

- Research paper titled 'Optimize working capital with supply chain finance' was selected as the 'Best Paper' of the International conference organized by Christ University, Bangalore. Award comprised of the Certificate of Excellence and cash prize of Rs. 10,000.

Dr. Neelofar Raina

- Invited as a guest speaker for the workshop on 'Women's Personality Development Program' at Sarswati Mandir Night College of Commerce and Arts.
- Invited as a guest speaker at Symbiosis Center for Human Excellence and Honor's Degree Program Students on the topic Put on your Thinking Hats! Transform Learning Landscape.
- Invited as a guest speaker for M.COM Students on the topic 'Revisiting Participative Learning and Innovative Teaching Techniques'.
- Invited as GDPI Panelist at Symbiosis School of Banking and Finance on 7th of February 2015.
- As the Staff Secretary Coordinated the staff meetings and other activities for 2014-15.
- Assisted college authorities and exam department in smooth conduct of examination, continuous evaluation, mid semester exams.
- As the Teacher in charge a Presentation was done on Symbiosis Center for Skill Development in Academic Council held on 19th March 2015.
- As a member of Endowment committee read out the senior college prize list 2014-15.

Mr. Anil Adagale,

- Conducted One Day workshop on Soft Skill Development for the Administrative Staff of Vidya Pratishthan's VIIT College, Baramati on 6th February 2015.

Mr. Nilesh Waghmare

- Completed Orientation course organized by University Grants Commission, New Delhi and conducted by Academic Staff College, Savitribai Phule Pune University, Pune during 03rd December, 2014 to 30th December, 2014.
- Delivered a guest lecture on the topic 'Secret of Concentration' to the students of MS-CIT course in Ram Krishna Math, Pune on 24th April, 2015.

Dr. Sharayu Bhakare

- Awarded 'Women Achiever award' by the Savitri forum, Pune on 26th April 2014.
- Appointed as the advisory board member for the International Journal of Commerce, Economics and Management 'Sameeksha' published by the Indira College, Pune
- Chairman of the session at the IJAS conference for Academic Disciplines at the Harvard University, USA May 2014
- Invited speaker and Session chair at the International conference of Entrepreneurship and Business management organized by the University of Tarumangara, Indonesia and University of Sains Malaysia at Penang Malaysia. Talk on 'Inclusive Entrepreneurship in Developing Economies' (November 2014)
- Conducted a session on 'Case studies in Strategic Management' for the M.Com students of the college.

Mrs. Vaishali Vaidya

- Conducted a lecture on the subject 'Skill Development in Electronic Environment' on 18th Sept 2014, for SCAC Entrepreneur's Club Students

Ms. Sarika Morey

- Conducted Intercultural workshop for students under 'Study India Program' from University of Cologne, Germany and also for students from Canada and Japan for Symbiosis Centre for International Education, Symbiosis International University.